

Children and Young People's Committee

Monday, 18 September 2017 at 10:30

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

AGENDA

- | | | |
|----|--|---------|
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| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
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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 David Ebbage (Tel. 0115 977 3141) 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 17 July 2017 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

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

A	Samantha Deakin	Liz Plant
	Errol Henry JP	Mike Pringle
	Vaughan Hopewell	Sue Saddington
	John Peck JP	Steve Vickers

CO-OPTED MEMBERS (NON-VOTING)

Vacancy
Vacancy

OFFICERS IN ATTENDANCE

Carl Bilbey	Resources
Marion Clay	Children, Families and Cultural Services
David Ebbage	Resources
Steve Edwards	Children, Families and Cultural Services
Alison Fawley	Resources
Derek Higton	Children, Families and Cultural Services
Pip Milbourne	Children, Families and Cultural Services
Colin Pettigrew	Children, Families and Cultural Services
Beth Richmond	Resources
Michelle Welsh	Resources

MINUTES OF THE LAST MEETING

The minutes of the meeting held on 19 June 2017 having been circulated to all Members, were taken as read and were signed by the Chair.

APOLOGIES FOR ABSENCE

No apologies

Councillor Pringle replaced Councillor Henshaw for this meeting only.
Councillor Vickers replaced Councillor Rostance for this meeting only.

DECLARATIONS OF INTEREST

None.

OUTCOMES OF OFSTED INSPECTIONS OF SCHOOLS – TERMLY REPORT

The Chairman informed the Committee the outcomes of inspections of state funded schools over the spring term and any actions being taken by the Council to support those schools identified as Requiring Improvement (RI) or Inadequate (Special Measures (SM) or Serious Weaknesses (SW).

RESOLVED 2017/035

That:

- 1) the outcomes of Ofsted inspections of state funded schools over the spring term and any actions being taken by the Council to support those schools identified as Requiring Improvement or Inadequate (Special Measures or Serious Weaknesses) be noted
- 2) when schools are judged by Ofsted to Require Improvement or Special Measures, the Chairman of the Children and Young People's Committee and the Corporate Director of Children, Families and Cultural Services will:
 - a) 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
 - b) write to the Regional Schools Commissioner to raise concerns about the performance in academies judged to Require Improvement or Special Measures
 - c) write to the Chief Executive of the academies judged to Require Improvement or Special Measures requesting rapid action to address weaknesses identified by Ofsted.
- 3) the Regional Schools Commissioner is invited to Committee to outline his vision to ensure all academies in Nottinghamshire are Good or Outstanding
- 4) all Outstanding state funded schools in Nottinghamshire are invited to a celebration reception in County Hall on a yearly basis
- 5) further update reports be brought to the Committee on a termly basis.

PUBLICATION OF A STATUTORY NOTICE CONCERNING THE CLOSURE OF MEADOW LANE INFANT SCHOOL AND COLLEGE HOUSE PRIMARY SCHOOL AND THE OPENING OF A NEW SCHOOL TO BE CALLED THE LANE PRIMARY SCHOOL

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

RESOLVED 2017/036

- 1) That the outcome of the publication of a Statutory Notice concerning the closure of Meadow Lane Infant School and College House Primary School, and the opening of a new school to be called The Lanes Primary School from 1 September 2017 be noted.
- 2) That the subsequent application to the Schools Adjudicator for approval to close Meadow Lane Infant School and College House Primary School, and the opening of a new school to be called The Lanes Primary School from 1 September 2017 be noted.

UNACCOMPANIED ASYLUM SEEKING CHILDREN AND THE NATIONAL TRANSFER SCHEME IN NOTTINGHAMSHIRE

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

A recorded vote was requested, the votes were as follows:-

FOR

Phillip Owen
Tracey Taylor
Sue Saddington

Boyd Elliott
Vaughan Hopewell
Steve Vickers

AGAINST

Errol Henry
Mike Pringle

John Peck
Liz Plant

There were no abstentions

RESOLVED 2017/037

That:

- 1) the update on Unaccompanied Asylum Seeking Children in Nottinghamshire be noted
- 2) Nottinghamshire's involvement in voluntary transfer schemes, namely the National Transfer Scheme, Regional Transfer Scheme and Dubs Scheme, be suspended in light of the funding shortfall. The County Council will continue to meet its statutory responsibility in relation to "spontaneous arrivals" in Nottinghamshire;
- 3) the Children & Young People's Committee resolve to contact the Minister of State for Immigration, requesting that funding be made available to the Authority to cover the outstanding costs incurred.

EARLY HELP – CHANGES TO THE YOUTH JUSTICE AND STAFFING ESTABLISHMENT

The Chairman introduced the report to seek approval to convert 1 FTE (full-time equivalent) Youth Justice Support Officer post (NJE Grade 5) to 1 FTE Youth Justice Case Manager post (Hay Band A) from 1st August 2017.

RESOLVED 2017/038

That the conversion from 1 FTE Youth Justice Support Officer post (NJE Grade 5) to 1 FTE Youth Justice Case Manager post (Hay Band A) from 1st August 2017 be approved.

END OF YEAR REPORT FOR THE INDEPENDENT REVIEWING OFFICER SERVICE

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

RESOLVED 2017/039

That the activities and performance of the Independent Reviewing Officer service from April 2016 to March 2017, and the areas of focus in the coming year, be noted.

FOSTERING SERVICE ANNUAL REPORT

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

RESOLVED 2017/040

That:

- 1) Information on the activity and performance of the fostering service from April 2016 to March 2017 be noted.
- 2) Fostering service provides recruitment packs to Elected Members to support their engagement with fostering recruitment in their electoral divisions.
- 3) A further report be brought to the Committee in six months on foster carer recruitment and retention.

ROTA VISITS TO CHILDREN HOMES: SPRING 2017

The Chairman informed the Committee of the outcome of six-monthly rota visits to Nottinghamshire County Council's children's homes that took place in Spring 2017.

RESOLVED 2017/041

That:

- 1) the outcome of the six-monthly rota visits to Nottinghamshire County Council's children's homes that took place in Spring 2017 be noted.

- 2) Members who wish to undertake rota visits to children's homes to contact the Children's Service Manager, Access to Resources, as detailed in paragraph 5 of the report, for further information.

WORK PROGRAMME

RESOLVED 2017/042

That the Committee's work programme be noted and updated as agreed.

The meeting closed at 11.23 am.

CHAIRMAN

18 September 2017**Agenda Item: 4****REPORT OF THE CORPORATE DIRECTOR, RESOURCES****PERFORMANCE REPORTING (QUARTER 1 2017/18) - SERVICES FOR
CHILDREN AND YOUNG PEOPLE****Purpose of the Report**

1. The purpose of this report is to provide the Committee with a summary of the performance of the Council's services for children and young people between 1 April and 30 June 2017 and seek comments on any actions required.

Information and Advice**Performance Reporting for 2017/18**

2. This report forms the first quarterly report of 2017/18, reporting on quarterly performance for the 2017/18 financial year.
3. At its meeting in July 2012, the Committee agreed to receive a report each quarter, reviewing performance across the full range of services provided to children and young people. Quarterly reports would be in addition to other reports that might be presented to the Committee from time to time, providing detailed performance-related information about specific initiatives, projects or services. As agreed at this meeting, quantitative performance reporting to the Committee is measured via key performance indicators (KPIs), which cover the full range of services to children and young people.
4. Performance data is set out in the appendices. **Appendix 1** shows those measures which have received updates since the previous quarter. **Appendix 2** shows those measures which have not changed.
5. For each KPI, current performance is compared with the national average for England, and that of the Council's children's services statistical neighbours, where this data is available. Since October 2014, Nottinghamshire's statistical neighbours have been:
 1. Derbyshire
 2. Staffordshire
 3. Lancashire
 4. Worcestershire
 5. Cumbria
 6. Northamptonshire
 7. Essex
 8. Kent

- 9. Cheshire West and Chester
- 10. Warwickshire

- 6. In addition, for each KPI, the table indicates whether performance has improved (+), declined (-), or remained the same (=) over the current reporting period.
- 7. Those KPIs that are aligned against the outcome statements in the [Looked After Children and Care Leavers Strategy 2015-18](#) are highlighted (L) in both **Appendix 1 & Appendix 2**. This strategy identifies six outcomes to be achieved, as listed below:
 - 1) Looked after children and care leavers are happy and healthy
 - 2) Looked after children and care leavers are safe
 - 3) Looked after children and care leavers achieve their potential
 - 4) Looked after children and care leavers are prepared for adulthood
 - 5) Looked after children and care leavers are listened to
 - 6) Looked after children and care leavers build positive relationships.
- 8. Progress is expected across all outcomes over the course of the three years. In order to ensure that the associated planned activity is realistic, deliverable and focused, an Annual Action Plan has been developed by the multi-agency *Looked After Children and Care Leavers Strategy Group* and progress is regularly monitored. Activity contained within the Annual Action Plan has been informed by the views of children and young people, via bi-annual surveys completed by the Children in Care Council.

Protecting the most vulnerable and ensuring that children in our care experience high quality and stable support (provisional figures)

- 9. The percentage of single child and family assessments completed within statutory timescales (45 days) is at 90.9%, exceeding the target of 85%. Performance is below that of quarters 2-4 of last year, but exceeds the national and comparative statistical neighbours.
- 10. The rate of children subject to a child protection plan remains high. Previous analysis still applies to these figures, with an increased number of plans started and a lower number of plans being discontinued. On further investigation thresholds appeared to be appropriate although further work is planned to understand the position of Nottinghamshire by close scrutiny of those children currently on a plan within their regular review and of those children new to a plan to ensure this is the appropriate route.
- 11. During the first quarter of 2017/18, 227 children had their child protection plan ended, with 11 of these children who had a plan lasting longer than 2 years and consisted of 4 smaller sibling groups. In April there was a significant rise in the number of these plans that has lasted over 2 years; of 61 plans discontinued, 7 plans lasted more than 2 years (11.5%). Performance improved in May and June and the 2017/18 year to date figure stands at 4.8%, which is slightly higher than the latest national average (3.8%) and statistical neighbour average (3.6%). All Child Protection Plans that last beyond 15 months are flagged to management and receive close attention where their regular reviews and visits are scrutinised.

12. During April to June 2017, 243 children became subject to a new child protection plan; of these 51 (21%) became subject to a plan for a second or subsequent time. Although this figure remains relatively high and outside the target, it has reduced significantly compared with 29.8% reported last quarter. Of the 51 repeat plans this quarter, 21 plans (across 13 sibling groups) started within 2 years of the previous plan ending. These repeat plans were predominately for the same reason as the previous plan, with neglect and domestic abuse featuring significantly within this. Oversight of these cases is generally good and it was appropriate that these children were made subject to a repeat plan. Consideration is also being given in a timely way to whether legal advice is required.
13. Throughout April to June 2017, 566 children had their plans reviewed at a child protection conference with a total of 278 review conferences being held, compared with 331 in quarter 4 & 298 in quarter 3. There is also a small drop in the percentage held in timescale, meaning the quarter 1 figure is slightly below the target of 98%. Although performance is better than the last available comparator data, this is receiving close management attention with a view to achieving the target by the end of the financial year.
14. For those children adopted during the financial year so far, the average time between the start of the child's care and their placement with adopters has reduced compared with previous quarters. This is an encouraging figure for the forthcoming year as the figure is below target and even further below the latest national three year average. This measure is reported on a year-to-date basis and caution needs to be applied with this quarter's data because it is only based on a small number of children and the figure tends to increase as the year progresses.
15. Similarly with the other adoption performance indicator, performance for this measure is positive for the year and at the lowest rate ever seen since reporting on adoption within the DfE adoption scorecard. When compared with the same quarter this time last year, the quarter 1 figure for 2016-17 is over 70 days higher than the current figure for quarter 1 in 2017-18. Again, caution needs to be applied with this quarter's data because it is only based on a small number of children as this is reported on the year-to-date basis, predictably the figure tends to increase as the year progresses.
16. There has been a 2 month reduction in the definition of the measure looking at the percentage of children waiting less than 14 months between entering care and moving in with their adoptive family - last year the indicator was based on the percentage of those children waiting less than 16 months. Despite this, performance has improved, forecasting promising performance going forward through the year. Due to this indicator being based on current children with a plan and those adopted children the figure tends to be more reflective of future performance than the other adoption measures.
17. As at the end of June 2017, a total of 785 children were looked after by Nottinghamshire which is a rate of 48.3 per 10,000. This figure has remained relatively stable throughout the past year and continues to be lower than England and statistical neighbours averages. The threshold for when children are accommodated receives ongoing management oversight and the decisions made suggest the right threshold is being applied. The number of children accommodated, 85 during this quarter, relates to 48% being accommodated under section 20 and a further 41% on an interim care order.

When balancing this with the number of children discharged, 68 during this quarter, with 29% returned to the care of their parents and 32% moved onto independent living.

18. There has been a slight increase in the percentage of Looked after Children (LAC) who have had three or more placements within the year. Currently, over of half of these children with poor placement stability now have a plan that involves long-term fostering or eventual adoption, so are less likely to be included in the indicator in future quarters as they have now moved to a more permanent placement. The rest of the cohort are those older children who tend to have more placements as they find supported living within the community.
19. The percentage of children who remain in long-term placements remains consistently high and better than the national average. Nottinghamshire tends to be better than other authorities due to a higher proportion of LAC that are placed for adoption, or are in foster-to-adopt or long-term foster placements. The increase this quarter relates to an extra 5 children who have now remained in their placement longer than 2½ years (the cut-off time period to be included in the numerator).
20. The percentage of those care leavers classed as being in education, employment or training (EET) has taken a slight dip compared with previous quarters, which could be due to the slight increase in the care leaver's cohort. Those care leavers that fall into the age 20 years tend to be the group with the lowest proportion of young people currently taking part in EET and those aged 21 years have the highest rate in EET due to the small numbers involved. Despite this drop, the figure is still above the statistical neighbours average.
21. Positively, those young care leavers classed as living in suitable accommodation has increased to 85.2%, the highest figure recorded within the last couple of years. This is three percentage points higher than the latest national figures and six percentage points higher than the Council's statistical neighbours. 2.3% of young people are classed as not in suitable accommodation due to them being in custody. However 7.8% are missing this information, so it is not possible to appropriately measure the impact of these children on the measure.

Educational standards and closing the attainment gap

22. The number of primary schools in an Ofsted category (inadequate) has increased since the previous quarter with four Nottinghamshire primary schools judged inadequate as at the end of June 2017 (previously two). Netherfield Primary (Gedling district, Local Authority (LA) maintained school but set to convert to a sponsored academy in September) and Arnbrook Primary (Gedling district, a sponsored academy which converted in April 2014 under the leadership of Southwark Primary Academy - Nottingham LA) both remain inadequate from the last quarter. Hillocks Primary (Ashfield district, LA maintained school) became inadequate in May (previously was judged to require improvement). Jeffries Primary (Ashfield district, LA maintained school but set to convert to a sponsored academy in December) became inadequate in April (previously was judged good).
23. The number of secondary schools in an Ofsted category has increased from one to two since the previous quarter. Manor (Mansfield district; a convertor academy which

converted August 2011) remains inadequate since the last quarter. Vision Studio School (Mansfield district, studio Academy school which opened September 2014) became inadequate in May. This was their first Ofsted judgement since opening.

24. Latest data on permanent exclusions for the 2015/16 academic year from all schools (maintained, academy and special schools) shows Nottinghamshire continues to remain below both national and statistical neighbour averages. 0.03% of the overall Nottinghamshire school population were excluded in 2015/16, this represents no change from the previous academic year. The national figure for the same period is 0.08% which represents an increase from 0.07% reported in 2014/15. A similar increase was witnessed amongst statistical neighbours to 0.09% (from 0.08% reported the previous year). On this measure Nottinghamshire is now placed joint first with Kent LA. Comparisons for the Council's closest statistical neighbour, Derbyshire, was 0.10%, an increase from 0.09% the previous year.
25. The percentage of young people aged 16-17 years who are in Education, Employment or Training (EET) has increased in quarter 1 from the same quarter last year. 96.8% of young people are now in EET, an increase of 1.2 percentage points. Improvements have also been seen in the proportion of young people whose activity is unknown. The reduction in the actual number of status Not Knowns is around 100 young people compared to June 2016. Of the 182 young people aged 16 and 17 years whose EET status was Not Known in June 2017, only 11 were young people who there was no means of contacting. The remaining 171 Not Knowns are young people who have not responded to numerous attempts to verify their EET status. The primary means of tracking young people who do not appear in school sixth form, college or training provider data includes the use of social media, texting, e-mail and phone calls. The Council has worked hard in the past two to three years to get accurate contact details for Year 11 leavers from schools.
26. The number of two year olds taking up their free entitlement in the summer 2017 term shows no change from last term but an increase from the same period last year. 75.0% of eligible two year olds are attending providers, an increase of 4.3 percentage points (from 70.7%) from the same term last year. Analysis by district shows 98.2% of eligible Rushcliffe district children are accessing their entitlement whereas the equivalent figure for Newark and Sherwood district is 66.5%. All districts however witnessed an increase from this quarter last year with the exception of Rushcliffe which witnesses a slight fall.

Youth Offending & Early Help Support

27. First time entrants to the youth justice system is reported a quarter in arrears. The target is to remain below the national average which on latest data, released in February 2017, is 346 per 100,000. The new national benchmark for first time entrants has fallen by 12%. Despite this Nottinghamshire remains on target to remain well below the average in terms of numbers per 100,000 of youth population. Quarter and year-to-date figures are also broadly in line with the previous year.
28. Children's Centre registrations performance remains high with 100% of all children under 5 years who live in low income areas, as defined by their IDACI (Income Deprivation Affecting Children Index) score, registered with a Children's Centre at the end of quarter 1. The number of these who had been seen at a Children's Centre remains comparable

to the same quarter last year. At the end of quarter 1, 72.4% of children living in low income areas were seen in Children's Centres.

Education, Health and Care (EHC) Plans

29. By 31st March 2018, the DfE require all LAs to ensure children with an existing Special Educational Need Statement have had this transferred into an EHC Plan. During quarter 1 there were 33 statements converted into EHC Plans, out of a total of 357 outstanding statements as at 31st March 2017. This measure is reported to the DfE on a monthly basis, therefore it is continually monitored by the service and is forecasted to increase at a greater rate throughout the year.

Other Options Considered

30. The process for presenting performance information set out in this report is in line with corporate guidance, which has itself been established following an appropriate analysis of alternative options.

Reason/s for Recommendation/s

31. The recommendation for quarterly reporting to Committee, and the KPIs that will form the basis of the report, is in line with the established processes of reporting and publishing performance information across all of the services within the Children, Families and Cultural Services department.

Statutory and Policy Implications

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

Safeguarding of Children and Adults at Risk Implications

33. 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/S

That Committee:

- 1) notes the summary of the performance of the Council's services for children and young people between 1 April and 30 June 2017
- 2) considers whether there are any actions it requires in relation to the performance information contained within the report.

Jayne Francis-Ward
Corporate Director for Resources Department

For any enquiries about this report please contact:

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Constitutional Comments (LM 31/08/17)

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

Financial Comments (SAS 01/09/17)

35. 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.

Performance reporting (Quarter 4 2016/17) – services for children and young people – report to Children and Young People's Committee on 19 June 2017.

Looked After Children and Care Leavers Strategy 2015-18

Electoral Division(s) and Member(s) Affected

All.

C1013

Appendix 1 - Indicators updated from previous report

Children and Young People's Committee: Quarter 1 Performance for 2017/18

For Nottinghamshire, the performance data available at the end of quarter 1 2017/18 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
Child and Family assessments for Children's Social Care carried out within statutory timescales	90.9%	(-)	High	2017/18 Q1	96.6%	N/A	83.4% (2015/16)	85.9% (2015/16)
Percentage of child protection cases reviewed within timescale	96.0%	(-)	High	2017/18 Q1	97.9%	96.6% (2015/16)	93.7% (2015/16)	94.7% (2015/16)
Children subject to a Child Protection Plan – Rate per 10,000	54.4	N/A	N/A	2017/18 Q1	53.3	43.2 (2015/16)	43.1 (2015/16)	43.6 (2015/16)
Children who are subject to a child protection plan for 2 years or more	4.8%	(+)	Low	2017/18 Q1	7.4%	3.6% (2015/16)	3.8% (2015/16)	3.6% (2015/16)
Children becoming the subject of a child protection plan on more than one occasion	21.0%	(+)	Low	2017/18 Q1	29.8%	13.5% (2015/16)	17.9% (2015/16)	18.2% (2015/16)
Average Strengths and Difficulties Question (SDQ) Score per LAC (for at least 12 months) (L) (<i>Maximum possible score 40</i>)	14.7	(-)	Low	2016/17	14.5	15.4 (2014/15)	14.0 (2015/16)	14.3 (2015/16)
Percentage of LAC (for at least 12 months) with up to date immunisations (L) (497/572)	86.9%	(+)	High	2016/17	84.7%	80.7% (2014/15)	87.2% (2015/16)	87.2% (2015/16)
Percentage of LAC (for at least 12 months) who have had their teeth checked by a dentist (L) (475/572)	83.0%	(+)	High	2016/17	53.4%	77.2% (2014/15)	84.1% (2015/16)	77.8% (2015/16)
Percentage of LAC (for at least 12 months) who have had their annual health assessment (L) (542/572)	94.8%	(+)	High	2016/17	82.2%	80.7% (2014/15)	90.0% (2015/16)	89.4% (2015/16)
Percentage of LAC (for at least 12 months) whose development assessments are up to date (47/48)	97.9%	(+)	High	2016/17	30.0%	70.6% (2014/15)	83.2% (2015/16)	58.0% (2015/16)
Percentage of LAC (for at least 12 months) identified as having a substance misuse problem (L) (24/572)	4.2%	(+)	Low	2016/17	6%	3.0% (2014/15)	4.0% (2015/16)	3.4% (2015/16)
Percentage of Nottinghamshire LAC missing from placement by individual child (L) (68/785)	8.7%	(-)	Low	2017/18 Q1	7.5%	9.2% (2015/16)	9% (2015/16)	8.9% (2015/16)
Percentage of Return Interviews completed within timescale (L) (292/294)	99%	(+)	High	2017/18 Q1	76%	55% (2015/16)	–	–
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 (p)	0.0%	1.0% (2014/15)	5% (2015/16)	3.9% (2015/16)
Percentage of care leavers in education, employment or training aged 19-21 (L) (116/256)	45.3%	(-)	High	2017/18 Q1	47.8%	49.8% (2016/17)	49% (2015/16)	44.5% (2015/16)
Percentage of care leavers in higher education aged 19-21 (L) (8/256)	3.6%	(-)	High	2017/18 Q1	5.0%	3.0% (2016/17)	7.0% (2015/16)	6.1% (2015/16)
Percentage of school-age LAC with an up-to-date Personal Education Plan (L) (449/650)	69.1%	(-)	High	2017/18 Q1	73.4%	62.6% (2015/16)	–	–
Percentage of LAC who took up the opportunity to be consulted by their Independent Reviewing Officer (IRO) prior to the LAC Review Meeting (L) (194/473)	41.0%	(+)	High	2017/18 Q1	38.2%	37.1% (2015/16)	–	–
Percentage of looked after children placed 20 miles or more from home (L) (103/707)	14.6%	(+)	Low	2017/18 Q1	14.9%	16% (2015/16)	14% (2015/16)	13.8% (2015/16)
Average time between a child entering care and moving in with its adoptive family, for those adopted children (days)	342	(+)	Low	2017/18 Q1	445	585 days (2013-16)	593 days (2012-15)	594 days (2012-15)
Average time between a LA receiving court authority to place a child and deciding on a match to an adoptive family (days)	119	(+)	Low	2017/18 Q1	137	296 days (2013-16)	223 days (2012-15)	231 days (2012-15)
Looked after children with 3 or more placements in any one year (L)	11.0%	(-)	Low	2017/18 Q1	10.2%	10.4% (2015/16)	10.0% (2014/15)	10.2% (2014/15)
Percentage of looked after children remaining in long-term placements (L)	79.3%	(+)	High	2017/18 Q1	78.1%	73.8% (2015/16)	68% (2014/15)	68% (2014/15)

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 suitable accommodation (L)	85.2%	(+)	High	2017/18 Q1	83.8%	83.8% (2016/17) (p)	83% (2015/16)	79.3% (2015/16)
Number of primary schools in an Ofsted category (Inadequate)	4	(-)	Low	2017/18 Q1	2	n/a	—	—
Number of secondary schools in an Ofsted category (Inadequate)	2	(-)	Low	2017/18 Q1	1	n/a	—	—
Rate of permanent exclusions from school (primary, secondary and special schools)	0.03%	(=)	Low	2015/16 academic	0.03%	0.03% (2014/15)	0.08% (2015/16)	0.09% (2015/16)
Participation in education, employment and training (EET) aged 16-17	96.8%	(+)	High	2017/18 Q1	95.6%	96.9% (2016/17 Q4)	—	—
Percentage not in education, employment or training (NEET) aged 16-17	1.4%	(+)	Low	2017/18 Q1	1.6%	1.5% (2016/17 Q4)	—	—
Percentage whose destination is not known aged 16-17	1.9%	(+)	Low	2017/18 Q1	2.8%	1.7% (2016-17 Q4)	—	—
Percentage of children aged 0-4 living in low income areas registered with children's centres (snapshot)	100.0%	(=)	High	2017/18 Q1	100.0%	100% (2015/16 Q4)	—	—
Percentage of children aged 0-4 living in low income areas seen at children's centres (cumulative)	72.4%	(-)	High	2017/18 Q1	73.4%	76.6% (2014/15 Q4)	—	—
Percentage of two year olds taking up their free entitlement	75.0%	(+)	High	Summer Term 2017	70.7%	75.0% (Spring 2017)	—	—
Numbers of individual children and young people engaged in positive activities delivered by the Young People's Service (cumulative)	22,781	(+)	High	2016/17 Q4	18,559	24406	—	—
Numbers of children and young people accessing Outdoor and Environmental Education (cumulative)	31,664	(+)	High	2016/17 Q4	24,513	33871	—	—
First time entrants to the Youth Justice System aged 10-17 (per 100,000) (cumulative)	292	(-)	Low	2016/17 Q4	237	269	346 (2016/17)	-
Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Nottinghamshire NHS)	37.3%	(-)	High	2016/17 Q4	39.8%	37.7%	43.8% (2015/16)	43.2% (2015/16)
The percentage of SEN Statements transferred to EHC Plans (requirement for all statements to be transferred at 31 March 2018) (33/357)	9.2%	N/A	High	Jul-17	New measure	New measure	—	—

Appendix 2 - Indicators that remain unchanged from previous report

Children and Young People's Committee: Quarter 1 Performance for 2017/18								
For Nottinghamshire, the performance data available at the end of quarter 1 2017/18 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	
Percentage of overall absence in primary, secondary and special schools	4.4%	(+)	Low	2015/16 academic	4.5%	4.5%	4.6% (2015/16)	4.5% (2015/16)
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	19.8%	(+)	High	2015/16 academic	16.9%	16.9% (2014/15)	24.1% (2015/16)	23.5% (2015/16)
Percentage of LAC permanently excluded (L) (0/375)	0.0%	(=)	Low	2015	0.0%	0.0% (2016)	0.14% (2016)	0.0% (2016)
Percentage of LAC with at least one fixed term exclusion (L) (36/375)	9.7%	(+)	Low	2016	14.6%	14.6% (2016)	10.42% (2016)	10.4% (2016)
Percentage of LAC classed as persistent absentees* (L) (24/365)	6.8%	(-)	Low	2016	5.3%	9.0% (2016)	9.1% (2016)	9.0% (2016)
Percentage of young people qualified to Level 3 (2 passes at A-Level or equivalent) by age 19	52.0%	(+)	High	2015/16 academic	50.5%	50.5% (2014/15)	57.1% (2015/16)	55.8% (2015/16)
Percentage of LAC achieving expected standard at KS2 in Maths (L)	29%	N/A	High	2016	not comparable		41% (2016)	39.1% (2016)
Percentage of LAC achieving A*-C GCSEs in both English & Maths at KS4 (L)	17.3%	(+)	High	2016	16.7%	16.7% (2015)	17.5% (2016)	16.3% (2016)
Percentage of LAC achieving expected standard at KS1 in Reading (L)	50%	N/A	High	2016	not comparable		50% (2016)	48.9% (2016)
Percentage of LAC achieving expected standard at KS1 in Writing (L)	40%	N/A	High	2016	not comparable		37% (2016)	38.9% (2016)
Percentage of LAC achieving expected standard at KS1 in Maths (L)	40%	N/A	High	2016	not comparable		72% (2013/14)	71.8% (2013/14)
Percentage of LAC achieving expected standard at KS2 in Reading (L)	29%	N/A	High	2016	not comparable		68% (2013/14)	63.3% (2013/14)
Percentage of LAC achieving expected standard at KS2 in Writing (L)	32%	N/A	High	2016	not comparable		59% (2013/14)	55.5% (2013/14)
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)	67.1%	(+)	High	2015/16 academic	65.3%	65.3%	69.3% (2015/16)	67.6% (2015/16)
Pupils achieving at least the expected standard in reading, writing & mathematics at age 11	53.8%	n/a	High	2015/16 academic	n/a	n/a	54% (2015/16)	53.3% (2015/16)
Achievement of A*-C grades in GCSE English & maths	65.9%	(+)	High	2015/16 academic	59.7%	59.7%	63.3% (2015/16)	63.4% (2015/16)
Percentage of A level entries at A*-E grades (p)	99.7%	(+)	High	2015/16 academic	98.4%	98.4%	98.8% (2015/16)	-
Percentage of A level entries at A*-B grades (p)	48.9%	(+)	High	2015/16 academic	46.5%	46.5%	53.5% (2015/16)	-
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)

Appendix 2 - Indicators that remain unchanged from previous report

Children and Young People’s Committee: Quarter 1 Performance for 2017/18								
For Nottinghamshire, the performance data available at the end of quarter 1 2017/18 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	
Attainment gap for a good level of development in EYFSP between pupils taking free school meals and the rest	22.6%	(+)	Low	2015/16 academic	27.6%	27.6%	18.00%	–
Attainment gap at age 11 between pupils taking free school meals and the rest (<i>FSM during past six years</i>)	24.2%	(+)	Low	2015/16 academic	n/a	n/a	20.8% (2015/16 p)	–
Attainment gap at age 16 between pupils taking free school meals and the rest (<i>FSM during past six years</i>)	30.2%	(-)	Low	2015/16 academic	29.4%	29.4%	26.9% (2015/16)	–
Numbers exiting substance misuse treatment in a planned manner	95%	(-)	High	2016/17 Q2	96%	96.00%	79% (2015/16)	–
Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Bassetlaw NHS)	33.0%	(=)	High	2015/16 Q4	33.0%	33.0%	43.8% (2015/16)	43.2% (2015/16)

18 September 2017**Agenda Item: 5****REPORT OF SERVICE DIRECTOR FOR EDUCATION, LEARNING AND
SKILLS****SCHOOL HOLIDAY AND TERM TIME DATES FOR LOCAL AUTHORITY
MAINTAINED SCHOOLS IN NOTTINGHAMSHIRE 2019/2020, 2020/2021,
2021/2022, 2022/2023****Purpose of the Report**

1. Nottinghamshire County Council is statutorily required to undertake consultation with key stakeholders, in order to set school holiday and term time dates. The purpose of this report is to inform Members that the statutory consultation is running from 29 August 2017 until 8 October 2017. In addition, the report seeks the approval of Members to specifically consult with non-maintained schools, particularly multi-academy chains who are responsible for setting their own holiday patterns. This is to ensure that Members are able to have clarity about the views of these key partners when setting the school holiday and term dates from 2019/20 until 2022/2023.

2. This consultation outlines two proposals on which the Council is seeking the views of key stakeholders, particularly parents, as well as teachers, governors and others. The two proposed options which will be considered by Committee are:

Proposal 1: This proposal follows the current model, which includes 6 weeks for the summer holiday and a fixed spring break (generally the first two weeks in April) (**Appendix A**)

Proposal 2: This proposes a slightly shorter 5 week summer holiday and a 2 week October half term break, with a fixed spring break (generally the first two weeks in April) (**Appendix B**)

3. In addition the consultation offers the opportunity for respondents to submit free text comments and alternative suggestions which Members will consider when reviewing the consultation feedback.
4. It should be noted that the Council is seeking the views of parents, teachers, governors and others to inform a decision to be taken by the Children and Young People's Committee on 18 December 2017, following a consultation period, which will run from 29 August 2017 to 8 October 2017.

Information and Advice

5. The 1996 Education Act gives local authorities a statutory duty to determine school term dates. The responsibility for setting school holiday and term time dates for all Community and Voluntary Controlled schools within Nottinghamshire lies with the Local Authority (LA).
6. It should be noted however, that Foundation, Trust, Voluntary Aided schools and academies are responsible for setting their own holiday patterns. Almost all secondary schools have now academised and so Members should be aware that these publicly funded schools are able to consult and set their own term dates, which could and at times do differ to the dates set by Members for Nottinghamshire's maintained schools.
7. Based on school census data (May 2017), approximately **69,177** pupils attend Foundation, Trust, Voluntary Aided schools and academies with **51,505** pupils attending maintained and Voluntary Controlled schools. In seeking the views of key stakeholders, Members will be increasingly aware that parents and carers with children attending schools with different governance arrangements are increasingly likely to have to manage different holiday patterns for their children.
8. Holiday dates for LA maintained schools in Nottinghamshire are already set up to 2018/2019 from the previous consultation that took place in 2015. Since 2015, academies have been able to set their own holiday pattern. Over the recent past, most academies have generally followed the pattern agreed by the Children and Young People's Committee. However, it should be noted that academies which are closer to neighbouring authorities are increasingly setting different holiday patterns to those confirmed by the Council.
9. When setting dates for future years, the following principles have been considered:
 - The pattern must comprise 190 pupil days and 195 teacher days.
 - Ensuring that teaching and learning blocks are as equal in length as possible.
 - Split weeks are avoided where possible.
 - Broadly confirm a fixed spring break as close as possible to Easter. This was agreed as part of the Consultation in 2012
 - Accepts that individual schools are responsible for setting their own teacher training days (The Council suggests one of these days be taken the first day back in September).

Other Local Authorities

10. In setting school dates, local authorities are required to consider the patterns already set by neighbouring authorities. It should be noted that Nottinghamshire borders five other authorities: Derbyshire, Leicestershire, Lincolnshire, Yorkshire and Nottingham City. For consultation purposes, Derby City and Leicester City are also considered as relevant neighbouring authorities. Therefore, in formulating the two suggestions, officers have reviewed the patterns set by seven authorities (**Appendix C**).
11. A period of consultation between 29 August 2017 and 8 October 2017 will allow parents, governors, teachers and other organisations the opportunity to comment on the

proposals and suggest any changes to specific days, within the Council's preferred model of three terms, with a spring break in the first two weeks of April.

12. Following this period of consultation, a further report will be taken to Committee on 18 December 2017 whereby the holiday patterns for 2019/2020, 2020/2021, 2021/2022, 2022/2023 will be set.

Other Options Considered

13. The Committee could consider consulting on a wider range of options. However, given the comprehensive consultation that took place in 2012 regarding the impact of the school holiday break on learning and the relatively narrow options available for any given model, the current proposals set out to enable Committee to seek the views of parents around a slightly shorter summer break which would allow a 2 week autumn break.

Reasons for Recommendation

14. The two proposals will ensure that the Member decision is informed by feedback from parents and other stakeholders.

Statutory and Policy Implications

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

Crime and Disorder Implications

16. Due consideration has been given to crime and disorder issues. The Police services and other voluntary bodies who provide out of holiday care and educational opportunity have key roles to play in reducing crime and increasing self-confidence, and emotional resilience for any child or young person engaging with holiday provision.

Finance Implications

17. The Council intend to keep the cost of consulting and setting school holiday and term dates to a minimum by utilising online technology and the Council's consulting arrangements via the public website.

RECOMMENDATION

That Committee agrees:

- 1) to endorse the statutory consultation on school holiday dates and patterns for 2019/2020, 2020/2021, 2021/2022, 2022/2023 as set out in the report.

- 2) to consider all consultation feedback, including any additional comments and suggestions and decide the holiday pattern for 2019/2020, 2020/2021, 2021/2022, 2022/2023 at the Children and Young People's Committee meeting on 18 December 2017.
- 3) that consultation feedback be sought specifically from academies and Multi-Academy Trusts, Foundation and Voluntary Aided schools, given the number of Nottinghamshire pupils now attending non-maintained schools.
- 4) that a communication strategy be developed to ensure that all stakeholders, particularly parents and non-maintained schools, are aware of the statutory consultation and encouraged to participate.

Marion Clay
Service Director, Education Learning and Skills

For any enquiries about this report please contact:

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E: linda.foster@nottscc.gov.uk

Constitutional Comments (SLB 05/09/17)

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

Financial Comments (SAS 05/09/17)

19. The financial implications of this report are contained within paragraph 17 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.

School Term and Holiday Patterns 2013-2016: report to Children and Young People's Committee, June 2012.

Electoral Division(s) and Member(s) Affected

All.

C1020

September 2019 to July 2020

OPTION 2 - DRAFT CONSULTATION DATES

September 2019	October 2019	November 2019
M T W T F S S	M T W T F S S	M T W T F S S
	1 2 3 4 5 6	1 2 3
2 3 4 5 6 7 8	7 8 9 10 11 12 13	4 5 6 7 8 9 10
9 10 11 12 13 14 15	14 15 16 17 18 19 20	11 12 13 14 15 16 17
16 17 18 19 20 21 22	21 22 23 24 25 26 27	18 19 20 21 22 23 24
23 24 25 26 27 28 29	28 29 30 31	25 26 27 28 29 30
30		
December 2019	January 2020	February 2020
M T W T F S S	M T W T F S S	M T W T F S S
	1 2 3 4 5	1 2
2 3 4 5 6 7 8	6 7 8 9 10 11 12	3 4 5 6 7 8 9
9 10 11 12 13 14 15	13 14 15 16 17 18 19	10 11 12 13 14 15 16
16 17 18 19 20 21 22	20 21 22 23 24 25 26	17 18 19 20 21 22 23
23 24 25 26 27 28 29	27 28 29 30 31	24 25 26 27 28 29
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March 2020	April 2020	May 2020
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30 31		
June 2020	July 2020	August 2020
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22 23 24 25 26 27 28	27 28 29 30 31	24 25 26 27 28 29 30
29 30		31

	School Holidays		Public Holidays		Administration Day
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Autumn Term

Schools Open - morning Wednesday 4 September 2019
 Half Term - Monday 21 October 2019 - Friday 1 November 2019
 Schools close - evening Friday 20 December 2019

Spring Term

Schools Open - morning Monday 6 January 2020
 Half Term - Monday 17 February 2020 - Friday 21 February 2020
 Spring Break - Monday 6 April 2020 - Friday 17 April 2020

Summer Term

Schools Open - morning Monday 20 April 2020
 May Day Bank Holiday - Monday 4 May 2020
 Half Term - Monday 25 May 2020 - Friday 29 May 2020
 Schools Close - evening Wednesday 29 July

September 2020 to July 2021

OPTION 2 - DRAFT CONSULTATION DATES

September 2020						
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October 2020						
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December 2020						
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January 2021						
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February 2021						
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March 2021						
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April 2021						
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May 2021						
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June 2021						
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July 2021						
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August 2021						
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30	31					

	School Holidays		Public Holidays		Administration Day
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Autumn Term

Schools Open - morning Wednesday 2 September 2020
 Half Term - Monday 19 October 2020 - Friday 30 October 2020
 Schools close - evening Friday 18 December 2020

Summer Term

Schools Open - morning Monday 19 April 2021
 May Day Bank Holiday - Monday 3 May 2021
 Half Term - Monday 31 May 2021 - Friday 4 June 2021
 Schools Close - evening Thursday 29 July 2021

Spring Term

Schools Open - morning Monday 4 January 2021
 Half Term - Monday 15 February 2021 - Friday 19 February 2021
 Spring Break - Friday 2 April - Friday 16 April 2021

September 2021 to July 2022

OPTION 2 - DRAFT CONSULTATION DATES

September 2021						
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October 2021						
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December 2021						
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January 2022						
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February 2022						
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March 2022						
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April 2022						
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May 2022						
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June 2022						
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July 2022						
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August 2022						
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	School Holidays		Public Holidays		Administration Day
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Autumn Term

Schools Open - morning Wednesday 1 September 2021
 Half Term - Monday 18 October 2021 - Friday 29 October 2021
 Schools close - evening Tuesday 21 December 2021

Summer Term

Schools Open - morning Tuesday 19 April 2022
 May Day Bank Holiday - Monday 2 May 2022
 Half Term - Monday 30 May 2022 - Friday 3 May 2022
 Schools Close - evening Friday 29 July 2022

Spring Term

Schools Open - morning Wednesday 5 January 2022
 Half Term - Monday 14 February 2022 - Friday 19 February 2022
 Spring Break - Monday 4 April 2022 - Monday 18 April 2022

September 2022 to July 2023

OPTION 2 - DRAFT CONSULTATION DATES

September 2022						
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October 2022						
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April 2023						
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May 2023						
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School Holidays
 Public Holidays
 Administration Day

Autumn Term

Schools Open - morning Wednesday 5 September 2022
 Half Term - Monday 17 October 2022 - Friday 28 October
 Schools close - evening Wednesday 21 December 2022

Summer Term

Schools Open - morning Tuesday 17 April 2023
 May Day Bank Holiday - Monday 1 May 2023
 Half Term - Monday 29 May 2023 - Friday 2 June 2023
 Schools Close - evening Friday 28 July 2023

Spring Term

Schools Open - morning Wednesday 4 January 2023
 Half Term - Monday 13 February 2023 - Friday 17 February 2023
 Spring Break - Monday 3 April 2023 - Friday 14 April 2023

Future holiday dates for Nottinghamshire's local authority neighbours (where available):

- [Nottingham City](#)
- [Derbyshire](#)
- [Derby City](#)
- [Leicestershire](#)
- [Leicester City](#)
- [Lincolnshire](#)
- [Doncaster](#)

September 2019 to July 2020

OPTION 1 - DRAFT CONSULTATION DATES

September 2019	October 2019	November 2019
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	School Holidays		Public Holidays		Administration Day
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Autumn Term

Schools Open - morning Wednesday 4 September 2019
 Half Term - Monday 28 October 2019 - Friday 1 November 2019
 Schools close - evening Friday 20 December 2019

Summer Term

Schools Open - morning Monday 20 April 2020
 May Day Bank Holiday - Monday 4 May 2020
 Half Term - Monday 25 May 2020 - Friday 29 May 2020
 Schools Close - evening Wednesday 22 July 2020

Spring Term

Schools Open - morning Monday 6 January 2020
 Half Term - Monday 17 February 2020 - Friday 21 February 2020
 Spring Break - Monday 6 April 2020 - Friday 17 April 2020

September 2020 to July 2021

OPTION 1 - DRAFT CONSULTATION DATES

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	School Holidays		Public Holidays		Administration Day
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Autumn Term

Schools Open - morning Wednesday 2 September 2020
 Half Term - Monday 26 October 2020 - Friday 30 October 2020
 Schools close - evening Friday 18 December 2020

Summer Term

Schools Open - morning Monday 19 April 2021
 May Day Bank Holiday - Monday 3 May 2021
 Half Term - Monday 31 May 2021 - Friday 4 June 2021
 Schools Close - evening Thursday 22 July 2021

Spring Term

Schools Open - morning Monday 4 January 2021
 Half Term - Monday 15 February 2021 - Friday 19 February 2021
 Spring Break - Friday 2 April - Friday 16 April 2021

September 2021 to July 2022

OPTION 1 - DRAFT CONSULTATION DATES

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	School Holidays		Public Holidays		Administration Day
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Autumn Term

Schools Open - morning Weds 1 September 2021

Half Term - Monday 25 October 2021 - Friday 29 October 2021

Schools close - evening Friday 17 December 2021

Spring Term

Schools Open - morning Tuesday 4 January 2022

Half Term - Monday 14 February 2022 - Friday 19 February 2022

Spring Break - Monday 4 April 2022 - Monday 18 April 2022

Summer Term

Schools Open - morning Tuesday 19 April 2022

May Day Bank Holiday - Monday 2 May 2022

Half Term - Monday 30 May 2022 - Friday 3 May 2022

Schools Close - evening Friday 22 July 2022

September 2022 to July 2023

OPTION 1 - DRAFT CONSULTATION DATES

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February 2023

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March 2023

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April 2023

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June 2023

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July 2023

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August 2023

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School Holidays
 Public Holidays
 Administration Day

Autumn Term

Schools Open - morning Monday 5 September 2022
 Half Term - Monday 24 October 2022 - Friday 29 October 2022
 Schools close - evening Wednesday 21 December 2022

Summer Term

Schools Open - morning Monday 17 April 2023
 May Day Bank Holiday - Monday 1 May 2023
 Half Term - Monday 29 May 2023 - Friday 2 June 2023
 Schools Close - evening Friday 22 July 2023

Spring Term

Schools Open - morning Wednesday 4 January 2023
 Half Term - Monday 13 February 2023 - Friday 17 February 2023
 Spring Break - Monday 3 April 2023 - Friday 14 April 2023

**REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****TEACHER RECRUITMENT CAMPAIGN****Purpose of the Report**

1. To request the approval of Committee to support a coordinated and collaborative teacher recruitment campaign in partnership with Nottinghamshire's Teaching School Alliances (TSAs), all publicly funded schools and teacher training providers including universities and colleges, to promote Nottinghamshire as a good place to train and teach in local schools post qualification. This campaign has provisionally been entitled 'Teach Notts'.
2. To request sight of the teacher recruitment communication strategy following initial meetings with partners.
3. To seek approval to receive appropriate progress reports once the teacher recruitment campaign strategy is implemented with partners.

Information and Advice

4. The House of Commons Education Committee Report, "Recruitment and retention of teachers", published February 2017, opens with a clear statement that the "quality of education in England depends on the quality of teachers in our schools". This report states that despite the significant investment by government on teacher training, recruitment and retention, there continue to be major challenges regarding the supply of teachers. In addition, it should be noted that whilst government targets for the recruitment of primary teachers have been met, overall, government targets for the recruitment of trainee teachers have been missed for the last five years, particularly in secondary and specialist areas such as mathematics, physics and computing.
5. Of particular concern is regional variation with some areas of the country experiencing little shortage in any subject areas with training providers in these areas meeting their recruitment targets. In other regions, this is not the case. Of particular concern is that in the East Midlands, the percentage to target recruited in Nottinghamshire was the lowest of all local authority areas.
6. There are currently 27 different training routes now available for those wishing to qualify as teachers. Applicants can choose from two distinct pathways to secure qualified teacher status: university led routes or school-led routes. Whilst this has the potential to provide trainee teachers with a choice of training routes, it also creates a degree of

complexity and confusion particularly as there is no national application route for school led training places.

7. As the number of pupils entering the secondary sector increases from 2019 onwards, it is likely that the demand for high quality teachers will continue. In other East Midlands regions, Teaching Schools have worked in partnership with a number of key stakeholders including their county councils to develop a coordinated campaign to support recruitment to both teacher training opportunities and teaching positions. Nottinghamshire County Council has been invited to work in partnership with the County's Teaching School Alliances and other stakeholders, including Nottingham University, Nottingham Trent University and the School Development Support Agency (to develop a 'Teach Notts' campaign with the specific purpose of promoting Nottinghamshire as a good place to train and teach).
8. Following initial meetings with partners a teacher recruitment communication strategy will be developed.

Other Options Considered:

9. No other options have been considered.

Reason/s for Recommendation/s

10. Further graduated improvement to the achievement of pupils in Nottinghamshire is dependent on access to highly qualified teachers.

Statutory and Policy Implications

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

RECOMMENDATION/S

That Committee:

- 1) approves the involvement of the relevant education teams to work in collaboration with local Teaching School Alliances, Multi-Academy Trusts, Universities and other key stakeholders to develop a coordinated recruitment campaign to attract high quality trainee teachers to Nottinghamshire higher education institutes or teacher led training routes.
- 2) requests sight of the teacher recruitment communication strategy following initial meetings with partners.
- 3) receives appropriate progress reports once the teacher recruitment campaign strategy is implemented with partners.

Service Director, Education, Learning and Skills

For any enquiries about this report please contact:

Linda Foster
Acting Group Manager, Support to Schools Service
T: 0115 9772032
E: linda.foster@nottsc.gov.uk

Constitutional Comments (KK 05/09/17)

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

Financial Comments (SAS 01/09/17)

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

Background Papers and Published Documents

House of Commons Education Committee Recruitment and Retention of Teachers (5th report of session 2016-2017), published 21 February 2017

National Audit Office Training New Teachers 2015-2016, published 10 February 2016

Electoral Division(s) and Member(s) Affected

All

C1017

18 September 2017**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****PRINCIPAL CHILD AND FAMILY SOCIAL WORKER ANNUAL REPORT
2016/17****Purpose of the Report**

1. This report summarises the work completed by the Principal Child and Family Social Worker and seeks comments on any actions required.

Information and Advice

2. The summary below outlines the key priorities for 2016/17 for Nottinghamshire County Council's Principal Child and Family Social Worker (PC&FSW) and the actions which have been taken to meet these objectives.
3. The Munro Review of Child Protection (2011) recommended that each local authority designate a PC&FSW to lead on developing professional practice and standards to ensure good outcomes for children and young people at an organisation and at a national level.
4. Since September 2016 the PC&FSW has been a member of the Children's Social Care, Divisional Leadership Team and has been line managed by the Service Director which allows a valuable line of communication and input by the PC&FSW into strategic planning and decision making.

Recruitment

5. Difficulties recruiting and retaining experienced social workers are typical of the regional and national picture. The PC&FSW has been working with colleagues to look at how things can be done differently when graduate social workers are recruited, and the support which is offered during their first year of employment and beyond.
6. The PC&FSW has been the single point of contact and appointing manager for the graduate (newly qualified) social workers. Once verbally offered a job, the PC&FSW contacts the candidates to introduce them to Nottinghamshire County Council children's social care and make sure they are linked to vacancies most suited to their skills and preferences. The PC&FSW has been able to work closely with colleagues from Recruitment and HR to ensure that all of the pre-employment checks are completed in a timely way, the recruitment process runs smoothly and there is oversight of the recruitment of graduate social workers across the whole service.

Assessed and Supported Year of Employment (ASYE)

7. The ASYE is a DfE sponsored, one year employer led induction programme which develops the skills knowledge and confidence of newly qualified social workers (NQSW). It is expected that all NQSWs entering the Council children's workforce will complete the ASYE programme.
8. Whilst on the ASYE programme NQSWs should have a reduced caseload so they can attend training events and 1:1 mentoring / assessment sessions.
9. In September 2016 the PC&FSW became responsible for the management and co-ordination of the ASYE programme and developed the internal moderation process.
10. The ASYE programme for newly qualified social workers in Nottinghamshire has been very successful; in 2016 – 2017 there have been 95 newly qualified social workers either complete or start the programme.
 - 2015/16 cohort – from September 2016 31 social workers successfully completed the ASYE programme
 - 2016/17 cohort – from September 2017 33 social workers are due to complete the ASYE programme
 - 2017/18 cohort – 31 newly qualified social workers are currently enrolled to start the programme in September 2017.
11. 2017/18 marks the 10th anniversary of the programme; in early 2018 the PC&FSW will be coordinating a celebration of the success of the programme.
12. In the next 12 months the PC&FSW will be working with colleagues to ensure that the ASYE programme continues to develop and meet the needs of the service. The moderation process is also going to be improved so that the quality of ASYE mentors / assessors is measured.

Social Worker Career Progression

13. The PC&FSW oversees the children's social care career progression process, which is aligned to the national professional capabilities framework (PCF) for social workers.
14. With the support of their managers social workers who are able to demonstrate that they are working at the level of an 'experienced social worker' can attend a career progression panel and apply for progression to salary scale Band B.
15. Since the revised career progression process became operational in May 2016 the advancement of 26 child care social workers has been formally recognised.
16. The children's social care workforce want access to opportunities where they can get new experiences and to develop their careers. Across the division a number of programmes have been developed to support staff to transfer to different roles or to get new experiences where they can develop their practice. The PC&FSW is currently coordinating all career progression opportunities working with colleagues in

Communications and Marketing to ensure that all this information is accessible to everyone.

17. The PC&FSW is the children's social work representative on the Children's Services Workforce Development Commissioning Forum. In this role the PC&FSW consults with managers in the service to identify staff development and training needs and works with colleagues in Learning & Organisational Development, Workforce Planning & Development, to commission and facilitate training.

D2N2 Teaching Partnership

18. The D2N2 Teaching Partnership is a Department of Health (DoH) and DfE backed collaboration between 10 local agencies who represent service users, provide social care services and teach and train social workers in the region.
19. The D2N2 Teaching Partnership plans to improve the quality of social work for the local population through the integration and exchanging of values, skills and knowledge gained from experience, practice and research to sustain and improve the local workforce.
20. The PC&FSW represents the Council's children's social care workforce and is the chair of the Progression, Continuing Professional Development and Academic Experience sub-group.
21. During autumn 2017 the PC&FSW will be launching the partnership 'talent pool' and linking people with expertise and knowledge in specific practice areas to the people or organisations where training and development is needed in these areas.

Step up to Social Work

22. Step up to Social Work is a DfE initiative to encourage people to change their career or take up a career in social work, working with children and families. Step up to Social Work is an intensive, 14-month, full-time, employer-led training programme for trainees to work in a local authority, gaining hands-on practice experience whilst also completing their academic study with Manchester Metropolitan University.
23. The PC&FSW and her team represent the Council at the regional and national Step up to Social Work networks, completing the recruitment of candidates, curriculum development and assessment and review of the candidates.
24. In 2016 – 17 the Council hosted the placements for 4 Step up to Social Work students who all successfully completed their training. Two of the students who live in the area have now chosen to come and work for the County Council as child care social workers.
25. Step up to Social Work is a positive programme for the County Council to support, and will host placements for 6 students (maximum permitted) for the next cohort who commence their training in January 2018.

Social Work Practice Consultants Team

26. The PC&FSW is the Manager for the Social Work Practice Consultant Team made up of 21 (17.5 full time equivalent) advanced practitioner level social workers.

27. The role of the social work practice consultant was an innovative development within the Council's children's services to respond to a nationally recognised shortage of experienced and high numbers of newly qualified social workers working in child protection teams. The social work practice consultants work in specific teams and share their practice knowledge and experience, by co-working complex cases with less experienced social workers and providing mentoring, practice guidance and support.
28. Social work practice consultants must ensure that their knowledge and skills are maintained and that as a group they have a shared understanding of good practice and assessment skills.
29. The team is continuing to evolve and develop; in the next 12 months the PC&FSW will be working with members of the team to create a network of practice champions across children's social care.

Practice Improvement

30. There is an increasing recognition that social workers and managers should be using structured tools to assist and guide their professional decision-making.
31. During the last 12 months the PC&FSW and the practice consultants have been working across the service to train and support practitioners to use a suite of standardised tools in the assessment, intervention and review process.
32. The PC&FSW and the practice consultants have also been working hard to promote the use of the Safeguarding Children Assessment and Analysis Framework (SAAF) which is a structured decision-making tool designed to improve child protection assessments of risk.
33. The Council initially started using this tool as a part of a DfE commissioned national study in 2014. It was felt that the SAAF tools had supported social workers and managers when assessing risk in complex cases and there was an appetite for the licenced tools to remain available for social workers to use after the trial period ended.
34. In 2016 the Divisional Leadership Team (DLT) agreed to the commissioning of training for practice consultants to become Agency Based Trainers (ABTs) to deliver the SAAF training to other staff in Nottinghamshire.
35. There are 5 practice consultants who have become ABTs and during 2016-17 have delivered 11 full training courses to over 150 social workers. They have also offered 7 short courses for managers and workers who need a refresher.
36. The initial training phase of the implementation plan has been completed. During the remainder of 2017 and 2018 the PC&FSW and the practice consultants will be concentrating on ensuring SAAF is consistently used across the whole department when complex assessments of risk and neglect are undertaken.
37. The local impact of the SAAF and the standardised tools are to be evaluated.

National Principal Social Work Network

38. The PC&FSW attends and participates in the quarterly national child and family principal social work network. These meetings are hosted on behalf of the DfE and are attended by principal social workers from England. The meetings offer learning and developmental opportunities, an opportunity for information transfer and networking with peers in other local authorities and also for Isabelle Trowler, the Chief Social Worker for England, to communicate with the group. Attendance at these meetings has provided useful information and has enabled the Council to participate in the debate regarding:

- national social work reform
- development and progress made by other local authorities
- Ofsted inspection
- education of social workers
- National Assessment and Accreditation of Social Workers.

Regional Principal Social Work Network

39. The PC&FSW is the chair of the regional principal social work network. Meetings are normally held every two or three months and provides an invaluable opportunity for peers from across the region to share examples of good practice and innovation.

Other Options Considered

40. No other options have been considered.

Reason/s for Recommendation/s

41. To seek Members' views on any further actions required.

Statutory and Policy Implications

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

RECOMMENDATION/S

That Committee:

- 1) notes the progress which has been made by the Principal Child and Family Social Worker.
- 2) considers whether there are any actions it requires in relation to the information contained within the report.

Steve Edwards

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Constitutional Comments (SLB 05/09/17)

43. Children and Young People's Committee is the appropriate body to consider the content of this 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 01/09/17)

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

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C1014

18 September 2017**Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****CHILD SEXUAL EXPLOITATION (CSE) AND CHILDREN MISSING FROM
HOME AND CARE: ANNUAL REPORT 2016/17****Purpose of the Report**

1. Elected Members from all political parties in Nottinghamshire requested an annual report to the Children and Young People Committee following high profile enquiries into child sexual exploitation and missing children in a number of local authorities. Child sexual exploitation is a national priority that has been given a great deal of focus after an Independent Inquiry into Child Sexual Exploitation by Alexis Jay in Rotherham was produced in August 2014. The Jay report requires scrutiny and governance in place to oversee arrangements to address the risks of child sexual exploitation. The purpose of this report is therefore to provide the Children and Young People's Committee with an overview of the work currently in place to address the threat of child sexual exploitation in Nottinghamshire and children missing from home or care.
2. The report also seeks approval for the Committee to receive quarterly performance data, to be included in the quarterly performance reports to this Committee, and an annual report providing an overview of the work to address the threat of child sexual exploitation in Nottinghamshire and children missing from home or care.

Information and Advice**Strategic Partnerships, Governance and Service Provision**

3. Child sexual exploitation and children missing from home and care continue to be high priority areas. Oversight of child sexual exploitation work remains through the Nottinghamshire and Nottingham City cross-authority group chaired by the Detective Chief Inspector for public protection. Oversight of missing children is through the County Missing Children Steering group. Statistical information for both service areas is reported to the Nottinghamshire Safeguarding Children Board (NSCB) on a quarterly basis and annual overview reports are also provided.

Child Sexual Exploitation (CSE)

Profile of CSE in Nottinghamshire

4. A problem profile was published by the Police in March 2017 which featured a combination of Police and Children's Social Care data with a view to producing a clear picture in terms of the scale of the nature of CSE in Nottinghamshire. The Police also hold a database of young people vulnerable to CSE and this is regularly cross referenced with children's social care records to ensure that this list is reflective of current issues for children in Nottinghamshire. At this time, there is no data or Police investigation which indicates that organised CSE has a presence in the County. However, all agencies remain vigilant that organised CSE could well be a hidden or an emerging threat. CSE has certainly become an increasing concern due to the opportunistic on-line grooming of children in Nottinghamshire which is predominantly perpetrated by white British males aged between 18-30 years.
5. According to Police recording of sexual offences perpetrated against children (under 18 years), white British females aged 14-15 years remain at the greater risk of being sexually exploited. However, the cross authority group is exploring the analysis of this data, considering this to be a potential skew and attributable to under-reporting among boys and minority communities. It has been identified that there is a need to develop resources which are more suited to primary and special school learners (Years 5 & 6) to raise awareness of the dangers of on-line grooming.

Partnership Working

6. The joint children's social care and police led Concerns Network (Operation Striver) continues to run on a bi-monthly basis within the County to share local intelligence regarding any emerging hot spot locations and perpetrators of child sexual exploitation. This is a pro-active approach to the early identification of issues of child sexual exploitation that may be emerging in Nottinghamshire in order to disrupt its occurrence. Members of this group are operational staff within Children's Social Care, Police Sexual Exploitation Investigation Unit, District Councils, The Children's Society, Children Missing Officers, operational staff within the Early Help Unit, Tackling Emerging Threats to Children team, Residential Social Work staff, sexual health services and private fostering agency lead for CSE.
7. In addition, the County has established a Multi-Agency Sexual Exploitation (MASE) panel which is a national model providing multi-agency operational scrutiny to individual cases where a victim has been identified as a high risk of child sexual exploitation. The panel also consider the profiles of identified perpetrators of CSE within Nottinghamshire and work together to disrupt their activities which may include, for example, Police Orders, housing actions, increased social work visits or increased monitoring by neighbourhood wardens and local policing teams. Key panel members include senior management representation from Children's Social Care, Police, Health services including sexual health, Children's Society, Safeguarding Lead for the District Councils and Education services.
8. Work with the seven district council safeguarding leads and licensing colleagues has continued and by the end of 2016/17 approximately 4,000 taxi drivers received training by Police and district council colleagues on child sexual exploitation and more general

vulnerable persons safeguarding issues. A county wide policy on the recruitment of taxi drivers has also been adopted which includes mandatory safeguarding training for both new and renewal licences which includes CSE awareness. Work to consider how the district councils can engage with the wider business communities, i.e. hotels and pubs, has begun but is still at an early stage.

9. A safeguarding representative for the district councils attends the MASE and the Concerns Network to enable wider partnership working around the County to tackle risks of CSE which allows for more creative responses when seeking to disrupt perpetrators and hotspot locations.
10. As can be seen, a great deal of work has been undertaken across a partnership including the County and District Councils, the Health community and Schools, to address the emerging threats facing children and families in Nottinghamshire.

Work to prevent child sexual exploitation

11. There has been an increase in activities which focus upon the prevention of child sexual exploitation both to children at risk of CSE and for educating all children about the risks of sexual exploitation. The County commissioned a theatre production to deliver performances to secondary school age children which first toured in 2015/16 and again in 2016/17. To date approximately 15,600 Nottinghamshire pupils have had the benefit of seeing the production to raise their awareness of the dangers of on-line grooming and sexual exploitation. In addition, the production has been provided to some children's homes, professionals only and two alternative education providers. The feedback from professionals and children has been very positive and further funding has been agreed for 2017/18.
12. A further initiative was commissioned in 2016/17 for younger pupils which involved them researching key messages about 'sexting' (sharing sexual images through mobiles) and then developing a radio commercial. The U-create Sexting competition was made available to all primary and secondary schools across the County and City and was aimed at pupils in Years 6, 7 and 8. This highlighted that many schools felt they could be better equipped to deal with the subject although some of the entries were of a very high standard.
13. In order to support schools and parents to effectively recognise and respond to emerging threats (including child sexual exploitation) to children and young people, the County Council has developed four tiers of support for schools, children and their families; this includes universal, targeted, specialist support packages. These are complemented by a recovery support service, funded jointly by Nottinghamshire County Council and Nottinghamshire Clinical Commissioning Groups. Support and intervention across these tiers will cover issues such as radicalisation, extremism, female genital mutilation alongside anti-bullying as well as child sexual exploitation, sexting and online safety.
14. In recognition of the need to raise school staff confidence and improve knowledge and training in schools for a wide range of safeguarding issues including CSE, the Tackling Emerging Threats to Children (TETC) team has been established. The TETC team includes three Universal Support Consultant posts who provide consultation and advice, access to and development of materials, promoting partnerships with providers, facilitating

networks of support between schools and identifying and disseminating good practice. In addition, three Schools Health Coordinators have been appointed, sitting within the TETC team, with established links with the Healthy Family Teams and Child & Adolescent Mental Health services (CAMHS).

15. The TETC team will be focusing upon raising awareness of the dangers of on-line grooming with Years 5 & 6 for 2017/18 and is currently working with primary practitioners to produce lesson plans and curriculum ideas to support other primary teachers to include the issue of 'sexting' in their Personal, Social and Health Education (PSHE) curriculum.

Targeted and specialist support for children who are at risk of, or have been sexually exploited

16. In regards to more targeted support, there are 4.5 Development Workers who are split across the three localities within Nottinghamshire and are a point of contact for all schools within their geographical area. These posts focus on support and advice to families and schools with a range of emerging threats to children including child sexual exploitation when concerns do not meet the threshold for formal family service or social care services and attend the CSE Concerns Network meetings.
17. Where a threshold has been met for more formal Children's Social Care involvement, Social Workers complete CSE risk assessments with children who have been identified as at risk of, or have been sexually exploited. Any subsequent work will be co-ordinated to address these risks which can include a CSE strategy meeting which will be attended by Children's Social Care, Police, The Children's Society and Health and Educational services.
18. A specialist support service continues to be provided by The Children's Society. Staff have been able to provide continuity of service, build upon existing relationships with Barnardo's and continue to be co-located in Nottinghamshire County Council offices. This works well and they provide direct support to children and young people, valuable support and guidance to staff on CSE, attend team meetings and try to attend strategy meetings for Children and Young People prior to referral. Partnership working with Social Workers and Police remains strong with established referral pathways across all the districts. Since July 2016 (up until end of April 2017) 43 referrals, including 3 re referrals were received. The vast majority are female with an age range of 10 to 17 years; 75% being aged 14 to 17 years. 7 referrals have been made for males.
19. Nottinghamshire County Council and the Nottinghamshire Clinical Commissioning Group jointly commissioned The Children's Society contract from 1st July 2016 to deliver a service called 'Safe Time' for 3 years which provides specific and targeted therapeutic support to children on a short to medium term basis as part of their recovery. The therapeutic service focuses on children who have been sexually abused but not solely sexually exploited. The commissioning of the therapeutic recovery support forms part of the Nottinghamshire Children and Young People's Mental Health and Wellbeing Strategy 2015-2020. The Strategy sets out the local response to *Future in Mind – Promoting, Protecting and Improving our Children and Young People's Mental Health and Wellbeing* (Department of Health, 2015).

Training for professionals

20. The cross-authority multi-agency training strategy supported four face to face multi-agency training events during 2016/17 to 194 delegates, building on extensive previous years training. Three more training events have been scheduled for 2017/18 via the NSCB. Key messages about child sexual exploitation are also included in the NSCB 'What's New in Safeguarding' training which is delivered regularly every 2-3 months. The core e-learning programme has continued to be promoted and a further 1,184 courses have been accessed. The cross-authority group also promoted another annual CSE showcase event in March 2017 with a further event planned for 2018.

Children who go missing from home and care

21. In November 2016, the College of Policing issued revised authorised professional practice (APP) guidance following a critical report by an all-party parliamentary group (APPG) looking at the issue of children missing from home and care. The main change is that the 'absence' definition is being replaced by 'missing – no apparent risk'. The NSCB joint protocol is currently being updated to reflect these changes but there are no significant changes as both Nottinghamshire Police and Nottinghamshire County/Nottingham City Children's Social Care's responses are robust, which is not necessarily the case in all areas, as noted by the APPG report.
22. The strategic and operational partnership between the Police and Children's Social Care has continued to embed as changes in the structure and operation of the Missing Persons Team continue to develop, particularly around more strategic safeguarding type issues. The Police are now working as one combined City and County team albeit that the co-ordinators operate from a City and County base.
23. The NSCB/Nottingham City Safeguarding Children Board children missing from home and care joint protocol is currently being revised by Nottinghamshire County, Nottingham City and the Police and this is a theme which has been incorporated within the procedures to ensure that missing notifications from the Police are sent promptly to Children's Social Care, regardless of the level of risk applied.
24. An NSCB audit was completed during 2016/17 and a draft report has been submitted to the NSCB Audit Sub-Group for approval. There were many positive messages emerging from the audit as well as opportunities for improvement, particularly around evidencing an impact on children who continue to go missing. From the findings this impact is most likely to be achieved by robust and consistent attention to the quality of the relationship between the worker and the child in undertaking the return interview and assessing and analysing what it is at the core of why the child is going missing. It was identified that what is then important is for there to be a co-ordinated and sufficient expert response to children's needs.
25. Multi-agency training has been scheduled by the NSCB for January and March 2018 which will disseminate the learning of the 2016/17 audit and provide an update on the newly completed cross authority practice guidance. The training will focus upon improved practice for completing return interviews and better multi-agency working to identify risks to children who go missing.

Key data findings

26. The key data findings since the last report to the Children and Young People's Committee for 2016/17 are as follows:

Children potentially at risk of sexual exploitation

27. It is evident, and positive, that agencies are increasingly identifying where children 'may' be at risk of child sexual exploitation i.e. they are showing indicators of being exploited. Not all of these children will have been exploited but they may be vulnerable and in need of support to prevent any harm. For those where there was a multi-agency strategy meeting this suggests a higher level of concern. The type of concern that is investigated by the police is split between direct contact and no physical contact via on-line means.
- from 2015/16, 323 individual children were identified as being potentially at risk of child sexual exploitation upon a referral being made to the Multi-Agency Safeguarding Hub (MASH) and 351 CSE risk assessments were completed. In 2016/17, the number of individual children identified as potentially at risk of child sexual exploitation decreased to 263 children though 335 CSE risk assessments were completed.
 - work to prevent CSE has increased and more is being done to support children
 - a pro-active approach is being applied by social workers to complete CSE risk assessments where CSE is suspected. This allows for early indicators of CSE to be addressed whilst those children who are considered at risk of CSE will be subject to CSE strategy meetings for robust co-ordination of investigations and intervention.
 - in 2015/16, 121 children were considered at a child sexual exploitation strategy meeting and in 2016/17, 82 children were considered at a child sexual exploitation strategy meeting.
 - peak age in 2015/16 was 13 -14 years old
 - peak age in 2016/17 was 14 -15 years old.
28. To date, there is no information to indicate that any children were the subject of organised or group sexual exploitation.

Children Missing from Home and Care

29. In 2016/17:
- there were 2646 notifications received about 987 individuals; this is a reduction from 2015/16 data. The number of both episodes and individuals had begun to stabilise towards the end of the year (this includes data about Looked After Children from another Local Authority (OLA LAC))
 - the gender of male / female ratio with regard to episodes is about 48% Female to 52% Male. This is a change from last year's 55% Female and 45% Male where the evidence was that girls go missing more frequently than boys. This indicates that there has been an improvement in the frequency of girls going missing

- 68% of individuals went missing from home, 16% from the Council's care and 14% OLA LAC. The proportion of LAC is an increase from 2015/16
 - the age range of children going missing remains at 13 -17 years old with the peak at 15 years
 - return interviews were completed in 72% of cases for children missing from home and for 51% of those LAC which is a decrease although a further 19% were given advice. A small number of return interviews were not attempted but this has improved
 - OLA compliance continues to be an issue although the Family Service has now introduced a sold service
 - 313 multi-agency meetings were requested of which 234 (75%) were recorded complete: these are similar figures to the previous year
 - 69% of missing notifications were sent from the Police to Children's Social Care within 24 hours and a further 27% within 72 hours. For absence notifications however only 46% of notifications were sent within 24 hours. With respect to absences, this is an improvement and better than the Police target of 5 days but the longer term aim is to achieve consistency across both definitions (24 hours) which is necessary for a timely response.
30. The reasons for children going missing have remained similar with key issues linked to boundaries, parental relationship, siblings and other key areas such as boyfriend/girlfriend or school based issues. Drug and alcohol concerns as well as mental health issues have also featured as a problem. Risks related to going missing remain to be sexual exploitation, associating with adults who may pose a risk and offending behaviour.

Key priorities for 2017/18

31. Nottinghamshire continues to have robust multi-agency arrangements in place for responding both operationally and strategically to children who go missing and those who are being exploited or at risk of exploitation.
32. The key priorities for 2017/18 are:

Child sexual exploitation

- continue to build a local profile of child sexual exploitation so that we can respond by safeguarding children at the earliest opportunity. Whilst a multi-agency problem profile has now been developed it is essential that this is maintained. Nottinghamshire Police have agreed to produce an annual profile which incorporates multi-agency data
- continue the development of the MASE and the Concerns Network for improved multi-agency working to address risks of CSE and disrupt perpetrators
- to provide continued early intervention and support to schools via the TETC team with the aim of reaching younger children. An aim of the CSE cross authority group is to ensure that no group of children is overlooked in a 'one size fits all' approach to CSE

- to monitor the training of taxi drivers and develop engagement with licensing and other businesses to ensure that taxi firms and businesses are aware of child sexual exploitation and their responsibilities to safeguard children and report concerns to the Police and Children's Social Care.

Missing

- revise the cross-authority missing children from home and care protocol
- reduce the number of children going missing, including through early intervention and education in cases where children go missing repeatedly
- reduce the risk of harm caused to those who go missing, including through a tailored risk based response and ensuring agencies work together to find children as quickly as possible
- participation: consider how to establish feedback on the return interview process and more generally ensure their voice is heard
- provide multi-agency training for 2017/18 for both new staff or as a refresher
- improve effectiveness of work with other local authority looked after children placed in Nottinghamshire
- further improve the number of return interviews completed and sent back to the Children Missing Officer.

Other Options Considered

33. No other options have been considered.

Reason/s for Recommendation/s

34. To agree the arrangements for the Committee to receive performance data and information on this work in future.

Statutory and Policy Implications

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

RECOMMENDATION/S

That Committee:

- 1) notes the overview of the work currently in place to address the threat of child sexual exploitation in Nottinghamshire and children missing from home or care.
- 2) agrees to receive quarterly performance data, to be included in the quarterly performance reports to this Committee, and an annual report providing an overview of the work to address the threat of child sexual exploitation in Nottinghamshire and children missing from home or care.

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Constitutional Comments (SLB 05/09/17)

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

Financial Comments (SAS 04/09/17)

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

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C1015

18 September 2017**Agenda Item: 9****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING, RESOURCES
AND CULTURE****NOTTINGHAMSHIRE CHILDCARE SUFFICIENCY ASSESSMENT 2017****Purpose of the Report**

1. To inform the Committee of the key findings and recommendations of the 2017 Childcare Sufficiency Assessment.
2. To seek approval of the recommendations of the Nottinghamshire Childcare Sufficiency Assessment 2017.

Information and Advice

3. The Childcare Act (2006) requires local authorities in England to ensure a sufficiency of childcare for working parents, parents studying or training, and for disabled children. The duties in the Act (section 6) require local authorities to shape and support the development of childcare in their area in order to make it flexible, sustainable and responsive to the needs of the community.
4. Under section 6 of the act there is a requirement on local authorities to produce an annual sufficiency report on the availability and sufficiency of childcare in their area. This information should be made available to parents and elected members.
5. The 2017 Childcare Sufficiency report is available as a background paper.

Methodology

6. The information used to undertake this assessment was gathered from early years providers and by parents using a variety of methods which inform current supply and future need.
7. The assessment used the following methods to gather both qualitative and quantitative data to inform planning to increase childcare provision in areas of need:
 - a) Nottinghamshire County Council survey with early years providers in July 2017.
 - b) Review of information held by Capita systems, including a new online Self-update data system, headcount and take-up data systems.
 - c) Review of information held by the Families Information Service about current levels of childcare provision across Nottinghamshire
 - d) On-line parent/carer survey which engaged 858 parents and carers.

e) Desk based research.

Key Findings:

Child population

8. The child population in Nottinghamshire is forecast to increase over the next 20 years with the greatest increases amongst 0-4 year olds in Broxtowe (9.4% increase) and Gedling (8% increase).
9. There continues to be a significant increase in the number of children with additional needs across the County (aged 0-16 years old). In 2002, there were 3,010 children aged 0-16 years old claiming Disability Living Allowance (DLA) and in 2017 this had increased to 7,000. Funding received from the Department of Education for 2017-18 to support children accessing their early years entitlement suggests there are currently 300 three and four year olds eligible for DLA.
10. The forecasted increase in the child population will require an increase in childcare capacity for all age ranges over the coming years. The significant increase in the number of young claimants with additional needs will require a focus on this population to review access, take-up to and a sufficient quantity of appropriate and high quality provision.

Economy

11. Whilst economic activity is in line with the region and country as a whole, just over a third of employee jobs are part-time which may limit the take up of additional childcare by working parents and/or require childcare to be flexible to meet particular patterns of work.
12. Average earnings within the County show wide variation between districts and this has an impact on what can be charged and will be paid for childcare in different areas.

Fees charged for childcare

13. The cost of childcare in Nottinghamshire varies across districts and by type of provider. Nottinghamshire Families Information Service (FIS) collates available information on fees which are published in this assessment, the Childcare and Family Trust annual childcare costs survey and annual holiday childcare costs survey. However, not all providers declare their fees to FIS and those that do are likely to be competitive on price, therefore fees appear lower than last year. Fees are highest in Rushcliffe across the board, and day nursery fees are lowest in Newark and Sherwood, whilst childminder fees are lowest in Ashfield. Parents consistently cite high childcare costs as a concern.

Current provision

14. 75% of primary schools provide childcare for 3 and 4 year olds, with 4% providing places for eligible 2 year olds; providing in total 11,015 places for children eligible for free childcare.

15. Private, Voluntary and Independent (PVI) childcare providers made available 12,767 funded childcare places in total.
16. There has been a decrease in childminding provision operating in Nottinghamshire with 737 registered childminders in 2016, compared to 673 in 2017. Childminders however provide 4,165 childcare places across Nottinghamshire.

Quality of Provision

17. As at 31 July 2017, 11% of early years provision in Nottinghamshire was rated 'Outstanding' by Ofsted and 75% was rated as 'Good'¹ which is the same as in 2016. However quality in early years provision has been increasing since 2012 when 70% of early years providers were assessed as 'Good' or 'Outstanding'.

Parent concerns and priorities regarding provision

18. Findings from the parent/carer survey identified that parents are most likely to use family members for childcare, followed by day nurseries and before and after school provision.
19. 83% of parents found it easy to find a suitable childcare provider, with 85% able to access childcare on days and at times needed. However the survey also found that some parents still require childcare 7 days a week and 24 hours a day, not just during the hours from 8am to 6pm. Parental responses indicate that some parents need provision to operate outside of these hours to provide the flexibility to work around part time employment patterns. Parents would also prefer to use childcare closer to home (65%) with only 15% choosing childcare close to, or on route to, work and 16% close to school.
20. The survey included 67 children with a disability or special educational needs. 64% of parents of children with SEND said it was easy to find childcare for their child and 67% were able to access childcare at suitable times.
21. Of those families that completed the survey, 41% work full time over 30 hours each week, 33% work part time over 16 hours each week and 6% work part time less than 15 hours per week. 95% of families either definitely will or are likely to take up the 30 hours free childcare, citing the reduction in the cost of the household childcare budget as the main reason for taking part. 63 families stated that they would increase their hours of work or look for additional work if their child could use 30 hours free childcare.

Early years entitlements

22. Currently all three and four year olds and around 40% of two year olds nationally are entitled to up to 15 hours a week, or 570 hours a year, of free early education. In Nottinghamshire there are around 3,013 eligible two year olds from low income families and 18,882 three and four year olds that have a statutory eligibility for the early years entitlement. Take-up is 76% for two year olds and 100% for three and four year olds

¹ Ofsted Data View:

<https://public.tableau.com/profile/ofsted#!/vizhome/Dataview/Viewregionalperformancevertime> Accessed February 2016

(July 2017). Nottinghamshire's take up of free childcare by eligible two year olds is just above the national take up of 71% (DfE January 2017).

23. There is wide local variation for take up of free childcare by eligible two year olds. In Rushcliffe nearly 86% of eligible two year olds took up their free 15 hours, compared with 66% in Bassetlaw (July 2017).
24. Since 1st September 2017, most working parents of 3 and 4 year olds are entitled to an additional 15 hours of funded childcare a week, resulting in most 3 and 4 year olds now being eligible for 30 hours per week. During the summer, there has been substantial media coverage regarding challenges with the national application process, resulting in many parents not being able to confirm their eligibility code which should be validated by a childcare provider. Despite glitches in the national application process, across Nottinghamshire 3,829 parents have received their eligibility code and 79% of which have been validated by a local childcare provider (national snapshot 30.08.2017). Nottinghamshire is currently ranked 8th in a list of all local authorities for parents who have received their code and had their code validated.
25. Much of the recent media coverage has focused on the concerns raised by the early years sector nationally which states that the funding made available is insufficient. A recent survey with Nottinghamshire providers found that 77% were offering 30 hours, 12% were undecided and 11% are not offering extended childcare (40% response rate of all local early years providers). A recent national survey found that 38% do not believe their business would be sustainable in 12 months' time and 52% said they will increase charges for products such as children's meals, nappies and trips (PSLA 2017). This is somewhat reflected in Nottinghamshire, however providers feel more optimistic because local funding rates are higher than the national average, stemming from a decision to retain less funding centrally, ensuring funding goes to the frontline.
26. Further information about the new childcare entitlements is available at: www.nottinghamshire.gov.uk/care/early-years-and-childcare/free-childcare/30-hours-free-childcare-for-three-and-four-year-olds

Childcare Sufficiency Assessment recommendations

27. The CSA highlighted a number of recommendations for improvement. Many of these are being implemented already and further work is required to scope alternative flexible childcare delivery models. The recommendations from the CSA are as follows:

	Recommendation	Local Response
A.	Improve data returns from early years providers across Nottinghamshire to ensure that future childcare sufficiency assessments, understand demand and supply.	Fully implement and review the new self-update tool to improve information collection from all registered early years providers in Nottinghamshire. Providers will be asked to submit information more frequently to ensure information is current and accurate service information can be promoted to parents. Council to request data regarding waiting lists to help further understand local demand.
B.	Work with early years providers to establish additional childcare	The Council will share data with early years providers on a frequent basis so that they have a greater understanding of

	Recommendation	Local Response
	provision in areas of greatest need.	<p>the needs and demands of parents within their localities.</p> <p>Complete the construction of two new early years settings on school sites in Ashfield and Gedling with Arc Partnership by April 2018.</p> <p>Invite early years providers to tender to use Council properties (including Children Centres) to provide childcare in areas with poor levels of childcare sufficiency.</p> <p>Make best use of any early years capital funding to help create additional childcare places where required.</p>
C.	Increase the take-up of funded early years places by 2 year olds.	<p>Targeted promotion in target localities to increase awareness of childcare entitlements for 2 year olds from low income families.</p> <p>Children Centres to continue to be commissioned to work with childcare providers to help improve take-up rates for eligible 2 year olds.</p> <p>Ensure parents know where and how to access childcare provision through the Families Information Service and Notts Help Yourself website.</p>
D.	To increase the sufficiency of 30 hours funded early years places, in response to demand from parents.	Work with early years providers who are undecided or reluctant to offer 30 hours places for eligible 3 and 4 year olds. These settings will be offered business sustainability interventions to reduce anxieties about funding levels.
E.	Encourage schools to lower their age range to include 2, 3 and 4 year olds in areas with poor childcare sufficiency levels.	Publish the refreshed Early Years Guidance for schools and provide regular briefings for schools and governing bodies.
F.	Monitor the impact of new extended childcare entitlements (30 hours) on childcare sufficiency levels, ensuring that the views and needs of parents and carers are addressed.	<p>Monitor take up rates for 3 and 4 year olds eligible for an additional 15 hours per week childcare.</p> <p>Review funding levels and continue regular communication with the early years sector to encourage more to offer the extended childcare offer.</p> <p>Continue to engage parents and carers in regular consultation activities.</p>
G.	Encourage increased provision of childcare during the school holidays, breakfast clubs and after school clubs.	<p>Provide guidance for schools establishing their own out of school provision.</p> <p>Advertise opportunities to provide wrap around care and holiday provision to the sector.</p>
H.	Increase the number of early years settings that are assessed as Good or Outstanding by Ofsted.	Continue to provide support to early years providers through graduated support, training and guidance. With additional targeting of settings identified as 'Inadequate' or 'Requires Improvement' by Ofsted.
I.	Increase the provision of flexible childcare that meets the needs of working parents.	Further promote partnership working across early years providers to provide flexible models of childcare for parents and children. This could include schools working with local childminders or nurseries.

	Recommendation	Local Response
J.	Continue to implement, monitor and review the revised Early Years national Funding Formula which includes supplementary funding for children with disabilities annually.	<p>Review the childcare available for families with disabled children and the support to help with these childcare costs including establishing and monitoring a new Inclusion Fund.</p> <p>Monitor the use and impact of the Early Years Pupil Premium through the implementation of the new early years tracker which assesses the development of children.</p> <p>Promote the use of 30 hours childcare and the use of tax free childcare accounts to make childcare more affordable.</p>

Other Options Considered

28. No other options have been considered.

Reasons for Recommendations

29. Under section 6 of The Childcare Act (2006) there is a requirement on local authorities to produce an annual sufficiency report on the availability and sufficiency of childcare in their area. The Act requires local authorities in England to ensure a sufficiency of childcare and this information should be made available to parents and elected members.
30. The duties in the Act require local authorities to shape and support the development of childcare in their area in order to make it flexible, sustainable and responsive to the needs of the community. This role is described as a 'market management' function, supporting the sector to meet the needs of parents, children and young people, parents and stakeholders. This is of particular importance in also securing the duty to provide early learning for 2, 3 and 4 year olds.

Statutory and Policy Implications

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

Financial Implications

32. Additional childcare places are required to meet Nottinghamshire's childcare sufficiency needs requiring capital investment to extend or create provision. Nottinghamshire has been successful in securing DfE capital funding for two projects and the Council provided 25% match funding as required by the DfE; both projects in total will cost £1,604,547.

Safeguarding of Children and Adults at Risk Implications

33. Safeguarding is a central focus of childcare providers. The increase in numbers of children accessing childcare will inevitably identify safeguarding concerns in greater

numbers of children. Nottinghamshire County Council has facilitated a number of 'safer settings' events to ensure all early years providers have the skills and knowledge to tackle safeguarding.

Implications for Service Users

34. If sufficiency needs are effectively addressed, parents/carers will be able to access a wider range of high quality childcare provision and more children will be ready for school. Likewise, by increasing access to free childcare, a key barrier to employment is removed, in turn reducing levels of child poverty and the poor outcomes associated with it.

RECOMMENDATIONS

That the Committee:

- 1) notes the findings of the 2017 Childcare Sufficiency Assessment.
- 2) approves the recommendations of the Nottinghamshire Childcare Sufficiency Assessment 2017.

Derek Highton
Service Director, Commissioning, Resources and Culture

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Constitutional Comments (LM 31/08/17)

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

Financial Comments (SAS 04/09/17)

36. The financial implications of the report are contained within paragraph 32 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.

Nottinghamshire Childcare Sufficiency Assessment 2017 www.nottshelpyourself.org.uk

Electoral Division(s) and Member(s) Affected

All.

C1016

18 September 2017**Agenda Item: 10****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****CHANGE TO THE STAFFING ESTABLISHMENT IN THE EDUCATION
IMPROVEMENT SERVICE****Purpose of the Report**

1. To seek approval to establish 1 FTE (full-time equivalent) Commercial Business Manager post (Hay Band A - £31,167) in the Education Improvement Service from 1st November 2017.

Information and Advice

2. In March 2016, Policy Committee approved a commercial development pilot to explore opportunities to generate income on behalf of the Council. The Education Improvement Service is one of the first three service areas to pilot a commercial development unit (EIS CDU), which aims to offer quality professional development opportunities to schools both in Nottinghamshire and across the East Midlands at competitive prices.
3. The core purpose of the EIS CDU is to ensure that all Nottinghamshire schools are supported to continue to deliver good or better provision and outcomes, whilst bringing additional income into the Local Authority. The intention is that the EIS service should be cost neutral by 2020 and subsequently generate a profit back to the Council.
4. The majority of secondary schools are already academies and the proportion of primary schools which are becoming academies is steadily increasing. As a result, the school improvement grant to the Local Authority will reduce over the next few years, in direct proportion to the number of remaining maintained schools. If successful, the EIS CDU will mean that Nottinghamshire schools will continue to be able to access quality professional development from the Local Authority, even when the grant is no longer available to maintain the EIS workforce.
5. All primary schools, including access to Nottinghamshire's Continuous Professional Development (CPD) offer and the market research carried out by the CDU indicates that schools now joining primary multi-academy trusts (MATs) are keen to access CPD from the Local Authority offer. In addition, schools from other neighbouring local authorities are beginning to access the offer, indicating that there is a market for the service beyond Nottinghamshire, due to the fact that services are being reduced in their local authority.
6. The additional capacity of a full time Commercial Business Manager, with the skills, knowledge and experience of running a commercial service, will ensure that the CDU can

expand the business successfully within and beyond the Council. The Commercial Business Manager will develop service provision, increase revenue and reduce administration by putting in place the following processes (the job description is available as a background paper):

- Sales
- Marketing
- Financial management
- People and change
- Systems and processes

7. The post will free up the capacity in EIS to develop new CPD opportunities whilst continuing to deliver the current offer. This development work will be critical to sustain the quality of the CPD offer, thus securing future income

Other Options Considered

8. Consideration was given to the use of existing Business Support. However, the required commercial skill set was not present within the existing Business Support provision.

Reason/s for Recommendation/s

9. To ensure that the EIS has the commercial expertise to ensure the success of the CDU.

Statutory and Policy Implications

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

Financial Implications

11. The post will be funded from the CDU 'pump priming money' for financial year 2017/18. Thereafter, this post will be funded through income generation targets that have previously been agreed through the Commercial Development Unit report to Policy Committee on 16th November 2016. The impact of the Business Manager post will be monitored in relation to the income projections and will be reported at future Policy Committee meetings as part of the ongoing monitoring of the effectiveness of the CDU.

RECOMMENDATION/S

- 1) That the establishment of a Commercial Business Manager post at Hay Band A in the Education Improvement Service from 1st November 2017 be approved.

Marion Clay
Service Director, Education, Learning and Skills

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Constitutional Comments (KK 05/09/17)

12. The proposal in this report is within the remit of the Children and Young People's Committee.

Financial Comments (SAS 05/09/17)

13. The financial implications of this 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.

Commercial Development Unit - report to Policy Committee 16 November 2016

Job Description for post of Commercial Business Manager

Electoral Division(s) and Member(s) Affected

All.

C1008

18 September 2017**Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR FOR YOUTH, FAMILIES AND
SOCIAL WORK****CHILDREN'S SOCIAL CARE TRANSFORMATION PROGRAMME –
ADOPTION SERVICES RESTRUCTURE****Purpose of the Report**

1. This report seeks approval of a revised Adoption Services staffing structure and for a report on progress to be brought back to the Committee in May 2018.

Information and Advice**Adoption Service Review**

2. In order to meet £158,586 savings requirements in the Provider Services project (CFC404) a workstream was set up to review the Adoption Service, with a view to making staffing structures and processes as efficient and sustainable as possible without affecting the standard of provision, thus generating cashable and other benefits. This paper describes the proposed changes to the staffing structure for the Adoption Service.
3. The proposed staffing structure will reduce the overall Adoption Service establishment by 2.28 FTE (full-time equivalent) and is summarised below:
 - 2.5 FTE County Adoption Team Social Worker posts will be deleted. Two Social Worker posts have been held vacant since 2016/17.
 - 2.0 FTE Social Worker posts in Support After Adoption will be deleted.
 - 0.28FTE Team Manager post will be deleted; this post is currently vacant.
 - 3.6 FTE Adoption Social Work Support Officers (Adoption SWSOs) will be established. These posts will provide strong support to Social Workers by taking responsibility for tasks which do not need a social work qualification. These posts will report directly to the Team Managers.
 - the existing 1.1 FTE Recruitment and Project Officer posts (RPOs) will be deleted, and the post-holders will be enabled into the Adoption SWSO posts as part of the proposed restructure. Their current duties are adequately reflected in the SWSO job description. This will streamline the structure and underline the focus on support for Social Workers.

4. This proposal will effect a total saving of £143,324.
5. The remaining £15,262 will be delivered through the identification of ongoing efficiencies in such areas as Adoption Panel activity, the introduction of paperless panels and ongoing reviews of Adoption Financial Support.

Consultation

6. A paper describing the proposed change was sent to all Adoption Service staff, and they were invited to respond via an online survey.
7. A letter was sent to Adopters describing the changes proposed and inviting responses via email.
8. Trade union representatives were also consulted about the proposals. The paper was also sent to colleagues in Placements, Permanence and Fostering teams, for information only.
9. The consultation was open for three weeks from Monday 12 June until Friday 30 June and elicited the following number of responses:

Responder	Number of responses	Response rate
County Council staff, County Adoption	5	36%
County Council staff, Support after Adoption	11	100%
Adopters	5	Approx. 0.1%

10. Those that did respond were concerned about the impact of loss of social work posts, however, they were reassured that the model of support officers is already working in other areas, with very positive feedback from workers, service users, and other professionals.

Risks

11. There is a risk that reducing the number of Social Workers will reduce the support available to Adopters, and that this may result in an increase in adoption timescales and potential adoption breakdowns. In practice, the inclusion of Social Work Support Officers in the model will reduce the amount of time that Social Workers spend on administrative tasks and therefore should increase their capacity to spend time with Adopters and the children and young people they care for.
12. Workloads will be regularly reviewed to ensure that they are manageable.

Other Options Considered

13. One other option was considered. This model would have achieved savings but proposed too few Social Workers to achieve a safe and sustainable Adoption Service.

Reason/s for Recommendation/s

14. The staffing model proposed will deliver significant savings as part of the Provider Services project, whilst continuing to provide an excellent service to Adopters, their families, and the children and young people they care for.

Statutory and Policy Implications

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

Financial Implications

16. The cost of the new staffing model, and the amount of savings it will deliver, are included in the report.

RECOMMENDATION/S

That:

- 1) the revised Adoption Services staffing structure is approved.
- 2) a report on progress be brought back to the Committee in May 2018.

Steve Edwards
Service Director, Youth, Families and Social Work

For any enquiries about this report please contact:

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Constitutional Comments (LM 01/09/17)

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

Financial Comments (SAS 04/09/17)

18. The financial implications of the report are contained within paragraphs 4 and 5 above.

Human Resources Comments (BC 14/08/17)

19. The staffing implications are highlighted in the report. The proposed reductions will not result in any redundancies. Any affected staff will be enabled using the Council's agreed employment procedures.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C1021

18th September 2017**Agenda item: 12****REPORT OF THE SERVICE DIRECTOR FOR YOUTH, FAMILIES AND
SOCIAL WORK****FOSTERING RECRUITMENT CAMPAIGN****Purpose of the Report**

1. This report seeks approval to run a fostering recruitment campaign in September/ October 2017.

Information and Advice

2. The Council has a constant need to recruit foster carers and always has some level of ongoing activity to publicise this fact. At least twice a year, usually during foster care fortnight (in May) and again later in the year, the Council undertakes heightened activity to publicise the need for foster carers.
3. The recruitment campaign planned to run in September/ October is specifically aimed at recruiting support foster carers. These carers are specifically needed to support full time foster carers by offering foster children care at weekends, or during holidays, or linking with children placed in residential settings, to provide a family experience.
4. Currently approximately 350 children are placed with Nottinghamshire County Council foster carers. Not all of these children will need to access support care, but it is necessary to sustain placements, and for unexpected or inflexible commitments in the main fostering household.
5. Nottinghamshire County Council has 248 fostering households and every year aims to recruit 30 new households, to maintain and grow provision as carers retire or leave.
6. The September/ October campaign consists of:
 - Facebook adverts
 - Internal email banner
 - Internal website adverts
 - Banners in Council and Inspire buildings
 - Press releases talking about fostering
 - Case studies from real foster carers
 - Tweets from Council accounts
 - Linked-In posts

- Intranet adverts
- Team Talk article.

7. The aim is to generate 70 enquiries and recruit 6 new support care households. Interest in full time fostering would also be expected from this same campaign.

Other Options Considered

8. Without this recruitment activity the Council will not reach a high level of interest from the public in fostering for Nottinghamshire.

Reasons for Recommendations

9. This is a relatively low cost (£2,000) campaign for two weeks of sustained activity to recruit foster carers. The methods used in the campaign are cost effective, as are placements with Nottinghamshire County Council approved foster carers.

Statutory & Policy Implications

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

Financial Implications

11. This campaign, at a cost of £2,000, is within the budget allowed for recruitment of foster carers.

RECOMMENDATION/S

- 1) That the fostering recruitment campaign goes live in September 2017.

Steve Edwards
Service Director, Youth, Families and Social Work

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Constitutional Comments (LM 12/09/17)

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

Financial Comments (SAS 12/09/17)

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

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C1026

18th September 2017**Agenda Item: 13****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING, RESOURCES
AND CULTURE****PROPOSED STRUCTURE FOR SAFEGUARDING, ASSURANCE AND
IMPROVEMENT GROUP****Purpose of the Report**

1. The purpose of this report is to seek approval for the proposed staffing structure for the new Safeguarding, Assurance & Improvement Group as set out in this report and in the structure chart at **Appendix A**.
2. The report also seeks approval for a report on progress to be brought back to the Committee in May 2018.

Information and Advice

3. At its meeting on 20 March 2017, the Children and Young People's Committee approved a new structure for the Children, Families and Cultural Services Department. This included the establishment of a new Safeguarding, Assurance and Improvement Group with the aim of strengthening the links between safeguarding, quality assurance and improvement in order to enhance the independent challenge of social work practice and help to maintain high standards of service provision.
4. The report established the Group Manager post to lead the new Group and it was agreed that a further report be presented to the Committee to seek approval for the detailed staffing structure and operational arrangements for the new Group, which effectively merges two existing Groups - *Quality & Improvement* and *Safeguarding & Independent Review*.

Structure Proposal

5. The proposed structure for the new Safeguarding Assurance and Improvement Group is attached at **Appendix A**. The key functions of the new Group are:
 - Strategic Safeguarding Services – providing a range of specialist professional services in relation to Child Sexual Exploitation; Children Missing; and investigating allegations against professionals / people in a position of trust.
 - Independent Review – providing independent scrutiny of Looked After Children (LAC) and child protection cases.
 - Quality Assurance and Improvement – bringing together a range of department-wide planning, support and assurance functions including the departmental quality

assurance framework, regulatory inspection readiness, and (a much reduced level of) support for delegated property management matters.

- Workforce Development - including: departmental and partnership training and development, social work recruitment and retention activity, and Teaching Partnerships
- Information and Systems – providing system administration and development for the department's ICT systems.
- Partnerships Planning and Support - bringing together the support for the Nottinghamshire Safeguarding Children Board (NSCB), including child death and Serious Case Reviews, with the coordination of the Children's Trust Board and the Children, Young People and Families Plan.

6. The proposed structure has been developed through consultation with the recognised Trade Unions and with affected staff during June / July 2017. During this time, individual responses on the proposed structure were received from staff, as well as group and service responses. All of the responses have been considered as part of the consultation process and have informed the staffing structure at **Appendix A**. For the most part these proposals do not involve substantial changes to the existing arrangements, though there is a net reduction in the overall capacity of the group of 6.5 FTE posts. This is brought about by 14 posts having been deleted and 7.5 new posts created as can be seen in the attached structure charts at **Appendix A**. This reduction will bring some challenges in the short term as new support arrangements bed-in. The Group will also continue to include a number of posts that are funded through the NSCB and the independent chair is sighted on these.
7. One significant area of change will see the cultural services commissioning function transfer to the restructured Place Department. Set up last year in the wake of the establishment of Inspire, but also responsible for commissioning and contract management of other cultural services, e.g. Holme Pierrepont, Rufford and Bestwood country parks, together with the Sherwood Forest Visitor Centre, this move will result in cultural services commissioning sitting alongside client functions for other place-related commissioned services such as highways and property.
8. In addition to bringing together under a single point of leadership the functions outlined in **paragraph 5** above, the restructuring process also provides the means of delivering a number of budget savings across the new Group's functions that have already been approved by Elected Members for 2017/18 and 2018/19. In total, the new Group will deliver annual savings of £418,500. The proposed staffing structure set out in this report will save £271,000 per annum. Additional savings of £147,500 were previously approved by the Children and Young People's Committee at its meeting in November 2016.
9. It is proposed that the existing posts affected by these proposals be disestablished, and the posts within the new Group, shown in **Appendix A**, established with effect from 1 October 2017. The new structure will be populated via the Council's established enabling processes. In anticipation of the establishment of the new Group, careful management of existing posts that have recently become vacant means that it is not anticipated that there will be any compulsory redundancies arising from these proposals.

Other Options Considered

10. No change to the existing structures within the two merged groups was considered. However this would not meet the required budget savings required of the new Group, nor enable it best to respond to the future challenges that it will face. The consultation process during June / July 2017 resulted in some changes to the organisation of specific teams / posts.

Reason/s for Recommendation/s

11. The reasons for the recommendations are to enable the establishment of the staffing structure for the new Group following the approval of the earlier report to the Committee in March 2017

Statutory and Policy Implications

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

Financial Implications

13. In conjunction with other savings already approved by the Children and Young People's Committee, the proposed structure outlined in this report delivers all of the £271,000 budget savings attributable to the new Group during 2017/18 and 2018/19.

Human Resources Implications (BC - 15/08/2017)

14. The normal channels have been used to consult with staff in the Department and recognised trade unions on these proposals. Information on the consultation can be found in **paragraph 6**.

Safeguarding of Children and Adults at Risk Implications

15. The new Group will have lead responsibility, working in conjunction with social care teams, to safeguard children in areas such as Child Sexual Exploitation (CSE), Missing Children and managing allegations/concerns about those working with children via the Local Authority Designated Officer function. At the same time, the new Group will continue to provide independent challenge to the department's social care teams, to support effective interagency working, and to promote and quality assure social work practice with the overall aim of ensuring the most vulnerable children in the County are safe.

Implications for Service Users

16. The new Group will continue to lead the work across the department to ensure that children and young people are engaged in the design and development of the services that the Council provides for them.

Ways of Working Implications

17. The new Group Manager will work with Smarter Working Programme to ensure that teams are located in the most appropriate work place and have deployed the equipment and support they need to work as efficiently and flexibly as possible.

RECOMMENDATION/S

That:

- 1) the Committee approves the revised structure for the new Safeguarding, Assurance and Improvement Group as shown in **Appendix A**.
- 2) a report on progress be brought back to the Committee in May 2018.

Derek Higton
Service Director, Commissioning, Resources and Culture

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Constitutional Comments (KK 01/09/17)

18. The Committee is responsible for approval of departmental staffing structures as required. The proposals outlined in this report fall within the remit of this Committee
19. The Employment Procedure Rules provide that the report to Committee include the required advice and HR comments and that the recognised trade unions be consulted on all proposed changes to staffing structures (and any views given should be fully considered prior to a decision being made).

Financial Comments (SAS 18/08/17)

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

Changes to the staffing establishment: Quality and Improvement Group - report to Children and Young People's Committee on 21 November 2016

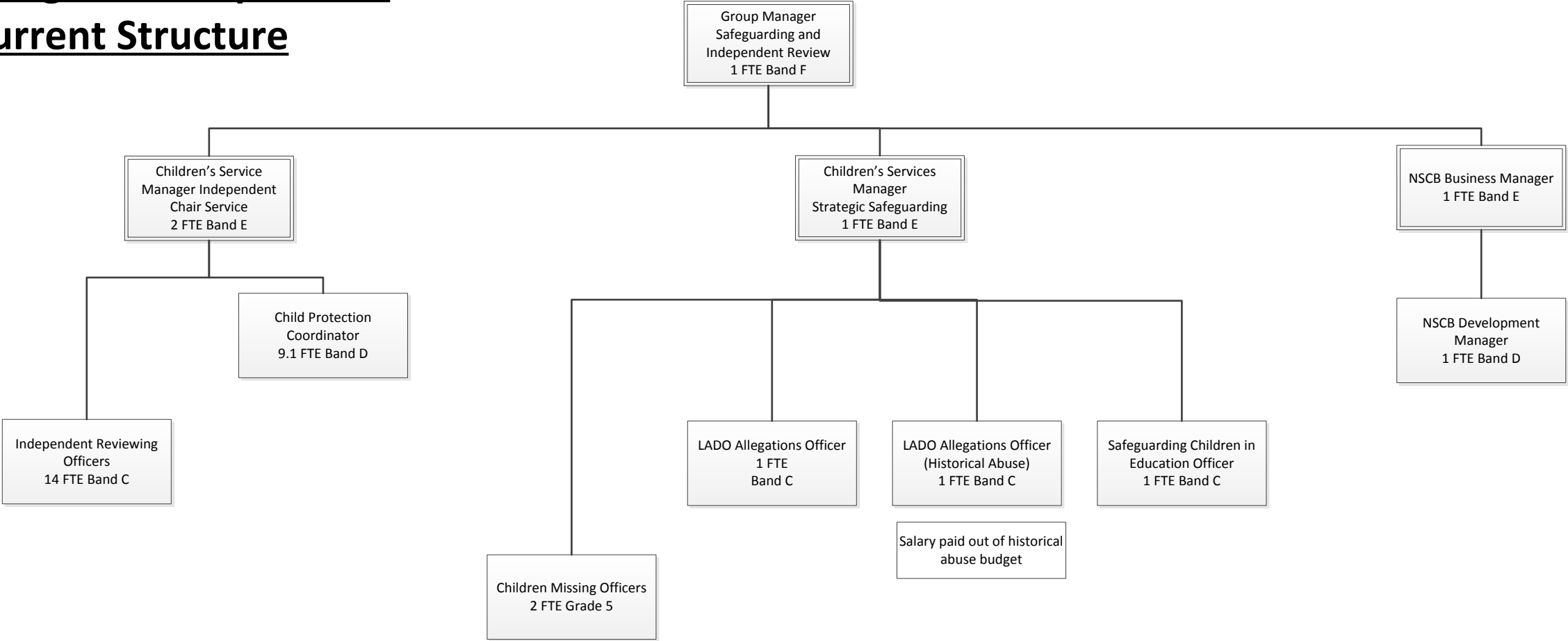
Review of the senior management structure in Children, Families and Cultural Services - report to Children and Young People's Committee on 20 March 2017

Electoral Division(s) and Member(s) Affected

All.

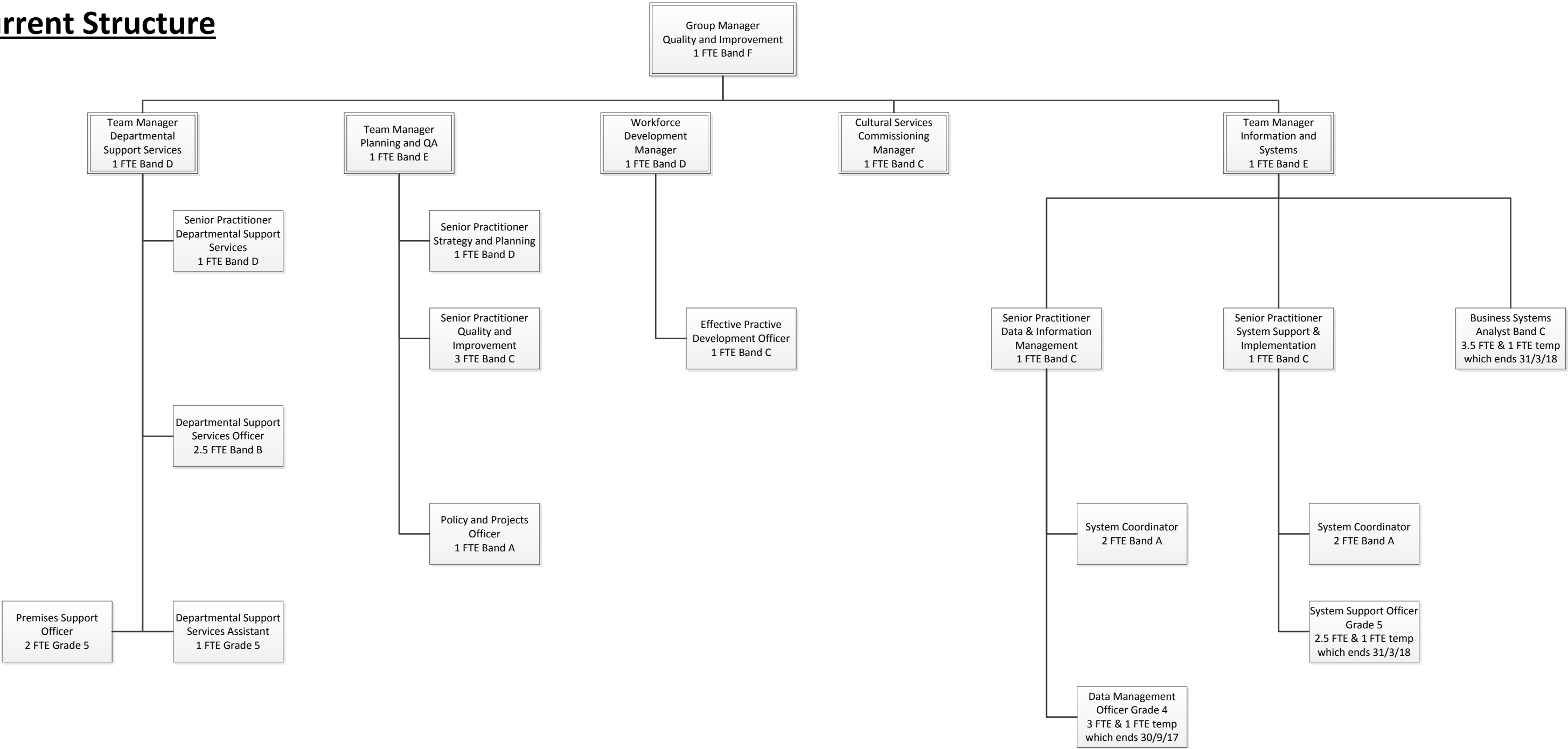
C1022

Safeguarding and Independent Review Current Structure



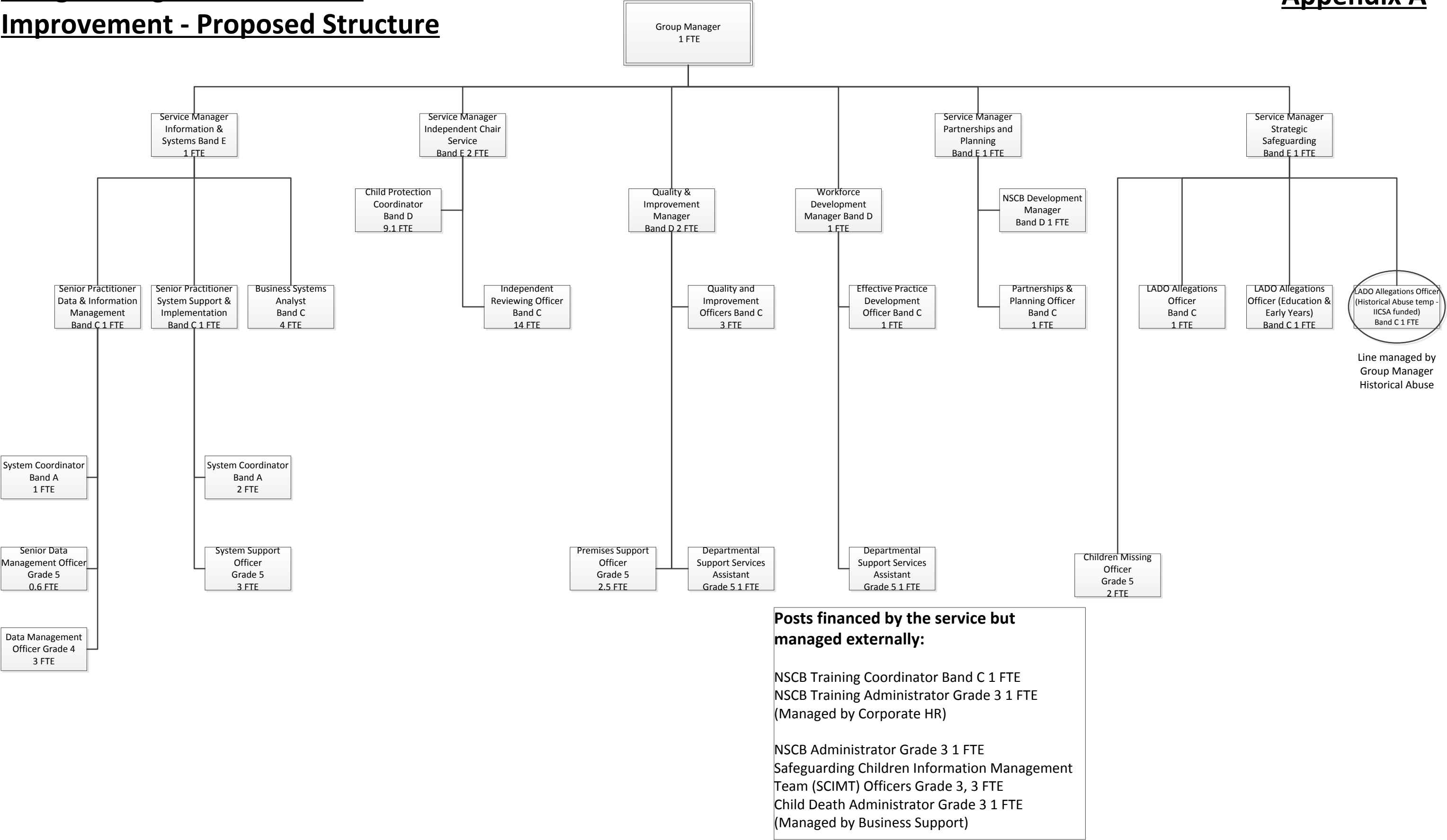
Quality and Improvement

Current Structure



Safeguarding, Assurance and Improvement - Proposed Structure

Appendix A



18 September 2017**Agenda item: 14****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****INCREASE IN THE ESTABLISHMENT OF PERSONAL ADVISOR POSTS****Purpose of the Report**

1. The report seeks approval to establish an additional 3 FTE (full-time equivalent) temporary Personal Advisor posts (Grade 5) within the Leaving Care Service to support the planned migration for young people from residential care into semi supported accommodation before the age of 18 years. It is proposed that this will be a 12 month pilot.
2. It is proposed that an update report on the progress of the pilot will be brought to Children and Young People's Committee in May 2018.

Information and Advice**Background**

3. As of August 2017, there are 791 young people who are 'looked after' by the Local Authority. Of these, there are 32 young people aged 16 and 17 years in residential placements in Nottinghamshire. There are also an additional 52 young people under the age of 16 years in residential establishments.
4. A large proportion of young people in residential care are older and may have been in care for some time. As a result of difficult and abusive childhoods, many young people present with high levels of challenging and risk taking behaviour. Some of these young people remain in high cost residential placements until they reach 18 years (average cost of £3,241 per week), with some being placed away from their families, communities and support networks. This can lead to young people feeling isolated and therefore requiring a great deal of support to develop their independent living skills.
5. There are currently 13 FTE Personal Advisors (Grade 5) within the Leaving Care Service who work with young people between the ages of 18-21 years (25 years if they have a disability or are in full time education) to support them in their transition to independent living. The Local Authority has a statutory duty under Section 3 of the Leaving Care Act 2000 to appoint a Personal Adviser to act on a care leaver's behalf, in order to ensure that appropriate plans and support are in place to give the young people the best possible opportunities as they enter adulthood.

6. This report proposes an earlier intervention, with investment in 3 FTE temporary Personal Advisor (Grade 5) posts to work on an intensive basis with a small cohort of young people aged 16 and 17 years to support them at an earlier age in their transition to adulthood and independent living. It is proposed that this is piloted for a period of 12 months, in order to fully determine the impact of an earlier intervention on the outcomes for these young people.
7. By working intensively with them at an earlier stage, these young people will be supported to safely transition from residential care into semi-supported accommodation, offering whatever tailor made support they require around independence skills and becoming resilient adults.
8. It is also anticipated that this will also result in a cost saving, with the average cost of semi supported accommodation being £1,750 per week (£1,491 less than residential care per week).

Role of Personal Advisors (PAs)

9. The main function of the 3 FTE PAs within the pilot will be to undertake intensive direct work with a small number of young people aged 16 to 17 years who are currently placed in residential care. These young people will be supported in all areas to safely move into semi-supported accommodation; this includes supporting them to develop their independence skills, such as problem-solving, personal care, budgeting, understanding the dangers of risk-taking behaviour and working with these young people around decision-making and responsibility. The aim is that these young people are supported to develop their resilience, so that they begin to develop better coping mechanisms and problem solving skills as they become adults.
10. Working with the young person's Social Worker and Independent Reviewing Officers, the PAs will have responsibility for developing a bespoke plan and package of support for a young person moving into semi-supported accommodation before the age of 18 years. The PAs will promote and support contact with birth family and extended family and friends in order to develop a support network for the young person.
11. It is proposed that each PA will work with small number of young people (up to five) to allow them to work intensively with each young person on a daily basis.

Other Options Considered

12. Consideration has been given to utilising the 13 FTE Personal Advisors who are currently employed by the Leaving Care Service to pick up this work. However, caseloads are currently very high, with PAs working with an average of 17 young people aged 18-21 years each.
13. As the piece of work required is intensive and time consuming, it would therefore not be possible for the current PAs to manage the level of engagement required to successfully migrate a cohort of 16 and 17 year olds from residential care into semi-supported accommodation. This could result in the young people selected remaining in high cost residential care for too long, with poor quality transition planning.

Reason/s for Recommendation/s

14. In introducing the three additional PA posts the benefits will be:
- improved planning for independence and transition to adulthood
 - the selected 16 and 17 year olds will receive intensive support from experienced and skilled staff
 - staff have time to spend with young people, in order to build significant relationships and therefore achieve objectives
 - bespoke packages developed around the individual, rather than having to utilise the resources available
 - an increased chance of positive outcomes – by having the right plan at the right time for the young person
 - the development of independence plans that are meaningful – in both the short and longer-term
 - successful transitions leading to stable placements post 18 years, with staff they have positive relationships with
 - intensive practical support in place at the right time
 - a significant reduction in placement costs due to earlier exit from high cost residential units and young people being more prepared for adulthood/independence.

Statutory and Policy Implications

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

Financial Implications

16. The proposed establishment of additional temporary Personal Advisor posts is on an invest-to-save basis.
17. The establishment of an additional 3 FTE temporary Personal Advisor (Grade 5) posts will be at a cost of £92,565 in total (£30, 855 each including on-costs). It is not envisaged that these posts will be required on a permanent basis; moving forward, the cohort of young people aged 16 and 17 years in residential care will be reviewed to assess the level of need.
18. In introducing the additional PAs, the ambition will be to exit young people from residential care at least six months earlier than is currently happening. From analysis of the potential cohort, it is assumed that a minimum of six young people will successfully make the transition to semi-supported accommodation during the 12 month pilot period (two young people per PA), which costs £1,491 less than residential care per week.

19. In transitioning six young people from residential care to semi-supported accommodation, there is an anticipated saving of £232,596 as a result of the lower cost provision.
20. The invest-to-save initiative therefore is expected to make an overall saving of £140,031 over the course of the 12-month pilot, when accounting for the cost of the investment.
21. If there are any costs which fall into the 2017/18 financial year, these will be contained within the Children's Social Care budget.

Human Resources Implications

22. If the proposal is approved, the 3 FTE Personal Advisor posts will be recruited on a full-time basis for a period of 12 months. This would allow for a secondment opportunity from within the Local Authority.

Implications for Service Users

23. The proposal would mean that affected service users are introduced to another professional, which may require a period of adjustment for that young person. However, it is felt that there are clear long-term benefits to the young person as they will be given support to equip them to move into adulthood and develop their independent living skills.
24. There will be ongoing monitoring throughout the pilot to assess its effectiveness. This will include a survey completed with the young people involved in the pilot to understand the impact of the scheme.

RECOMMENDATION/S

That:

- 1) Committee approves the establishment of an additional 3 FTE temporary Personal Advisor posts (Grade 5) within the Leaving Care Service to support the planned migration for young people from residential care into semi supported accommodation before the age of 18 years.
- 2) an update on the progress of the pilot be reported to the Children and Young People's Committee at its meeting in May 2018.

Steve Edwards
Service Director, Youth, Families and Social Work

For any enquiries about this report please contact:

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Constitutional Comments (LM 01/09/17)

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

Financial Comments (SAS 04/09/17)

26. The financial implications of the report are contained within paragraphs 16 – 21 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.

Leaving Care Act 2000

Electoral Division(s) and Member(s) Affected

All.

C1023

18 September 2017**Agenda Item: 15****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****CHANGES TO THE STAFFING ESTABLISHMENT AT CAUDWELL HOUSE
CHILDREN'S RESIDENTIAL HOME****Purpose of the Report**

1. The report seeks approval to amend the staffing structure of Caudwell House by disestablishing 1 fte (full-time equivalent) Residential Social Worker post (Grade 4) which is currently vacant and establishing a 0.5 fte Occupational Therapist post (Band B).
2. The report also seeks approval for a report on progress to be brought back to the Committee in May 2018.

Information and Advice

3. Caudwell House provides residential and short breaks for children with physical disabilities and high health needs.
4. The home has run a pilot project for two years providing a full time agency Occupational Therapy assessment based service. This pilot has been successful in improving the quality of assessments and review of moving and handling equipment and young person specific moving and handling care plans, reducing the risk of inappropriate systems and equipment being used within the home.
5. The project has improved independence for children and young people and provided guidance and advice to staff including necessary environmental adaptations to ensure the delivery of safe and efficient care
6. The Occupational Therapist (OT) links in with other agencies/services to encourage and support inclusive and integrated intervention strategies for children with disabilities. This has included liaison with the Countywide OT sensory OT where it has been identified that a young person has an unmet sensory need, and a full assessment has been necessary.
7. Outcomes for children and young people have enabled them to participate in activities (both leisure and daily living), encouraging and enabling them to reach their optimal potential, and identify the most appropriate support transitioning into adult services.

Other Options Considered

8. There are no other options considered.

Reason/s for Recommendation/s

9. The disestablishment of a Residential Social Worker post will fund the 0.5 fte OT post, thus reducing agency costs.
10. The OT post has enabled thorough assessments for seating, sleep aids, beds, slings, hoists and other lifting equipment, as well as post-operative needs assessments for children and young people. This has improved practice, health and safety and outcomes for children and young people.

Statutory and Policy Implications

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

Financial Implications

12. The new OT post can be fully funded by existing budget from the disestablishment of the vacant Residential Social Worker post. This also leaves a small budget surplus.

Post	FTE	Grade	Budget £
Residential Social Worker	1	4	26,130
Occupational Therapist	0.5	B	(21,547)
Budget Surplus			£4,583

Human Resources Implications (BC 25.8.17)

13. The Residential Social Worker post is currently vacant so there is no redundancy arising from this proposal. The OT post will be subject to the agreed vacancy control procedures.

RECOMMENDATION/S

That:

- 1) the disestablishment of 1 fte Residential Social Worker (Grade 4) post from the Caudwell House staffing structure with effect from 31st September 2017 be approved
- 2) the establishment of a 0.5 fte Occupational Therapist (Band B) post with effect from 1st October 2017 be approved

3) a report on progress be brought back to the Committee in May 2018.

Steve Edwards
Service Director, Youth, Families and Social Work

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Constitutional Comments (LM 01/09/17)

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

Financial Comments (SAS 04/09/17)

15. The financial implications of the report are contained within paragraph 12 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C1024

18 September 2017

Agenda Item: 16

REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING & SKILLS

LOCAL AUTHORITY GOVERNOR APPOINTMENTS TO SCHOOL GOVERNING BODIES DURING THE PERIOD 1 MAY TO 19 JULY 2017

Purpose of the Report

1. To note the appointment of Local Authority (LA) governors to school governing bodies for the period 1 May to 19 July 2017.

Information and Advice

2. Under the School Governance (Constitution) (England) Regulations 2012, as amended by the School Governance (Constitution and Federations) (England) Amendment Regulations 2014, governing bodies of maintained schools were required to reconstitute to a skills-based model of governance by September 2015, and are allowed one LA governor on the reconstituted governing body. For this model of governance, governing bodies may set eligibility criteria for, and appoint, the Local Authority governor.
3. Under these Regulations the County Council is responsible for nominating individuals as prospective governors. Nominations are made by the County Council, in accordance with the eligibility criteria provided by the governing body. When nominating new governors or re-nominating existing governors, the County Council must consider the skills and experience the governing body needs in order to be effective
4. Local Authority governors nominated by the County Council and appointed by school governing bodies during the period 1 May to 19 July 2017 are as follows;

ASHFIELD	
Annesley Primary and Nursery	Mr Mark Thixton New appointment to the category of LA governor
Broomhill Junior	Ms Ruth Stevens New appointment to the category of LA governor
BASSETLAW	
Harworth Church of England Academy	Mr Kenneth Hawley New appointment to the category of LA governor

NEWARK	
Averham Manners Sutton Community	Mr Ian Bradey Existing governor, now appointed to the category of LA governor on the same governing body
Maun Infant and Nursery	Mrs Claire Harradine Existing governor, now appointed to the category of LA governor on the same governing body
RUSHCLIFFE	
Lantern Lane Primary	Mr Christopher John Robinson Re-appointed LA governor
Radcliffe on Trent Junior	Councillor Kay Cutts Re-appointed LA governor
West Bridgford Junior	Mrs Jane Metson Existing governor, now appointed to the category of LA governor on the same governing body

Other Options Considered

5. No other options have been considered.

Reason/s for Recommendation/s

6. This report is for noting only.

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the Committee notes the appointment of Local Authority governors to school governing bodies during the period 1 May to 19 July 2017 as listed in paragraph 4.

Marion Clay
Service Director, Education, Learning and Skills

For any enquiries about this report please contact:

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Constitutional Comments

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

Financial Comments (SAS 01/09/17)

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

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

Kirkby South	Cllr Rachel Madden
Hucknall South	Cllr Phil Rostance
Blyth and Harworth	Cllr Sheila Place
Farndon & Trent	Cllr Susan Saddington
Ollerton	Cllr Mike Pringle
Leake and Ruddington	Cllr Reg Adair and Cllr Andy Brown
Radcliffe-on-Trent	Cllr Kay Cutts
West Bridgford South	Cllr Jonathan Wheeler

C1019

18 September 2017**Agenda Item: 17**

REPORT OF CORPORATE DIRECTOR, RESOURCES

WORK PROGRAMME

Purpose of the Report

1. To consider the Committee's work programme for 2017-18.

Information and Advice

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

Other Options Considered

4. None.

Reason for Recommendation

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

Statutory and Policy Implications

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

RECOMMENDATION

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

Jayne Francis-Ward
Corporate Director, Resources

For any enquiries about this report please contact:

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Constitutional Comments (HD)

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

Financial Comments (NS)

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

Background Papers

None

Electoral Division(s) and Member(s) Affected

All.

CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2017-18

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
16 October 2017			
Schools Policy & Place Planning Strategy		Marion Clay	Linda Foster
Update on regulatory inspections of children's services		Derek Highton	Natasha Wrzesinski
Nottinghamshire Safeguarding Children Board annual report 2016/17	Annual report	Steve Edwards	Steve Baumber
Children & Young People's Mental Health & Wellbeing Transformation Plan	Six-monthly report	Kate Allen	Kate Allen/ Lucy Peel
School Capital Programme progress report	Six month update report	Jas Hundal	Sara Williams
Special Educational Needs and Disability Reforms 'New Burdens' Grants 2016/17 and 2017/18 – progress	Report back on spend & activities	Derek Highton	Jill Norman
Penalty notices - update on attendance and enforcement & revised charges for Chaperone and Child Entertainment licences		Steve Edwards	Laurence Jones
Early Years Advisor post	For decision	Derek Highton	Irene Kakoullis/ Jude Burgess
20 November 2017			
Performance reporting (Quarter 2 2017/18) – Services for Children and Young People	Quarterly performance report	Celia Morris	Matt Garrard
Children and Families Departmental Strategy		Colin Pettigrew	Natasha Wrzesinski
Post 16 area based review		Marion Clay	Marion Clay
Children Missing Education		Marion Clay	Linda Foster/ Karen Hughman
Nottinghamshire Early Years Improvement Plan 2015-17 – annual update & proposed future plan		Derek Highton	Irene Kakoullis

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
18 December 2017			
School holiday and term time dates for Local Authority maintained schools in Nottinghamshire 2019/20 to 2022/23	For decision	Marion Clay	Richard Browne
Children, Young People and Families Plan 2016-18 – annual update	Annual update report	Derek Higton	Sean Kelly
Troubled Families Programme in Nottinghamshire – six-month update	Six monthly update report	Steve Edwards	Laurence Jones
Children's Workforce Health Check Survey 2016-17		Derek Higton	Liz Maslen
Update on recruitment and retention initiatives in Children's Social Care		Steve Edwards	Natasha Wrzesinski
Nottinghamshire Outstanding Achievement 4Uth Award 2017	Annual update report	Derek Higton	Pom Bhogal
National Children and Adult Services Conference 2017	Report back on attendance	Colin Pettigrew	Colin Pettigrew/ Natasha Wrzesinski
Local Authority governor appointments/ reappointments to school governing bodies	Quarterly report on appointments made	Marion Clay	Jane Mansell
15 January 2018			
Financial support for students in post-16 education	Annual determination	Marion Clay	Linda Foster
Exceptional payments for school clothing and footwear 2017/18	Annual determination	Marion Clay	Linda Foster
Looked After Children and Care Leavers Strategy 2015-18 – review and next steps	Annual report	Steve Edwards	Amanda Collinson/ Natasha Wrzesinski
Rota visits to children's homes: Autumn 2017	Six monthly report	Steve Edwards	Vonny Senogles
12 February 2018			
Performance reporting (Quarter 3 2017/18) – Services for Children and Young People	Quarterly performance report	Celia Morris	Matt Garrard
Home to school and Post 16 Transport policies 2019-20		Marion Clay	Dave Litchfield
Nottinghamshire School Admission Arrangements 2019/20		Marion Clay	Mary Kiely

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
19 March 2018			
Performance figures for Nottinghamshire schools, academies and colleges – academic year 2016/17	For information	Marion Clay	Linda Foster
Children & Young People's Mental Health & Wellbeing Transformation Plan	Six-monthly report	Kate Allen	Kate Allen/ Lucy Peel
School Capital Programme progress report	Six month update report	Jas Hundal	Sara Williams
Early Years capital projects update		Derek Higton	Irene Kakoullis
National Minimum Fostering Allowances and Fees to Foster Carers	Annual determination	Steve Edwards	Naomi Sills/ Tara Pasque
Child Sexual Exploitation and Children Missing from Home and Care: update	Six-monthly update	Steve Edwards	Hannah Johnson/ Joe Foley
Schools Forum and Education Trust Board officer group report	Annual officer group report	Marion Clay	Marion Clay
Local Authority governor appointments/ reappointments to school governing bodies	Quarterly report on appointments made	Marion Clay	Jane Mansell
23 April 2018			
21 May 2018			
Performance reporting (Quarter 4 2017/18) – Services for Children and Young People	Quarterly performance report	Celia Morris	Matt Garrard
18 June 2018			
Troubled Families Programme in Nottinghamshire – six-month update	Six monthly update report	Steve Edwards	Laurence Jones
Principal Child and Family Social Worker - annual report 2017	For information	Steve Edwards	Diana Bentley
Local Authority governor appointments/ reappointments to school governing bodies	Quarterly report on appointments made	Marion Clay	Jane Mansell
16 July 2018			
Nottinghamshire Childcare Sufficiency Assessment 2018		Steve Edwards	Laurence Jones
Child Sexual Exploitation and Children Missing from Home and Care: annual report 2016/17		Steve Edwards	Pam Rosseter

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Children's Workforce Health Check Survey 2017-18		Derek Higton	Liz Maslen
Looked After Children and Care Leavers Strategy 2015-18 – annual progress report	Annual report	Steve Edwards	Amanda Collinson/ Natasha Wrzesinski
Rota visits to children's homes: Spring 2018	Six monthly report	Steve Edwards	Vonny Senogles
To be placed			
Review of the Schools Swimming Service offer		Steve Edwards	Laurence Jones
Short Breaks offer – outcome of review		Derek Higton	Jill Norman
Progress with Special Educational Needs & Disability Strategy and Action Plan		Derek Higton	Jill Norman
Multi-Agency Safeguarding Hub - review		Steve Edwards	Holly Smitheman
Outcome of Ofsted inspections of schools – termly update	Autumn & Spring term reports	Marion Clay	Linda Foster
Children Centres remodelling		Derek Higton	Irene Kakoullis