

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

**Monday, 18 March 2019 at 10:30**

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

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### **AGENDA**

- |    |  |         |
|----|--|---------|
| 1  | Minutes of the Last Meeting held on 11 February 2019   | 5 - 10  |
| 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  | Contact Service Annual Report  | 11 - 16 |
| 5  | Foster Carer Items (No report)   |         |
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## **Notes**

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

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 11 February 2019 (commencing at 10.30am)

**Membership**

Persons absent are marked with an 'A'

**COUNCILLORS**

Philip Owen (Chairman)  
Boyd Elliott (Vice-Chairman)  
Tracey Taylor (Vice-Chairman)

	John Handley	John Peck JP
	Errol Henry JP	Liz Plant
	Richard Butler	Sue Saddington
A	Rachel Madden	Yvonne Woodhead

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

4 Vacancies

**OFFICERS IN ATTENDANCE**

Steve Edwards	Service Director Young Families & Social Work
Linda Foster	Group Manager, Children and Families Services
Karen Hughman	Group Manager, Children and Families Services
Laurence Jones	Service Director, Children and Families Services
Rachel Miller	Group Manager, Children and Families Services
Colin Pettigrew	Corporate Director, Children and Families Services
Koni Rakhit	Consultant, Children and Families Services
Mike Sharpe	Team Manager, Children and Families Services
Claire Wilcoxson	Team Manager, Children and Families Services

Phil Berrill	Team Manager, Departmental Services
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Jacob Barker	Work Placement
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Martin Gately	Democratic Services Officer
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**1. MINUTES OF THE LAST MEETING**

The minutes of the meeting held on 14 January 2019 having been circulated to all Members, were taken as read and were signed by the Chairman.

## **2. APOLOGIES FOR ABSENCE**

Councillor Rachel Madden replaced Councillor Samantha Deakin for this meeting only.  
Councillor Rachel Madden also sent apologies.  
Councillor Richard Butler replaced Councillor Roger Jackson for this meeting only.

## **3. DECLARATIONS OF INTEREST**

None.

## **4. SCHOOL BUILDING IMPROVEMENT PROGRAMME**

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

### **RESOLVED 2019/008**

That:

- 1) the addition of one extra project to the School Building Improvement Programme for the 2018/19 allocation, as detailed in paragraph 8 be approved.
- 2) the addition of projects to the Schools Building Improvement Programme for the 2019/20 allocation, as detailed in paragraph 9 be approved.

## **5. BASIC NEED PROGRAMME OF SCHOOL EXPANSION**

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

### **RESOLVED 2019/009**

That:

- 1) the list of schools identified in Appendix 1 be taken forward to feasibility with the Council's Departmental Services.

## **6. FIRST ADMISSIONS APPLICATIONS TO NOTTINGHAMSHIRE SCHOOLS AND ACADEMIES – 2018/19 ACADEMIC YEAR**

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

### **RESOLVED 2019/010**

That:

- 1) any actions required in relation to the information contained within the report on the outcomes of the Council's admissions services for Nottinghamshire applications to primary schools for the 2018/19 academic year be considered.
- 2) further advice be sought about the possibility of making it essential for parents to have preferenced more than one school before the application can be processed.

## **7. NOTTINGHAMSHIRE SCHOOL ADMISSION ARRANGEMENTS 2020-2021**

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

### **RESOLVED 2019/011**

That:

- 1) the proposed school admission arrangements for 2020-2021 as detailed in Appendix 1 be determined, including:
  - overall procedures and practices including oversubscription criteria for community voluntary controlled schools, as detailed in Section 1
  - published admission numbers, as listed in Section 2
  - qualifying schemes in Section 3
  - in-year scheme in Section 4

## **8. REVISED NOTTINGHAMSHIRE FAIR ACCESS PROTOCOL**

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

### **RESOLVED 2019/012**

That:

- 1) a revised Nottinghamshire Fair Access Protocol, attached as Appendix 1, be approved.

## **9. STRATEGY FOR IMPROVING EDUCATIONAL OPPORTUNITIES FOR ALL (2019-2021)**

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

### **RESOLVED 2019/013**

That:

- 1) the development and consultation on a Strategy for Improving Educational Opportunities for All be approved, and that a report on the consultation

outcomes and a proposed Strategy be brought to a future meeting of the Committee.

**10. CHANGES TO DISCRETIONARY FUNDING FOR DISABLED CHILDREN'S ACCESS TO CHILDCARE (DCATCH) DELIVERED AT HOME**

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

An amendment to the motion as set out below was moved by Councillor Peck and duly seconded:

‘That the cut off date is extended to March 2023. The parental contribution rise from £3.50 an hour by 50 pence a year through to 2023.’

The amendment was put to the meeting and the Chairman declared it was lost.

**RESOLVED: 2019/014**

That:

- 1) a phased withdrawal of the Disabled Children's Access to Childcare Home Based Packages service, as detailed in paragraph 11.

**11. TROUBLED FAMILIES PROGRAMME IN NOTTINGHAMSHIRE UPDATE**

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

**RESOLVED: 2019/015**

That:

- 1) a follow-up report be received in the next six months and that this be included in the work programme.

**12. EARLY CHILDHOOD SERVICES COMMUNICATIONS PLAN 2019-2020**

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

**RESOLVED: 2019/016**

That:

- 1) the proposed Early Childhood Services Communications Plan 2019-2020, attached as Appendix 1 be approved.



### **13. REVIEW OF PROVISION OF SUPPORT STAFF TO CHILDREN'S HOMES**

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

**RESOLVED: 2019/017**

That:

- 1) approval be given for a request to be made to the Finance and Major Contracts Management Committee for an allocation from contingency for £25,000 to fund the cost of external review of the provision of support staff in Nottinghamshire Council children's residential homes.

### **14. APPROVAL OF NOTTINGHAMSHIRE'S LOCAL OFFER FOR CARE LEAVERS**

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

**RESOLVED: 2019/018**

That:

- 1) the proposed Nottinghamshire Local Offer for Care Leavers, attached as Appendix 1, be approved.

### **15. DEVELOPMENT OF THE FOSTERING SERVICE**

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

**RESOLVED: 2019/019**

That:

- 1) the proposal to develop and grow the Nottinghamshire County Council fostering service, as detailed in paragraphs 15-23 be approved.

### **16. UPDATE ON THE DEPARTMENTAL CHANGE PROGRAMME**

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

**RESOLVED: 2019/20**

That:

- 1) the disestablishment of the identified posts in Youth, Families and Social Work and Safeguard, Assurance and Improvement, as detailed in paragraphs 3 and 5 be approved.

- 2) initiatives to increase availability and to decrease costs of placements for looked after children through joint work with other local authorities, increased block contracting and development of the market to provide avoidance of £260,000 in costs per annum by 2021/22.
- 3) the continued work on the feasibility of a new four-bedded residential unit with a report initially to Policy Committee in relation to the required capital and property be endorsed.
- 4) the establishment of posts to support the delivery of the projects as detailed in paragraph 9.
- 5) the sale of additional capacity in residential disability homes to maximise use, create income and to provide high quality care places for children who require them be approved
- 6) any other actions required by the department to develop and deliver on plans to meet the anticipated financial challenges be considered

#### **17. ROTA VISITS TO CHILDREN'S HOMES: AUTUMN 2018**

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

#### **RESOLVED: 2019/021**

That:

- 1) a further report on Minster View be scheduled for a future meeting.

#### **18. WORK PROGRAMME**

#### **RESOLVED: 2019/22**

That the work programme be agreed.

The meeting closed at 11:23 am.

CHAIRMAN

**18<sup>th</sup> March 2019****Agenda Item: 4****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****CONTACT SERVICE ANNUAL REPORT****Purpose of the Report**

1. To provide an update on the Contact Service with regard to the supervision of contact for looked after children.

**Information**

2. The Local Authority has a statutory duty to provide and promote contact – unless it is not in the best interests of the child.
3. The primary law and key reference documents emphasise the need for the child to be at the centre of planning contact arrangements. The Children Act 1989 and case law (decisions of the higher courts) identifies contact as 'a right of the child' - birth parents, relatives and others do not have a 'right' to contact, although local authorities must provide and promote contact, providing evidence to court if they are planning to change or withdraw contact.
4. The 'Good Practice Guidance Note ADCS/CAFCASS-2013' also emphasises the need for contact to be in the best interests of the child and, in particular, the level of contact must be based upon observation of the contact and the need to adjust the plan if contact is detrimental to the child. This is fundamental to the Contact Service.
5. The Contact Service provides a County-wide service and has been operational since June 2012. In September 2013 a full review of the service was initiated and the service has embedded the revised practice guidance and procedures. The child has remained the focus of all decision making and key processes within the service model.
6. The core offer is:
  - the Contact Service 'core offer' is to 'provide supervised contact to children who are looked after by the Local Authority to inform their permanency plan until this is agreed'. Priority is given to cases within the court arena and where there is a requirement to provide evidence to the proceedings
  - contact is also supervised where there continues to be evidence of 'significant risk' to a child and where no other alternative is appropriate. The Contact Service will also provide

supervised contact for a time limited period to children who may be at risk and report to inform the future plan for the child with regard to contact arrangements.

7. The Contact Service has extended the service, and where possible has supervised the contacts held in the Looked After Children team, to support the contact arrangements for long term looked after children.
8. There are Nottinghamshire looked after children placed over the UK who may require supervised contact with their families; this is a challenge to support and, depending on the distance involved, an independent agency is commissioned to supervise on the Council's behalf.
9. Service delivery is Monday – Friday, 8.30am – 7pm, and some occasional weekend work.
10. The Contact Service provides an average of 700 contacts per month. The referrals on average relate to 20 referrals each month.
11. The County is split into three areas: north, central and south districts. North covers Retford, Worksop and Ollerton; central covers Mansfield and Ashfield, and south covers Broxtowe, Rushcliffe, Gedling and Newark.

## Venues

12. There are dedicated venues across the County to ensure:
  - children are transported within a reasonable time
  - venues which are fit for purpose with age appropriate accommodation
  - children to access sessions outside of school times without being restricted by external venue opening times which has reduced the time pressures on staff
  - increased safety for Contact Support Workers (CSWs)
  - the ability to control infection and keep rooms clean
  - control over booking contact rooms
  - a reduction to changes and cancellations
  - better consistency of worker for the child, which contributes to safeguarding priorities and best outcomes for the child
  - a reduction in CSW travel time which leads to increased capacity to supervise more sessions and upload notes in a timely manner
  - a reduction in mileage spend by CSWs travelling between venues.

### North:

**Ollerton Contact Centre** – based on the Dukeries Academy School site. This venue continues to work well for all ages; there is a total of four rooms, which includes a kitchen area which works well for older children. The Council pays a fixed charge for the facility usage. No high risk contacts take place here, they would take place at Welbeck House, Ollerton.

**Worksop – Priory Contact Centre** – this has a total of nine rooms suitable for all ages, and an outdoor play area. There are three kitchens which allow for activities similar to in a

home setting, and are useful for assessed contact. This venue can also be used for contact which requires a lower level or no supervision, but for which a private space is required.

**Retford Office at Chancery Lane** – there are two to three rooms available here, and no outdoor play area. This venue is used for higher risk contacts.

#### **Central:**

**Sandy Bank** – this is considered as the central base of the Contact Service. Team leaders work across their area in the respective venues to ensure management presence and oversight. Sandy Bank has ten rooms available for contact, there are kitchen facilities and outdoor play areas, and the centre continues to be well used. Meadow House is also used for high risk contacts.

#### **South:**

**Beeston Central Children's Centre** – this venue has three rooms, kitchen facilities and an outdoor play area, and is easily accessible from the tram service. The Children's Centre will be vacating the property, and the Contact Service will remain.

**Sir John Robinson Way** – two rooms are available. There are no kitchen facilities or outdoor play, but there is an accessible local park for contact that can be safely managed. The venue is well used.

**Hawtonville Children's Centre, Newark** – there are four rooms available here, an outdoor area and kitchen. These rooms are fully utilised.

### **Transport**

13. It is usual practice for the foster carer to transport children to and from contact. In exceptional circumstances the contact service workers will transport children. There is a continued increase in family and friends foster carers, and these carers are most likely to support with travel to contact.
14. However it remains a challenge to transport children with their best interests at the centre, in terms of reducing children's time travelling each week, and in addition to the use of taxis (with or without escorts), when foster carers cannot transport.

### **Staffing**

15. The establishment is: 0.5 full-time equivalent (fte) Children's Service Manager (CSM), 3 fte Team Leaders, and 23.5 fte Contact Support Workers. There is currently a pool of 5 Relief Contact Support Workers to support with the flow of work and cover emergencies. The workers are assigned to a particular area, although as a countywide service there are times when flexibility is required to cover contacts. The CSM post will be disestablished from 1<sup>st</sup> April 2019, and the Service managed by the CSM Residential.

## **Training**

16. It is a specification of the job description that children's contact workers hold a Level 3 City and Guilds Diploma in Children and Young People's Workforce. All workers are suitably qualified. A service user evaluation project is currently underway, which will provide further information and learning to continuously improve the Service.

## **Systems**

17. The service has changed from OneSpace to SharePoint to operate the Contact Plans, providing further detail which is useful for the workers undertaking contact and to further collate data.
18. Mosaic enables the supervised contact record to be updated as well as a review process trigger.

## **Other Options Considered**

19. No other options have been considered.

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

20. The report provides an opportunity for the Committee to consider any further actions arising from the information contained within the report.

## **Statutory and Policy Implications**

21. 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**

22. There are no financial implications arising from the report.

## **RECOMMENDATION/S**

- 1) That the Committee considers whether there are any actions it requires in relation to the information contained in the report.

**Steve Edwards**

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

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

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**Constitutional Comments (AK 18/02/19)**

23. The recommendation falls within the remit of the Children and Young People's Committee under their terms of reference.

**Financial Comments (SAS 21/02/19)**

24. 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 Division(s) and Member(s) Affected**

All.

C1224





**18<sup>th</sup> March 2019****Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****RESPONSE TO HISTORICAL CHILD ABUSE – RESOURCES****Purpose of the Report**

1. To seek approval of further resources for 2019-2020 to support the Council's response to historical child abuse and gives approval for a request to be made to the Finance and Major Contracts Management Committee for an allocation from contingency of £155,187 to fund the cost of the team in 2019-2020.

**Information****Background**

2. Following a report to the Children and Young People's Committee in September 2015, funding was approved from corporate contingencies to meet staffing requirements for a historical abuse unit. Subsequent approval for continued funding was given following further reports to the Children and Young People's Committee in November 2016 and the Policy Committee in December 2017.
3. The establishment of a dedicated resource reflected the commitment of the Council to provide a robust response to allegations of child abuse by individuals previously in the care of the Local Authority via criminal and/or civil litigation processes.
4. The funding provided additional resources across children's social care, Human Resources and business support; this included a small team of managers and social workers who have worked alongside the officers of Nottinghamshire police's Operation Equinox based at Mansfield police station.
5. The work of that team has consisted of having direct contact with victims and survivors, locating relevant information from Local Authority records governed by the Council relating to individuals and institutions, disclosing information to the police and/or the Council's solicitors involved in the civil litigation, analysing social care information and signposting individuals to relevant support networks. Working cross-authority boundaries with operational colleagues in Nottingham City Council has also continued to be a feature of the work.

6. The additional funding has also been utilised to meet the needs of a small number of victims and survivors where it has been identified that support needs could not be met elsewhere.
7. Members of staff working within the historical abuse unit have also been instrumental in collating and analysing information and/or writing submissions on behalf of the County Council to the Independent Inquiry into Child Sexual Abuse (IICSA) in preparation for the public hearings which were held during October 2018.
8. The provision of support services to victims has been considered under the auspices of the multi-agency Strategic Management Group which has oversight of the historical abuse investigations being undertaken by the police's Operation Equinox. This has resulted in some dedicated support services being made available although work will be further developed as a result of continued learning to ensure that a range of appropriate services is available for individuals who experienced abuse whilst in public care. The Strategic Management Group is attended by the Council's Corporate Director for Children's Services, Service Director for Adult Social Care, Group Manager with a lead on historical abuse and a Senior Communications Business Partner.

#### **Current situation**

9. The projected expenditure for the unit for the year 2018-19 as at the end of March 2019 is £338,960. This is less than that identified within the last report to Policy Committee given some reduction in the staffing requirements during the year.
10. The development of support services for victims and survivors noted above has reduced the need for this support to be provided by social workers within the historical abuse team, although managers from the unit are currently involved in meeting with a number of individuals at their request following the IICSA hearing. There has been a reduction in the number of individual strategy meetings needing to be convened to consider new allegations of abuse against identified alleged perpetrators and this has therefore reduced the need for a dedicated independent Chair and minute-taker resource.
11. The social worker resource within the team has incrementally reduced over the year as a result of the seconded postholders successfully seeking appointments to other posts.
12. However, whilst the workload related to responding to historical child abuse has changed and evolved, it is still the case that historical abuse continues to be a high profile issue both nationally and locally and there remains a need for dedicated resources to enable the Council to meet its responsibilities in this respect. Civil claims regarding childhood abuse in Council establishments and foster placements continue to be received – and those involving foster placements have increased following the Supreme Court judgement that Council's should be deemed to be vicariously liable for abuse committed by their foster carers. The nature of the work is complex and specialist and the professionals involved have developed expertise which needs to be retained. An important element of the work requires liaison and negotiation with senior managers from a range of service areas within the County Council and across the multi-agency partnership in response to both operational issues and strategic developments.

13. Consideration is being given to additional areas of work, such as supporting those seeking access to their historical child care records, being undertaken by the dedicated resource. Additionally members of the unit will also be involved in the implementation of actions arising from the Council's consideration of findings from IICSA and issues arising from the IICSA report into the Nottinghamshire councils expected in summer 2019. The publication of this report might also impact on the demand on the service should it give rise to further individuals making allegations of abuse relating to their time in care. Consideration is also being given to extending the remit of the unit arrangements to respond to allegations of historical abuse against those in positions of trust by individuals who were not previously looked after children.
14. Further consideration is being given to the model for future arrangements, including the connectivity between the response to contemporaneous allegations against those who work with children and historical abuse allegations, and how this work can be embedded in a sustainable way within the Council. It is expected that such arrangements will be in place by the end of the 2019-20 financial year. In the meantime, it is proposed that funding should be approved for the following posts:
- 0.6 fte Group Manager (Band F)
  - 1fte Team Manager (Band D)
  - 1 fte Social Worker (Band B)
  - 0.5 fte Local Authority Designated Officer (Band C)
  - 0.5 fte HR Officer (Grade 5)
  - 0.5 fte Independent Chair/ Child Protection Co-ordinator (Band D)
  - 0.5 fte Minute taker (Grade 3)
  - 0.5 fte Business support (Grade 3)
15. This would total, with on costs, £232,187 for the full financial year 2019-20. An additional amount relating to running expenses and ongoing individual support needs of £16,000 would increase this to a projected total cost for the financial year of £248,187.

### **Other Options Considered**

16. The Council has considered using only existing staffing resources, however, this is currently not sufficient to meet the volume of work and would impact on other areas of service delivery, including the protection of children currently in the Council's care. However, this will continue to be reassessed during the financial year and adjustments made wherever possible as previously has happened.

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

17. It remains an imperative that the Council continues to meet its responsibilities to respond appropriately to victims and survivors and provide support to the ongoing police and civil investigations.

### **Statutory and Policy Implications**

18. 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**

19. There is a projected underspend of £93,000 as at the end of the current financial year which could be utilised to part fund the historical abuse unit after April 2019. On the basis of projected expenditure outlined above, additional funding of £155,187 would be required to enable the unit to continue until March 2020. This cost will be met by a request from contingency to Finance and Major Contracts Management Committee.

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

20. Consideration of allegations of historical abuse includes assessment of any current safeguarding risks to children and is undertaken under the auspices of interagency child protection procedures. The potential vulnerability of adult victims and survivors is also considered in each case and appropriate support services sought. The IICSA report is expected in summer 2019 and will include findings regarding the Council's protection of children in its care and its response to allegations.

## **RECOMMENDATION/S**

That the Committee:

- 1) approves further resources for 2019-2020 to support the Council's response to historical child abuse.
- 2) gives approval for a request to be made to the Finance and Major Contracts Management Committee for an allocation from contingency of £155,187 to fund the cost of the team in 2019-2020.

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

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

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**Constitutional Comments (EP 21/02/19)**

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

#### **Financial Comments (SAS 07/03/19)**

22. The financial implications of the report are contained within paragraph 19 above.

#### **Background Papers and Published Documents**

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

Establishment of a Historical Child Abuse Unit: report to Children and Young People's Committee on 21 September 2015

Historical Abuse Unit: report to Children and Young People's Committee on 21 November 2016

Response to Historical Child Abuse – Resources: report to Policy Committee on 20 December 2017

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

All.

C1227



18 March 2019

Agenda Item: 7

## **REPORT OF THE SERVICE DIRECTOR, FINANCE, INFRASTRUCTURE & IMPROVEMENT**

### **CHILDREN AND YOUNG PEOPLE CORE DATA SET - PERFORMANCE FOR QUARTER 3**

#### **Purpose of the Report**

1. This report provides the Committee with a summary of the performance of the Council's services for children and young people for quarter 3 of 2018/19 (1 October to 31 December 2018).

#### **Information**

2. The Council's Planning and Performance Framework establishes the approach that the Council takes to planning and managing its performance to deliver effective and responsive services.
3. The Council has agreed that the key measures of its performance will be defined through a number of core data sets which are detailed in its Council Plan and each of its Departmental Strategies.
4. Performance against these core data sets is reported to Committee every three months (quarterly) to support the performance management of the delivery of services.

#### **Performance Reporting for 2018/19**

5. This report provides a summary of the quarter 3 position for the Children's Social Care and Education Core Data Set performance measures that fall within the responsibility of the Children and Young People's Committee. The full Core Data Set is included in **Appendices 1 and 2**. **Appendix 1** shows those measures which have received updates since the previous quarter. **Appendix 2** shows those measures which have not changed.
6. For each measure, the following information is provided:
  - Current performance and whether a high or low value is regarded as 'good'.
  - The period this current value relates to.
  - An indication of whether performance has improved (+), declined (-), or remained the same (=) over the current reporting period. The most recently available annual performance and which year this relates to.

- The underlying numbers used to calculate the % for some measures is provided within the measure description.
- If a measure is cumulative, this is stated in the measure description.
- Comparator data of the national average for England, and that of the Council's children's services statistical neighbours, where this data is available.

## **Child and Family Assessments**

7. The percentage of Child and Family Assessments completed within timescale has seen continued improvement from 95.5% in quarter 2 to 97.1% in quarter 3. This is comfortably above the target of 85% and above the Council's statistical neighbours and national averages. This continued improvement results from practice improvements made in both the Assessment Service and Children's Disability Service. The changes in the Assessment Service relate to new practice guidance introduced in July 2018 to ensure Assessments are timely and proportionate. In addition to this, changes were made to the allocation process to ensure that Social Workers had the capacity to both undertake and write up their assessments in a timely manner.

## **Child protection**

8. The number of children subject to a child protection plan has decreased this quarter to 46.9 per 10,000. This quarter's figure is encouraging; thresholds are closely monitored by children's service managers and also chairs of child protection conferences. However, the number of children subject to a child protection plan in Nottinghamshire continues to be slightly above the statistical neighbour average and work continues in this area.
9. The percentage of child protection plans lasting two years or more has seen some fluctuation over the last 12 months and has risen this quarter from 3.4% to 4.6%. The figure for Nottinghamshire is now above the national average. Substantial work has gone into this area, and performance continues to be within the target of 5.5%.
10. There has been a significant decrease this quarter in the proportion of children becoming subject to a child protection plan more than once from 28.8% in quarter 2 to 16.8%. This area is subject to ongoing close management attention and whilst this significant decrease in quarter 3 is noted as a positive, further quarters' data is required before reaching firm conclusions as to the direction of travel.
11. The percentage of child protection cases reviewed within timescales remains unchanged at 95.3% this quarter. As this is a cumulative measure over a rolling 12 month period sustained good performance is required, and performance continues to require recovery from the dip in 2017/18 quarter 4 when staff sickness and heavy snow significantly impacted on the completion of reviews of child protection plans. Performance each month this quarter has exceeded the national and statistical neighbour averages, and the year to date figure also exceeds this. However, improvement is still required to meet the Nottinghamshire target for 2018-19. Work has taken place to build in resilience to the system to hopefully avoid a repeat of last year's quarter 4 issues.



## **Child Sexual Exploitation (CSE) and Missing**

12. The number of children reported to the Multi-Agency Safeguarding Hub (MASH) with risks of CSE has increased from 75 in quarter 2 to 121 instances in quarter 3. Schools accounted for more than half of this increase in referrals as pupils returned back from the summer break in September. The increase is also considered to be attributable to an increased understanding and knowledge of CSE indicators. The percentage of those referrals which subsequently went on to a CSE strategy meeting has remained stable with 11.9% (or 8 instances) in quarter 2 compared to 10% (or 11 instances) in quarter 3.
13. The number of children going missing has reduced this quarter which is in line with previous annual patterns. Partner agencies are working well with one another to address issues of children missing from home and care.

## **Looked after children**

14. Looked after children (LAC) who have had more than three placements during the previous 12 months as a proportion of all looked after children has remained unchanged between quarter 2 and quarter 3. However, the Nottinghamshire figure is higher than statistical neighbours and the national average, albeit recently published data indicates that statistical neighbours are also experiencing a rise in this specific indicator. Whilst the general rule of fewer placement moves resulting in better outcomes prevails for the majority of cases, the computation of this specific indicator is such that the otherwise excellent work done to move 16/17 year old LAC into a number of discrete supported placements that provide this group with the necessary life skills to equip them for independence into adulthood perversely impacts in a negative way on this indicator. However, it does not impact in any practical sense on the overall long-term stability of placements.
15. The percentage of looked after children remaining in long-term placements remains stable. Performance remains better than the national average and statistical neighbours, albeit showing a marginal decrease on the previous quarter. This may well be due in part to the planned placement moves into semi-independent accommodation for older young people, though this indicator confirms that these do not compromise the overall objective of achieving placement stability over the longer term.

## **Adoption**

16. The average length of time between a child's admission into care and placement has increased again this quarter to 442 days. This is significantly below the latest available national average of 520 days and shows good performance in this area. This quarter the Council successfully placed a child who had been waiting a considerable period for an adoptive family. This is a great outcome for this child but has impacted on the figure this quarter. Wherever possible the Council has identified and matched children as early as possible and continued to place children in foster for adoption placements.
17. The average number of days between placement order and deciding on an appropriate family for a child or children has also increased slightly and is now at 126 days. This remains well below the latest published national average of 220 days and shows continuing good performance in this area. As mentioned above, the placement of one child who had been waiting and was deemed "harder to place" has impacted on this quarter's

performance. However, other children in this quarter have been placed quickly and thus the average figure has remained relatively stable.

### **Care leavers**

18. The percentage of care leavers aged 19-21 years currently classed as in education, employment and training, whilst it remains largely stable, is still below the target of 49%. It has increased slightly from 46.8% in quarter 2 to 47.5% this quarter. This still puts Nottinghamshire slightly above statistical neighbours (45.5%) but slightly below the national average (50%).
19. The percentage of care leavers aged 19-21 years living in suitable accommodation remains stable at 85.5%. This is slightly above the statistical neighbour average (81.1%) and the national average (84%). Currently, 12 young people aged 18-21 years are in unsuitable accommodation (they are all aged 20 years old). Six of these are currently in custody.

### **Educational standards**

20. Final data for the percentage of pupils achieving the expected standard in reading, writing and mathematics at the end of primary education (typically 11 year olds) shows Nottinghamshire is in-line with the national average. 64.7% of pupils achieved this measure (an increase of 2.9 percentage points from 2017) compared with 65.0% nationally and 64.5% amongst statistical neighbours. Against all local authorities (LAs) nationally (152 with published data) Nottinghamshire is ranked 72<sup>nd</sup> on this measure (where 1<sup>st</sup> is best) and against statistical neighbours is placed 4<sup>th</sup> (out of 11 LAs; where 1<sup>st</sup> is best). Outcomes by district show all districts witnessed increases in this measure with the exception of Rushcliffe which witnessed a fall of 1.0 percentage point (to 73.5% of pupils achieving this measure) although overall outcomes in Rushcliffe remain above all districts. The percentage of pupils achieving the expected standard in combined reading, writing and mathematics in Nottinghamshire schools and academies by area is as follows:

**Table 1 – Percentage of pupils achieving the expected standard at Key Stage 2 in combined reading, writing & mathematics by district**

	2015/16		2016/17		2017/18		Diff. from 2017
	Pupils	% Exp. Standard Rd, Wr, Ma	Pupils	% Exp. Standard Rd, Wr, Ma	Pupils	% Exp. Standard Rd, Wr, Ma	
Nottinghamshire	8,410	53.8	8,749	61.8	9,097	64.7	2.9
<i>Ashfield</i>	1,334	47.8	1,367	57.1	1,385	63.3	6.2
<i>Bassetlaw</i>	1,175	51.1	1,207	58.5	1,262	62.0	3.5
<i>Broxtowe</i>	1,073	56.8	1,165	64.8	1,215	67.2	2.4
<i>Gedling</i>	1,264	52.2	1,222	63.1	1,291	64.8	1.7
<i>Mansfield</i>	1,139	48.8	1,212	55.8	1,250	57.5	1.7
<i>Newark</i>	1,155	53.4	1,264	58.7	1,281	64.0	5.3
<i>Rushcliffe</i>	1,270	66.5	1,312	74.5	1,413	73.5	-1.0
National	-	54.0	-	62.0	-	65.0	3.0
Stat. Neighbours	-	53.3	-	60.8	-	64.5	3.7

*District refers to the geographical location of the school*

*Statistical neighbour is based on the averages of each LA's outcome (excluding Notts.) and is not weighted*

21. Changes to the grading structure last year in GCSE English language, English literature and mathematics which were awarded in the grading scale of 9 to 1 (9 being the top grade and not A\*-G as previously reported) have been extended this year to 20 other subjects including science, history, geography, some foreign languages, art, music, drama and P.E. Other GCSE subjects will continue to be awarded A\*-Gs with most other subjects adopting numbers by 2019. Eventually all GCSEs will be numerical.
22. Broadly the same proportion of students will achieve a grade 4 or better as previously achieved a grade C or above but instead of the four grades (A\*, A, B and C) which most students achieve, the new grading structure will have six grades (9, 8, 7, 6, 5 and 4). Fewer grade 9s will be awarded than A\*s.
23. Grade 4 will be regarded as a 'standard pass' and a grade 5 as a 'strong pass'. The government wants to see the percentage of pupils achieving a grade 5 and above rising over time and to reflect this ambition, achievement at the 'strong pass' will be one of the benchmarks used to measure the performance of schools.
24. Final data for 2018 shows 45.6% of pupils achieved a strong pass (grades 9-5) in both GCSE English and mathematics which represents no change on 2017. Nationally over the same period 43.5% of state funded schools achieved this measure which is a 0.6 percentage point increase. Nottinghamshire is placed 52<sup>nd</sup> against all local authorities nationally. Comparisons to statistical neighbours show the average for this measure to be 42.7% with Nottinghamshire placed 2<sup>nd</sup> against all 11 authorities.
25. At the standard pass (grades 9-4) final data shows 66.6% of Nottinghamshire pupils achieved grades 9-4 in both English and mathematics, an increase of 0.7 percentage points on 2017. Nationally there was a slight increase of 0.2 percentage points to 64.4%. Nottinghamshire remains above both national and statistical neighbour averages. Comparisons with all authorities nationally place Nottinghamshire 53<sup>rd</sup>. Against statistical

neighbours Nottinghamshire improved its position amongst 11 authorities and is placed 2<sup>nd</sup>. The percentage of pupils achieving standard and strong passes in English and mathematics in Nottinghamshire schools and academies by area is as follows:

**Table 2 – Percentage of pupils achieving standard and strong passes in English and mathematics by District**

	2015/16		2016/17			2017/18			Diff. from 2017	
	Pupils	% A*-C GCSE En&Ma	Pupils	% 9-5 GCSE En&Ma	% 9-4 GCSE En&Ma	Pupils	% 9-5 GCSE En&Ma	% 9-4 GCSE En&Ma	Strong Pass (9-5)	Standard Pass (9-4)
Nottinghamshire	7,883	65.9	7,510	45.6	65.9	7,494	45.6	66.6	0.0	0.7
Ashfield	1,264	55.3	1,165	34.3	55.7	1,229	32.7	56.0	-1.6	0.3
Bassetlaw	1,124	71.3	996	51.6	70.7	1,045	50.3	69.4	-1.3	-1.3
Broxtowe	918	67.4	876	45.4	66.6	881	42.8	64.7	-2.6	-1.9
Gedling	1,162	67.0	1,163	47.6	68.5	1,107	47.2	68.1	-0.4	-0.4
Mansfield	1,202	57.4	1,178	37.0	57.0	1,131	37.0	58.2	0.0	1.2
Newark	915	62.3	850	38.1	60.8	781	41.6	66.2	3.5	5.4
Rushcliffe	1,298	80.2	1,282	62.0	80.2	1,320	64.4	81.7	2.4	1.5
National	-	63.3	-	42.9	64.2	-	43.5	64.4	0.6	0.2
Stat. Neighbours	-	63.4	-	42.4	64.5	-	42.7	64.5	0.3	0.0

*District refers to the geographical location of the school*

*Statistical neighbour is based on the averages of each LA's outcome (excluding Notts.) and is not weighted*

26. The following paragraphs on Ofsted inspections are based on the current inspections of schools and do not take into account the former judgement of schools which have closed and re-opened as a sponsored academy (current Ofsted reporting arrangements). Numbers on roll are as at October 2018.
27. The number of primary schools in an Ofsted category (Inadequate) has reduced to two schools from four at the last quarter. Oak Tree Primary School (Mansfield district, LA maintained school with 255 pupils on roll) which was Inadequate last quarter closed at the end of November 2018 and is now a sponsored academy under the leadership of Aspire Multi-Academy Trust. Arnbrook Primary (Gedling district, a sponsored academy which converted in April 2014 under the leadership of Believe Academy Trust with 261 pupils on roll) which was Inadequate at the last quarter was re-inspected (20<sup>th</sup> November 2018) and is now deemed to Require Improvement. The other two schools from the last quarter remain. These are Hillocks Primary (Ashfield district, LA maintained school; 311 pupils on roll) which is set to close at the end of March for academy sponsor led conversion and Langold Dyscarr (Bassetlaw district, LA maintained school; 274 pupils on roll).
28. The number of secondary schools in an Ofsted category remains unchanged at one school from the last quarter. Kirkby College (Ashfield district; a convertor academy which converted August 2012 with 435 pupils on roll) remains Inadequate since the last quarter.
29. Final data shows the Key Stage 2 attainment gap for pupils eligible for free school meals at any point in the past six years (FSM6) attaining the expected standard in each of reading, writing and mathematics has narrowed (1.4 points) to 22.6 percentage points. 48.1% of Nottinghamshire FSM6 pupils achieved this standard compared with 70.7% of

non-FSM6 pupils. Comparisons to national data show the equivalent figures to be 50.0% and 71.0% respectively giving a national gap of 21.0 percentage points which is 1.6 percentage points lower than Nottinghamshire.

30. The difference in the gap is due to attainment of FSM6 pupils in Nottinghamshire being 1.9 percentage points lower than the equivalent group nationally (50.0% national FSM6). The non-FSM6 group is in-line with the national average (once rounded) for the same group with 70.7% achieving the expected standard in Nottinghamshire compared with 71.0% nationally.
31. Outcomes by district show the FSM6 gap is widest in the Newark district at 25.3 percentage points with 44.7% (an increase of 5.1 percentage points from 2017) of FSM6 pupils achieving the expected standard compared with 70.0% (an increase of 4.8 percentage points) of non-FSM6 pupils. Broxtowe district witnessed the greatest proportion of FSM6 pupils achieving the expected standard at 55.0% and was also the district with the lowest gap at 16.7 percentage points.
32. Key Stage 2 outcomes for those achieving the expected standard in reading, writing and mathematics by free school meal at any point in the past six years (FSM6) eligibility and the associated gap are as follows:

**Table 3 – Percentage of FSM6 pupils achieving the expected standard in combined reading, writing & mathematics by district and the associated gap**

District	FSM6	2016			2017			2018			Increase from 2017	GAP change
		Pupils	%	GAP	Pupils	%	GAP	Pupils	%	GAP		
Ashfield	Yes	489	34.2	21.5	504	43.5	21.6	472	49.4	21.1	5.9	-0.5
	No	845	55.7		863	65.1		913	70.5		5.4	
Bassetlaw	Yes	348	36.5	20.7	355	45.1	19.0	370	47.0	21.2	1.9	2.2
	No	827	57.2		852	64.1		892	68.2		4.1	
Broxtowe	Yes	253	41.5	20.0	290	50.7	18.8	329	55.0	16.7	4.3	-2.1
	No	820	61.5		875	69.5		886	71.7		2.2	
Gedling	Yes	328	35.4	22.7	308	46.4	22.3	322	46.9	23.8	0.5	1.5
	No	936	58.1		914	68.7		969	70.7		2.0	
Mansfield	Yes	371	33.4	22.9	420	38.3	26.7	437	43.7	21.2	5.4	-5.5
	No	768	56.3		792	65.0		813	64.9		-0.1	
Newark	Yes	294	35.0	24.7	323	39.6	25.6	302	44.7	25.3	5.1	-0.3
	No	861	59.7		941	65.2		979	70.0		4.8	
Rushcliffe	Yes	178	42.1	28.3	164	54.9	22.5	164	53.7	22.4	-1.2	-0.1
	No	1,092	70.4		1,148	77.4		1,249	76.1		-1.3	
LA	Yes	2,261	36.1	24.2	2,364	44.3	24.0	2,396	48.1	22.6	3.8	-1.4
	No	6,149	60.3		6,385	68.3		6,701	70.7		2.4	
National	Yes	-	39.0	21.0	-	48.0	20.0	-	50.0	21.0	2.0	1.0
	No	-	60.0		-	68.0		-	71.0		3.0	

*District refers to the geographical location of the school*

33. Final data for 2018 shows the Key Stage 4 attainment gap for pupils eligible for free school meals at any point in the past six years (FSM6) attaining a strong pass (grades 9-5) in both GCSE English and mathematics to be 28.2 percentage points which is a narrowing of the

gap compared with 2017 (30.2 percentage points in 2017). 23.8% of Nottinghamshire FSM6 pupils achieved this standard compared with 52.0% of non-FSM6 pupils. Comparisons to national data show the equivalent provisional figures to be 25.1% and 49.8% respectively giving a national gap of 24.7 percentage points which represents a slight widening of 0.3 percentage points.

34. District outcomes show that Bassetlaw continues to have the lowest FSM6 gap in the County standing at 17.3 percentage points. Bassetlaw is also the district with the highest performing outcomes for FSM6 pupils with 37.0% achieving this. Broxtowe was the lowest with 14.9%.

**Table 4 – Percentage of FSM6 pupils achieving 9-5 grades in both GCSE English and mathematics by district and the associated gap**

District	FSM6	2017			2018			Increase from 2017	GAP change
		Pupils	%	GAP	Pupils	%	GAP		
Ashfield	Yes	338	14.5	27.9	358	15.4	24.4	0.9	-3.5
	No	827	42.4		871	39.8		-2.6	
Bassetlaw	Yes	188	37.8	17.0	238	37.0	17.3	-0.8	0.3
	No	808	54.8		807	54.3		-0.5	
Broxtowe	Yes	202	21.3	31.4	181	14.9	35.1	-6.4	3.7
	No	674	52.7		700	50.0		-2.7	
Gedling	Yes	239	24.7	28.9	234	32.1	19.1	7.4	-9.8
	No	924	53.6		873	51.2		-2.4	
Mansfield	Yes	353	19.3	25.3	334	18.0	27.0	-1.3	1.7
	No	825	44.6		797	45.0		0.4	
Newark	Yes	219	18.3	26.7	183	20.8	27.2	2.5	0.5
	No	631	45.0		598	48.0		3.0	
Rushcliffe	Yes	161	29.8	36.8	159	36.5	31.7	6.7	-5.1
	No	1,121	66.6		1,161	68.2		1.6	
LA	Yes	1,700	22.2	30.2	1,687	23.8	28.2	1.6	-2.0
	No	5,810	52.4		5,807	52.0		-0.4	
National	Yes	-	24.6	24.4	-	25.1	24.7	0.5	0.3
	No	-	49.0		-	49.8		0.8	

*District refers to the geographical location of the school*

35. At the standard pass (grades 9-4) in both GCSE English and mathematics there has been a narrowing of the gap. Final 2018 figures show 44.9% of FSM6 pupils achieved 9-4 grades in both GCSE English and mathematics compared with 72.9% who were not FSM6. The FSM6 gap for the County is 28.0 percentage points which represents a narrowing of the gap compared with 31.4 percentage points reported in 2017. National data shows the attainment gap in this measure stands at 26.2 percentage points (44.9% of FSM6 pupils achieving this measure compared with 71.1% of non-FSM6) for state funded schools, a slight increase of 0.1 percentage points from 2017.
36. Outcomes by district show that Newark district witnessed the largest increase in FSM6 attainment, an 11.7 percentage point increase to 46.4% achieving the measure. Gedling witnessed a similar increase in attainment for this group at 7.8 percentage points to 55.1% achieving the measure.



**Table 5 – Percentage of FSM6 pupils achieving A\*-C/9-4 grades in both GCSE English and mathematics by district and the associated gap**

District	FSM6	2016 (grades A*-C)			2017 (grades 9-4)			2018 (grades 9-4)			Increase from 2017	GAP change
		Pupils	%	GAP	Pupils	%	GAP	Pupils	%	GAP		
Ashfield	Yes	378	33.9	30.5	338	33.4	31.4	358	34.1	30.9	0.7	-0.5
	No	886	64.4		827	64.8		871	65.0		0.2	
Bassetlaw	Yes	261	59.0	16.0	188	59.6	13.7	238	57.6	15.3	-2.0	1.6
	No	863	75.0		808	73.3		807	72.9		-0.4	
Broxtowe	Yes	178	44.4	28.6	202	44.6	28.5	181	40.3	30.7	-4.3	2.2
	No	740	73.0		674	73.1		700	71.0		-2.1	
Gedling	Yes	239	44.8	27.9	239	47.3	26.7	234	55.1	16.5	7.8	-10.2
	No	923	72.7		924	74.0		873	71.6		-2.4	
Mansfield	Yes	390	34.6	33.7	353	33.7	33.2	334	35.3	32.5	1.6	-0.7
	No	812	68.3		825	66.9		797	67.8		0.9	
Newark	Yes	223	38.1	32.0	219	34.7	35.2	183	46.4	25.8	11.7	-9.4
	No	692	70.1		631	69.9		598	72.2		2.3	
Rushcliffe	Yes	169	58.6	24.8	161	52.8	31.3	159	58.5	26.3	5.7	-5.0
	No	1,129	83.4		1,121	84.1		1,161	84.8		0.7	
LA	Yes	1,838	42.8	30.2	1,700	41.6	31.4	1,687	44.9	28.0	3.3	-3.4
	No	6,045	73.0		5,810	73.0		5,807	72.9		-0.1	
National	Yes	-	43.4	26.9	-	44.6	26.1	-	44.9	26.2	0.3	0.1
	No	-	70.3		-	70.7		-	71.1		0.4	

*District refers to the geographical location of the school*

37. The percentage of A-Level entries in Nottinghamshire sixth forms awarded a pass grade at A\*-E fell slightly to 98.5%, a decrease of 0.5 percentage points from 2017. Comparisons to all state funded schools and colleges nationally witnessed a similar fall (0.4 percentage points) to 97.7%.
38. The percentage of A-Level entries in Nottinghamshire sixth forms awarded a pass grade at A\*-B has fallen to 49.3%, 0.9 percentage points from 2017. Comparisons to all state funded schools and colleges nationally show a slight decrease of 0.3 to 50.0%.
39. The number of 2 year olds taking up their free entitlement in the autumn 2018 term shows an increase from the same period last year. 75.9% of eligible 2 year olds are attending providers, a 2 percentage point increase (from 73.9%) from the same term last year. Rushcliffe district has the highest proportion of eligible 2 year olds accessing their entitlement whereas Ashfield district has the lowest at 62.0%. Comparisons with the same term last year show Ashfield district was the only area to witness a fall (down 10.5 percentage points from autumn 2017 to 62.0%).

## Youth Offending & Early Help Support

40. The rate (per 100,000 population) of First Time Entrants (FTEs) for the first two quarters of this year has seen a drop from 171 to 120 relative to the same quarters last year. This downward change should be secured by changes to Policing policy, distributed to staff in November 2018, which sees all young people being considered for a caution referred to

the Youth Justice Service. Violent offences remain the most numerous (including weapons offences, this accounts for almost half of FTEs, as per last quarter). The rates for both simple and conditional cautions remain consistent with quarter 1, with there being a similar number of prosecutions also. It is anticipated that there will be an increase in the number and use of Community Resolutions as the FTE rate declines.

### **Other Options Considered**

41. This report is provided as part of the Committee's constitutional requirement to consider performance of all areas within its terms of reference on a quarterly basis. The departmental strategy was agreed on 24 January 2018 and the format and frequency of performance reporting were agreed by the Improvement and Change Sub-Committee on 12 March 2018. Due to the nature of the report no other options were considered appropriate.

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

42. This report is provided as part of the Committee's constitutional requirement to consider performance of areas within its terms of reference on a quarterly basis.

### **Statutory and Policy Implications**

43. 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**

44. There are no direct financial implications arising from the report.

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

45. Reporting on the performance of services for looked after children and care leavers will better enable the Council to ensure that children are effectively safeguarded.

## **RECOMMENDATION**

- 1) That Committee considers whether there are any actions it requires in relation to the performance information on the Council's services for children and young people for the period 1 October to 31 December 2018.

**Nigel Stevenson**

**Service Director for Finance, Infrastructure & Improvement**



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**Constitutional Comments (EP 15/02/19)**

46. The Children and Young People's Committee is the appropriate body to consider the content of the report. If Committee resolves that any actions are required it must be satisfied that such actions are within the Committee's terms of reference.

**Financial Comments (SAS 15/02/19)**

47. There are no financial implications arising directly from the 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.

Performance reporting (Quarter 2 2018/19) – services for children and young people – report to Children and Young People's Committee on 19<sup>th</sup> November 2018.

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

All.

C1222



# Appendix 1 - Indicators updated from previous report

## Core Data Set for CYP Committee Performance for Quarter Three

Key Performance Indicator	Nottinghamshire						Comparator Data	
	Current Value	Best to be	Current Reporting Period		Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
Child and Family assessments for Children’s Social Care carried out within statutory timescales	97.1%	+	High	2018/19 Q3	95.5%	86.2% (2017/18)	82.7% (2017/18)	81.3% (2017/18)
Percentage of child protection cases reviewed within timescale	95.3%	=	High	2018/19 Q3	95.3%	84.8% (2017/18)	90.5% (2017/18)	93.3% (2017/18)
Children subject to a Child Protection Plan – Rate per 10,000	46.9	N/A	N/A	2018/19 Q3	50.5	49.0 (2017/18)	45.3 (2017/18)	44.3 (2017/18)
Children who are subject to a child protection plan for 2 years or more	4.6%	-	Low	2018/19 Q3	3.4%	4.4% (2017/18)	3.4% (2017/18)	3.6% (2017/18)
Children becoming the subject of a child protection plan on more than one occasion	16.8%	+	Low	2018/19 Q3	28.8%	21.6 (2017/18)	20.2% (2017/18)	20.4% (2017/18)
Average Strengths and Difficulties Question (SDQ) Score per LAC (for at least 12 months) (L) (Maximum possible score 40)	15.9	-	Low	2017/18	14.9	14.9 (2016/17)	14.1 (2016/17)	14.6 (2016/17)
Percentage of LAC (for at least 12 months) with up to date immunisations (L) (551 /557)	98.9%	+	High	2017/18	87%	87% (2016/17)	84% (2016/17)	80% (2016/17)
Percentage of LAC (for at least 12 months) who have had their teeth checked by a dentist (L) (457/557)	82.0%	-	High	2017/18	83%	83% (2016/17)	83% (2016/17)	76% (2016/17)
Percentage of LAC (for at least 12 months) who have had their annual health assessment (L) (523/557)	93.9%	-	High	2017/18	95%	95% (2016/17)	89% (2016/17)	85% (2016/17)
Percentage of LAC (for ar least 12 months & under 5) whose development assessments are up to date (33/33)	100.0%	+	High	2017/18	98%	98% (2016/17)	82% (2016/17)	89% (2016/17)
Percentage of LAC (for at least 12 months) identified as having a substance misuse problem (L) ( / )	5.0%	-	Low	207/18	4%	4.0% (2016/17)	4% (2016/17)	2% (2016/17)
Percentage of LAC (for at least 12 months) convicted or subject to a final warning or reprimand (L) (0/572)	0.0%	=	Low	2016/17	0.0%	0.0% (2016/17)	4% (2016/17)	3.1% (2016/17)
Total number of individual children reported missing this quarter	321	+	Low	2018/19 Q2	373	951 (2017/18)	–	–
Of the children reported missing, % missing from home (205/321)	63.9%			2018/19 Q2	61%	77% (2017/18)	–	–
Of the children reported missing, % missing from care placement (124/321)	38.6%			2018/19 Q2	41.3%	27% (2017/18)	–	–
Of the children reported missing, % missing from NCC LAC care placement (71/321)	19.0%			2018/19 Q2	25.0%	15% (2017/18)	–	–
Total number of missing occurrences* this quarter generated by these children	639	+	Low	2018/19 Q2	786	2461 (2017/18)	–	–
Percentage of Nottinghamshire LAC missing from placement by individual child (L) (71/881)	8.1%	+	Low	2018/19 Q2	10.9%	13% (2016/17)	11% (2017/18)	10.1% (2017/18)
Percentage of Return Interviews completed within timescale (L) (177/252)	70.2%	+	High	2018/19 Q2	69%	70% (2017/18)	–	–
Percentage of children reported missing this qtr who have gone missing 5+ times in last 12 mths (81/321)	25.2%	-	Low	2018/19 Q2	23%	13% (2017/18)	–	–
Number of children reported to MASH as at risk of CSE	120	-	Low	2018/19 Q3	74	336 (2017/18)	–	–
Number of LAC children subject to CSE strategy meeting	3	-	Low	2018/19 Q3	0	8 (2017/18)	–	–
Number of non LAC children subject to CSE strategy meeting	10	-	Low	2018/19 Q3	6	100 (2017/18)	–	–

For Nottinghamshire, the performance data available at the end of quarter 2 2018/19 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value

NB Missing definition = reported as missing to Police, includes missing no risk (absent) as well as missing

\* missing occurrences - Current value is total over 3 months, annual performance is total over 12 months

# Appendix 1 - Indicators updated from previous report (contd)

## Core Data Set for CYP Committee Performance for Quarter Three

Key Performance Indicator	Nottinghamshire					Comparator Data		
	Current Value	Best to be	Current Reporting Period		Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
Percentage of care leavers in education, employment or training aged 19-21 (L) (105/221)	47.5%	+	High	2018/19 Q3	46.8%	44.0% (2017/18)	51% (2017/18)	47.8% (2017/18)
Percentage of care leavers in higher education aged 19-21 (L) (14/221)	6.3%	+	High	2018/19 Q3	3.9%	3.0% (2017/18)	6.0% (2017/18)	5.5% (2017/18)
Percentage of care leavers in suitable accommodation (L) (189/221)	85.5%	-	High	2018/19 Q3	85.6%	86.0% (2017/18)	84% (2017/18)	84.3% (2017/18)
Percentage of school-age LAC with an up-to-date Personal Education Plan (L) (368/559)	60.8%	+	High	2018/19 Q3	58.3%	74.0% (2017/18)	—	—
Percentage of LAC who took up the opportunity to be consulted by their Independent Reviewing Officer (IRO) prior to the LAC Review Meeting (L) (163/547)	33.4%	+	High	2018/19 Q2	31.7%	35.9% (2017/18)	—	—
Percentage of looked after children placed 20 miles or more from home (L) (109/736)	15.1%	-	Low	2018/19 Q3	14.8%	15.0% (2017/18)	15.0% (2017/18)	15.5% (2017/18)
Average time between a child entering care and moving in with its adoptive family, for those adopted children (days)	426	-	Low	2018/19 Q3	334	540 days (2014-17)	520 days (2014-17)	523 days (2014-17)
Average time between a LA receiving court authority to place a child and deciding on a match to an adoptive family (days)	126	-	Low	2018/19 Q3	100	257 days (2014-17)	220 days (2014-17)	218 days (2014-17)
Looked after children with 3 or more placements in any one year (L)	11.5%	=	Low	2018/19 Q3	11.5%	11.5% (2017/18)	10.0% (2017/18)	10.1% (2017/18)
Percentage of looked after children remaining in long-term placements (L)	74.6%	-	High	2018/19 Q3	76.1%	90.0% (2017/18)	70% (2017/18)	70.5% (2017/18)
Pupils achieving at least the expected standard in reading, writing & mathematics at age 11	64.7%	+	High	2017/18 academic	61.8%	61.8%	65% (2017/18)	64.5% (2017/18)
Achievement of 9-5 grades in GCSE English & maths	45.6%	=	High	2017/18 academic	45.6%	45.6%	43.5% (2017/18)	42.7% (2017/18)
Achievement of 9-4 grades in GCSE English & maths	66.6%	+	High	2017/18 academic	65.9%	65.9%	64.4% (2017/18)	64.5% (2017/18)
Percentage of A level entries at A*-E grades	98.5%	-	High	2017/18 academic	99.0%	99.0%	97.7% (2017/18)	—
Percentage of A level entries at A*-B grades	49.3%	-	High	2017/18 academic	50.2%	50.2%	50.0% (2017/18)	—
Number of primary schools in an Ofsted category (Inadequate)	2	+	Low	2018/19 Q3	4	n/a	—	—
Number of secondary schools in an Ofsted category (Inadequate)	1	=	Low	2018/19 Q3	1	n/a	—	—
Attainment gap at age 11 between pupils taking free school meals and the rest (FSM during past six years)	22.6%	+	Low	2017/18 academic	24.0%	24.0%	21.0% (2017/18)	—
Attainment gap at age 16 between pupils taking free school meals and the rest (FSM during past six years) 9-5 grades in GCSE English & maths	28.2%	+	Low	2017/18 academic	30.2%	30.2%	24.7% (2017/18)	—
Attainment gap at age 16 between pupils taking free school meals and the rest (FSM during past six years) 9-4 grades in GCSE English & maths	28.0%	+	Low	2017/18 academic	31.4%	31.4%	26.2% (2017/18)	—
For Nottinghamshire, the performance data available at the end of quarter 2 2018/19 is reported. The most recent data for national average and children’s services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value								



Key Performance Indicator	Nottinghamshire						Comparator Data	
	Current Value	Best to be	Current Reporting Period		Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
Participation in education, employment and training (EET) aged 16-17	<b>94.7%</b>	+	High	2018/19 Q3	93.9%	95.1% (2017/18 Q4)	—	
Percentage not in education, employment or training (NEET) aged 16-17	<b>1.6%</b>	-	Low	2018/19 Q3	1.3%	1.4% (2017/18 Q4)	—	
Percentage whose destination is not known aged 16-17	<b>3.7%</b>	+	Low	2018/19 Q3	4.8%	3.5% (2017-18 Q4)	—	
Percentage of two year olds taking up their free entitlement	<b>75.9%</b>	+	High	Autumn Term 2018	73.9%	73.0% (Spring 2018)	—	
Numbers of individual children and young people engaged in positive activities delivered by the Young People's Service (cumulative)	<b>10,022</b>	+	High	2018/19 Q3	7,383	20,254 (2017/18)	—	
Numbers of children and young people accessing Outdoor and Environmental Education (cumulative)	<b>22,813</b>	+	High	2018/19 Q3	15,606	28,826 (2017/18)	—	
Numbers exiting substance misuse treatment in a planned manner	<b>98%</b>	=	High	2018/19 Q2	98%	98% (2017/18)	81% (2017/18)	—
First time entrants to the Youth Justice System aged 10-17 (per 100,000) (cumulative)	<b>120</b>	+	Low	2018/19 Q2	322	269	276 (2017/18)	—
Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Nottinghamshire NHS)	<b>40.2%</b>	+	High	20118/19 Q1	40.1%	39.5% (2016/17)	44.4% (2016/17)	44.0% (2016/17)
For Nottinghamshire, the performance data available at the end of quarter 2 2018/19 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value								

## Appendix 2 - Indicators that remain unchanged from previous report



**Nottinghamshire  
County Council**

## Core Data Set for CYP Committee Performance for Quarter Three

Key Performance Indicator	Nottinghamshire					Comparator Data			
	Current Value		Best to be	Current Reporting Period		Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
Percentage of LAC achieving 9-5 grades in GCSE English & maths at KS4 (L)	11.5%	-	High	2016/17 academic		n/a	n/a	7.4% (2016/17)	—
Percentage of LAC achieving 9-4 / A*-C grades in GCSE English & maths at KS4 (L)	21.3%	+	High	2016/17 academic		17.3%	17.3% (2015/16)	17.5% (2016/17)	15.5% (2016/17)
Percentage of LAC achieving expected standard at KS1 in Reading (L)	47.6%	-	High	2016/17 academic		50.0%	50.0% (2015/16)	51.0% (2016/17)	—
Percentage of LAC achieving expected standard at KS1 in Writing (L)	38.1%	-	High	2016/17 academic		40.0%	40.0% (2015/16)	39.0% (2016/17)	—
Percentage of LAC achieving expected standard at KS1 in Maths (L)	33.3%	-	High	2016/17 academic		40.0%	40.0% (2015/16)	46.0% (2016/17)	—
Percentage of LAC achieving expected standard at KS2 in Reading (L)	42.5%	+	High	2016/17 academic		29.3%	29.3% (2015/16)	45.0% (2016/17)	43.2% (2016/17)
Percentage of LAC achieving expected standard at KS2 in Writing (L)	50.0%	+	High	2016/17 academic		31.7%	31.7% (2015/16)	47.0% (2016/17)	47.8% (2016/17)
Percentage of LAC achieving expected standard at KS2 in Maths (L)	45.0%	+	High	2016/17 academic		29.3%	29.3% (2015/16)	46.0% (2016/17)	46.7% (2016/17)
Percentage of LAC permanently excluded (L) (0/369)	0.0%	=	Low	2015/16 academic		0.0%	0.0% (2014/15)	0.10% (2015/16)	—
Percentage of LAC with at least one fixed term exclusion (L) (36/369)	9.8%	-	Low	2015/16 academic		9.7%	9.7% (2014/15)	11.4% (2015/16)	11.1% (2015/16)
Percentage of LAC classed as persistent absentees (L) (30/381)	7.9%	-	Low	2016/17 academic		6.8%	6.8% (2015/16)	10.0% (2016/17)	10.0% (2016/17)
Early years foundation stage attainment (Reaching a 'Good Level of Development' - at least expected in all early learning goals in all prime areas and in the specific areas of literacy and mathematics)	69.7%	+	High	2017/18 academic		68.2%	68.2%	71.5% (2017/18)	72.1% (2017/18)
Primary schools judged by Ofsted as having good or outstanding standards of behaviour	93.4%	+	High	As at Sept 2015		92.7%	n/a	94.3% (Sept 2015)	94.1% (Sept 2015)
Secondary schools judged by Ofsted as having good/outstanding standards of behaviour	79.1%	-	High	As at Sept 2015		83.3%	n/a	85.1% (Sept 2015)	84.2% (Sept 2015)
Percentage of young people qualified to Level 3 (2 passes at A-Level or equivalent) by age 19	51.7%	-	High	2016/17 academic		52.1%	52.1% (2015/16)	57.5% (2016/17)	56.6% (2016/17)
Percentage of young people who have not attained a Level 2 qualification in English & maths at age 16 who go on to attain Level 2 or higher in both by the end of the academic year in which they turn 19	22.8%	+	High	2016/17 academic		19.9%	19.9% (2015/16)	25.8% (2016/17)	25.8% (2016/17)
Attainment gap for a good level of development in EYFSP between pupils taking free school meals and the rest	22.7%	+	Low	2017/18 academic		23.0%	23.0%	17% (2017/18)	—
Rate of permanent exclusions from school (primary, secondary and special schools)	0.04%	-	Low	2016/17 academic		0.03%	0.03% (2015/16)	0.10% (2016/17)	0.10% (2016/17)
Percentage of children aged 0-4 living in low income areas registered with children's centres (snapshot)	100.0%	=	High	2018/19 Q1		100.0%	100% (2017/18 Q4)		—
Percentage of children aged 0-4 living in low income areas seen at children's centres (cumulative)	75.5%	+	High	2018/19 Q1		72.4%	75.5% (2017/18 Q4)		—
Percentage of overall absence in primary, secondary and special schools	4.4%	=	Low	2016/17 academic		4.4%	4.4% (2015/16)	4.7% (2016/17)	4.5% (2016/17)
For Nottinghamshire, the performance data available at the end of quarter 2 2018/19 is reported. The most recent data for national average and children’s services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value									



**18<sup>th</sup> March 2019****Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND  
SKILLS****OUTCOMES OF OFSTED INSPECTIONS OF SCHOOLS – TERMLY UPDATE****Purpose of the Report**

1. To inform the Committee of the outcomes of inspections of state funded schools over the autumn term 2018 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 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 term, 2018-19 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-ofsteds-school-inspections-outcomes>. This is up to date as at 31 December 2018 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. There are two types of inspection under the common inspection framework that are used to judge the performance of schools in England:

- the Section 5 inspection is a two day inspection of a school that was Good but declining at its most recent inspection or Good and improving towards Outstanding, Requires Improvement or is Inadequate or is being inspected for the first time (typically a new academy). This inspection provides judgements against the four key inspection areas (Effectiveness of leadership and management; Quality of teaching, learning and assessment; Personal development, behaviour and welfare; and Outcomes for pupils) 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 one 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.
- from September 2018 Ofsted has adopted a revised schedule for the timing of school inspections summarised as follows (changes are in bold):
  - New schools
    - Ofsted usually inspects all new schools, including academies, **normally this happens in the school's third year**
  - Schools judged 'Outstanding'
    - Some schools judged Outstanding are exempt from routine inspection. However, Ofsted can inspect them using a Section 8 inspection.
    - This exemption does not apply to maintained nursery schools, special schools or pupil referral units
  - Schools judged 'Good'
    - A school judged Good will normally receive a one-day short inspection, approximately every 4 years but some will receive a full inspection, if the school's performance may have deteriorated significantly. This may be due to a range of indicators including data, qualifying complaints or subject inspections
    - if a school shows improved performance at its short inspection, then it may receive a full inspection within 2 years to determine if it is now Outstanding. This



is the process that applied to Crescent Primary, now judged as Outstanding (see below).

- if a lead inspector is not satisfied at a short inspection that the school remains Good, then the next inspection will be a full inspection within 2 years to determine if the school remains Good, Requires Improvement or is Inadequate.
  - Ofsted will convert short inspections to full inspections within 48 hours if evidence suggests that the school may be Inadequate or there are serious concerns about safeguarding, pupils' behaviour or the quality of education.
  - Schools judged 'Requires Improvement'
    - Ofsted may monitor a school judged to Require Improvement. **This will not normally apply to a school that has been judged Requires Improvement for the first time.** The school will usually have a **full re-inspection within 30 months of the school's last full inspection.**
  - Schools judged 'Inadequate'
    - When Ofsted judges a school as Inadequate, it places the school in a category of concern. This means Ofsted judges the school either to have serious weaknesses or to require special measures.
    - The school will then become a sponsored academy. **Ofsted will not usually monitor the school unless there are safeguarding concerns or there is a delay in the school becoming a sponsored academy.**
  - a new inspection framework will be implemented from September 2019. The draft framework has now been published and the Local Authority will be able to comment on this during the spring term. Ofsted is piloting the new inspection framework in Nottinghamshire schools over the autumn term 2018 and the spring term 2019.
8. **Appendix 1** shows Local Authority inspections over the autumn term 2018. Compared with previous inspections:
- there were 24 schools inspected in the autumn term
  - 21 of the inspections in the autumn term were of Good schools. 16 of these schools retained their previous Good judgement of which four were Good but declining. These four schools will be subject to a full inspection within the next two years.
  - Crescent Primary moved from a Good school to be judged as Outstanding.
  - Priestsic Primary, Newstead Primary, Stanhope Primary and Gotham Primary all moved from Good to Requiring Improvement. Gotham Primary and Stanhope Primary were both judged as Good but declining in their previous inspections. For Gotham the full inspection was 7 months, including the summer break, after the short inspection that found the school was declining. For Stanhope the full inspection was 8 months, including the summer break, after the short inspection that found the school was declining.
  - King Edward Primary remains as Requiring Improvement following the first Section 8 monitoring inspection.
  - Arnbrook Primary Academy improved from Inadequate to Requiring Improvement.
  - Hillocks Primary remains in Special Measures but was found to be taking effective action at its second monitoring visit.

9. **Appendix 2** shows the reasons the schools were placed in Requiring Improvement and the actions taken by the Local Authority to support these schools.
10. The summary table below shows that, as a result of the inspections over the last term, Nottinghamshire continues to remain above the national average for all schools and secondary schools in terms of the proportion of Good or better schools and is well above other East Midlands local authorities' average in all three areas. Nottinghamshire remains above the East Midlands average, but below the national average in terms of the proportion of primary schools that are Good or better. Secondary schools are above both the East Midlands and the national average.

Management Information for Schools 31 August 2018			
Number of Good or better schools	National	Notts	E Midlands
All Schools	85%	86%	83%
Primary	87%	85%	84%
Secondary	75%	88%	70%

#### Other Options Considered:

11. No other options have been considered.

#### Reason/s for Recommendation/s

12. 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

13. 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

14. It is part of the Local Authority's statutory duty to support maintained schools which have been risk assessed as Requiring Improvement. Four schools fell into this category and are identified at **paragraph 8**. Due to the Education Improvement Service annual risk assessment process all four schools had been identified as requiring additional support and costed into the Support to Schools' Education Improvement Service Targeted Support budget, taken from the DfE School Improvement Grant for maintained schools in Nottinghamshire. There are no funding changes as a result of these schools being judged as Requiring Improvement.

15. Additional funding will be required to meet the costs of additional support for schools judged by Ofsted as Inadequate. This is likely to be up to £35,000 per school and will be funded from Local Authority targeted support.

## **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 towards remaining 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 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:**

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### **Constitutional Comments (EP 18/02/19)**

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

### **Financial Comments (SAS 22/02/19)**

17. The financial implications of the report are contained within paragraphs 14 and 15 above.

## **Background Papers and Published Documents**

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

Outcomes of Ofsted Inspections of schools – termly update: report to Children and Young People's Committee on 15 October 2018

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

All.

C1219

## Appendix 1

District	School type	School	Previous overall effectiveness	Current overall effectiveness	Date	Change from last inspection	Effectiveness of Leadership & Management	Quality of Teaching, Learning & Assessment	Personal Development, Behaviour & Welfare	Outcomes of Pupils	Early Years/Post 16
Ashfield	Community	Forest Glade Primary	2	2	13/11/2018	→	-	-	-	-	-
Ashfield	Community	Hillocks Primary and Nursery	4	4	23/10/2018	→	Taking effective action				
Ashfield	Community	Jacksdale Primary and Nursery	2	2	21/11/2018	→	-	-	-	-	-
Ashfield	Community	Priestsc Primary and Nursery	2	3	13/11/2018	↓	3	3	3	3	3
Bassetlaw	Community	Beckingham Primary	2	2	20/11/2018	→	-	-	-	-	-
Bassetlaw	VC school	Cuckney CofE Primary	2	2	16/10/2018	→	-	-	-	-	-
Bassetlaw	VC school	Dunham CofE Primary	2	2	13/11/2018	→	Good but declining				
Bassetlaw	VC school	Ranby CofE Primary	2	2	10/10/2018	→	-	-	-	-	-
Bassetlaw	VC school	St John's CofE Primary (Worksop)	2	2	11/10/2018	→	-	-	-	-	-
Bassetlaw	VA school	Sutton-cum-Lound CofE Primary	2	2	04/12/2018	→	Good but declining				
Broxtowe	Community	Springbank Primary	2	2	20/11/2018	→	-	-	-	-	-
Broxtowe	Academy	Priory Catholic Primary, (Eastwood)	2	2	13/11/2018	→	Good but declining				
Gedling	Academy	Arnbrook Primary Academy	4	3	20/11/2018	↑	3	3	3	3	2
Gedling	Academy	Good Shepherd Primary Catholic Ac	2	2	18/09/2018	→	-	-	-	-	-
Gedling	Community	Newstead Primary and Nursery	2	3	20/11/2018	↓	3	3	2	3	2
Gedling	Community	Stanhope Primary and Nursery	2	3	02/10/2018	↓	3	3	2	3	2
Mansfield	Community	Abbey Primary	2	2	28/11/2018	→	-	-	-	-	-
Mansfield	Community	Crescent Primary and Nursery	2	1	28/11/2018	↑	1	1	1	1	1
Mansfield	Community	King Edward Primary	3	3	13/12/2018	→	Not taking effective action				
Newark	Community	Bilthorpe Flying High Academy	2	2	27/09/2018	→	-	-	-	-	-
Newark	Community	Lovers Lane Primary and Nursery	2	2	08/11/2018	→	Good but declining				
Rushcliffe	Community	Brookside Primary	2	2	10/10/2018	→	-	-	-	-	-
Rushcliffe	Community	Edwalton Primary	2	2	12/09/2018	→	-	-	-	-	-
Rushcliffe	Community	Gotham Primary	2	3	09/10/2018	↓	3	3	3	3	3



## Appendix 2 – Autumn 2018

School	Ofsted Judgement	School strengths	Areas for improvement	Actions by LA
Stanhope	3	<ul style="list-style-type: none"> <li>The headteacher has created a vision of a warm and inclusive school where all pupils are well cared for. This has inspired staff to develop a strong pastoral system for all pupils.</li> <li>Children make good progress in the early years classes. Teachers ensure that children make rapid gains in their learning. They are well prepared for Year 1.</li> <li>Pupils who have special educational needs (SEN) and/or disabilities are making good progress.</li> <li>The headteacher has high expectations of what pupils can achieve. She has worked with determination to bring about improvements to the school following a period of declining outcomes.</li> <li>Pupils are proud of their respectful school community and behave well. They are keen to improve their work and take pride in their achievements.</li> </ul>	<ul style="list-style-type: none"> <li>The quality of teaching and learning is inconsistent. Pupils do not make good progress in reading and writing across the school.</li> <li>Teachers do not consistently use their knowledge of what the pupils already know to build on prior learning.</li> <li>The work provided for the most able children is not sufficiently challenging. Too few pupils achieved the higher standard in reading, writing and mathematics by the end of key stage 2.</li> <li>Leadership is too reliant on the headteacher. Subject and phase leaders are at an early stage of development.</li> <li>Leaders' self-evaluation is overgenerous. They have not monitored the quality of teaching and learning with sufficient rigour.</li> <li>Leaders have not systematically evaluated the impact of the use of Pupil Premium funding. Improvement planning for disadvantaged pupils lacks urgency.</li> <li>Governors do not provide rigorous challenge to school leaders. They are too reliant on the information provided by the headteacher.</li> <li>The difference between the attainment of disadvantaged pupils and others nationally is still too great in some year groups.</li> </ul>	<ul style="list-style-type: none"> <li>The Education Improvement Adviser (EIA) continues to support the school</li> <li>An effective partnership has been brokered</li> <li>Pupil Premium and Governance reviews have been commissioned</li> <li>HR is advising leadership</li> <li>Part of the Forever Reading Project</li> </ul>
Gotham	3	<ul style="list-style-type: none"> <li>Safeguarding is effective. Pupils feel safe in school.</li> <li>Pupils enjoy reading. They make good use of the phonics skills they learn to help them read and spell words.</li> </ul>	<ul style="list-style-type: none"> <li>Leaders, including governors, have not ensured that the good teaching and outcomes for pupils seen at the time of the last full inspection have been maintained.</li> <li>Leaders' plans for improvement have lacked the necessary information for them to check that actions to raise standards are successful.</li> </ul>	<ul style="list-style-type: none"> <li>EIA continues to support the school</li> <li>An effective partnership has been established</li> <li>Pupil Premium review has been commissioned</li> </ul>

## Appendix 2 – Autumn 2018

		<ul style="list-style-type: none"> <li>• <b>Teachers use their strong subject knowledge to explain ideas clearly to pupils.</b></li> <li>• <b>The promotion of pupils' personal development and welfare is a strength of the school. Pupils are cared for well.</b></li> <li>• <b>Around school, pupils are polite and courteous. There are positive relationships throughout the school between staff and pupils.</b></li> </ul>	<ul style="list-style-type: none"> <li>• Leaders' evaluation of the work of the school has lacked precision. Governors have not held leaders fully to account.</li> <li>• Subject leaders do not have sufficient impact on improving the quality of teaching in their areas of responsibility.</li> <li>• Leaders, including governors, do not ensure that additional government funding to support disadvantaged pupils is spent as well as it could be to overcome the barriers to learning for these pupils.</li> <li>• Pupils' rates of attendance are too low. Leaders' actions to improve attendance have not been successful.</li> <li>• The quality of teaching is not consistently good. Teachers' expectations of pupils are not high enough. They do not provide sufficient challenge for the most able pupils to enable them to achieve the high standards of which they may be capable.</li> <li>• Outcomes for pupils are too variable.</li> <li>• Teachers do not promote pupils' writing skills well across a range of subjects. They do not ensure that pupils' problem-solving and reasoning skills in mathematics are well enough developed.</li> <li>• Learning activities in the early years do not always maximise the children's progress.</li> </ul>	
Priestscic	3	<ul style="list-style-type: none"> <li>• <b>In 2018, the proportion of pupils who achieved a good level of development in the early years and foundation stage improved.</b></li> <li>• <b>Leaders have provided a range of support and introduced many initiatives. The quality of teaching is improving, especially phonics.</b></li> <li>• <b>Pupils feel the school is a friendly and safe place to be. They have a good understanding of how to keep themselves and others safe.</b></li> </ul>	<ul style="list-style-type: none"> <li>• Leaders' plans for improvement are not strategic enough or sharply linked to pupils' attainment and progress to help drive more rapid improvements.</li> <li>• The governing body does not effectively hold leaders to account for improving pupils' outcomes and the impact of additional funding.</li> <li>• Leaders' procedures to manage the performance of teachers lack rigour. Leaders do not hold staff to account for pupils' learning and progress well enough.</li> <li>• The quality of teaching, learning and assessment is inconsistent.</li> <li>• Leaders' use of additional funding is not as effective as it could be.</li> </ul>	<ul style="list-style-type: none"> <li>• EIA continues to support the school</li> <li>• An effective partnership is being brokered</li> <li>• Educational Psychology Service is supporting the school</li> </ul>



## Appendix 2 – Autumn 2018

		<ul style="list-style-type: none"> <li>Some of the latest assessment information indicates that the school has the capacity to improve</li> </ul>	<ul style="list-style-type: none"> <li>Teachers' expectations of the quality and quantity of pupils' work, particularly the most able and those who are disadvantaged, are inconsistent.</li> <li>Low-level disruptive behaviour in some year groups slows pupils' learning.</li> <li>Some teachers do not check how well pupils are learning often enough. They do not adapt work so that pupils can make good progress.</li> <li>Teachers do not have equally high expectations for the presentation of pupils' work.</li> <li>Middle leadership is not yet fully established and effective in raising standards.</li> </ul>	
Newstead	3	<ul style="list-style-type: none"> <li>Leaders have used external support effectively in bringing about change. They are implementing a plan effectively to drive up standards in the school.</li> <li>The teaching of English and mathematics is now consistent throughout the school. Leaders are monitoring this carefully and teachers are responding to suggestions made. The quality of teaching is improving.</li> <li>Effective support means that pupils are becoming more fluent in key mathematical skills. Pupils solve problems and explain their reasoning well.</li> <li>Pupils behave well and have positive attitudes to learning. They are keen to use their targets to improve their work. The curriculum provides opportunities for pupils to write at length across a range of subjects.</li> <li>Disadvantaged pupils are now making strong progress. The support that they receive helps them to attain their next steps for learning.</li> </ul>	<ul style="list-style-type: none"> <li>Leaders' knowledge of the school's strengths and weaknesses has not been accurate. They have been overgenerous in their evaluation of the quality of teaching and learning. They did not identify the decline in pupils' progress quickly enough.</li> <li>Pupils' attainment by the end of key stage 2 is too low. Too few pupils attain the expected standards at the end of key stage 2.</li> <li>Governors have not provided sufficient challenge to leaders. They do not monitor the school's progress carefully enough.</li> <li>Teachers' expectations of what pupils can achieve have not been consistently high. Sometimes, the most able pupils complete work unnecessarily.</li> <li>Teachers do not always plan work that supports pupils' next steps. They do not always give pupils who need it the opportunity to practise basic skills in their writing.</li> </ul>	<ul style="list-style-type: none"> <li>EIA continues to support the school</li> <li>An effective support package has been brokered from the other schools in the Local Collaboration</li> <li>Governance review is being commissioned</li> </ul>

## Appendix 2 – Autumn 2018

		<ul style="list-style-type: none"> <li>• Pupils with special educational needs and/or disabilities (SEND) receive appropriate support and make good progress from their individual starting points.</li> <li>• The school provides a caring and nurturing environment for pupils. It supports pupils' personal development effectively.</li> <li>• Children make strong progress in the early years. Staff plan opportunities to learn that encourage children's curiosity and independence. They learn quickly and are well supported in their development.</li> </ul>	
Arnbrook	3	<ul style="list-style-type: none"> <li>• Pupils are achieving consistently well in mathematics.</li> <li>• The early years provision is a strength of the school. Children in the early years make a good start to their primary school life.</li> <li>• Safeguarding practices are effective and there is a strong culture of safeguarding.</li> <li>• Pupils achieve well in the Year 1 phonics screening check. They develop early reading skills well.</li> <li>• Pupils' welfare is a strength in the school's provision. Pupils are cared for and feel safe at school.</li> <li>• Behaviour has improved since the previous inspection.</li> </ul> <ul style="list-style-type: none"> <li>• Standards by the end of Year 2 are not high enough in English and mathematics. Standards by the end of Year 6 are not high enough in writing.</li> <li>• Leaders have improved pupils' outcomes since the previous inspection but have not tackled other weaknesses with the same urgency.</li> <li>• The quality of teaching is improving but remains variable. Teachers' expectations of what pupils can achieve are not consistently high. This results in some low-level disruption in lessons.</li> <li>• Governors' challenge to senior leaders has not always been timely.</li> <li>• Expectations of the most able pupils are too low. Teachers do not sufficiently challenge and deepen these pupils' learning.</li> <li>• Disadvantaged pupils do not attain as well as their peers, or other pupils nationally, at the end of key stage 1.</li> <li>• Middle leaders are supported in their new roles but are not yet effectively monitoring and evaluating the impact of their actions intended to improve provision and outcomes.</li> <li>• Strategies to improve attendance have not had sufficient impact on disadvantaged pupils and other pupils who are regularly absent from school.</li> </ul>	<ul style="list-style-type: none"> <li>• The school has been removed from an Ofsted Category following significant improvement</li> <li>• This is an academy school and will continue to be monitored by the Local Authority</li> </ul>
King Edward	3	<b>Autumn term Section 8 monitoring inspection update</b> <ul style="list-style-type: none"> <li>• The first monitoring inspection since the school was judged to Require Improvement.</li> <li>• Senior leaders and governors are not taking effective action to tackle the areas requiring improvement identified at the recent section 5 inspection in order to become a Good school.</li> </ul>	<ul style="list-style-type: none"> <li>• EIA continues to support the school</li> </ul>

## Appendix 2 – Autumn 2018

		<ul style="list-style-type: none"> <li>The Local Authority has provided extensive support to leaders. In addition to conducting the review of both the Pupil Premium and of governance, they are visiting the school and gathering information to write incisive reviews of the school's effectiveness. This includes the quality of teaching and outcomes for disadvantaged pupils. The ongoing work of the Local Authority is helping leaders and the governing body to see the impact of staff's work, and what needs to happen next. The Local Authority is committed to continuing its support until the school becomes Good.</li> <li>The executive headteacher (EHT) from the partnership school is also providing leaders with valuable coaching and advice to assist them to increase the pace of improvement. The EHT is helping to check that leaders' and staff's actions are focused, well-timed and have the impact they should.</li> </ul>	<ul style="list-style-type: none"> <li>The Area Adviser is closely monitoring the impact of the support for the school</li> <li>A strong school to school partnership has been brokered</li> <li>Pupil Premium and Governance reviews have been completed</li> </ul>
Hillocks	4	<p><b>Autumn term Section 8 monitoring inspection update</b></p> <ul style="list-style-type: none"> <li>The first monitoring inspection since the school was judged to require Special Measures.</li> <li>Leaders and managers are taking effective action towards the removal of special measures.</li> <li>The Local Authority has undertaken reviews of both governance and the spending of the Pupil Premium. It has continued to fund external leadership support for the school from the DALP. This has allowed the representative, who was previously employed as the school's executive headteacher, to continue assisting the school in the capacity of associate headteacher. In addition, it has continued to write detailed and useful reports for leaders and governors regarding, for example, the progress that pupils have made. The Local Authority remains committed to continuing its support for the school so that it becomes a Good school as quickly as possible.</li> </ul>	<ul style="list-style-type: none"> <li>EIA continues to support</li> <li>Area Adviser continues to support leadership</li> <li>Strong, consistent partnership support has been brokered</li> <li>Working closely with the Regional Schools' Commissioner to identify a suitable academy sponsor</li> </ul>



**18 March 2019****Agenda Item: 9**

## **REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND SKILLS**

### **ROAD SAFETY AROUND SCHOOLS**

#### **Purpose of the Report**

1. The purpose of this report is to seek Committee approval for the actions identified to help address perceptions about road safety and parking issues around schools that have been identified through the cross-party working group established to consider these issues. If approved, the proposals (which will enable the Council to offer all schools in the County more efficient, consistent and timely advice on road safety and parking issues around schools) will then be referred to Policy Committee for final approval.

#### **Information**

2. The number of pupils attending schools in Nottinghamshire has been increasing over the last five years. Whilst secondary schools have seen their cohorts decline, primary schools have witnessed rapid growth and the number of pupils attending primary schools was 11% higher in September 2017 than it was in 2011-2012. Changes in pupil placement policies have also resulted in some parents/pupils travelling greater distances to both primary and secondary schools, typically by car. It has been reported by communities that this increase in the primary cohort and changes in placement policies has increased the volume of traffic on roads in and around schools at the start and end of the school day. Head teachers, school governors, and local residents regularly express concerns relating to driver behaviours and the challenges facing schools as more children are driven to school. Road safety is also a key concern of parents and carers, as well as County Council members of all political parties.
3. Given these concerns, at its meeting on 18 March 2018, Children and Young People's Committee approved the establishment of a cross-party working group to explore ways to improve road safety for children particularly in and around schools, and to review existing and develop new advice for schools, governors, parents and other stakeholders in Nottinghamshire.
4. The group included County Council members as well as County Council and VIA EM Ltd officers with responsibilities for planning, road safety, traffic management and transport strategy. Representatives from academies (to represent the school community) and from the Midland Service Improvement Group and Road Safety Great Britain (to review national best practice) also attended group meetings. The group met three times and undertook:

- An **analysis of accidents outside schools and on school journeys** to identify trends and factors to inform the work of the group
- A **review of the County Council's current approach to safety outside schools** in terms of education, engineering, enforcement, and the planning of new school buildings
- A **review of approaches to addressing highway issues outside schools including best practice from across the UK**
- **Identification of proposed actions to improve road safety around schools in Nottinghamshire** based on the above (which form the recommendations of this report).

## Accidents around schools

5. Whilst unfortunately accidents involving school pupils do still occur on school journeys, investigation of the casualty data during the three year period 1 January 2015 to 31 December 2017 (2017 being the last full calendar year of data currently available) shows that accidents on school journeys in Nottinghamshire are very rare and accidents outside schools are even rarer. During the three year period 1 January 2015 to 31 December 2017, on average, in Nottinghamshire there:
  - were no fatal accidents in the County involving children walking or cycling to school
  - was one serious injury accident and two slight injury accidents per year in the whole County that occurred within 100m of a school involving children walking or cycling to school
    - when the study area was extended to accidents within 250m of a school there were an additional five slight injury accidents per year in the whole County involving children walking or cycling to school.
6. The accident data therefore identifies that there are very few accidents involving children walking and/or cycling near schools, or occurring on school journeys. The view that road safety around schools is poor is therefore currently mostly a perception as it is not currently borne out by the reported casualty data. This view, however, still needs to be considered if more children are to be encouraged to walk or cycle to school (thereby reducing car trips to school).

## Current services provided to facilitate road safety around schools

7. The County Council takes the issue of road safety (and parking) around schools very seriously and consequently already provides an extensive programme of measures to help school communities address these concerns. The casualty data indicates that the measures historically and currently provided to address safety concerns around schools are proving successful at reducing/minimising accidents occurring on school journeys. The County Council recognises, however, that the situation outside schools can be improved and therefore the existing measures will need to continue to be delivered and reviewed in order to maintain, and reduce, the low numbers of accidents occurring on school journeys (existing measures are listed below with further detail included as **Appendix 1**):
  - advance school warning signs for motorists
  - the introduction of advisory 20mph speed limits outside school entrances
  - enforceable 'School Keep Clear' road markings

- the introduction of camera enforcement cars to enforce 'School Keep Clear' road markings
  - the development of targeted road safety education programmes
  - engineering measures to address casualties and encourage pupils to walk/cycle to school
  - the provision of school bus services
  - school crossing patrol service
  - planning advice on school design (at all stages including pre-submission of applications).
8. Discussions with regional and national organisations highlighted only two measures that the County Council does not currently undertake – the closure of roads to all vehicles at school start/finish times which is being introduced in Scotland and Hackney in London; and assisting schools to develop travel plans. It is not, however, possible for the County Council to close roads to all vehicles at school start/finish times as this is only currently permitted in Scotland, Wales and London through their devolved powers.
9. The County Council does, however, have existing powers to implement additional traffic regulation orders, such as introducing 'School Keep Clear' road markings on both sides of the road, which are considered when conditions concerning road widths are met; as well as alternatives to the camera enforcement car, such as scooters or fixed cameras, which could be considered to address recognised road safety issues outside schools. The road safety and amenity (parking) impact on the wider surrounding area does, however, need to be included as part of any considerations before such measures are introduced.

### **Lessons learnt by the cross-party working group**

10. The work undertaken by the group (detailed in **paragraph 4**) has included discussions on a number of issues. The outcomes from these discussions are included as **Appendix 2** and are summarised below. The discussions undertaken by the group have identified three distinct issues outside schools – road safety concerns, congestion, and inconsiderate parking/behaviour by some parents. This report does not review inconsiderate parking/behaviour by some parents, although some of the recommendations may help schools to address this issue.
11. Parking outside schools is a perceived danger rather than it actually resulting in child casualties (as accidents outside schools are very rare and the parking issue occurs every school day outside almost every school). In fact parking outside schools acts as a speed reducing feature and is likely to be a factor in keeping speed and accidents down. Introducing parking restrictions such as double yellow lines or residents' parking schemes are not considered as a feasible option as they can in fact worsen road safety and simply push the problem elsewhere. It is important, however, that parents and pupils crossing outside schools have a clear safe space to do so (i.e. 'School Keep Clear' road markings) and that this designated area is kept clear of parking through effective traffic management.
12. Parking issues generally occur for only a very short period of time (at the start/end of the school day during term-time only) and it is the school community (generally parents but sometimes teachers/school staff) that are causing the parking issues outside schools. Similarly, in most areas only a minority of parents park inconsiderately, or do not react to advice from the school. As the school community creates the short-term problem, it is



within the school's ability to address this issue and therefore the identification and delivery of options to address the parking issues must be led by the school community. Lots of schools already recognise this and many head teachers already undertake work to engage with parents and the local community on parking issues around schools. There is, however, a need to better manage the expectations of parents and affected residents concerning both the level of the problem (i.e. it only occurs for short periods of time) and the measures to address it (i.e. additional traffic regulation orders will not resolve the issue).

13. Due to the different circumstances outside each school (and of the parents attending) there is not a 'one size fit all' solution to parking issues outside schools.
14. With regards to planning it was recognised that the locations of new schools are not driven by access (including safety) issues but more by available land and cost implications. When designing new schools/extensions to schools often site constraints prevent the creation of safe on-site pick-up and drop-off facilities, but there is still an opportunity when designing new schools to better consider the impacts of the proposals on the wider local area and consider mitigation. There is a marked disconnect between the planning and construction of new schools, particularly in relation to the provision of highways traffic management and/or safety comments/advice on the design of schools. There is also still an expectation from schools that the County Council will fund highway improvements to address the impacts of school developments, despite the transport assessments, undertaken by schools/academies to satisfy planning conditions, stating that there will be no transport impacts and no new infrastructure is required.
15. It was accepted that engineering measures can help to encourage more children to walk and/or cycle to school if targeted effectively and co-ordinated with promotional activities delivered as part of a school travel plan (although there is a lack of evidence to demonstrate that this was the case in Nottinghamshire when they were delivered to support school travel plans). Whilst the County Council continues to invest in crossings on routes to schools, as well as cycle routes that help link schools to residential areas, locations of such schemes need to be carefully considered as they can actually worsen road safety outside or on routes to schools. It is also important to note that the provision of a formal crossing may increase the number of casualties on journeys to schools as on average over the last three years (2015 to 2017 inclusive) there have been 1 injury accidents per year at light-controlled pedestrian crossings and zebra crossings.
16. School/academy representatives stated that the support previously given to develop and deliver school travel plans had been much appreciated by schools. The funding provided by the Department for Transport (DfT) to support the development/delivery of school travel plans was, however, withdrawn in 2010. There are currently very limited revenue funding sources available to bid for/secure to provide staff resources to help schools deliver school travel plans and therefore this resulted in the withdrawal of these services by the County Council. Whilst Ofsted inspections include determining if a school has a travel plan, it is not Ofsted's role to ensure that all schools have a travel plan, or are delivering the measures contained within it.
17. It was acknowledged that school crossing patrols can help people make better choices about safe places to cross. The County Council's criteria for the provision of a site is below the national criteria meaning that more sites are provided than if the national criteria was



adopted but recruitment to school crossing patrol posts is often difficult, especially in more affluent areas.

18. It was noted that pupil placement policies have resulted in parents/pupils travelling greater distances to schools, especially since the secondary tier is now wholly academies. The switch to academies has also removed many of the Local Authority's levers to encourage schools to adopt best practices concerning school travel. Pupil placement policies, and the fact that pupils travel further to school, have also often resulted in a disconnect between parents and the local community around a school, as the parents are often not part of the local community.

### **Potential services/actions**

19. The County Council is committed to continuing the existing services detailed above in **paragraph 8** (and **Appendix 1**). As detailed above, discussions with regional and national organisations highlighted only two measures that the County Council does not already undertake. The powers to introduce road closures to all vehicles at school start/finish times are not currently available to the County Council (only in London, Scotland and Wales) and therefore this cannot currently be considered in Nottinghamshire. Funding to support the development/delivery of school travel plans was withdrawn by the DfT in 2010; and this resulted in the withdrawal of these services as the County Council does not have the revenue funding available to fund this work. This has meant that since 2010 the County Council (and subsequently VIA EM Ltd) has not been involved in the development of school travel plans or the delivery of the actions contained within them. Whilst the Council (and VIA EM Ltd) has unsuccessfully attempted to secure alternative funding to provide this support, revenue funding sources available to bid for/secure to provide staff resources to help schools deliver school travel plans are also very limited.
20. The discussions the working group has undertaken with interested parties and officers has, however, identified a number of actions to introduce new ways of helping to deliver travel plans, or enhancing existing services to address some of the issues raised, as detailed below.

### **Education and information for schools and their local communities**

- a. **Development of a school travel plan advice toolkit** – the working group has identified that the school community is best placed to address the parking (and perceived road safety) issues around schools but requires advice in order to do so. It is considered that a toolkit will deliver a cost effective means of providing schools with advice on mechanisms to help them address the specific parking issues outside their school. The proposed toolkit would be made available on the County Council's website so that any school can access it. The development of the toolkit will include a review of existing traffic management delivery mechanisms and best practice in school travel planning to inform the review of all advice currently given to schools and would provide:
  - i. information and advice to enable schools to develop, deliver, and maintain their own school travel plan (e.g. templates for plans, surveys, forms, sharing information/marketing, identification of 'school champions' [governors, parents, staff, and pupils], etc.)

- ii. information and advice for head teachers, governors/trustees, parent teacher associations, individual parents, and affected residents to help address parking issues outside their school (e.g. their roles and responsibilities in addressing issues)
- iii. information and advice on improving connections between the schools and their local community (e.g. how to engage the local community in finding solutions to the local parking problems as well as marketing advice)
- iv. information and advice on options available to help address parking issues outside their school (e.g. working with the local community to identify alternative parking locations such as identification of potential parking/drop-off point for use by parents at the start/end of the school day, information and advice on how to set up a 'park and stride' scheme, as well as information on what can and what cannot be provided, such as additional parking restrictions, and the reasons why they are/are not provided)
- v. information and advice on the benefits of independent and active travel to school and links to existing health promotion programmes
- vi. information on analysis of accidents on school journeys undertaken and the education programmes available to schools to address any patterns of accidents
- vii. information and advice on curriculum links between road safety education and active travel to school
- viii. information and advice to assist schools to fund their own bus services should they wish to do so (the County Council funds and/or organises school bus services across the County; schools could, however, fund their own bespoke bus services).

Should a toolkit be developed, the persons/organisation commissioned to develop it will need to work closely with County Council education and transport strategy officers, as well as Via EM Ltd officers, to ensure that it considers and complements existing strategies and policies.

- b. **Offer additional 'paid for' services** to help schools to develop and deliver school travel plans – until such time that revenue funding can be secured to fund school travel plan co-ordinators, schools should be able to fund the development of travel plans, or to deliver the actions included in a travel plan they have written, to specifically address issues outside their school. The choice of who to engage to deliver such services would be up to the school but a menu of potential services, details of how to engage organisations that are able to deliver them, and their likely costs could be included in the toolkit.
- c. **Investigate strengthening the links between developer contributions and the development and delivery of school travel plans** – developers can be required to draw-up and deliver travel plans as a condition of planning consent. It is considered that further investigation of this process should be undertaken to determine when such conditions should be applied so that they are done so consistently in the future. Should these be adopted in the future they would be included within the Council's 'Developer Contributions Strategy'.

### **Enforcement**

- d. **Purchase and deployment of an additional camera enforcement car** – the two existing camera enforcement cars cover approximately 300 schools. An additional camera enforcement car could be purchased to enable greater coverage of 'School Keep Clear' road markings to help ensure that parents and pupils crossing outside schools have a clear safe space to do so. It should be noted that should this option be progressed, the

procurement of the vehicle will mean that it would be unlikely to be available until the 2019/20 academic year.

### **Planning**

- e. **Earlier engagement between scheme designers and road safety colleagues** – To ensure that the impacts on the local highway network are considered fully, where new schools are being built, or existing schools are being extended, early engagement between designers and road safety/traffic management officers needs to be undertaken prior to planning permission being sought. There should be an expectancy that these officers will make comments on all applications (and pre-submission of planning applications) to ensure that when new schools are built, or schools are extended, consideration is given to how increases in local traffic and the school population may impact on road safety in the future. The budget allocated to building new, or extensions to, schools should also consider and make allowance for the cost of mitigating any impacts on the highway.

### **Raising awareness**

- f. **Raise greater awareness of the tools available to address parking and safety around schools** amongst County Council members, as well as school governors, parent teacher associations and head teachers – it was cited that a number of members, and schools, were not aware of the existing measures available to help improve parking and views on safety around schools (e.g. camera enforcement cars and road safety education). The development (and delivery) of a communications strategy utilising existing mechanisms such as the 'Schools Hub', the Governors Trust Board, and directors reports to governors, would help to address this issue. Should Committee approve the development of a travel plan toolkit, making people aware of the toolkit will also need to form part of the communications strategy.

### **Other Options Considered**

- 21. The other options considered (as well as the reasons for not adopting them) and those that are currently being delivered (and proposed to continue) are set out within this report and its appendices. A number of options have been considered but ruled out due to the road safety concerns of their delivery (e.g. double yellow lines and residents' parking schemes) and these options are also included within the appendices of this report.

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

- 22. The proposed recommendations detailed within this report have been developed based on input from representatives from schools, national road safety practitioners, and County Council officers to help ensure sustained delivery of County Council and national priorities. The measures detailed in the report have been developed to reflect a balance of member, public and stakeholder priorities, evidence of need, value for money and the delivery of the County Council's vision and objectives.

## **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.

## **Financial Implications**

24. Additional funding will need to be identified and secured to deliver two of the recommended actions – the development of a school travel plan advice toolkit and the purchase of an additional camera enforcement car.
25. It is estimated that a school travel plan best practice advice toolkit will cost approximately £10,000-£15,000 to develop. It is estimated that an additional camera enforcement car will cost approximately £47,000 to purchase and annual running costs of up to a further £12,000 per year. The costs for the development of the travel plan toolkit and additional camera enforcement car could be met through existing revenue funding secured through penalty charge notices.
26. Additional 'paid for' services and earlier engagement between school developers, planning officers and road safety officers would have no direct cost to the Council.

## **Public Sector Equality Duty implications**

27. All programmes detailed within this report comply with the Public Sector Equality Duty. An equality impact assessment was undertaken on the Nottinghamshire Local Transport Plan 2011/12 - 2025/26 in March 2011 to ensure that the strategy and its programmes to deliver it (including travel planning, enforcement of traffic regulation orders, education and awareness raising, and transport development control) met the duty.

## **Implications for Sustainability and the Environment**

28. All of the proposed programmes and measures contained within this report have been developed to address congestion, its knock-on effects on air quality and its impacts on local communities.

## **RECOMMENDATION/S**

That this Committee recommends the proposals to Policy Committee for approval as listed below, in addition to continuing the current approach to road safety and parking around schools (as detailed in **Appendix 1**):

- 1) the competitive procurement for the development of a best practice school travel plan advice toolkit

- 2) the undertaking of a 12 month pilot of the school travel plan advice toolkit with a limited representative number of schools across the County in order to refine it and ensure it is fit for purpose (including a review of the toolkit at the end of the 12 month period) prior to it being made available to all schools
- 3) the purchase and deployment of an additional camera enforcement car
- 4) the establishment of a formal early engagement process between school developers, planning officers and road safety officers to consider the traffic management and safety impacts of school developments
- 5) the development of a communications strategy to ensure County Council members, school management (and their governing bodies) are made aware of the services/advice available to them to address parking issues around schools.

**Marion Clay**  
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#### **Constitutional Comments (EP 18/02/19)**

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

#### **Financial Comments (SES 01/03/19)**

30. The financial implications are set out in paragraphs 24 to 26 of the 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.

Road safety around schools: report to Children & Young People's Committee on 18<sup>th</sup> March 2018  
 Nottinghamshire Local Transport Plan Strategy 2011/12 - 2025/26  
 Nottinghamshire Local Transport Plan Implementation Plan 2018/19 - 2021/22

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

All.

C1221



### Services currently offered/provided to facilitate road safety around schools

The County Council has taken this issue seriously for some time and consequently already provides an extensive programme of measures to help schools address road safety concerns around schools. The measures identified below have had the necessary impact as borne out by the very low number of accidents occurring outside schools, and on school journeys:

- **Advance school warning signs for motorists** – school warning signs are provided outside all schools in the county to make drivers aware that they are approaching a school and to drive appropriately
- **Advisory 20mph speed limits** – as there are very few accidents outside schools in Nottinghamshire and vehicle speeds are already low (less than 24mph) outside most schools, advisory 20mph speed limits have been introduced outside all schools in the County where it is feasible to do so. The advisory speed limits aim to encourage more people to walk and cycle to school by enhancing the warning signs for drivers, impressing upon them that they are expected to lower their speed outside all schools in Nottinghamshire, and improving the perception of safety around schools
- **Enforceable ‘School Keep Clear’ road markings** – traffic regulation orders have been introduced on all ‘school keep clear’ lines outside schools so that the pedestrians have a ‘clear’ place to cross outside the school that is not obscured by parked vehicles. This enables the Council to enforce the traffic regulation order that prohibits vehicles parking on them by issuing penalty charge notices to vehicle owners who park on them
- **Powers to strengthen enforcement regimes** – the County Council has existing powers to implement additional traffic regulation orders, such as introducing ‘School Keep Clear’ road markings on both sides of the road, which are considered when conditions concerning road widths are met; as well as alternatives to the camera enforcement car such as scooters or fixed cameras, which could be considered to address recognised road safety issues outside schools. The road safety and amenity (parking) impact on the wider surrounding area does, however, need to be included as part of any considerations before such measures are introduced
- **Camera enforcement cars** – the County Council introduced its first camera car in March 2016 to help enforce school ‘keep clear’ markings; and a second car became operational in May 2018. Anyone can request the car visit their local school through the Council’s website. Its first two years of operation have resulted in approximately 500 penalty charge notices per year being issued to people parking on the ‘keep clear’ markings
- **Road safety education** – road safety education and awareness programmes are developed annually to address the causes of reported road accidents that result in injuries to road users. Programmes that are targeted at school age children (or those that work at schools) are offered to schools free of charge. Many of these programmes are targeted at Year 6 pupils as they start to make more independent school journeys. Each school is contacted every term and offered tailored education programmes.
- **Engineering measures** – reported road traffic accidents resulting in casualties are monitored throughout the year (including those occurring outside schools or on school journeys) and a programme of schemes to address these casualties are developed and delivered annually. Between 1998 and 2019 the County Council had a specific funding



allocation to deliver a safer routes to schools programme, such as pedestrian crossings on routes to schools and school zones outside schools (and between 2001 and 2015 over £5m was spent on this programme). The funding allocation ended as it was considered that it would be better targeted at locations with a history of road traffic accidents as there are very few casualties on school journeys; also as there was no evidence to indicate that the schemes increased the number of pupils walking or cycling to school (and therefore reduced parking issues outside schools). It should, however, be noted that since the programme ended, in order to improve safety outside schools, over £200,000 has been invested in making the 'school keep clear' road markings enforceable; and almost £2m was allocated to introducing advisory 20mph speed limits outside schools in the County. Currently, Communities & Place Committee allocates £100,000 per year towards crossings on routes to schools which are identified through local County Council member requests

- **School bus services** – the County Council procures statutory and non-statutory school transport contracts to help pupils travel to school by bus, as well as home to school transport for specified pupils. The home to school transport legislation entitles free home to school transport for primary aged school children who live more than 2 miles from their preferred school; secondary aged school children who live more than 3 miles from their preferred school; and pupils from low income families who live 2-6 miles from their preferred school. In addition to this, where pupils live less than the above distances assisted travel may be offered on available bus services. The Council also administers the concessionary travel scheme as well as a number of incentivised discounted ticketing schemes for school pupils travelling regularly by bus
- **School crossing patrol service** – whilst there is no duty for the Council to provide a school crossing patrol, the County Council currently operates 90 sites across the County to support parental responsibility (but this number is subject to regular change). The service is provided for children aged 5-11 years, and sites are subject to meeting criteria based on the number of children crossing at a location and the number of vehicles passing through it
- **Planning advice on school design** – the County Council's planning services offer pre-application advice to designers/developers and these organisations are encouraged to use this service (this includes highways development control comments).



## Lessons learnt by the cross-party working group

The cross-party working group has discussed a number of issues and the outcomes from these discussions are summarised below.

### Safety outside schools - it was recognised that:

- **there are very few accidents involving children walking and/or cycling near schools or occurring on school journeys.** Based on the accident data, poor safety around schools is therefore mostly a perception rather than a reality, although this still needs to be considered if more children are to be encouraged to walk or cycle to school (thereby reducing car trips to school)
- **parking outside schools acts as a speed reducing feature** and is likely to be a factor in keeping speed and accidents down
- **the impacts of potential measures need to be carefully considered as they may worsen road safety outside or on routes to school** (see comments below about the introduction of parking restrictions outside schools and the introduction of crossing facilities where there isn't use throughout the day).

### Parking outside schools - it was recognised that:

- the reported accident data indicates that dangers from parents **parking outside schools is a perceived danger rather than it actually resulting in child casualties** (as casualties outside schools are very rare and the parking occurs every school day outside almost every school)
- **parking issues generally occur for only a very short period of time** (predominantly at the end of the school day as parents only park for short periods at the beginning of the school day); and only Monday to Friday during term-time only
- **only a minority of parents park inconsiderately**, on 'keep clear' markings or across driveways, and do not react to measures/advice from the school
- **introducing parking restrictions such as double yellow lines or residents' parking schemes are not supported by the police (or the Council) as they can worsen road safety and only push the problem elsewhere.** Road safety can be worsened due to the fact that drivers expect to see school pupils outside schools but if parents park further away from the school the child pedestrian movements are spread across wider areas where drivers may not expect them to be present. Also, yellow lines allow drivers to set down and pick up passengers, so this activity is not actually made illegal by the introduction of double yellow lines, or a residents parking scheme will not stop parents from waiting or dropping off/picking up pupils. It can also cause drivers to 'rush' and take more risks to avoid being caught, again creating a road safety hazard
- **it is the school community (parents and sometimes teachers/school workers) that are causing the parking issues outside schools**
- as the school community create the short-term problem, **the identification and delivery of options to address the parking issues must be led by the school community**
- **many head teachers already undertake work to engage with parents and the local community on parking issues** around schools
- **there is a need to better manage affected residents' and parents' expectations** concerning both the level of the problem (i.e. it only occurs for short periods of time) and the measures to address it (i.e. traffic regulation orders will not resolve the issue)
- **there is not a 'one size fit all' solution to these issues** due to the different circumstances outside each school (and of the parents attending).

**Planning** – it was recognised that:

- **school locations are not driven by access (including safety) issues** but more by available land and cost implications
- when designing new schools/extensions to schools often **site constraints prevent the creation of safe on-site pick-up and drop-off facilities**
- **there is an opportunity when designing new schools to better consider the impacts of the proposals on the wider local area and consider mitigation** (e.g. on-site parking provision, highways layouts, etc.)
- there is a **perceived disconnect between the planning and construction of new schools**, particularly in relation to the provision of highways traffic management/safety comments/advice on their design
- despite transport assessments funded by schools/academies to satisfy planning conditions stating that there will be no transport impacts and no new infrastructure is required, there is still an **expectation from schools that the County Council will fund highway improvements to address the impacts of school developments.**

**Engineering measures** – it was recognised that:

- **engineering measures can help in encouraging more children to walk and/or cycle to school if targeted effectively and co-ordinated with promotional activities delivered as part of a school travel plan**, although there is a lack of evidence to demonstrate that this was the case in Nottinghamshire when they were delivered to support school travel plans
- **the County Council continues to invest in crossings on routes to schools where these will not potentially worsen road safety, as well as cycle routes that help link schools to residential areas.** The County Council currently allocates £100,000 of its integrated transport block allocation towards the delivery of pedestrian crossings on routes to schools. Such pedestrian crossings are introduced at locations where pedestrians cross throughout the day and there aren't sufficient gaps in the traffic that allow them to do this. Introducing pedestrian crossings at locations that currently do not have high flows of pedestrian use throughout the whole day can, however, worsen road safety. This is because if crossings are not used throughout the day drivers do not expect to have to stop at them and then fail to stop when required to do so. This increases the possibility of driver complacency which increases the risk of collision/injury. It is also important to note that on average over the last three years (2015 to 2017 inclusive) there has been 1.3 injury accidents at light-controlled pedestrian crossings and on average 0.69 injury accidents at zebra crossings during the same period.

**School travel plans** – it was recognised that:

- **funding to support the development/delivery of school travel plans was withdrawn by the DfT in 2010** and this resulted in the withdrawal of these services
- **the support previously given to schools to develop/deliver travel plans had been much appreciated**
- **there are currently very limited revenue funding sources available to bid for/secure in order to provide staff resources to help schools deliver school travel plans**
- whilst Ofsted inspections include determining if a school has a travel plan, **it is not Ofsted's role to ensure that all schools have a travel plan, or are delivering the measures contained within it.**

**School crossing patrol service – it was recognised that:**

- **the County Council's criteria for provision of a site is below the national criteria meaning that more sites are provided** than if the national criteria were adopted
- **recruitment to school crossing patrol posts is often difficult**, especially in more affluent areas. Currently there are 143 sites in total, 90 of which are staffed, 23 of which are being actively recruited to, with the remaining 30 being monitored
- school crossing patrols **encourage people to make better choices about safe places to cross.**

**Changes in pupil placement policies – it was recognised that:**

- **they have often resulted in a disconnect between parents and the local community** around a school as the parents aren't a part of that community
- **they have resulted in parents/pupils travelling greater distances to schools**, especially since the secondary tier are now wholly academies
- **the switch to academies has also removed many of the Local Authority's levers to encourage schools to adopt best practices concerning school travel.**



**18 March 2018****Agenda Item: 10****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES****CHILDREN'S CENTRE SERVICE CONTRACT****Purpose of the Report**

1. To seek approval of the proposal to bring the Children's Centre Service back into the management of the Council from 1<sup>st</sup> June 2020 following the end of the contract with an external provider. A further report with the proposed structure and budget will be brought before the relevant Committee for approval once the relevant financial information is available.

**Information****Children's Centres in Nottinghamshire**

2. Nottinghamshire County Council currently commissions the Nottinghamshire Children and Families Partnership (NCFP) to deliver the Children's Centre Service for families with pre-school children. NCFP is a partnership led by Nottinghamshire Healthcare Trust and includes Family Action and North Notts College.
3. The Children's Centre contract was awarded in June 2013 and expires on 31<sup>st</sup> May 2020, with a contract value of £10.4 million per annum. Prior to the contract, the Children's Centre Service was delivered through a mixed economy by the Council and the component organisations of NCFP, in specific allocated districts, working collaboratively.
4. Since September 2018, the Children's Centre Service has been targeting children and families at risk of poor outcomes and the service is no longer available universally unless parents attend volunteer led universal groups. The decision to proceed with this targeted model was agreed at Committee in March 2018.

**Proposal**

5. Options for the Service from June 2020 have been explored and rather than re-procure a new Children's Centre Service contract from the 1<sup>st</sup> June 2020, it is proposed to bring the service back under the management of the Council to be provided through Early Childhood Services within Children and Families Services.

6. Bringing the service back under the management of the Council will not change the targeted Children's Centre Service offer and the following outcomes will remain in place:
  - a) children achieve a good level of development, are ready for school and are effectively supported to close the attainment gap
  - b) parents are job ready and economically active, with increased aspiration for themselves and their children
  - c) improved health and wellbeing of children and parents
  - d) early identification and prevention of risk of harm.
7. Further work is taking place to create a proposed service delivery model which will require approval at the relevant Committee in due course.

### **Children's Centre Service Property Portfolio**

8. The Children's Centre Service is delivered through a network of premises and properties across Nottinghamshire, and the majority of work is now delivered through outreach work including home visits. A number of Children's Centre premises are underused and costly to maintain. In order to ensure the Council maximises the use of Children's Centre premises and ensure value for money, it was agreed at Committee in March 2018 that the property portfolio will be reviewed to reduce overhead costs and to create additional childcare places in areas of poor childcare sufficiency.
9. This work is underway, and since March 2018, Early Childhood Services have created an additional 94 full time and 24 part time childcare places for eligible 2, 3 and 4 year olds using five Children's Centre properties. An additional property has been used to accommodate an existing local childcare provider. This childcare provision runs alongside Children's Centre Service activities and income generated through service charges is being used to maintain properties.
10. It is anticipated that this work will continue and will focus on premises with low footfall and/or in areas of poor childcare sufficiency. Local consultation will continue to be facilitated for each property under review.

### **Other Options Considered**

11. The option to re-procure the service has been explored, however as the contract is due to end in June 2020, this has created an opportunity for the Council to consider how best to integrate activity into core work of Children and Families Services to enable improved whole family working and subsequently improve outcomes for children and families.

### **Reason for Recommendation**

12. The benefits of the proposal to bring the service in house include:
  - a) greater alignment with existing activity to improve attainment in the early years, and target children most at risk of developmental delay
  - b) greater alignment with existing early help and family support services within the Council streamlined processes

- c) greater alignment with Council services which focus on employment and work skills
- d) provide the opportunity for the council to continually maximise our resources to ensure that families get the support they need.
- e) improved joint work with Council services supporting families with children who have Special Educational Needs and Disabilities (SEND)
- f) enhanced use of Children's Centre properties which will host childcare provision, with additional opportunities to also host some Council early help services
- g) increased use of the Mosaic database to better support children and families. This will help to ensure that lead professionals are better equipped to understand the needs of families with children of all ages, including whole family assessments, the support required, access to support and monitoring progress.

## **Statutory and Policy Implications**

- 13. 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**

- 14. The Council has an information sharing agreement in place with Nottinghamshire Healthcare Trust which allows the sharing of child and family level data. The agreement allows the facilitation of data sharing to improve the services provided for the wellbeing of children, young people and their families. The Information Sharing Agreement will be used to transfer appropriate data and records from the NHS to the Council.
- 15. An Information Sharing Agreement may be required to enable the existing providers of the service to share workforce data as part of the TUPE process. This will be confirmed and actioned as required.
- 16. If the service is brought in house all Children's Centre Service workers will be required to use Mosaic to record case notes and outcomes. This will reduce the risk of data breaches and will enable the wider Children and Families Service workforce to access additional information. The Children's Centre Service workforce will also be required to undertake all mandatory General Data Protection Regulation training and follow Council policies and procedures.

## **Financial Implications**

- 17. The report highlights a number of potential benefits of bringing the service under the management of the Council. At present the full financial implications of bringing the service

in house are not fully known and further work is required to develop an operational structure and identify any implementation costs. Initial work has identified a number of key areas where additional implementation costs will be incurred:

- a. Costs associated with the TUPE transfer of staff, pension liabilities, ICT devices and infrastructure, staff induction and training.
  - b. The current operating model allows some level of business rates relief due to the charitable status of the voluntary sector partner. This relief will be lost if the properties are solely used by the local authority and not the voluntary sector.
  - c. Other programme related costs including project management, legal and HR advice.
18. The review of the Children's Centre service set out in the report may potentially deliver savings but the timing and quantum will depend on the new service delivery model and the implementation costs. A further report to Committee will be required to confirm the structure, operating budget, implementation costs and source of funding once due diligence is completed.
19. Where early years providers use Children's Centre properties for the delivery of childcare places, they will continue to pay their contribution to overhead costs including utility bills, cleaning and maintenance rather than be charged a 'rent; they will also be required to pay Business Rates unless they are a voluntary sector early years provider. This direction of travel was agreed at Policy Committee in 16<sup>th</sup> May 2018 where it was agreed that the Council charge Ofsted registered childcare providers a service charge to cover overhead costs only. This follows the need to ensure the Council fulfils its statutory duty to provide sufficient high quality childcare places.

### **Human Resources Implications**

20. Bringing the Children's Centre Service back under the management of the Council will result in the TUPE of substantial numbers of workers into the Council from the organisations who currently provide the service. It is too early to confirm the number of staff involved, salary and pension requirements and this information will be confirmed at a subsequent Committee following discussions with the current provider of the service.

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

21. If the service is brought back in house, there is an expectation that children and families will experience an improved package of support from the Council by working with the whole family using one records management system (i.e. Mosaic)

### **Implications for Service Users**

22. The Children's Centre Service in Nottinghamshire will continue to engage children and families who require early support and are considered to be at risk of poor outcomes. The following target groups will continue to be supported:
- a) low income families with identified needs



- b) children of teenage parents / teenage parents (excluding those already accessing the Family Nurse Partnership)
- c) families identified as having mild/moderate mental health issues
- d) children with English as an additional language
- e) 2, 3 and 4 year olds not accessing their minimum childcare entitlement
- f) unemployed single parents
- g) unemployed parents living in rural areas
- h) children under 5 years with speech, language and communication needs
- i) Black and Minority Ethnic groups where there is a need
- j) parents of children with SEND who do not meet thresholds for specialist services
- k) families with children on child protection plans, Children in Need and Looked After Children.

## **RECOMMENDATION**

That:

- 1) the proposal to bring the Children's Centre Service back into the management of the Council from 1<sup>st</sup> June 2020 be approved, provided that a further report on the proposed in-house service delivery model and budget be brought to the relevant Committee for approval.

**Laurence Jones**  
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### **Constitutional Comments (LW 19/02/19)**

- 23. The Children and Young People's Committee is the appropriate body to consider the content of the report.

### **Financial Comments (SAS 01/03/19)**

24. The financial implications of the report are contained within paragraph 19 above.

### **Background Papers and Published Documents**

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

Maximising the value of Nottinghamshire's Children's Centre Services – report to Children and Young People's Committee on 19<sup>th</sup> March 2018

Early Years provision in Nottinghamshire County Council owned properties – occupational costs – report to Policy Committee on 16 May 2018

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

All.

C1218

**18<sup>th</sup> March 2019****Agenda Item 11**

## **REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES**

### **ESTABLISHMENT OF A TEMPORARY EARLY YEARS ADVISOR POST WITHIN EARLY CHILDHOOD SERVICES**

#### **Purpose of the Report**

1. This report seeks approval to establish a part time (0.4 fte) Early Years Advisor (Grade 5) post from 1<sup>st</sup> April 2019 to 30<sup>th</sup> September 2020 in Early Childhood Services.

#### **Information**

2. Section 13 of the Childcare Act places a duty on English local authorities to provide information, advice and training to childcare providers. Developing a traded service for training and support has been encouraged as guidance now allows for local authorities “...to impose reasonable charges when securing information, advice and training” (Early Education and Childcare - statutory guidance for local authorities’, Department for Education (DfE), March 2017).
3. Early Childhood Services provide a varied menu of training and support for providers of childcare and early education in Schools and the Private, Voluntary and Independent (PVI) sector. This menu is marketed as the Training and Development Opportunities (TADO) programme and is a resource for all practitioners working with children under five and their families. In September 2017, Early Childhood Services began to sell training through the TADO programme to help cover costs including venue hire, staff time, administration, travel etc.
4. The TADO programme includes courses and conferences and individualised and personalised support packages for settings and schools. The TADO programme is delivered by the Early Childhood Services team, and through a range of specialist commissioned training organisations.
5. In September 2017, work was undertaken to further promote the TADO programme as a sold offer to the early years sector with income generation targets agreed. However income targets for the TADO programme have not been achieved to date.
6. Currently the programme has no dedicated personnel resources. The programme is currently being managed by an Early Years Senior Practitioner (Teaching Terms and Conditions) with support from the Early Years Strategic Manager (Band E), with some

business support time. This is unsustainable in the long term due to their capacity and the overhead costs of these staff. In order that the programme becomes ultimately sustainable and financially profitable, further resource is required.

## **Proposal**

7. It is proposed that an additional part time (0.4 fte) Early Years Improvement Advisor (Grade 5) post be established from 1<sup>st</sup> April 2019 to 30<sup>th</sup> September 2020 to manage the TADO programme. The post holder will create capacity for improved promotion, consultation, evaluation, monitoring and scrutiny of training providers whilst ensuring best value. The post holder will ensure that the quality and content of the TADO programme is suitable for the early years sector in times of change. A job description for the post is available as a background paper.
8. To ensure best value and viability, the post holder will be required to have an understanding of the sector to help find creative ways to increase take up and therefore profitability of the TADO programme. Early Childhood Services intend to recruit someone from the sector with a sound background in early years and workforce development. Recruiting an Advisor from the early years sector will ensure that the needs of the sector are understood and addressed.

## **Other Options Considered**

9. Consideration was given to recruiting a dedicated Business Support Administrator for the TADO programme, however this would not offer the level of professional expertise needed to work with the early years sector to develop a suitably high quality programme of training and development.
10. It has been considered that the Senior Practitioner and the Early Years Strategic Manager continue to manage the programme; this however, is unsustainable in the longer term due to their capacity, and the overhead costs of these staff; they will however continue to oversee the work. The programme is not currently meeting its income targets and is unlikely to offset costs with current arrangements.

## **Reason for Recommendation**

11. Recruitment to a dedicated part time post will create capacity for better promotion of the TADO programme, consultation and evaluation from the sector, monitoring and scrutiny of training providers and ensuring best value. The quality, suitability and accessibility of the offer will be improved, and ultimately this will lead to improved income generation and profitability, and therefore offsetting council costs for staffing within Early Childhood Services.

## **Statutory and Policy Implications**

12. 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**

13. The 0.4 fte Early Years Advisor (Grade 5) post will be funded from 1<sup>st</sup> April 2019 to 30<sup>th</sup> September 2020 at a cost of £12,740 in 2019-20 and £6,370 in 2020-21.
14. Funding for the post has been identified following the reduction in hours of an existing Advisor, freeing up funding for one day a week (£6,370). The additional day will be funded from a Department for Education Systems Leadership Grant which was made available through the National College for Teaching and Leadership; this has an unallocated amount of £14,000 and will be realigned to create this temporary post.
15. If the post is successful through improved income generation there is scope to continue the post on one day per week (0.2 fte) using the permanent staffing budget.

### **Human Resources Implications**

16. The current job description for the Early Years Advisor post has been revised to reflect the specific nature of this post to support the TADO Programme. The revised job description is being evaluated and it is not anticipated that the revisions will have any bearing on the current grade.

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

17. The post will be responsible for the development, delivery and evaluation of safeguarding training and support offered to the sector. This in turn will help to identify the needs of children and families earlier and ensure that children and adults are protected from harm.

### **Implications for Service Users**

18. Creation of this post will have an impact on the quality of provision offered by the early years sector to children under five in Nottinghamshire. It is anticipated that the quality of provision will improve, resulting in more providers being graded as Good or Outstanding by Ofsted.
19. Children accessing their childcare entitlements will have their needs addressed earlier, achieve a good level of development, be ready for school; and children from low income backgrounds will be provided with opportunities to access high quality early education.

### **RECOMMENDATION/S**

- 1) That the establishment of a part time (0.4 fte) Early Years Advisor (Grade 5) post from 1<sup>st</sup> April 2019 to 30<sup>th</sup> September 2020 in Early Childhood Services be approved.

**Laurence Jones**

**Service Director, Commissioning and Resources**

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

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**Constitutional Comments (EP 15/02/19)**

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

**Financial Comments (SAS 21/02/19)**

21. The financial implications of the report are contained within paragraphs 13 to 15 above.

**HR Comments (BC 13/02/19)**

22. The staffing implications are contained within the body of the report. The post will be recruited to in accordance with the agreed vacancy protocol 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.

- Staffing Structure for Early Childhood Services including proposed post
- Job Description

**Electoral Divisions and Members Affected**

All.

C1217

**18<sup>th</sup> March 2019****Agenda Item: 12****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING & RESOURCES****CHANGES TO THE STAFFING ESTABLISHMENT WITHIN THE INTEGRATED  
CHILDREN'S DISABILITY SERVICE AND THE COMMISSIONING AND  
PLACEMENTS TEAM****Purpose of the Report**

1. This report seeks approval to make permanent a range of temporary posts within the Integrated Children's Disability Service (ICDS) and the Commissioning and Placements Team (C&P).
2. The report also seeks approval to establish an additional post of 1 fte Qualified Social Worker (Band B) within the Integrated Children's Disability Service.

**Information**

3. On 16 July 2018, Committee approved temporary changes to the staffing structure within the ICDS in order to provide sufficient resources to successfully deliver the statutory Education, Health and Care Plan (EHCP) duty throughout 2018/19, and support the continued development of Nottinghamshire's response to the Special Educational Needs and Disability (SEND) Reforms 2014.
4. The temporary additional posts agreed, inclusive of on-costs, were:
  - 1 fte Co-production Officer (Band A) £37,413
  - 1 fte Sensory Occupational Therapist (Band C) £48,124
  - 3 fte Service Organisers (Grade 4) £26,073
  - 1 fte Duty Officer (Grade 4) £26,073
  - 1 fte Education Other than at School (EOTAS) Officer (Band A) £37,413
  - 1 fte Duty Manager (Band A) £37,413.
5. On 18 June 2018, Committee approved temporary changes to the staffing structure within both ICDS and C&P in order to successfully introduce and deliver the revised Special Educational Needs and Disability (SEND) Short Break offer from 1 July 2018.
6. The temporary additional posts agreed, inclusive of on-costs, were:

- 2 fte Short Breaks Reviewing Officers (Band A) £37,413
  - 2 fte Short Breaks Assessment Officers (Grade 5) £30,790
  - 2 fte Short Breaks Service Organisers (Grade 4) £26,073
  - 1 fte Commissioning Officer (Band B) £43,171
  - 1.5 fte Commissioning Assistants (Grade 3) £22,025
7. Throughout 2018/19, the additional cost of the temporary posts described in **paragraphs 4 and 6** was met partly from contingency and partly from grants made available to the Local Authority by the Department for Education (DfE) and the Communities Fund.
8. The temporary changes were informed by the following:
- **Review into the effectiveness of the ICDS structure (established by Committee on 21 March 2016) one year on from its implementation:** this review concluded that restructuring of former SEND services in April 2016 into the ICDS had created gaps in capacity at both management and case worker level which were unsustainable and had impacted negatively on performance. The review recommended a number of additional posts be created as well as changes to job descriptions. The recommendations of the review were accepted by the SEND Accountability Board on 1<sup>st</sup> February 2018.
  - **The unprecedented increase (at national level) in demand for statutory assessments and provision for children and young people with SEND:** between 2015 and 2018 there has been a 52% increase in the number of Education, Health and Care (EHC) Plans being maintained in Nottinghamshire. This increase has arisen from the Children and Families Act 2014, which gives parents and carers greater rights and extends the age range of those young people eligible for assessment and specialist provision from 18 to 25 years.
  - **The trend in relation to the population size who are likely to require a EHC plan over the financial period 2019-2022:** there are estimated to be 226,167 children, young people and young adults aged 0-25 years in Nottinghamshire and the population is expected to grow by 2.1% by 2022. Over the past two decades survival rates of pre-term babies has improved and medical studies indicate that these children are at high risk of developing ongoing additional needs. It is expected that EHCP numbers will therefore continue to grow by up to 9.9% per year until 2021/22.
  - **A detailed analysis of the resources required to implement the revised co-produced Nottinghamshire Short Break Offer:** consideration was given to whether the additional work to introduce and implement the revised Short Break offer could be subsumed within existing assessment and commissioning team resources. However, this was not possible due to the challenges described in the report to Committee on 16 July 2018.
9. The impact of the changes throughout 2018/19 has been:
- performance in finalising EHC Plans within the 20 week statutory timescale has improved from 37% in 2017/18 to 87% in 2019/20.



- the backlog in statutory EHCP Annual Reviews has been reduced from 5 terms to 1.5 terms. Performance in respect of issuing Annual Reviews within the statutory 14 week timescale has also improved
  - the number of EOTAS cases has reduced from 125 in January 2018 to 65 in January 2019, with children and young people being successfully integrated back into education and increasing numbers receiving their full-time entitlement of 25 hours
  - introduction of a system to support the co-ordination of key EHCP processes
  - review of the Duty System with new, efficient ways of working being introduced
  - the development and delivery of a Short Break offer that has been co-produced with parents, carers and young people and which has addressed the forecasted 2018/19 overspend and the escalating cost to the Local Authority of providing Short Breaks
  - the development of co-production practice, including the introduction of a Co-production Charter and quality assurance process and effective working relationship with Nottinghamshire Parent Carer Forum.
10. Approval is sought from the Committee for the posts described in **paragraphs 4 and 6** to be established on a permanent basis in order to sustain the developments and improvements described at **paragraph 9** and to ensure that the Council is able to meet its statutory duties in respect of those learners (0-25 years) with SEND who have a EHC Plan and those children and young people (0-18 years) eligible for support in the form of a Short Break.
11. In May 2018, a Peer Review of SEND arrangements in Nottinghamshire took place which identified a number of required improvements, including how the Local Authority meets its duty with regards to social care contribution to the EHC process. Social care provision is defined in S21 (4) of the Children and Families Act as “*Social Care provision means the provision of services made by the local authority in the exercise of its social services function*”. To evidence the Local Authority’s arrangements to ensure the co-operation of social care in respect of EHC assessments, it has been identified that a qualified social worker is needed to be part of the EHC assessment and plan decision-making process and to co-ordinate a proportionate assessment of social care needs when required. This arrangement would ensure that the Local Authority is fulfilling its statutory duty to children and young people with SEN through a graduated response (in line with Nottinghamshire’s Pathway to Provision) whilst protecting tier 4 social care functions.
12. In addition to the posts described in **paragraphs 4 and 6**, approval is sought to establish 1 fte Qualified Social Worker (Band B) post at a cost of £43,171 inclusive of on-costs, to support the duty described in **paragraph 11**.

### Other Options Considered

13. Consideration was given to whether the additional work to implement the revised Short Break offer could be subsumed within existing assessment and commissioning team resources. However, due to the increasing demand for EHC assessments and plans, and the associated demand for placements, this was not feasible.

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

14. To sustain the developments and improvements made towards meeting the statutory duties of the Children and Families Act 2014 and Children Act 1989; specifically, to ensure that the Council is able to meet its statutory duties in respect of those learners (0-25 years) with SEND who have a EHC Plan and those children and young people (0-18 years) eligible for support in the form of a Short Breaks.

## **Statutory and Policy Implications**

15. 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**

16. The additional cost of posts within ICDS will be £470,305. The cost of the 1 fte Sensory Occupational Therapist (Band C) post will be met from the High Needs Block of the Dedicated Schools Grant. The remaining costs will be met from the ICDS base budget.
17. The additional cost of posts within Commissioning and Placement will be £102,282. The cost will be met from the Commissioning and Placement base budget.

## **Human Resources Implications**

18. The proposed changes to the staffing establishment are proportionate to the current and ongoing challenges faced by both ICDS and C&P which are as a result of the Children and Families Act 2014, and the restructuring of the SEND service in April 2016.
19. Affected teams and recognised trade unions have been consulted on these proposals. Recruitment to the proposed posts will be subject to the Council's usual recruitment processes.

## **RECOMMENDATION/S**

That Committee:

- 1) gives approval for the following temporary posts within the Integrated Children's Disability Service to be established on a permanent basis from 1<sup>st</sup> April 2019:
  - 1fte Co-production Officer (Band A)
  - 1fte Sensory Occupational Therapist (Band C)
  - 3 fte Service Organisers (Grade 4)
  - 1 fte Duty Officer (Grade 4)
  - 1 fte Education Other than at School (EOTAS) Officer (Band A)

- 1 fte Duty Manager (Band A)
  - 2 fte Short Breaks Reviewing Officers (Band A)
  - 2 fte Short Breaks Assessment Officers (Grade 5)
  - 1 fte Short Breaks Service Organiser (Grade 4).
- 2) gives approval for the following temporary posts within the Commissioning and Placements Team to be established on a permanent basis from 1<sup>st</sup> April 2019:
- 1 fte Short Breaks Service Organisers (Grade 4)
  - 1 fte Commissioning Officer (Band B)
  - 1.5 fte Commissioning Assistants (Grade 3).
- 3) approves the permanent establishment of the following post within the Integrated Children's Disability Service from 1<sup>st</sup> April 2019:
- 1 fte Qualified Social Worker (Band B).

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

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### **Constitutional Comments (EP 26/02/19)**

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

### **Financial Comments (SAS 04/03/19)**

21. The financial implications of the report are contained within paragraphs 15 and 16 above.

### **HR Comments (BC 28/02/19)**

22. The staffing implications are contained within the body of the report. Recruitment to the posts will be subject to the Council's agreed 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.

- New Community Short Break offer to children and young people with disabilities – report to Children and Young People's Committee on 19 March 2018

- Temporary changes to the staffing establishment in the Integrated Children's Disability Service Assessment team – report to Children and Young People's Committee on 16 July 2018
- Implementation of revised Short Breaks Offer – Temporary changes to the staffing establishment in the Integrated Children's Disability Service and the Commissioning & Placement Group – report to Children and Young People's Committee on 18 June 2018
- Integration of Children's Disability Service and SEND Staffing Structures – report to Children and Young People's Committee on 21 March 2016

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

All.

C1216

**18<sup>th</sup> March 2019****Agenda Item:13****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****ADOPTION EAST MIDLANDS REGIONAL ADOPTION AGENCY: STATEMENT  
OF PURPOSE 2019-2020 AND ESTABLISHMENT OF POSTS****Purpose of the Report**

1. To seek approval of the Adoption East Midlands Regional Adoption Agency Statement of Purpose for 2019-2020, attached as **Appendix 1**.
2. To seek approval for the establishment of 49.18 FTE new posts for the Adoption East Midlands Regional Adoption Agency.
3. To seek approval of proposed adopter recruitment activity and publicity for May and June 2019, which will include publicity about the new Adoption East Midlands Regional Adoption Agency.

**Information**

4. The Government legislated to regionalise adoption services in the 2016 Education and Adoption Act, stating its intention that all individual local authority adoption agencies be combined into regional adoption agencies by 2020. As set out in the report to Policy Committee on 14 November 2018, the Regional Adoption Agency (RAA) for D2N2 (Derby, Derbyshire, Nottingham and Nottinghamshire) will be hosted by Nottinghamshire from 1 April 2019 and involve the transfer of adoption staff in scope from partner authorities by Transfer of Undertaking (Protection of Employment) Regulations (TUPE).
5. It is a statutory requirement that all adoption providers have an up to date statement of purpose in compliance with the Adoption and Children's Act 2002, Adoption Agency Regulations (2003, 2011), Adoption Support Regulations 2005, and National Minimum Adoption Standards. Adoption regulations require adoption agencies to provide a clear statement of the aims and objectives of an Adoption Agency and the strategy for meeting those aims and objectives on an annual basis.
6. The Statement of Purpose provides details of:
  - the quality standards and principles which underpin the service
  - an overview of services provided by the Agency, including support services

- activity
- management structure, numbers, qualifications and experience of the staff
- quality assurance and external monitoring mechanisms
- complaints
- quality assurance.

7. Policy Committee approved the RAA staffing model and the process by which staff from partner authorities would transfer by TUPE. However, the exact details of new posts could not be set out because consultation with Nottinghamshire and partner authority staff had not yet taken place. The consultation process took place over November and December 2018, and included workshops and group presentations involving all affected staff and trades unions representatives. An interim staff structure has been developed which takes into account feedback from the consultation process, and includes all of the staff in scope. This structure is subject to change over the coming months as efficiencies are realised and some vacant posts disestablished. The new posts are listed in **paragraph 9**.
8. The total staffing model for the RAA, including current vacancies and staff already employed by Nottinghamshire County Council, is 80.98 FTE. Of this total, 49.18 FTE are new posts to be established at a total cost of £2,000,123 which will be funded from the agreed RAA budget.
9. The proposed new posts to be established and their associated costs are set out in the table below:

<b>POSTS TO BE ESTABLISHED</b>			
<b>Post Title</b>	<b>Grade/Band</b>	<b>FTE</b>	<b>Total Cost</b>
Group Manager, Regional Adoption	Band TBC	1	£85,274 <sup>1</sup>
Service Manager	Band E	1	£59,924
Team Manager	Band D	4.3	£231,478
Social Worker	Band B	28.73	£1,267,252
Panel Manager	Band C	0.6	£30,108
SWSO	Grade 4	3.54	£94,667
Business Support Administrator	Grade 3	10.01	£231,421
<b>TOTAL:</b>		<b>49.18</b>	<b>£2,000,123</b>

10. The Group Manager post will be an interim post until it is permanently recruited to in September 2019. This will provide six months for the new RAA to establish itself under the interim postholder. The detail of the permanent recruitment to this post will be brought to Children and Young People's Committee in October 2019, and will also set out the progress of the new RAA and request approval for any posts which are to be disestablished in order to arrive at the preferred organisational structure.

<sup>1</sup> Up to £85,274 has been included in the staffing budget for this post, pending job evaluation.

11. RAA staff from partner local authorities will remain based in their current premises.
12. Adoption East Midlands will meet the placement needs of approximately 180 children with an adoption plan per year. There is a national shortage of adopters, particularly for older children and sibling groups. Adoption East Midlands seeks to maximise recruitment opportunities, using existing low cost methods, such as social media, based on adopters' stories, and also the development of the Regional Adoption Agency. There will be information events, and drop in opportunities across the region, and Adoption East Midlands will seek to harness media interest in the regionalisation agenda in order to promote the need for adoptive families, for children waiting,
13. Foster care fortnight is 13 to 26 May 2019, in which the Regional Adoption Agency expects to work with fostering services to be present at joint events. Specific adoption recruitment activity will take place after these dates.

### **Other Options Considered**

14. No other options were considered as the approach followed by these proposals in establishing the new RAA staff posts was approved by Policy Committee on 14 November 2018.

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

15. The report seeks approval of the 2019-2020 Statement of Purpose for Adoption East Midlands.
16. The details of the proposed establishment of new posts is a result of careful planning between the partner authorities as well as appropriate consultation with those staff in scope to transfer to Nottinghamshire.
17. The new posts are a requirement for the successful operation of the RAA and a precursor to the transfer of staff from partner authorities by TUPE, as approved by Policy Committee on 14 November 2018.
18. The new Regional Adoption Agency will need to constantly recruit adopters in order to meet the needs of local children. Recruitment activity and publicity shortly after launch will help make the agency known to adopters across the whole region of Derbyshire and Nottinghamshire, and ensure that potential adopters have all the information they need to come forward to adopt local children.

### **Statutory and Policy Implications**

19. 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**

20. The Data Protection Impact Assessment (DPIA) has been completed and, at the time of writing, is in the process of sign off. It is anticipated that the document will have been approved by the time of this meeting.

## **Financial Implications**

21. The RAA will be delivered at no additional cost to Nottinghamshire as the host. The 2019-20 indicative budget is £5,324,917 with contributions from each partner authority.
22. The total staffing budget for the RAA is £3.4m and this will cover the additional cost of the 49.18 FTE new posts, £2,000,123, and the existing 31.8 FTE Nottinghamshire posts.
23. There will be some differences in pay and on-costs for TUPE'd staff and a contingency has been included in the budget to allow for this. The need for this contingency will diminish over time due to staff turnover and potential efficiencies.
24. It is expected that the cost of the proposed adopter recruitment activity and publicity, and that for the new Adoption East Midlands Regional Adoption Agency, will be low because existing channels of communication and social media will be used where ever possible. If there are any costs these will be met from the Adoption East Midlands budget.

## **Human Resources Implications**

25. The HR implications of these proposals are outlined in **paragraphs 7-11**.

## **Smarter Working Implications**

26. Smarter working policies have been considered throughout the development of the RAA and the implications for staff working at partner authority premises.

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

27. Nottinghamshire will host the RAA on behalf of the other D2N2 councils and all safeguarding responsibilities for Nottinghamshire children will remain the responsibility of Nottinghamshire County Council. Each partner will however still retain statutory responsibility for their own children for whom adoption is the permanence plan.

## **Implications for Service Users**

28. Regionalisation should improve outcomes for children, adopters and adoptive families.

## **RECOMMENDATION/S**

That the Committee:

- 1) approves the Adoption East Midlands Regional Adoption Agency Statement of Purpose for 2019-2020, attached as **Appendix 1**.



- 2) approves the establishment of 49.18 FTE new staff posts for the Adoption East Midlands Regional Adoption Agency as detailed in **paragraph 9**.
- 3) approves the proposed adoption recruitment activity for May and June 2019, which will also publicise the Adoption East Midlands Regional Adoption Agency.

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

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#### **Constitutional Comments (EP 08/02/19)**

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

#### **Financial Comments (SAS 05/03/19)**

30. The financial implications of the report are contained within paragraphs 21 to 24 above.

#### **HR Comments (BC 04/03/19)**

31. The staffing implications are contained within the body of the report. Appropriate consultation has occurred with staff and trade unions as part of TUPE requirements.

#### **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.

- Regional Adoption Agency (D2N2 RAA) Business Case
- Equality Impact Assessment
- Establishment of the D2N2 Regional Adoption Agency – report to Children and Young People's Committee on 23 April 2018
- Business case for the establishment of a Regional Adoption Agency for Derby, Derbyshire, Nottingham and Nottinghamshire councils (D2N2) – report to Policy Committee on 14 November 2018

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

All.

C1211



## **Adoption East Midlands Statement of Purpose 2019-2020**

## **Our Aims and Objectives**

### **Adoption East Midlands promises to:**

- Offer a comprehensive range of adoption services to children and adults in the East Midlands whose lives have been affected by adoption.
- Deliver services within a timescale that meets the needs of the service users and meets the National Standards for adoption.
- Ensure service users are fully involved and consulted on service delivery and service development.
- Treat all service users with respect and without prejudice or discrimination.
- Maintain confidentiality and security of adoption records.

### **In addition we are committed to:**

- Providing adoptive families for children looked after by Nottinghamshire, Nottingham City, Derbyshire and Derby City where the agency has agreed this is in their best interests.
- Recruiting and supporting sufficient adoptive parents from diverse backgrounds who can offer a stable and permanent home for children.
- Providing effective and efficient Adoption Panels which are appropriately constituted.
- Ensuring all staff are appropriately recruited, supervised and trained to fulfil their agency functions.
- Referring children and families to the National Adoption Register where we are not able to make placements within our own resources.
- Ensuring the best possible match for each child based on individual needs.
- Exploring the potential for post adoption contact with the birth family and making decisions according to the child's best interests.

- Working in partnership with other agencies to achieve a positive transition for children to their adoptive family.

### **Named Manager**

The responsible manager for the adoption service is Shelagh Mitchell Interim Head of Service (Adoption East Midlands) who is based at Trent Bridge House, West Bridgford, Nottingham.

### **Relevant qualifications and experience of head of service.**

- Shelagh Mitchell is a qualified and registered Social worker, with over 30 years' experience, in local authority and private sector childcare provision.
- Since 2011, Shelagh has worked in the adoption service in Nottinghamshire, and leads Adoption East Midlands on behalf of the Nottinghamshire as the host authority.

Qualifications are as follows:

- BA(hons) Applied Social Studies, 1987,
- CQSW 1987
- Management level 5, 2010

### **Organisation and structure of the Adoption Service:**

Shelagh Mitchell is based at Trent Bridge House, Fox Road West Bridgford, Nottinghamshire. Adoption East Midlands is constituted as follows.

### **Post Order Support**

**The post order support teams are responsible for:**

- Assessing the support needs of all eligible parties to adoption.
- Providing adoption support service advice to agencies
- Maintaining archive records and managing access to these records.
- Providing and or commissioning services to adopted children and adoptive families including support packages, phone helplines, support/training groups and workshops
- Managing contact after the Adoption Order has been made including the letterbox scheme which is a confidential postal arrangement between adoptive parents and members of the birth family.

**Email:** To be confirmed

**Telephone:** To be confirmed

## **Adoption Panel**

**The adoption panel team is responsible for:**

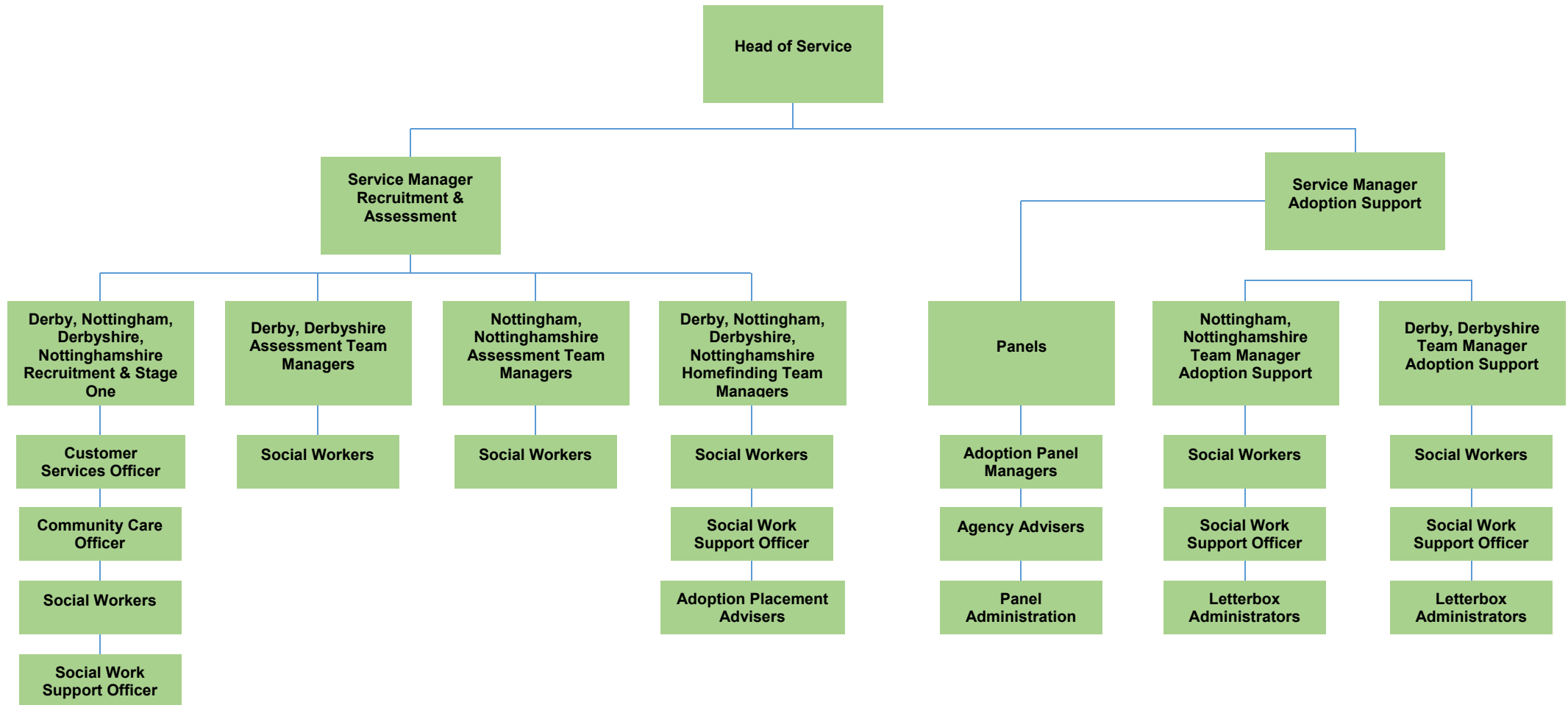
- Organisation and administration of adoption panels and agency decisions.
- Recruiting, supporting and training panel members.
- Providing professional advice to the panel chairperson
- Providing professional advice to the agency decision maker.
- Developing policies and procedures in relation to adoption.
- Producing statistical information about adoption activity across Adoption East Midlands

## **Recruitment, Assessment and Home Finding Teams.**

**The Recruitment, Assessment and Home Finding Teams are responsible for:**

- Recruiting, preparing and assessing prospective adoptive parents in line with national regulations and standards.
- Identifying appropriate adoptive parents for children in need of an adoptive family.
- Receiving enquiries which result from children being featured in specialist publications.
- Maintaining a high public profile by effective use of the recruitment and publicity strategy.
- Ensuring all prospective adoptive parents are considered regardless of marital status, racial origin, religious persuasion, health, disability or sexual orientation. The primary consideration will be the family's potential to parent a child by adoption.

## Adoption East Midlands Structure Chart



Business Support Officer will be managing Business Support across all offices and all teams.

**The above structure is further supported by a team of business support staff.**

**All social workers are suitably qualified and experienced and registered with the HCPC. We have staff trained in Therapeutic life story work Dyadic Development Practice and therapy**

**8. Procedures for the recruitment, preparation, assessment, approval and support of prospective adopters**

**a) Recruitment**

Adoption East Midlands has a Recruitment Strategy which is regularly reviewed and updated every twelve months.

Adoption East Midlands closely works with corporate comms to publicise the need for adoptive parents and design recruitment campaigns, liaising with local media.

Adoption East Midlands has a dedicated Freephone number for recruitment purposes, in addition to receiving enquiries via the Adoption East Midlands website. All enquirers have the opportunity to discuss their interest in adoption with a social worker

Enquirers who indicate a wish to proceed to register an interest will be visited where possible within 5 working days. A decision on accepting the registration of interest will be taken within 5 working days.

**b) Preparation**

Applicants are required to attend Preparation Groups which are run regularly. Whilst the primary aims are to educate and inform, those who attend are made aware that this is part of the assessment process of stage 1 and that any issues or concerns will be discussed with them.

Preparation Groups consist of several sessions run over 1 full day and two evenings, and are based on a model developed by Coram/BAAF. Our aim is for all applicants to complete stage one within 8 weeks.



### **c) Assessment**

Once it is agreed to proceed with an application into stage 2 a social worker will be allocated as soon as possible. Assessments may be prioritised according to the resource that the prospective adopters are offering.

The home study is undertaken in compliance with the Adoption Agencies Regulations and we aim to complete within 16 weeks.

### **d) Approval**

Applicants are encouraged to attend the Adoption Panel. They are provided with a leaflet in advance explaining the panel process and are able to read “pen pictures” of Panel Members before they attend. After the meeting, they are asked to complete a simple evaluation form about their experience.

### **e) Support:**

In addition to the various forms of support outlined so far, support events, social events and opportunities for further training are provided for prospective adopters and their networks once approved and into placement.

### **Quality of service:**

Adoption East Midlands is continually monitored and evaluated to ensure the quality and effectiveness of services. The User Involvement Strategy says that users will be consulted and involved in ensuring the quality of service delivery and in service developments. This is because feedback from service users is central to the quality and effectiveness of services. We regularly request feedback at trigger points in the process- for example after attendance at panel, after completion of stage one and stage two and following completion of training modules or specific work.

### **Other ways we evaluate quality and effectiveness are:**

- Adoption panel comments on the quality of reports presented to them.
- Regular supervision of all staff which highlights potential areas for development.

- Monitoring of issues raised within the complaints' process
- Learning from the conclusions of disruption meetings about what could have been done differently or better
- Routine quality audits.

### **Complaints:**

Nottinghamshire host Adoption East Midlands. Nottinghamshire County Council's Families and Cultural Services Complaints, Representations and Investigations Procedure is followed. Information on this procedure is available from:

CFCS Complaints, Representations & Investigations Services  
 Nottinghamshire County Council  
 County Hall  
 West Bridgford  
 Nottingham  
 NG2 7QP

Telephone: **0300 500 80 80**  
 E-mail: **Complaints@nottscc.gov.uk**

### **Contact details for Ofsted**

**Derby City, Derbyshire, Nottingham City and Nottinghamshire subject to inspection by Ofsted whose contact details are as follows:**

Ofsted  
 Royal Exchange Buildings  
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 Manchester M2 7LA

**Tel:** 08456 404045  
**Website:** [www.ofsted.org.uk](http://www.ofsted.org.uk)

### **Reviewing the Statement of Purpose:**

The Statement of Purpose will be reviewed annually by the Adoption Management Team, and be formally adopted by the Adoption East Midlands Project Governance Board.

**18<sup>th</sup> March 2019****Agenda Item: 14****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****YOUTH, FAMILIES AND SOCIAL WORK FRAMEWORK FOR PRACTICE****Purpose of the Report**

1. This report requests approval of the proposed new framework for practice for Youth, Families and Social Work and the plans for its launch.

**Information**

2. On 18<sup>th</sup> June 2018, the Committee approved funding to support improvements in the quality of social work practice.
3. On 17<sup>th</sup> December 2018, an update was provided to the Committee on the establishment of a programme of work entitled 'Remodelling Practice'. The purpose of the Remodelling Practice programme is to create a sustainable delivery model for services for vulnerable children and families which is high quality and financially sustainable. The programme aims to develop a positive working environment and provide teams with the tools and support to do their jobs in the most effective and efficient way, enabling the improvement of outcomes for children and families.
4. A key strand of the Remodelling Practice programme is the development of a new framework for practice for Youth, Families and Social Work. The aim is to develop a consistent framework for practice for work with children and families, including identifying a model for addressing drift in case work, which complements practice in Nottinghamshire.
5. The need for a framework for practice has been recognised by the current Ofsted National Director for Social Care, Yvette Stanley, who has said that having a well implemented, whole system 'values-based' practice model, is one of the key building blocks for success.
6. The impact of having a clear framework for practice is evidenced through case studies such as Essex County Council, whose strengths based practice model was cited in their 2018 Ofsted Inspection report in which they were graded as 'Outstanding'.
7. In December 2018, the Committee requested an update regarding the proposed framework for practice of the Youth, Families and Social Work division, as provided in this report.

## Model, Vision and Principles

8. The Youth, Families and Social Work division propose the implementation of a strengths-based approach to practice, entitled 'Nottinghamshire Children 1<sup>st</sup>'. Strengths based practice is centred on working with colleagues, partners and children, rather than 'doing to', to assess, plan and manage cases.
9. Through strengths based practice, workers will:
  - identify the strengths as well as needs and difficulties
  - build relationships
  - hear the voice of the child and let that voice have an influence
  - focus on the whole family
  - embrace principles of restorative practice of high challenge and high support, moving away from a deficit and compliance culture towards a restorative model where there is:
    - a shared vision
    - collaboration
    - respect
    - power is shared (discussed and challenged)
    - clarity of process/ expectations.
10. This framework brings together the vision and core principles that guide practice; it identifies the theories which are used to help practitioners to understand what is happening in a child and their family's life; and has models of practice to help social workers to plan how to consistently intervene and influence change.
11. The foundations of the framework for practice will be its vision and principles, which have been developed with frontline staff. The vision and principles will underpin every element of work and decision-making within the Youth, Families and Social Work division including our work with families, partners and each other.
12. The vision is:

*To work with children and young people, together with families and our partners, to give the consistent support and protection they need to be safe, happy and secure, and have opportunities to achieve.*
13. The vision is supported by the following principles:
  - 1) We will put positive outcomes for children and young people at the heart of what we do
  - 2) We will support children and young people's emotional wellbeing and listen to what they say makes them happy
  - 3) We will focus on strengths within relationships and celebrate achievements
  - 4) We will promote a reflective learning culture which balances high support and high challenge

- 5) We will empower the workforce to be creative and drive innovative and evidence based practice
  - 6) We will work effectively with partner agencies to provide coordinated planning and support
  - 7) We will keep children at home with families wherever possible or when needed provide a placement where their needs are met and they feel safe
  - 8) We will recognise and support individual needs, challenge inequality and celebrate diversity and inclusion
  - 9) We will seek to make best use of the resources available to us.
14. As part of the development of the model, a pilot is being undertaken in the Bassetlaw Child Protection Team to introduce reflective group supervision. The focus of the sessions are cases where there is potential drift and delay. This is in response to the findings from the Newton Europe diagnostic review of Children's Services which identified an increase in child protection plan duration. The pilot will be evaluated in April 2019 and if it is successful, it will be adopted by all safeguarding teams as part of the implementation of framework for practice.

### **Implementing the framework for practice**

15. In order to implement the proposed framework for practice, a task and finish group consisting of Youth, Families and Social Work managers, Social Work Practice Consultants and the project team will work with frontline staff to consider each process and point of interaction to identify how these can be aligned with the framework for practice and how the required changes can be embedded within the service. Developments produced by the task and finish group will be presented to Social Work Practice Consultants and the Youth, Families and Social Work Staff Forum who will act as reference groups.
16. Young people will also be involved in the development of the framework for practice in accordance with principle two 'We will support children and young people's emotional wellbeing and listen to what they say makes them happy'.
17. Communication about the new framework for practice is critical to ensure that staff and partners are aware of the new model and how the service will operate moving forwards. The communication plan includes:
  - briefings to Children's Safeguarding teams, the Fostering Service, the Family Service and the Independent Chair Service to: introduce the concept of strengths based practice; understand the priority areas of practice the teams would like to focus on aligning with strengths based practice; and identify individuals to contribute to the task and finish group to develop specific areas of practice. Themes of the task and finish groups will be: working with families, working with partners and working with each other

- four events for frontline staff and managers in May 2019. The events will provide further detail about strengths based practice and introduce developments produced by the task and finish groups for implementation
  - a training plan for staff to equip them for changes arising from the implementation of the framework for practice
  - updates to partner agencies via existing board structures
  - further consolidation and new starter events to be held periodically
  - monthly newsletters for staff and managers.
18. External publicity will also be considered as part of the communication plan including:
- press releases
  - social media updates.
19. To support the embedding of the framework for practice, the following will be produced:
- a design which symbolises Nottinghamshire Children 1<sup>st</sup> and can be used in promotional materials
  - promotional materials such as posters and booklets
  - new intranet pages.
20. The high level timeline for implementing the framework for practice is as follows:
- March to April 2019:
- briefings to Children's Safeguarding teams, the Fostering Service, the Family Service and the Independent Chair Service as detailed in **paragraph 17**
- May 2019:
- four events for frontline staff and managers as detailed in **paragraph 17**
- begin in May 2019 with incremental implementation until May 2020:
- task and finish group to develop practice in line with the framework for practice

## Evaluation

21. The implementation of the new framework for practice will be monitored and evaluated using the following measures:
- improved outcomes for children and families
  - improved quality of practice
  - a stable workforce
  - reduced pressure on workers
  - improved morale of workers
  - engagement at events, training and with new tools.

## **Statutory and Policy Implications**

22. 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**

23. It is anticipated that there will be costs associated with the implementation of the new framework for practice but the activities have not been defined or quantified yet. Where ever possible existing channels of communication will be used and the cost of any publicity materials met from the Youth, Families and Social Work Service Improvement budget.

## **Implications for Service Users**

24. Implementation of the framework for practice will improve the quality of service to vulnerable children and young people in need of safeguarding.

## **RECOMMENDATION/S**

- 1) That the Committee approves the proposed new framework for practice for Youth, Families and Social Work and the plans for its launch.

**Steve Edwards**

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

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**Constitutional Comments (AK 18/02/19)**

25. The recommendation falls within the remit of the Children and Young People's Committee under their terms of reference.

## **Financial Comments (SAS 28/02/19)**

26. The financial implications of the report are contained within paragraph 23 above.

## **Background Papers and Published Documents**

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

Supporting improvement in Children's Social Care – report to Children and Young People's Committee on 18 June 2018.

Update on supporting improvements in Children's Social Care – report to Children and Young People's Committee on 17 December 2018.

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

All.

C1223



**18<sup>th</sup> March 2019****Agenda Item: 15****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES**  
**ROTA VISITS BY ELECTED MEMBERS****Purpose of the Report**

1. The purpose of this report is to seek approval for:
  - a) the current guidance on Rota Visits by Elected Members to be withdrawn and Rota Visits to cease
  - b) the establishment of a new Governance Board to oversee the Council's children's homes, with Terms of Reference to be agreed by the Committee and reports from the Governance Board to the Committee every six months
  - c) a review of the revised governance arrangements to be presented to Committee in 12 months' time.

**Information**

2. Nottinghamshire Council's approach to the way that Elected Members oversee the quality of children's homes has been subject to scrutiny through the Independent Inquiry into Child Sexual Abuse (IICSA). As a result of some of the observation made during the evidence given at the Inquiry, a review has been undertaken to consider whether the current Rota Visit system is fit for purpose and what the best model might be for Elected Members to assure themselves of the safety and quality of provision of residential care for looked after children in the future.
3. Rota Visits by Councillors are distinct from visits under Regulation 44 of the The Children's Homes (England) Regulations 2015. This states that "the registered person must ensure that an independent person visits the children's home at least once each month" and "...must produce a report about a visit ("the independent person's report") which sets out, in particular, the independent person's opinion as to whether ... children are effectively safeguarded and the conduct of the home promotes children's well-being". Whilst Rota Visits have long been undertaken in Nottinghamshire they have no legal or statutory basis. Neither are they expressly required by the Council's constitution, although Members of the Children and Young People's Committee have:
  - responsibility for ensuring that the County Council's children's services meet the needs of all children and young people, including the most disadvantaged and vulnerable
  - responsibility for overseeing the County Council's responsibilities as the corporate parent of children and young people in care and for championing their interests.

4. Whilst the current guidance is not explicit the construction of the guidance is such that Rota Visits are conducted only at those children's homes operated by the County Council. In recent times, in addition to visiting those homes, Elected Members have carried out some visits to private settings where Nottinghamshire children are accommodated. Again, these are not Regulation 44 visits. Private children's homes providers must themselves organise independent visits to their settings and must provide Ofsted with these reports. Under the regulation they must also provide reports to the local authority for the area in which the home is located (upon request) and also to the placing authorities of children. Current practice is to request these if there is any concern about the performance of a setting or care provided.
5. There have been a number of advantages and disadvantages identified regarding the undertaking of Rota Visits in line with current guidance.

#### **Advantages:**

- such visits develop the corporate parenting role of Elected Members by increasing contact with and understanding of the experiences of children in care and to positively influence outcomes for them. *(It must be noted that many visits do not include direct contact with looked after children)*
- they help with exercising the responsibilities of Children and Young People's Committee Members as described in **paragraph 3**
- they provide additional scrutiny of the wellbeing and safety of children in residential care settings.

#### **Disadvantages:**

- the presentation of a home during a visit may be different from the norm. The current guidance makes it clear that the registered manager should accompany the Elected Member on the visits and they are likely to be influential in what is seen and understood by what is seen. As a result of this a "falsely positive" view of the setting could emerge
  - there is potential for allegations or actual abuse of power if children are seen alone, and a lack of credibility in presenting children's views if they are not. Nationally, allegations and convictions involving Elected Members and contact with vulnerable children illustrate the potential risks at the most extreme end. Conversely, the accompanying of Members by the registered managers make disclosures by children of unhappiness or concerns about the setting far less likely.
  - there are practical considerations with additional unannounced visits in terms of the impact on the home, particularly if scheduled when children are present. These would be in addition to unannounced Regulation 44 visits.
  - there may be a duplication of effort – it is questionable if there is significant additional useful oversight to be gained from these visits above that from Regulation 44 visits, Ofsted inspections and management oversight.
  - some Elected Members may not have the professional and technical knowledge sufficient to reach a judgement on the areas for scrutiny in the current guidance e.g. physical intervention and de-escalation, human rights restrictions.
6. There is some evidence that concerns raised in both Rota Visits and, on occasion, Regulation 44 visits, have not resulted in prompt enough management action. There is a

clear case for the reports following visits to be given a higher degree of independent oversight and challenge to make the improvements identified. At present it could be argued that the system is too insular and the reports' commissioners are too intrinsically linked to the homes under scrutiny.

7. Whilst there are undoubtedly positive aspects to the Rota Visit system, the guidance as currently written is unrealistic in terms of the expectations of what Elected Members can achieve and the impact that such visits can have on quality. The role of Elected Members as champions for children in care and as corporate parents is of huge importance and therefore any changes to the manner in which they can gain an understanding of the contemporary issues of children in care and provide strong oversight and governance of children's homes, and residential provision, must strengthen that ability. Given that, it is recommended that the current guidance on Rota Visits by Elected Members is withdrawn and visits in their current format cease and that a new Governance Board to oversee children's homes, including Clayfields House Secure Unit, is established, led by Elected Members and with cross-party representation alongside senior professionals from multi-disciplinary backgrounds. As part of Elected Members' involvement on the Governance Board they will continue to visit the Council's children's homes to observe and gain insight to inform their discussions and decisions at the Board. Any concerns that Elected Members have regarding residential care, whether following a visit or for any other reason, should be reported to the Group Manager responsible for the homes, the Group Manager for Safeguarding, Assurance and Improvement, and to the new Governance Board.
8. It is also recommended that clear Terms of Reference, to be approved by the Committee, are established for the Governance Board that include:
  - the Governance Board considering all Regulation 44 reports, Ofsted reports and subsequent action plans and hold the service area accountable for delivery of those
  - the Governance Board taking an active involvement in the development and model for residential children's home provision in Nottinghamshire including setting the purpose and vision
  - the Governance Board receiving reports on the physical environment, health and safety, effective use of resources (including finance and workforce) and the use of de-escalation, restraint and serious incidents
  - the Governance Board taking an active interest in the services delivered by health, justice and school/education partners for children in residential settings
  - the Governance Board receiving exception reports on Regulation 44 and Ofsted reports from private children's homes where Nottinghamshire children are placed.
9. It is also apparent that the current system with the Children's Service Manager, acting as Responsible Individual and effectively commissioning Regulation 44 visits and reports, receiving those reports and being responsible for delivering change as a result of the recommendations, lacks the accountability necessary for such a high profile and high risk area of provision. Given this, these reports should now be overseen by the Group Manager for Safeguarding, Assurance and Improvement so that an independent view on any concerns and progress against recommendations can be monitored.

## **Other Options Considered**

10. The continuation of the current model of Rota Visits has been considered. However this, and the alternative of Rota Visits taking place on an unannounced basis, is not recommended due to the disadvantages identified in **paragraph 5**.

## **Reason for Recommendations**

11. The recommendations are made to ensure the strong and effective oversight of children's homes provision by Elected Members.

## **Statutory and Policy Implications**

12. 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**

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

## **RECOMMENDATION/S**

That Committee approves:

- 1) the withdrawal of current guidance on Rota Visits by Elected Members and that visits in their current format cease
- 2) the establishment of a new Governance Board to oversee the Council's children's homes, including Clayfields House Secure Unit, led by Elected Members and with cross-party representation alongside senior professionals from multi-disciplinary backgrounds
- 3) proposed Terms of Reference for the Governance Board to be produced and brought to the Committee for approval
- 4) reports from the Governance Board being brought to the Committee every six months
- 5) that a review of the revised governance arrangements is presented to Committee in 12 months' time.

**Laurence Jones**  
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**Constitutional Comments (LW 19/02/19)**

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

**Financial Comments (SAS 15/02/19)**

15. 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 Division(s) and Member(s) Affected**

All.

C1220



**18<sup>th</sup> March 2019**
**Agenda Item: 16**

## **REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL WORK**

### **CHANGES TO THE STAFFING ESTABLISHMENT AT CLAYFIELDS HOUSE SECURE CENTRE**

#### **Purpose of the Report**

1. This report seeks approval for the permanent establishment of 10.84 FTE posts within children's social care at Clayfields House Secure Centre.
2. The report also seeks approval to disestablish a 1 FTE Technical Officer (Grade 4) post.

#### **Information**

3. The 10.84 FTE posts proposed for establishment are as shown in the table below:

<b>ADDITIONAL STAFF REQUIRED</b>				
<b>Post</b>	<b>Band</b>	<b>FTE</b>	<b>Salary</b>	<b>TOTAL COST</b>
Intervention Worker	A	1.00	£38,370	£38,370
Residential Care Worker	4	3.00	£26,742	£80,226
Night Care Worker	3	0.63	£23,119	£14,577
Teaching Assistant	4	0.81	£26,742	£21,683
Inclusion Coordinator	UP3	0.20	£60,616	£12,123
Business Support	3	0.20	£23,064	£4,613
Business Support	4	1.00	£26,742	£26,742
Safeguarding Analyst	4*	1.00	£26,742	£26,742
Facilities Manager	A*	1.00	£38,370	£38,370
Technical Officer ( Deletion of Post )	4	-1.00	-£26,742	-£26,742
Assistant Unit Leader - Nights	A	1.00	£38,370	£38,370
Assistant Technical Officer	3	1.00	£23,119	£23,119
Enhancemnets /Weekend working/after 8's	N/A	N/A	£28,471	£28,471
<b>TOTAL</b>		<b>9.84</b>		<b>£326,664</b>

\* Indicative grade

4. Clayfields House Secure Centre is used as a national resource with beds being commissioned by the Ministry of Justice (MOJ). The MOJ currently purchases 12 beds through their national contractual arrangements with the County Council. The remaining beds are purchased by local authorities across England and Wales for securing young people on a welfare basis.
5. Clayfields House is a self-financing business unit, operating as a £5.8M trading organisation, generating an increasing income to the County Council and employing around 130 people. The centre has educational and vocational facilities for young people who are serving a sentence, remanded or secured for welfare purposes by the courts.
6. Due to the high complex needs of the young people in the Council's care, the current staffing levels would not be sufficient to support the planned increase in welfare beds (from four to eight) or to ensure the centre can take on the most challenging young people through the new MOJ contract. It is clear there from recent referrals that there is very little difference between young people who meet the welfare threshold for secure accommodation and young people who are detained on criminal grounds. The threshold for the young people who are placed on welfare grounds are on the periphery of being secured on criminal grounds but matters have not been dealt with by the Courts.
7. The Centre is undergoing a three-phase extension, with the rebuild of an expanded Scarlet Unit, which is now complete and the extension of the vocational, teaching and health and beauty area, which is due to come on line on 1<sup>st</sup> January 2020. There is a need to ensure the Council employs staff that can support the day to day maintenance of the building and its upkeep, rather than the use of external contractors. Within other secure establishments across England and Wales, these services are outsourced at significantly increased costs. This report proposes that a Facilities Manager post be established to support the Head of Support Services in the day to day management of an expanding technical and domestic team and more importantly to support the 'out of hours' arrangements, which is required for Clayfields 24/7 service. At the moment this is predominantly reliant on the Head of Support Services, which is a considerable risk when the postholder is on annual leave. It is therefore vital that there is a team of managers and experts who can respond to the needs of the centre's 24/7 and 365 days per year service, given the increased complexities of the young people that are cared for.
8. This report also seeks approval to disestablish a 1 FTE Technical Officer (Grade 4) post and to establish a 1 FTE Assistant Technical Officer (Grade 3) post, as the revised structure requires a lower level post to undertake more general work rather than the more qualified specialist as this will be incorporated into the Facilities Manager role.
9. The complexities of the young people that are now being admitted to Clayfields House Secure Centre means the operating model and staffing are constantly kept under review. This includes the need to ensure there are sufficient resources within the safeguarding areas to quality assure and manage the more complex young people, who present self-harm and suicidal risk. Following a recent Ofsted Inspection in July and December 2018, an urgent need has been identified to have a proactive quality assurance operation model on a day to day basis monitoring the most vulnerable young people. Within other secure facilities they commission external contractors which provide this as part of their procurement process at three or four times the cost. This report recommends that a 1



FTE Safeguarding Analyst post be established to work with the Deputy Manager (Head of Care & Safeguarding, who undertakes the Designated Safeguarding Officer.

10. There is a need to ensure that staff who work in isolated situations gain support from a dedicated manager who will provide the supervision and support throughout the night rather than the use of daytime managers who are managing an increasing daytime staff group. The report identifies a new post of 1.0 FTE Assistant Unit Leader (Nights), who will be the dedicated Night Care Manager and who will be responsible for up to 15 night care staff.
11. There is also the need to establish additional managerial and business support staff to manage and contribute to the increasing workload that comes from working with welfare young people and MOJ cases. Many of the young people come with very little if any education plans, such as Education and Health Care Plans (EHCPs), which is a statutory requirement. In addition, this report reflects additional hours (0.2 FTE) which will be attributed to the current Inclusion Coordinator to bring this role up to 0.8 FTE; this post undertakes the Designated Teacher for Looked After young people and the Special Education Need Coordinator (SENCO) role.

### **Other Options Considered**

12. No other options have been considered.

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

13. These additional positions reflect the increasing complexities of young people and the reconfiguration of the operating model, moving from four to eight welfare beds.

### **Statutory and Policy Implications**

14. 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**

15. The net cost of the additional posts is £326,664 and will be met from the additional income generated by the new MOJ contract and income from the sale of additional welfare beds.-The increase in revenue is estimated at £890,703, which is based on 95% occupancy.

## RECOMMENDATION/S

That:

- 1) the establishment of 10.84 FTE posts at Clayfields House Secure Centre, as detailed in **paragraph 3**, be approved.
- 2) the disestablishment of a 1 FTE Technical Officer (Grade 4) post be approved.

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

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### **Constitutional Comments (EP 25/02/19)**

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

### **Financial Comments (SAS 28/02/19)**

17. The financial implications of the report are contained within paragraph 15 above.

### **Background Papers and Published Documents**

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

None.

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

All.

C1225

**18 March 2019****Agenda Item: 17****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****CHILD EMPLOYMENT AWARENESS FORTNIGHT - APRIL 2019****Purpose of the Report**

1. This report seeks approval to run a Child Employment Awareness Campaign during April 2019, to coincide with the National Campaign, Child Employment Awareness Month.

**Information**

2. Children and young people of school age (between 13-16 years) can work provided they have a valid work permit which it is the responsibility of local authorities to issue. There are laws and byelaws governing child employment to ensure children are protected from harm or exploitation and to ensure that their education does not suffer.
3. Not all employers are aware of the legislation in respect of employing a young person. The National Network Child Employment and Entertainment (NNCEE), of which Nottinghamshire is a member, undertakes a national awareness campaign every year throughout the month of April seeking to inform employers, schools, parents and young people of the child employment laws and byelaws.
4. It is proposed that the Council joins with colleagues from the national network alongside local partners in the NSPPC, and with the Youth Council, to raise awareness of the issues across Nottinghamshire employees who wish to employ young people.
5. The campaign will consist of:
  - Facebook adverts
  - Press release
  - Tweets from Council accounts
  - Poster campaign in schools and libraries
  - Employer visits
  - Letters to schools.
6. The objectives of the campaign will be to:
  - raise awareness of what child employment is
  - raise awareness with employers of their legal obligation regarding employing school aged children

- raise awareness that parents and employers are legally obliged to notify the Local Authority when a child under the age of 16 years is being employed
- ensure the safety and wellbeing of children working in Nottinghamshire.

7. The aim of the campaign will be to increase applications for child employment permits across Nottinghamshire, and to increase the usage of the Local Authority Child Employment website.

### **Other Options Considered**

8. No other options have been considered.

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

9. To promote key messages about the law surrounding employment of children to ensure young people employed across Nottinghamshire do so safely, and under a valid permit.

### **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. This is a low cost campaign because the activity will be undertaken by staff dedicated to this area of work and any other costs are minimal. Staffing and any other costs will be met from the Early Help Service budget.

### **RECOMMENDATION/S**

- 1) That the proposal to run a Child Employment Awareness Campaign during April 2019 be approved.

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

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**Constitutional Comments (SLB 11/02/19)**

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

**Financial Comments (SAS 13/02/19)**

13. The financial implications of the report are contained within paragraph 11 above.

**Background Papers and Published Documents**

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

None.

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

All.

C1214



**18 March 2019****Agenda Item: 18****REPORT OF THE SERVICE DIRECTOR, CUSTOMERS, GOVERNANCE AND  
EMPLOYEES****WORK PROGRAMME****Purpose of the Report**

1. To consider the Committee's work programme for 2018-19.

**Information and Advice**

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

**Other Options Considered**

4. None.

**Reason for Recommendation**

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

## **Statutory and Policy Implications**

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

## **RECOMMENDATION**

- 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:**

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## **Constitutional Comments (HD)**

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

## **Financial Comments (NS)**

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

## **Background Papers**

None

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

All.



## **CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2018-19**

<b>REPORT TITLE</b>	<b>BRIEF SUMMARY OF AGENDA ITEM</b>	<b>LEAD OFFICER</b>	<b>REPORT AUTHOR</b>
<b>29 April 2019</b>			
School Capital Programme progress report	Six-monthly update	Derek Higton	Mick Allen
Early Years Improvement Plan		Laurence Jones	Irene Kakoullis
Young People's Service – remodelling proposal		Steve Edwards	Pom Bhogal
Reorganisation of staffing within the Commissioning and placements Group		Laurence Jones	Jon Hawketts
Child Sexual Exploitation update	Six-monthly update	Laurence Jones	Joe Foley/ Hannah Johnson
Looked After Children – Placements Budget		Laurence Jones	Jon Hawketts
Children in Care Council report		Steve Edwards	Pom Bhogal
Local Authority governor nominations and renominations to school governing bodies – process and update		Marion Clay	Linda Walker/ Jane Mansell
Schools Forum and Education Trust Board officer group report	Annual officer group report	Marion Clay	Linda Foster
<b>20 May 2019</b>			
Elective Home Education update	Six-monthly update	Marion Clay	Linda Foster/ Karen Hughman
Strategy for Improving Educational Opportunities for All 2019-2021 – outcome of consultation		Marion Clay	Koni Rakhit
Consultation on change of age range of schools: relocation of Christ Church Infant, Newark, and extension of All Saints CE Infant, Ashfield		Marion Clay	Jonathan Smith
Tackling Emerging Threats to Children		Marion Clay	Charles Savage/ Sarah Lee
Update on Education Penalty Notices for Unauthorised Absences from School		Steve Edwards	
Children's Centre Service proposals		Laurence Jones	Irene Kakoullis

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Local Transformation Plan for children and young people's emotional and mental health	Six-monthly report	Kate Allen	Kate Allen/ Nic Reed
<b>17 June 2019</b>			
Children and young people core data set - performance for Quarter 4 2018/19	Quarterly performance report	Celia Morris	Dave Gilbert
Outcome of Ofsted inspections of schools – termly update	Spring term report	Marion Clay	Linda Foster
Principal Child and Family Social Worker - annual report 2018/19		Steve Edwards	Diana Bentley
Work of the Children's Trust – annual report		Laurence Jones	Karen Talbot
Children's Workforce Health Check Survey 2018-19		Laurence Jones	Liz Maslen
Virtual School annual report		Marion Clay	Sue Denholm
National Minimum Fostering Allowances and Fees to Foster Carers	Annual determination	Steve Edwards	Dawn Clark-Cain
Leaving Care Service update		Steve Edwards	Claire Sampson/ Holly Smitheman
Local Authority governor appointments to school governing bodies	For information	Marion Clay	Jane Mansell
<b>Corporate Parenting items:</b>			
Independent Reviewing Officer Service annual report		Steve Edwards	Izzy Martin
Fostering Service annual report		Steve Edwards	Dawn Clark-Cain
Adoption Service annual report		Steve Edwards	Tracey Coull
CAMHS Looked After and Adoption team annual report		Steve Edwards	Lucy Peel
Foster carers items			
<b>15 July 2019</b>			
Schools causing concern guidance		Marion Clay	Linda Foster
Children Missing Education dashboard	Six-monthly update	Marion Clay	Karen Hughman
Troubled Families Programme in Nottinghamshire update	Six-monthly update	Steve Edwards	Rachel Miller