

Children and Young People's Committee

Monday, 16 September 2019 at 10:30

County Hall, West Bridgford, Nottingham, NG2 7QP

AGENDA

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|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Minutes of the Last Meeting held on 15 July 2019 | 5 - 10 |
| 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) | |
| | Corporate Parenting | |
| 4 | Progress of Partnership Strategy for Notts LAC and Care Leavers (2018-2021) | 11 - 48 |
| 5 | Foster Carer Items | |
| | Other Reports | |
| 6 | Children & Young People Core Data Set - Performance for Q1 | 49 - 60 |
| 7 | Request to Consult on the Council's Children Missing Education Strategy and Elective Home Education Policy | 61 - 66 |
| 8 | Comms Strategies for First Admissions and Transfers (Junior, Primary Schools) and for Consultation on Admissions Arrangements | 67 - 72 |
| 9 | Feasibility at Nettleworth Infant School & Leas Park Junior School to Provide Additional School Places | 73 - 76 |

10	Proposal to Return Health Related Education Team & Physical Disability Support Service to Children and Family Services	77 - 84
11	2019-2020 Children and Families Budget Update	85 - 110
12	Step Up, Beat Hate - Reparation Event October 2019	111 - 114
13	Children's Services Workforce Health Check 2019	115 - 120
14	MoD Local Authority Partnership (MODLAP) - New in County Children with EHC Plans	121 - 124
15	Principal Child and Family Social Worker Annual Report	125 - 132
16	Local Authority Governor Appointments to School Governing Bodies	133 - 138
17	Work Programme	139 - 146

Notes

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

Customer Services Centre 0300 500 80 80

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

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact Martin Gately (Tel. 0115 977 2826) or a colleague in Democratic Services prior to the meeting.

- (4) Councillors are reminded that Committee and Sub-Committee papers, with the exception of those which contain Exempt or Confidential Information, may be recycled.

- (5) This agenda and its associated reports are available to view online via an online calendar - <http://www.nottinghamshire.gov.uk/dms/Meetings.aspx>

Meeting CHILDREN & YOUNG PEOPLE'S COMMITTEE

Date 15 July 2019 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

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

A	Samantha Deakin	Paul Henshaw
	Boyd Elliot	Roger Jackson
	John Handley	John Peck JP
	Errol Henry JP	Liz Plant

CO-OPTED MEMBERS (NON-VOTING)

4 Vacancies

OFFICERS IN ATTENDANCE

Pav Ayoub	Youth Service Senior Practitioner, Children and Families Services
Pom Bhogal	Youth Service Manager, Children and Families Services
Marion Clay	Service Director, Children and Families Services
Steve Edwards	Service Director Young Families & Social Work
Laurence Jones	Service Director, Children and Families Services
Colin Pettigrew	Corporate Director, Children and Families Services
Pip Milbourne	Business Support, Children and Families Services
Martin Gately	Democratic Services Officer, Chief Executives
Ty Yousaf	Fostering Service Manager, Children and Families Services

OTHER ATTENDEES

Stewart Bembridge	Department for Education
Julie Harris	Foster Carer
Rachel Cutts	Foster Carer
Sarah Maiden	Foster Carer

1. MINUTES OF THE LAST MEETING

The minutes of the meeting held on 17 June 2019 having been circulated to all Members, were taken as read and were signed by the Chairman.

2. APOLOGIES FOR ABSENCE

There were no apologies.

3. DECLARATIONS OF INTEREST

None.

CORPORATE PARENTING

4. ANNUAL REPORT ON THE VIRTUAL SCHOOL FOR LOOKED AFTER CHILDREN

RESOLVED 2019/063

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

That:

- 1) No actions are required in relation to the information in the report on the impact of the work of the Virtual School and its partners for academic year 2018/19.
- 2) Further annual reports on the work of the Virtual School be presented to the Children and Young People's committee.

5. ANNUAL REPORT OF THE INDEPENDENT REVIEWING OFFICER SERVICE APRIL 2018 MARCH 2019

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

RESOLVED 2019/064

That no actions are required in relation to the information contained in the report.

6. NATIONAL MINIMUM FOSTERING ALLOWANCES AND LEVELS PAYMENT RATES TO FOSTER CARERS 2019-20

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

RESOLVED 2019/065

That:

- 1) Nottinghamshire County Council continue to pay foster carers a weekly fostering allowance, as detailed in Appendix 1, at the national minimum rates, as prescribed by the department for education.

2) The new 'levels' payment rates to foster carers, as detailed in paragraph 15 be agreed.

7. ADOPTION EAST MIDLANDS CHANGE TO STAFFING ESTABLISHMENT

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

RESOLVED 2019/066

That there will be a disestablishment of 1 FTE Social Work (Band B) post and the establishment of 1 FTE Social Work Support Officer (Grade 4) post within the Adoption East Midlands staffing establishment.

OTHER ITEMS

8. NOTTINGHAMSHIRE COUNTY COUNCIL'S SCHOOL IMPROVEMENT STRATEGY FOR SCHOOLS CAUSING CONCERN

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

RESOLVED 2019/067

That:

1) No actions are required in relation to the revised Schools Causing Concern Strategy, attached as Appendix 1.

2) The Chairman of the Children and Young People's Committee will write to the Regional Schools Commissioner expressing concern around any reduction in powers of intervention in underperforming academies in Nottinghamshire and will request the continued challenge and support for academies who fail to deliver a good education to Nottinghamshire's children and young people.

9. TACKLING EMERGING THREATS TO CHILDREN TEAM

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

RESOLVED 2019/068

That:

1) No actions are required in relation to the issues contained within the report.

2) [Periodic updates on the issues within the report be received]

10. UPDATE ON THE REMODELLING PRACTICE PROGRAMME

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

RESOLVED 2019/069

That quarterly updates be received regarding progress of the remodelling practice programme.

11. REALIGNMENT OF THE CAMHS SOCIAL WORK TEAM

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

RESOLVED 2019/070

That the revised model for the CAMHS social work team as detailed in paragraphs 12 to 16 be approved.

12. CHANGES TO THE STAFFING ESTABLISHMENT WITHIN CHILDREN AND FAMILIES

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

RESOLVED 2019/071

That:

- 1) The disestablishment of 1 FTE Business Change Analyst (Band C) in the Chief Executive's department be approved.
- 2) The establishment of the following posts in the Children and Families Department be approved:
 - 2 FTE Children's Service Managers (Band E) within Children's Social Work Services
 - 1 FTE Social Worker (Band B) within the Assessment Service
 - 1.4 FTE Team Managers (Band D) within the Leaving Care service
 - 5 FTE Personal Advisors (Grade 5) within the Leaving Care service
 - 1.5 FTE Early Help Case Managers (Band A) and 1.5 FTE Business Support Administrators (Grade 3) within The Family Service
 - 2 FTE Data Management Officers (Grade 4) for one-year fixed term within the Information and Systems Team
 - 1 FTE Business Systems Analyst (Band C) for 18 months fixed term within the Information and Systems Team
 - 0.5 FTE System Support Officer (Grade 5) for 15 months fixed term within the Information and Systems Team.

13. ESTABLISHMENT OF YOUTH WORK POSTS FOR THE GEDLING YOUTH VIOLENCE INTERVENTION PROJECT

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

RESOLVED 2019/072

That:

- 1) The following posts for the delivery of a Youth Work Violence Intervention project in Gedling be approved:
 - 1 x 18.5 hours per week Youth Worker Grade (JNC) Coordinator
 - 1 x 3 hours per week Youth Worker Grade (JNC)
 - 3 x 5 hours per week Youth Worker Grade (JNC)
 - 4 x 3 hours per week Youth Support Worker Grade (JNC)
- 2) The Youth Work Violence Intervention Project be reviewed in 12 months

14. AMENDMENT TO SCHOOL HOLIDAY AND TERM TIME DATES FOR LOCAL AUTHORITY MAINTAINED SCHOOLS IN NOTTINGHAMSHIRE FOR 2019/20

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

RESOLVED 2019/073

That the amendment to the school holiday and term time dates for 2019/2020 for local authority maintained schools in Nottinghamshire be approved.

17. WORK PROGRAMME

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

RESOLVED: 2019/074

That:

- 1) The work programme be agreed.

The meeting closed at 11:22 am.

CHAIRMAN

16th September 2019**Agenda Item: 4****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****PROGRESS OF THE PARTNERSHIP STRATEGY FOR NOTTINGHAMSHIRE
LOOKED AFTER CHILDREN AND CARE LEAVERS (2018 – 2021)****Purpose of the Report**

1. This report provides Committee with an update on progress within the Leaving Care Service since Ofsted's focussed visit in January 2018.
2. In addition, the report provides Committee with an update on the 'Partnership Strategy for Looked After Children (LAC) and Care Leavers (2018-2021)' in Nottinghamshire during the first year of its implementation (2018-2019). This report supports Members to fulfil their duties as corporate parents and to monitor this partnership strategy to ensure Members continue to provide sufficient vision and ambition to allow every looked after child and care leaver to thrive and to reach their potential socially, emotionally and in relation to their educational progress and attainment.
3. Section 2 of the Children and Social Work Act 2017 requires each local authority to consult on and publish a local offer for its care leavers. Committee approved Nottinghamshire County Council's Local Offer in February 2019. This report also seeks to provide Committee with an update on progress in relation to the Local Offer for Care Leavers and the impact to date on improving the wellbeing and wider outcomes for care leavers. The report recommends that Committee receives a six-monthly report on the uptake and impact of the Local Offer for Care Leavers.

Information

4. The DfE Publication 'Applying corporate parenting principles to looked-after children and care leavers' (February 2018) states that "Local Authorities have a unique responsibility to the children they look after and their care leavers". This statutory advice also states that local authorities that have a strong corporate parenting culture, recognise that the "care system is not just about keeping children safe, but also to promote recovery, resilience and well-being". Members are reminded that the Council continues to make a pledge to all children and young people who come into care and can be accessed at:
<https://www.nottinghamshire.gov.uk/media/2408/safeguardingreportapp6.pdf>

5. The Council's Partnership Strategy (2018-2021) reflects the seven corporate parenting principles that must inform all actions undertaken by Members as they fulfil their duties as 'corporate parents':
- to act in the best interests, and promote the physical and mental health and wellbeing, of those children and young people
 - to encourage those children and young people to express their views, wishes and feelings
 - to take into account the views, wishes and feelings of those children and young people
 - to help those children and young people to gain access to and make the best use of services provided by the local authority and its relevant partners
 - to promote high aspirations, and seek to secure the best outcomes, for those children and young people
 - for those children and young people to be safe, and for stability in their home lives, relationships and education or work; and
 - to prepare those children and young people for adulthood and independent living.
6. A focussed visit by Ofsted in January 2018 identified the following areas for improvement within Nottinghamshire County Council's Leaving Care service:
- ensuring that workers have sufficient capacity to effectively support care leavers in a planned way, particularly when transitioning to adulthood
 - offering sufficient opportunities for care leavers to participate in service improvement.
 - dedicated support for 16/ 17 year olds in accessing employment, education and training (EET).
 - increased priority to be given to ensuring there is no delay in assessing need and managing risk for young people alongside partner agencies.
 - the need for more intensive support accommodation to respond to the complexity of need of some children leaving care
 - ensuring looked after children and care leavers are consistently able to get the help they need for poor mental health and substance abuse.
7. Following the January 2018 visit, inspectors recommended stronger strategic planning for the LAC and Care Leavers strategy. The Council's new Partnership Strategy for Looked After Children and Care Leavers in Nottinghamshire was approved by the Policy Committee on 14 February 2018. This Strategy was co-produced with partners, looked after children and care leavers, and outlined the vision and ambition that every looked after child and care leaver can thrive and achieve their potential, including a fulfilling transition to adulthood.

PROGRESS SINCE THE OFSTED FOCUSED VISIT OF LEAVING CARE IN JANUARY 2018

Increasing Capacity and Increasing Support for Transition:

8. In July 2019, the Children and Young People's Committee approved an increase of the Leaving Care service's capacity, with funding from contingency for the remainder of the financial year 2019/20 supporting an additional:
- 1.4 full time equivalent (FTE) Team Manager
 - 5 FTE Personal Advisors (PAs).

The Team Managers and Personal Advisors have now been successfully recruited and, following employment checks, will join the service over the coming weeks.

9. The uplift of PAs will enable early allocation of 16 and 17 year olds, and ensure that caseloads are manageable. Dual allocation to a LAC social worker and Personal Advisor at 16 years will support young people to feel more confident to make difficult decisions about their future as they approach adulthood. The recent introduction of workers dedicated to working with young people aged 21 to 24 years also removes the majority of cases of young people of this age from the caseloads of PAs. Some of the most complex cases are retained by the PAs to ensure long-standing and beneficial relationships for care leavers are still available.
10. To better support transition into adulthood and development of independence skills, three Transitional Personal Advisors (TPAs) work within the Leaving Care service to assist young people to successfully move out of residential placements into semi-independent provision prior to their 18th birthday. Recognising that this cohort predominantly has complex needs, TPAs have smaller caseloads (5 – 7) so that they can work intensively with young people. Across an 8-month pilot of the TPAs, 12 out of 22 LAC transitioned to semi-independent provision. This represents a positive step to greater independent living. Members should be aware that semi-independent living provides residents with self-contained accommodation with access to support with budgeting, shopping, cooking and planning for a positive future when they need it.
11. Within the LAC service, an achievement officer now works with 16 and 17 year olds who are not accessing education or training, to support their engagement in education, training or employment prior to reaching 18 years of age. This worker also supports Care Leavers post-18 as required to support their transition into adulthood. Since January 2018, the Virtual School team has worked closely with the Leaving Care service's Post 16 Achievement Officer. This is improving the oversight of the educational, employment and training progress of young people who are looked after post-16 years of age.

Increased Support for 21+ Care Leavers:

12. As of June 2019, 398 care leavers were eligible to request support from the 21 Plus Service; over the next 12 months, this figure is forecast to increase to 442 care leavers and then 465 care leavers by 2021. Currently just under 30% of all eligible 21 Plus care leavers have requested support, with an increase forecast as awareness of the Local Offer spreads.
13. Whilst the Department for Education has provided a new burdens grant to support care leavers 21+, the grant has only been for £37,000 in 2018/19 and £76,000 in 2019/20, which has been insufficient to fully meet the new burdens. To support care leavers requesting support aged 21 years plus, Nottinghamshire County Council has used this funding for a dedicated 2.5 FTE Personal Advisors, plus a Homelessness Prevention Personal Advisor and will be funded from the Rough Sleeping Initiative funding (£71,000). To further support this service, a dedicated 0.5 FTE Business Support Administrator position will be employed from August 2019.
14. The Council is required to make at least one contact with all care leavers aged 21 years plus per year. Following extensive work, by the end of July 2019, 96% of all care leavers aged 21 to 24 years had been contacted, with ongoing efforts to locate and contact the

remaining 4%. As of September 2019, the Leaving Care service will have made two contacts, highlighting the benefits of the Local Offer.

15. Initial feedback about the 21 Plus Service from care leavers has been positive. The examples below highlight the significant impact so far:
 - *A 23-year-old female with significant disabilities contacted by 21 Plus identified that she had no access to Adult Social Care services and that she is only being supported by an elderly ex-foster carer. 21 Plus have now contacted Adult Social Care and the voluntary sector to explore what support package needs to be in place to help plan for her future.*
 - *A 21-year-old young father was asked not to attend their child's Initial Child Protection Conference due to his anger and behavioural presentation. Therefore, the 21 Plus PA attended the Conference to help represent his views and advocate on his behalf and then feed that back to the Care Leaver.*
 - *After contacting one 23-year-old male, he said "Sometimes I think that I am probably a dusty file sitting on a shelf somewhere, but then having contact from you today, checking up on me and seeing that I'm okay, actually makes me believe that someone cares and that I'm valued".*

Increased engagement and participation with Care Leavers:

16. The Leaving Care service is supporting new monthly drop in sessions, with four in each area per year. Each session will include a Personal Advisor and Youth Worker to provide information, advice and guidance on both the Local Offer and local facilities. This service should encourage the harder-to-engage young people to access support.
17. Three care leaver apprentices employed by the Council led consultation activities with care leavers to develop the Local Offer. This included workshops with the 16+ Children in Care sub-group and a survey completed by over 20 care leavers, with support from their PAs. The Core Plus model of semi-independent living is also being co-produced with LAC and care leavers.
18. On-going engagement and participation with care leavers will continue to be essential to ensure the Local Offer, as well as the overarching Partnership Strategy, continues to evolve to meet the changing needs of each cohort of care leavers, particularly older ones.

Pathway Planning

19. Independent Reviewing Officers (IROs) review all Pathway Plans for LAC and the IRO holds partners to account if there is insufficient attendance and engagement with the Plan. In addition, a pilot has commenced that invites care leavers at 18 years to opt in to a process which allows them to retain their IRO to review their Pathway Plan. The purpose of this is to provide increased independent scrutiny and to strengthen transition into early adulthood. The IRO would therefore continue to hold all partners to account for the positive outcomes of the Plan for the care leaver. To date, 15 care leavers have been asked and five care leavers have agreed that they want their post 18 Pathway Plan reviewed by an IRO.
20. There is now increased focus on the 'review' element of Pathway Plans to ensure that actions and tasks identified in the Plan have been progressed appropriately. There is an expectation that Team Managers within the Leaving Care service review all Pathway Plans

to ensure that these Plans identify specific tasks that will result in improved experiences and outcomes for the care leaver. In addition, these Plans are expected to be continually updated and informed by the views of the care leavers.

Response to risk and managing risk alongside partner agencies

21. Where risks to care leavers are identified, the Leaving Care service now routinely attend and convene risk strategy meetings with multi-agency partners and on occasion Multi-Agency Problem Solving meetings have been held. Managers retain oversight of these risks, and both the risk and safety plans are recorded via Mosaic.

Risks of larger semi-independent settings

22. A positive development since the Ofsted focussed visit in January 2018 is that a service specification has been co-produced with LAC & care leavers for the Core Plus service. This has now been shared with the service provider as an extension to their contract. It offers a more intensely staffed support for Care Leavers facing challenges within the core model, within settings of three to four care leavers.
23. Recognising Ofsted critique of larger semi-independent settings, a smaller seven bed core service has been developed including two self-contained flats. The Direct Purchasing System provides an alternative to the main provision; individual placements are commissioned from an approved provider list. These providers can offer smaller settings and solo placements for 16 to 17 year olds, and on rare occasions for young people aged 18 years plus. There are currently 28 children and young people within these placements, whose needs could not be met by the main provision.
24. For care leavers aged 21 years plus, the supported accommodation contracts have been varied to enable provision to be extended to support care leavers in their own home. Visiting support is provided which is flexible and responsive to their need, and support may be offered on a range of topics including: budgeting, managing their tenancy, setting up utilities, maximising their income, avoiding offending and antisocial behaviour and life skills.

PROGRESS OF THE COUNCIL'S CHILDREN PARTNERSHIP STRATEGY FOR LOOKED AFTER CHILDREN AND CARE LEAVERS IN NOTTINGHAMSHIRE (2018 – 2021)

25. The Looked After Children and Care Leavers Strategic Partnership Board continues to be chaired by the Service Director for Education, Learning and Skills. This Board is also attended by the Vice Chairman of the Children and Young People's Committee, Councillor Tracey Taylor. This Board has met bi-monthly since January 2018 and is well attended by both internal services and external partners which, in addition to internal education and social care colleagues, also includes district council representation, public health, health commissioners, higher education and Futures. Therefore, a key objective for the Board during 2019-2020 will be to invite stronger police and probation engagement with this Partnership Strategy. The Terms of Reference which includes membership of the Board is attached as **Appendix A**.
26. Since 2014, local authorities have had a duty (Children Act 2004 section 10) to promote cooperation between relevant partners with a view to improving the wellbeing of all children and young people in their area. The 2018-2019 delivery plan has been a key tool to ensure

a shared understanding of this duty with relevant partners and particularly in relation to LAC and care leavers. Section 10 defines relevant partners as including: the district council; the local policing body and the chief officer of police; probation board; any provider of probation services; youth offending team; NHS England and Clinical Commissioning groups; and the governing bodies of publicly funded schools. This report highlights some of the key achievements to date, driven by the partnership, to improve the experiences and life chances of LAC and care leavers through the 2018-19 delivery plan, attached as **Appendix B**.

27. The strategy has been driven by a partnership delivery plan which has been 'owned' by all the partners. This delivery plan is structured around the six Ambitions with the Local Offer for Care Leavers incorporated into the sixth ambition:

Ambition 1: LAC and Care Leavers are safe and feel safe

Ambition 2: LAC and Care Leavers experience good physical, emotional and mental health and wellbeing

Ambition 3: LAC and Care Leavers fulfil their potential

Ambition 4: LAC and Care Leavers achieve sustained and fulfilling employment and economic independence

Ambition 5 LAC and Care Leavers make a positive contribution

Ambition 6: LAC and Care leavers have a positive transition to adulthood.

28. This delivery plan has been used as a 'tool' by the Board to ensure that internal and external stakeholders secure a visible and explicit commitment to the Strategy's vision and ambition to improve provision and outcomes for LAC and care leavers in their relevant strategic services' core work. As such, all partners have been invited to ensure that their relevant service and departmental plans identify how the Partnership Strategy's vision and ambitions can be realised; all partners and stakeholders have used the six ambitions strategically and operationally to improve provision and outcomes for LAC and care leavers.
29. A particular challenge for the Partnership Board has been to develop a relevant set of impact indicators and this is an ongoing task. Members currently receive quarterly performance reports which include relevant education and social care data. It was agreed by the board that there would not be a replication of existing statutory data being presented to the Board but rather, the partners would develop a richer 'data' set which seeks to capture wider achievements of LAC and care leavers in relation to their social and emotional wellbeing, with a stronger focus on preparation for independence and a fulfilling adulthood. The last performance report which summarised the most recent education performance data for LAC is available as a **background paper**.
30. Impact reports and/or relevant case studies for 2018-2019 have been received from:
- a) Nottinghamshire Children's Social Care (Children's Disability Service, Looked After Children, Leaving Care teams)
 - b) Nottinghamshire education (Early Childhood Services, Virtual School, Psychology Services)
 - c) Nottinghamshire County Council Public Health (Health and Commissioning)
 - d) Health care commissioners and providers (Nottinghamshire CCGs (Mid and Greater Nottinghamshire & Bassetlaw)
 - e) Nottinghamshire County Council Adult Social Care and Health.

31. Whilst it has not been possible for some stakeholders to undertake formal reviews of actions, partners such as Nottingham Trent University have significantly contributed to the partnership in relation to the strategic leadership and delivery of a highly successful education conference in April 2019, which was attended by 81 designated teachers from publicly funded schools in the County and other agencies with 115 professionals in total attending. Every keynote speaker was either a foster carer or had been LAC and included: Sir John Timpson, CEO of Timpsons and Max Spielman; Lisa Cherry, author, trainer and educational researcher on all areas of education, with a focus on LAC and care leavers; Luke Rodgers, a care leaver and CEO of his own company, 'The Care Leaders', and one of Nottinghamshire's own LAC.
32. Evaluation of the event suggested that all participants found it to be inspiring and informative, with many teachers undertaking to use information and training received to inform further good practice in their schools. The delegates also requested that a similar event be run in the future to support CPD opportunities. Nottingham Trent University has committed to a further partnership event in 2020 which will bring designated teachers, social workers and health professionals together. The programme for the April 2019 event is attached as **Appendix C**.
33. Members should be aware that the Board's membership includes two of the Council's care leaver apprentices and another care leaver. The Board is also supported by senior representation from the Council's Youth Service. This is to ensure that all of the work of the Board is underpinned by a significant input directly from care leavers. Youth workers from the Youth Service facilitate the participation and engagement events which is undertaken with LAC and is overseen by the Children in Care Council, 'No Labels'. Both the Chair of the LAC and Care Leavers Partnership Board and the Vice Chairman of the Children and Young People's Committee are invited and attend regularly all No Labels meetings.
34. The Children in Care Council (CiCC), has continued to shape and inform the ongoing development of this Strategy. The CiCC played a key role in shaping, refining and finalising the Strategy during the Autumn and Spring terms 2017-2018 and has continued to use the Strategy to shape the on-going design and delivery of the services available to them. For 2019-2020, the CiCC has decided to focus on the following two ambitions to ensure that young people have the opportunity to shape and scrutinise the design and delivery of services available to them; the ambitions are:

Ambition 2: LAC and Care Leavers experience good physical, emotional and mental health and wellbeing

Ambition 4: LAC and Care Leavers achieve sustained and fulfilling employment and economic independence.

Ambition 1: LAC and Care Leavers are safe and feel safe

35. The impact reports from partners have supported the board to secure some assurances that the ambitions are driving improved experiences for LAC and care leavers. Ambition 1 (LAC and Care Leavers are safe and feel safe) underpins the whole strategy as children who are safe and feel safe are clearly equipped to maximise opportunities and experiences provided by services and stakeholders. Several of the impact reports from partners highlighted successful resilience projects which have met short term needs as well as

contributing positively to preparation for adulthood. During 2018-2019, the Councils' current advocacy contract has been reviewed to ensure that every LAC has access to an independent advocate. During this period, the Virtual School has undertaken additional training for Designated Teachers to improve their understanding of LAC in relation to 'feeling safe' so that schools and Alternative Providers better understand the needs of LAC and care leavers to feel safe and be safe when accessing their education. 98 Designated teachers have accessed this bespoke training and 17 Designated Teachers have participated in Attachment Awareness training.

Ambition 2: LAC and Care Leavers experience good physical, emotional and mental health and wellbeing

36. The impact report from the Public Health Commissioning Manager reports on how Ambition 2 (LAC and care leavers experience good physical, emotional and mental health and wellbeing) has driven the 'Integrated Personal Commissioning Pilot ('You Know Your Mind' Project) for LAC and care leavers (aged 0-25 years) with mental health needs to find alternative and timely support arrangements for their mental health and emotional wellbeing needs. This project has explored alternatives to Child and Adolescent Mental Health Services (CAMHS) and other mental health interventions.
37. As of June 2019, 210 LAC and care leavers in Nottinghamshire are in receipt of a personal health budget and personalised support plan in order to support their mental and emotional health needs through the 'You Know Your Mind' Project. The support arrangements through this project have been driven by the children and young people. Self-directed support has included: gym memberships, bicycles, boxing lessons, fishing equipment, drumming lessons, play houses, educational resources, cameras and access to community groups, classes and clubs. This has been funded by NHS England.
38. Of the 56 children and young people who have participated in self review in August 2019:
 - a) 93 % (52 children and young people) felt that their support plan had improved or greatly improved their quality of life
 - b) 80% (45 children and young people) felt better or a lot better about their health and wellbeing
 - c) 82% (46 children and young people) indicated that the project had given them something to look forward to
 - d) 82% (46 children and young people) reported that they had had fun whilst engaging with the self-directed projects
 - e) 71% (40 children and young people) reported increased confidence levels
 - f) 61% (34 children and young people) stated they were now better equipped to deal with difficult situations
 - g) 57% (32 children and young people) suggested the self-directed support had helped them to maintain friendships.
39. A further positive achievement of this project is that 80 members of staff across Nottinghamshire's Children's Services have been trained in undertaking 'Difficult Conversations' with LAC and care leavers to promote person-centred planning in relation to support for LAC and care leavers' emotional health and wellbeing. This project will continue throughout 2019-2020.

40. Improving the physical, emotional and mental health and wellbeing has been a key driver across health partners. Mid and greater Nottinghamshire CCGs have raised awareness of the needs of care leavers through three GP training sessions offered to all GPs (82% of GPs attended) and in addition has included an article about care leavers within the GP safeguarding newsletter.
41. The CCGs and both local authorities have revised and agreed an East Midlands Regional Protocol to ensure a robust process is in place for notifications when local authorities place LAC within other local authorities in the East Midlands. Although the protocol has been agreed for use by the East Midlands region the practice will extend to children and young people placed in all areas.
42. Alongside the protocol the CCG has led on devising an accompanying out of area 'pathway'. This pathway has been agreed by both local authorities. The pathway ensures that the CCGs are aware of all LAC placed out of area and that the receiving CCG is also made aware of the placement. In addition the pathway ensures that all statutory health assessments delivered to children and young people placed in another local authority area are quality assured so the Council can be assured they are completed to an acceptable standard and if not an appropriate escalation process is in place. Further work is currently underway around managing the transfer of care when children and young people are placed out of area and open to CAMHS services.
43. The Nottinghamshire Children in Care Health Service Improvement Forum (SIF) was established in 2016. This forum is now well established and is a multi-partner forum led by health commissioners and consisting of senior representatives from both local authorities, CCGs and health providers. The forum considers the pathway from a child/young person entering to leaving care and has an accompanying action plan and associated working groups aiming to improve practice, service delivery and ultimately health outcomes for children and young people. The health actions within the strategy closely align with the SIF action plan.
44. The LAC service is now meeting with health partners to improve the timeliness of health assessments and how needs identified in assessments are followed up. 98.1% of the eligible cohort had their annual health assessment in 2018/19. An audit of health timeliness is to be undertaken during the Autumn term 2019 with the emerging learning used to inform further CPD with social workers and health professionals. The LAC service is also working with health professionals to develop strategies to improve the number of Strengths & Difficulties Questionnaires returned by carers and providers, with a completion rate of 83% in 2018/19. The work is also around ensuring they are shared in a timely manner with health providers to ensure they support the statutory health assessments. Again this core information is essential to better understand how the wider wellbeing of looked after children can be positively impacted. In 2018/19, 99.5% of looked after children (12 months plus) had up to date immunisations, whilst an identified area for improvement is in respect of dental checks, with current data suggesting that 78% of the same cohort had up to date dental checks. This is an area of focus within both childcare social work and fostering.

Ambition 3: LAC and Care Leavers fulfil their potential

45. The third Ambition (LAC and care leavers fulfil their potential), is reported by the Early Childhood Services, in relation to their work to promote early years as a career opportunity

through targeted recruitment and apprenticeships within the sector. Early Years professionals have been working with the Private, Voluntary & Independent (PVI) sector in particular to attend recruitment fairs led by schools and the district councils where careers in early years are promoted. At this time, data is not available to demonstrate uptake of these career opportunities by care leavers.

46. In January 2018 Nottinghamshire's Virtual School applied for and successfully secured funding from The Careers Local Enterprise Grant to support a project to prevent children/young people who were most 'at risk' of becoming NEET. This funding supported partnership with Futures which developed 10 bespoke solution-focused coaching sessions and five days of work experience opportunities to 20 LAC at risk of becoming NEET. The success of this project was demonstrated through the young people's individual reflections and evaluations; and the fact that 18 out of the 20 young people were successfully in EET at the end of the project.
47. This ambition to ensure LAC and care leavers fulfil their potential is a clear priority for the Virtual School which has developed evidence based guidance for schools on the effective use of the Pupil Premium to ensure that 'fulfilling potential' is a key driver for all additional requests for funding.
48. The working partnership between the Virtual School and Children in Care and Leaving Care service continues to strengthen. The Virtual School Senior Leadership Team meets with the Achievement Officer (Post 16) within the Leaving Care Team on a termly basis. During the summer term, the Virtual School in liaison with the Leaving Care Post 16 Achievement Officer agree a database of all Year 11 pupils moving into the Post-16 phase of their education. This database provides basic identifying information and the provisional plan for each of the young people. This same meeting reviews the equivalent database for Year 12 LAC and care leavers. During September, the Virtual School Data Officer checks that each LAC and care leaver is accessing their planned destinations, including whether they have achieved their educational qualifications. These databases are reviewed again in September and January of each year. Whilst progress data has hitherto routinely been gathered from schools whilst pupils are of statutory school age, this practice is now to be extended to Years 12 and 13, from the academic year 2019/20. Looking to the future, this progress tracking data should improve the quality of the pathway plans with a stronger focus on every care leaver being in EET.

Ambition 4: LAC and Care Leavers achieve sustained and fulfilling employment and economic independence

49. Ambition 4 (LAC and Care Leavers achieve sustained and fulfilling employment and economic independence) has been a focus for several internal and external partners and teams. A particular success has been the employment by the Council of five care leaving apprenticeships which include one apprenticeship focussed exclusively within Public Health (You Know Your Mind Project). The Virtual School has also piloted work readiness sessions for two different groups of Year 8 pupils (24 young people) and plans are being developed to roll this into other year groups during 2019-2020.

Ambition 5: LAC and Care Leavers make a positive contribution

50. Ambition 5 continues to be the focus of the partnership. On entering care, all LAC have the opportunity to complete the 'Listen to Me' booklet which seeks their views in relation to LAC reviews and other planning processes. Both the Looked After Children's team and the Children's Disability Service continue to ensure the views, thoughts and feelings of LAC inform Care Plans and Pathway Planning processes.
51. Whilst the 'Listen to Me' booklet has been used for some time now, over this last year bespoke participation sessions have been held with care leavers to ensure their views directly influence planning for the future.
52. The 'Mind of My Own' app has been purchased by the Council and went live on 24th July 2019. This app provides an online platform for LAC and care leavers to directly communicate their views, wishes and feelings to their Children's Services workers. The app will be rolled out to all children and young people receiving services from Children's Services (including care leavers) over the next 12 months. However, this phased roll out is targeted in the first instance at LAC who can now provide feedback 24 hours a day every day of the year. Take up of the app in the first four weeks since going live is as follows:
- 27 young people have their own One app account
 - 35 statements have been sent by children and young people to Council workers

When using the One app, young people have suggested that they feel 'happy', 'supported' and 'settled' at home

53. The County wide Participation and Engagement Team which sits within the Youth Service has used the Partnership Strategy to drive further meaningful engagement with LAC and care leavers. This service has continued to work with children and young people to better understand their experiences and to ensure that this ambition to make a positive contribution continues to be relevant to them. During 2018-2019, 260 LAC and care leavers engaged with a range of positive activities outside the school day. This has provided a safe and supportive environment in which LAC and care leavers can come together to participate and engage in constructive and fun activities as well as having an opportunity to express their views and feelings about life in care and how it can be further improved.
54. The Youth Service also actively encourages and enables young people who are looked after, adopted or living in residential care, to engage in positive activities and to independently access mainstream provision through the Platinum Card system of free entry to Young People's Centres. Platinum cards are issued to Looked After Children and Young Carers to give free access to the Youth Service's open access provision, and is available to young people from the age of 10 to 19 years, up to 21 for Looked After Children, and up to 25 years for young people with disabilities. During 2018-2019 118 Platinum cards were issued to LAC. In addition, currently, three LAC are participating in the Duke of Edinburgh Award Scheme although there may be more on the programme funded by schools.

Ambition 6 LAC and Care Leavers have a positive transition to adulthood, and the Local Offer for Care Leavers

55. This ambition is reflected in the Local Offer for Care Leavers. Preparing LAC and care leavers for adulthood remains the overarching objective of the partnership strategy. The Local Offer is driven by the ambitions that ensure every care leaver can become a resilient and confident young adult, in secure work, with financial independence and permanent and secure housing, either through long-term tenancy or by buying their own homes. Moreover, the Local Offer supports the development of a healthy lifestyle that brings confidence and fulfilment and seeks to support care leavers to develop the ability to forge and maintain friendships and relationships and be able to engage positively with their wider communities.
56. The Care Leaver Offer was developed through strong partnership working particularly with the district councils and health partners, was approved by the Children and Young People's Committee on 11th February 2019 and published on 8th April 2019. This Offer has and will continue to evolve as partners seek to constantly refresh and strengthen the offer. The offer is dynamic and Members can view the current offer at: www.nottshelpyourself.org.uk/careleaverslo.
57. The exemption from Council Tax for all care leavers up to 25 years is key to supporting care leavers to secure independent living. This benefit has been delivered by district councils who have committed to absorbing the additional costs for this. Whilst individual districts are recording data using different methodologies, early feedback does suggest that care leavers are taking up this offer. As of July 2019 the following District Councils have provided exemption data as follows:

Ashfield

2018-19 - 101 care leaver exemptions applied out of 101

2019-20 - 103 care leaver exemptions applied out of 103

Bassetlaw

2019 - 20 - care leaver exemptions applied out of a potential of 49

Broxtowe

2019 – 2020 – 6 care leaver exemptions applied out of a potential 39

Gedling

2018-19 – 44 care leaver exemptions applied out of 44

2019-20 - 45 care leaver exemptions applied (to date) out of 45

Mansfield

2018-19 - 107 care leaver exemptions applied out of 107

2019-20 - 108 care leaver exemptions applied (to date) out of 108

Newark

2019 – 2020 – 27 care leaver exemptions applied (to date) out of a potential 62

Rushcliffe

2018 – 2019 - 8 care leaver exemptions applied out of a potential 37

2019 – 2020 - 8 care leaver exemptions applied (to date) out of a potential 33.

58. In addition to the Council Tax exemption district councils now offer support for care leavers to live on their own if this is what they desire. District councils offer priority to care leavers on their local authority waiting lists and all district councils have secured district Member approval for this. This offer is flexible and allows care leavers to secure housing in any Nottinghamshire district regardless of their existing address. Having secured local authority housing, care leavers are now also eligible for priority for repairs and other tenancy support that may be required.
59. Care leavers have historically been able to access a range of financial support which has included contributions of approximately £3,500 towards university fees with all accommodation paid for throughout the duration of the course including holiday periods. When setting up home, care leavers also access a home establishment grant of approximately £2,000 and practical support and advice is given for budgeting. During 2018-2019, 21 young people (aged 18-21 years) are accessing higher education which includes payment of their bursary and their home establishment grant. In addition, all LAC and care leavers have a Child Trust Fund or Junior ISA bank account which comprises government and Council and/or carers' contributions that have been made over the course of the time each child has been in care. This account can be accessed at 18 years or left by the care leaver for future use.
60. In addition, there are 14 young people who are confirmed as progressing to Higher Education courses for 2019 – 2020 with two additional who are still exploring their options. There are also three 21 plus care leavers who are starting university courses in September 2019, with an additional two young people aged 21 plus who are being assessed as to what financial support they may need to access.
61. The Local Offer provides information, advice and guidance in relation to health and wellbeing. During 2018-2019, through a strong partnership between the Leaving Care Service and district councils, care leavers (aged 18 to 25 years) are now able to join their local leisure centre gyms and wider facilities including swimming and other fitness classes at no cost. This is a new offer as of July 2019 and is thought to be the first leisure offer across seven districts within a two tier authority. Early signs are that this is really popular with care leavers and so a leaflet has been sent out to all care leavers who are able to access this offer. The data below shows the number of care leavers in each district who have received information about the leisure offer. Initial anecdotal feedback from PAs who have been assisting care leavers to register for the offer indicates that it is very popular. Official data on the take-up of the offer is being collated and will be reported by district councils in the coming weeks.
- | | |
|------------|-----|
| Ashfield | 95 |
| Bassetlaw | 75 |
| Broxtowe | 35 |
| Gedling | 41 |
| Mansfield | 105 |
| Newark | 47 |
| Rushcliffe | 28 |
62. One young person in one of the districts has been able to get her leisure pass so that she can go swimming with her child and meet other young mums. There has also been flexibility

offered so one young person in one district will be attending a gym in another that is closer to their college and more accessible to their needs.

63. Elements of the Local Offer continue to be new to care leavers such as the offer of an annual free residential or day trip to one of the Council's outdoor and environmental centres around Nottinghamshire as well as Hagg Farm which is located within Derbyshire's Peak District. This offer provides an opportunity to develop new skills as well as enjoy new experiences, meeting others and taking risks in a safe environment. Whilst no care leavers have taken up this offer since the launch of the Local Offer, plans are being developed by the Leaving Care service to promote this offer during 2019-2020. For those care leavers who wish to pursue more structured opportunities, access to the Duke of Edinburgh Award Scheme is free. During 2018-2019, three care leavers took part in this scheme.
64. A significant offer is through support, advice and guidance to secure employment, training and further education. This offer is strong within Nottinghamshire and is underpinned by an effective partnership between the Leaving Care Team and the Department for Work and Pensions (DWP). Achievement Advisers have developed a positive working relationship with Nottinghamshire Job Centres with a designated point of contact available. There is also in place an arrangement with DWP, which allows the Achievement Adviser within the Leaving Care Team to act on the care leaver's behalf as and when necessary. This has made a significant difference to ensure that care leavers secure additional support when looking for employment and training. This support includes access to work readiness programmes, access to work experience, support to complete job applications, preparation for interviews, access to life skills courses, and support for apprenticeship applications. At this time, there are 45 care leavers aged 18 – 21 years old who are in employment in Nottinghamshire, with a further 23 in training or apprenticeships. There are four young people who are volunteering in schemes to help develop their experience of work and progress to paid employment, alongside 87 who are accessing educational courses, with 21 of these being in Higher Education. This means that 54% of the 18 – 21 care leaver population is in employment, education and training (EET), with plans in the Care Leaver Offer to link with businesses around related opportunities (e.g. mentoring, employment, work experience and apprenticeships) as well as the development of a new Employability Assessment Tool to help identify the areas of need for young people to successfully progress into employment, education and training in the future.
65. Securing permanent employment remains a driving ambition of the Local Offer. A key approach has been the development of stronger partnerships with local employers. On 7th March 2019, the Council facilitated a business breakfast attended by 60 local employers ranging from small and medium sized companies to multi-nationals. The event was hosted by Sir John Peace, the Lord Lieutenant of Nottinghamshire, supported by the Council's Chief Executive, Anthony May. This event led to formal commitments and support by local employers to provide work placements, work experience, work mentoring, apprenticeships and jobs. The Leaving Care team is working with additional support from the Council's Programmes and Project team to develop a Nottinghamshire Pilot Employment Partnership programme with local employers who attended the business breakfast. This Project aims to provide LAC and care leavers from 14 years with an increase in their ambition and aspiration through offering opportunities for a range of work placements, and wrap around mentoring and training. In addition, for LAC and care leavers aged 18-25 years the team is working closely with Keepmoat Homes and East Midlands Airport to provide employability/taster sessions for this cohort in October and November 2019.

66. In addition, the Leaving Care team is reviewing the skill sets of the existing cohort of care leavers to develop a tool which identifies and quantifies the employment skills, including the 'soft' employment skills of each care leaver and to match them with relevant opportunities from local businesses. This project is starting to build systems that will support increasing aspirations for LAC and care leavers. This tool will measure the impact of the experiences on the young person. However, it is at its earliest stage of development and impact data will not be available until 2020-2021 at the earliest.
67. A particular achievement of the Local Offer in 2018-2019 has been the provision of five Council apprenticeships, ring fenced for care leavers and paid at the national living wage. Four of these apprentices are based within the Youth Service with one based within Public Health. Newark District Council has also offered one care leaver apprenticeship within the District's environmental team.

Case studies

68. The Partnership Board has recognised the vital importance of capturing the journeys of LAC and care leavers through the development of case studies. Case studies have particular resonance to support professionals to understand the levels of challenge and to explore in more detail how professionals can work with LAC and care leavers to overcome barriers resulting in better experiences and outcomes for LAC and care leavers. Throughout 2018-19, over 20 case studies have been prepared by partners.
69. Most of the case studies have been drafted to a structured format which includes contextual information, recording the LAC or care leaver's 'story', what difference the support and/or experiences have made, the perspective of the child or young person and most importantly, a request that professionals identify factors that have contributed to better outcomes for the LAC or care leaver. Partners identified a range of factors including:
- a) Therapeutic foster care, underpinned by sound theoretical practice models
 - b) Careful matching of the needs of the LAC to the experience and strengths of the foster carer thus providing more stable placements.
 - c) Effective Children in Care Review Health Assessments undertaken by specialist LAC nurses and other health professionals with the ability to sensitively and quickly secure a safe place which supports LAC to share intimate health information. Subsequently the nurse or health professionals being able to refer in a timely manner to the appropriate health professional with swift health referrals by the relevant social worker.
 - d) The key role of the social worker to work in partnership with health professionals to ensure that the birth parent participates in the gathering of health information from the child's birth and early life. This level of engagement with birth parents significantly contributes to health assessments and helps to secure accurate health assessments and to ensure that appropriate referrals can be made to services such as CAMHS.
 - e) Effective home school partnerships between foster carers and school.
 - f) Senior leadership and governing body engagement in the progress and attainment of LAC and care leavers.
 - g) A flexible person-centred approach to curriculum planning and delivery for LAC and care leavers.
 - h) Strong multi-agency planning which is not risk averse and initiates planning for post 18 to include a clear focus on secure accommodation.

- i) Stronger partnership planning for LAC and care leavers serving custodial sentences to ensure that the new 21 Plus Service can work positively with the Prison Service, Probation, the care leaver champion as well as the homelessness prevention advisor to ensure that a plan can be agreed with the district council to secure housing on release from prison.
70. All of the case studies demonstrate the vital importance of professionals developing and maintaining positive and appropriate relationships with LAC and care leavers. Above all, these case studies mirror the consistent feedback of LAC and care leavers of the importance of a 'constant professional' throughout their life. The case studies demonstrate the added value of professionals working with LAC and care leavers over an extended period of their lives avoiding the need for LAC and care leavers to be constantly forging new relationships, and avoiding the need to retell their story as professionals within this field come and go.

2019-2020 – Towards Year Two of the Partnership Strategy

71. The Children's Partnership Strategy for Looked After Children Care Leavers in Nottinghamshire (2018-2021) will continue to drive the Partnership to ensure that every LAC and care leaver can thrive, achieve and secure a positive transition to adulthood.
72. A review of the first year of the delivery plan also provides priorities to drive the Partnership delivery plan for the second year. These include:
- a) Enhancing offer of mental health support for care leavers 18 to 24 year olds – this could be delivered by extending CAMHS or by working differently with the Adult Mental Health Service.
 - b) Enhancing early interventions, which will include below CAMHS threshold or CAMHS alternatives, for LAC with mental health and emotional wellbeing issues. In addition, increased training for foster carers to better understand the mental health needs of this cohort, with best practice advice on how they can contribute.
73. During Year 2, the delivery plan will also explore how the partnership can ensure that LAC and care leavers are not only safe but feel safe. Whilst individual partners are sharply focused on contextual safeguarding concerns, the Partnership will seek to strengthen the sharing of information between children and adult social care, health professionals, the police, probation and education to ensure that LAC and care leavers are resilient and protected from, for example, the dangers of sexual exploitation and/or abuse, harmful sexual behaviour, and county lines. Given the recent national media coverage of concerns over historic abuse of children in care in Nottingham and Nottinghamshire, Members are aware that keeping children and care leavers safe from harm continues to be the Council's highest priority.
74. This strategy aims to ensure that LAC and care leavers sustain fulfilling employment and economic independence. During the second year, the partnership will seek to explore the principle for successfully mentoring LAC and care leavers. As the partner organisations increasingly engage with their responsibilities to provide work experience, apprenticeships and, ultimately, full-time employment to care leavers, these organisations will be required to embed HR approaches to support the successful employment of care leavers in partnership organisations.

Other Options Considered

75. No other options have been considered.

Reason/s for Recommendation/s

76. To ensure that elected Members are able to fulfil their corporate parenting duties.

Statutory and Policy Implications

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

Financial Implications

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

RECOMMENDATION/S

That Committee:

- 1) considers whether there are any actions it requires to further strengthen the Leaving Care service
- 2) considers how it wishes to further monitor the implementation of the Partnership Strategy for Looked After Children and Care Leavers in Nottinghamshire (2018-2021)
- 3) agrees to receive six monthly updates on the impact of the Local Offer for Care Leavers
- 4) agrees to receive an annual report on the work of the Partnership Board and the impact of the Strategy on Looked After Children and Care Leavers (2018 to 2021).

Marion Clay
Service Director, Education, Learning and Skills

For any enquiries about this report please contact:

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Constitutional Comments (EP 02/09/19)

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

Financial Comments (SAS 05/09/19)

80. There are no financial implications arising directly from this report. The budget for the Leaving Care Service is £1.569m. A report was presented to Children and Young People's Committee in July 2019 which approved the establishment of 6.0 FTE posts to service the new burdens to be funded by a request from contingency of up to £106,000. The full year effect of this will need to be considered as part of the 2020/21 budget setting process.

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.

DfE statutory guidance for local authorities Local Offer for care leavers:
<https://www.gov.uk/government/publications/local-offer-guidance>

DfE statutory guidance for local authorities, Applying parenting principles to looked-after children and care leavers: <https://www.gov.uk/government/publications/applying-corporate-parenting-principles-to-looked-after-children-and-care-leavers>

Partnership Strategy for looked After Children and Care Leavers in Nottinghamshire 2018-2021 – report to Policy Committee on 14 February 2018

Approval of Nottinghamshire's Local Offer for Care Leavers - report to Children and Young People's Committee on 11 February 2019

Children and young people core data set – performance for Quarter 4 - report to Children and Young People's Committee on 17 June 2019

Changes to the staffing establishment within Children and Families - report to Children and Young People's Committee on 15 July 2019

Electoral Division(s) and Member(s) Affected

All.

C1287

LOOKED AFTER CHILDREN AND CARE LEAVERS PARTNERSHIP BOARD

Terms of Reference

1. Purpose

This Partnership Board is committed to working with all stakeholders, recognising that the vision for looked after children and care leavers is ambitious and has the potential to challenge the partnership.

This Board also recognises that partners and stakeholders operate within different regulatory frameworks and therefore, to fulfil the ambitions, will require professional respect and dialogue.

This Board will hold the relevant partners, stakeholders and agencies to account as they monitor the impact of the Partnership Strategy for Looked After Children & Care Leavers 2018-21.

The Board will:

- Ensure that all members of the Board maintain the confidentiality of all data discussed;
- Review and develop shared data and information sets in relation to looked after children and care leavers;
- Agree service-specific actions when appropriate, identifying a senior officer from the Board who takes responsibility to follow up on agreed actions;
- Review the impact of any previously agreed actions;
- Develop progress reports to the Children & Young People's Committee and the Health & Wellbeing Board;
- Ensure that key partners and stakeholders remain updated on the latest legislation, initiatives and research;
- Ensure that key partners and stakeholders remain updated on the latest regulatory inspection frameworks, preparation and inspection outcomes.

The Looked After Children & Care Leavers Partnership Board will work in partnership with operational groups established to deliver the renewed 2018-21 Strategy.

2. Governance

- The Looked After Children and Care Leavers Partnership Board will report to
 - Children & Young People's Committee
 - Children's Trust
 - Health & Wellbeing Board
 - Nottinghamshire Children's Safeguarding Board
 - Children in Care Council
 - CCGs' Safeguarding Committee
 - Foster Carer Liaison Group (FLAG)

3. Attendees

Member	Appointment	Representing
Service Director, Education, Learning & Skills (Chair)	Marion Clay	Schools and other education providers and partners, including school-based AP providers
Service Director, Youth, Families & Social Work (Vice-Chair)	Steve Edwards	Social work services, Early Help, Youth Justice, Youth Service
Service Director, Commissioning & Resources (Vice-Chair)	Laurence Jones	Commissioning, Quality Assurance, Independent Chair Service, Strategic Safeguarding, Youth Homelessness
Consultant in Public Health & Children's Commissioning (Vice-Chair)	Kate Allen	Children's health commissioning
Lead Member for Children's Social Care	Cllr Tracey Taylor	Elected members
Group Manager, Looked After Children & Regulated Services	Claire Sampson	LAC & Leaving Care Service
Team Manager, Leaving Care Services	Matt Wesson	LAC & Leaving Care Service
Group Manager, Early Childhood Services	Irene Kakoullis	Early years providers, child poverty
Chief Executive, Newark & Sherwood DC	John Robinson	District Councils
Group Manager, Support to Schools	Linda Foster	Virtual School
Adult Social Care representative	Naomi Russell	Transitions into adulthood and Adults Services
Director, Nottingham Trent University	Jane Moore	Nottingham Trent University
Corporate representative of NCC as an employer of apprentices and provider of work experience	Lyndsey Woolmore	Apprenticeships and work experience at NCC
Futures – Operations Manager for Young People	Amanda Payne	Education stakeholders providing independent careers advice
Health commissioner representative	Helena Cripps	Attendees of the Service Improvement Forum for the health of children in care
Designated Nurses for Safeguarding & Looked after children	Kathryn Higgins	Nottingham County 5 CCGs (Commissions CIC specialist health provider organisations – medical and nursing)

	Cathy Burke	Bassetlaw PCT Rep
IPC LAC CAMHS Project Manager	Natasha Wrzesinski	LAC CAMHS Rep
Nottinghamshire Police	Awaiting identified rep	Police
Care Leaver	Terry Galloway	Care Leavers & LAC

4. Frequency of Meetings

- Board meetings will be held 2-monthly

5. Administration

- The Looked After Children & Care Leavers Partnership Board will be supported by business support

6. Escalations

- Any identified barriers to progressing actions within the Looked After Children & Care Leavers Partnership Board will be escalated to Director of Children's Services
- The Director of Children's Services will then escalate these within the relevant organisation to resolve the issue

7. Review of Terms of Reference

- This version published August 2018
- To be reviewed annually
- Next review – September 2019



Partnership Strategy for Looked After Children & Care Leavers, 2018-21

Delivery Plan

April 2018 to July 2019

	Children's Integrated Commissioning Hub		Commissioning & Resources, CFCS
	Early Childhood Services		Futures
	Designated professionals for LAC		NTU
	ASCH		
	Leaving Care Service, CFCS		

Ambition 1: LAC and Care Leavers are safe and feel safe

We have committed to:

- embed a nurturing culture which builds resilience in children and young people across all services, settings and partners;
- prepare our children and young people for adulthood by allowing them to take risks in a safe environment;
- support children and young people to remain in contact with their birth family and community wherever it is safe to do so, providing appropriate support when needed;
- support permanence through appropriate use of court processes;
- ensure that young people have access to an independent advocate;
- provide every care leaver with the opportunity to 'stay put' or have regular contact with foster carers and/or children's homes as they move towards adulthood.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Ensure there is a timely response to risk by undertaking Peer Support and external audit activity.	Leaving Care Service Q&I Team	Group Manager, Safeguarding, Assurance and Improvement Group Manager, Service Improvement	January 2019	AMBER: In Progress / development
2. Increase staffing levels and reducing case load sizes in the Leaving Care Service. Including reducing the age at which Leaving Care Service become involved.	Leaving Care Service	Group Manager, Social Work Services	September 2018	AMBER: In Progress / development
3. Consider how "staying put" and "regular contact" provisions for care leavers can be embedded into reviews of contractual arrangements with IFAs and residential providers.	Regional Framework Commissioning Partnership	Group Manager, Commissioning NCC	February 2019	AMBER: In Progress / development
4. Review the effectiveness of our current advocacy contract and undertake any improvements that are required	Contracts and Commissioning Board Service Provider	Service Director, Commissioning and Resources	December 2018	GREEN: On track / Completed
5. Develop a model of consultative support to schools with the aim of enhancing schools' sense of ownership and responsibility for LAC feeling safe and belonging in their educational setting, especially with regard to the use of alternative provision	Virtual School	Service Director, Education, Learning & Skills	July 2019	AMBER: In Progress / development

6. Pilot Designated Teacher (DT) networks to enable further peer support to develop the role of the DT.	Virtual School, Education Psychology Service	Service Director, Education, Learning & Skills	April 2019	GREEN: On track / Completed
7. Use the existing data set to report on the stability of school placements, and use this data in discussions: <ul style="list-style-type: none"> With CSC leadership about how the Virtual School is involved at an early stage when changes in care placement are being considered, and where changes of school placement are being considered 	Virtual School	Service Director, Education, Learning & Skills	July 2019	AMBER: In Progress / development

Ambition 2: LAC and Care Leavers experience good physical, emotional and mental health & wellbeing

We have committed to:

- make timely referrals to education, health and care services, which are followed up, including for Education, Health and Care Needs Assessments where needs are complex, significant and long-term;
- undertake meaningful health assessments with children and young people, including for those who are about to leave care;
- undertake a strategic health needs assessment for looked after children and care leavers
- ensure that children and young people understand their health histories and assessments;
- support carers to develop their understanding and awareness of physical, emotional and mental health needs of young people;
- work with GPs to ensure that they are aware of care leavers registered with their practice;
- ensure that CAMHS consultation is available for providers of 16+ supported accommodation;
- cooperate with health commissioners in other local areas to ensure that the health needs of looked after children are effectively met, wherever they are placed;
- ensure that all children and young people with emotional and mental health needs receive effective support until age 24 if required;
- ensure that children and young people are provided with information and advice about maintaining good physical, emotional and mental health, including information about local services in their area.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Increase multi-agency support in planning for adulthood, building on shared Pathway Plans from age 14 onwards.	Health Schools, Colleges/Universities.	Service Director, Education, Learning and Skills Group Manager, Social Work Services	March 2019	AMBER: In Progress / development

	Leaving Care Service Adult Social Care & Health	Consultant in Public Health, Children's Integrated Commissioning Hub		
1.1 Pilot model for Designated Teacher (DT) training, for LAC and previously in care. 1.2 CPD focus on emotional health and well-being to promote an appreciation of the importance of relationships for CYP, as evidenced in relational interventions. 1.3 Develop the Attachment Aware Schools initiative, including: <ul style="list-style-type: none"> Carrying out an action research project with a group of schools Working with head teachers to draft a Nottinghamshire version of the 'relationship based approach to inclusion' based on the work of Brighton and Hove Promoting 'emotion coaching' in schools 1.4 Work with NTU and others to organise a conference to present and promote the next phase of the Attachment Aware Schools initiative in Nottinghamshire. 1.5 Support the PSED service to reinforce the promotion of Attachment Aware Schools ideas within their own service and in their work with schools.	Virtual School and Education Psychology Service	Service Director, Education, Learning and Skills	March 2019	GREEN: On track / Completed
2. Implement the integrated personal commissioning pilot for LAC and care leavers (aged 0-25) with mental health needs, to identify alternative and timely support arrangements for their mental and emotional well-being needs	NHS England, Nottingham and Nottinghamshire STP	Steve Edwards (Project Sponsor – County); Tasha Wrzesinski (Public Health & Commissioning Manager, Integrated Children's Commissioning Hub)	To be completed by 31 March 2019	GREEN: On track / Completed
3. Deliver 'Different Conversation' Training to health and social care practitioners, to promote person-centred planning in relation to the mental health needs of LAC and care leavers	NHS England, Nottingham and Nottinghamshire STP	Steve Edwards (Project Sponsor – County); Tasha Wrzesinski (Public Health & Commissioning Manager, Integrated Children's Commissioning Hub)	End Q2 18/19	AMBER: In Progress / development
4. Work with local businesses, SMEs and VCS to explore how alternative support arrangements can be delivered for LAC and care leavers with mental and emotional well-being needs	NHS England, Nottingham and Nottinghamshire STP	Tasha Wrzesinski (Public Health & Commissioning Manager, Integrated Children's Commissioning Hub)	To be completed by 31 March 2019	AMBER: In Progress / development
5. Address funding issues so that the LAC CAMHS team is sufficiently resourced	NCC, CCGs	Lucy Peel, (Group Manager, Y,F&SW) CCG Chief Commissioning Officers	To be resolved by 30 June 2018	RED: Not Started or behind Schedule
6. Develop LAC CAMHS offer in light of independent review findings	NCC/NHCT	Lucy Peel, Group Manager, Service Improvement Alison-Newsham-Kent, (Service Lead, Notts HC)	By 30 September 2019	AMBER: In Progress / development

		Nic Reed, (Public Health & Commissioning Manager, Integrated Children's Commissioning Hub)		
7. Implement a robust QA process to ensure all IHA and RHA completed by our commissioned health providers and any external health provider are of adequate standard. This will include those LAC by the short breaks criteria and on remand. The process will include an escalation process led by the Designated LAC Professionals if assessments are of inadequate standard	Health provider organisations (SFHFT, NUH and NHCT, DBTH) and county CCGs (Designated professionals).	Designated professionals for LAC (5 county CCGs). Named LAC Professionals/Senior LAC clinicians (Bassetlaw CCG).	A framework to be devised and implemented by September 2018.	AMBER: In Progress / development
8. Ensure accurate collection and reporting of completed IHA and RHAs in line with national and locally agreed timescales. This information to be shared contractually, with the NSCB and with the Corporate Parenting Board.	Health provider organisations (SFHFT, NUH and NHCT, DBTH) and county CCGs.	Designated professionals for LAC (5 county CCGs). DBTH and NHCT LAC service managers/named professionals	Quarter 1 of 2019-20 (with manual data collection across 2018-19)	GREEN: On track / Completed
9. A decliner pathway to be agreed by the LA and CCGs for when young people do not engage with the health assessments.	Health provider organisations (SFHFT, NUH and NHCT, DBTH) and county CCGs and the local authority.	Designated professionals for LAC (5 county CCGs). Designated Nurse & Doctor for LAC (Bassetlaw CCG).	January 2019	AMBER: In Progress / development
10. To ensure health is discussed at each looked after Review (LAR), undertake an audit of which health representation is invited and / or contributes to each LAR and the extent to which health recommendations are met.	Local authority	Steve Edwards/Clare Sampson / Rachel Stimson Designated Professionals for LAC (5 County CCGs)		AMBER: In Progress / development
11. Raise awareness with GPs around the needs of care leavers (via GP safeguarding website, information in newsletters and through training)	6 CCGs (Designated professionals) NHCT & BCCG	Designated professionals for LAC (5 county CCGs). Named Nurse for LAC NHCT & Named Safeguarding Professionals Bassetlaw CCG.	September 2018.	GREEN: On track / Completed
12. Implement the revised CCG OOA pathway. This is written in accordance with statutory guidance and the recently locally agreed East Midlands notifications protocol.	Health provider organisations (SFHFT, NUH and NHCT, DBTH) and County 5 CCGs and the local authority.	Designated professionals for LAC (5 county CCGs). Named Nurse for LAC NHCT and Designated Doctor LAC DBTH	January 2019	GREEN: On track / Completed
13. Strengthen the process to ensure SDQs are completed and shared in timely manner to inform each RHA.	NCC and NHCT	Service Manager, LAC Service and Named Nurses, Children in Care nursing service	March 2020	AMBER: In Progress / development
14. Ensure health providers accurately collect and reporting the % of SDQs received to inform RHAs.	Health provider organisation (NHCT) and county CCGs	Designated professionals for LAC (5 County CCGs). Named Nurse for LAC NHCT	Quarter 1 of 2019-20 (with manual data collection across 2018-19)	AMBER: In Progress / development

15. CAMHS 16+ LAC CAMHS HAVE BEEN ASKED TO INPUT INTO THIS ACTION PLAN	NHCT and LAC CAMHS Commissioner	NHCT LAC CAMHS Senior Manager (Vanessa Briscoe) LAC CAMHS Commissioner NCC PH (Nic Reed)		Please Select
16. Ensure Care leavers are aware of the service available to them through IAPT (improving access to psychological therapies) including employment support	Futures	Regular updates of information via appropriate NCC teams	Quarterly	AMBER: In Progress / development
17. Ensure that re-commissioned substance misuse services meet the needs of care leavers.		Care Quality, Public Health, Nottinghamshire County Council	April 2020	AMBER - In Progress / development

Ambition 3: LAC and Care Leavers fulfil their potential

We have committed to:

- ensure all children and young people have aspirational education targets supported by bespoke, outcome-based plans for successful adulthood;
- extend the reach of the virtual school into early years and post 16 settings, as well as to previously looked after children in all settings;
- provide opportunities for our children to have new experiences, and access to enriching opportunities to broaden horizons;
- ensure schools provide access to independent information, advice and guidance for all looked after children and young people and those who have been previously looked after;
- aim to reduce offending behaviour and support young people to avoid criminalisation;
- support designated teachers in schools to ensure that our children, including adopted children and those with Special Educational Needs, meet their full potential.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Implement plans to improve engagement in Education, Employment & training	Schools, Colleges/Universities Leaving Care Service	Service Director, Education, Learning & Skills	December 2018	AMBER: In Progress / development
1.1 The Virtual School will implement and evaluate a pilot project to promote EET for 15-19 yr old CYP in the most vulnerable situations. 1.2 The Virtual school will turn the 'lessons learned' from the pilot into proposals to schools and the LA regarding targeted mentoring and coaching support for LAC at risk of becoming NEET. 1.3 The Virtual School will continue to raise attainment and improve progress for all LAC, and consider the measures which are used to report on outcomes, with a particular focus on developing Preparing for Adulthood measures (and name them)	Virtual School	Service Director, Education, Learning & Skills	September 2018	AMBER: In Progress / development

<p>1.4 The Virtual School will agree a more robust relationship with fostering services, described in a service level agreement, to develop a means of:</p> <ul style="list-style-type: none"> • Clarifying respective roles and responsibilities • Providing access to resources whereby foster carers can more effectively engage with schools and other education services <p>1.5 The Virtual School will develop its Pupil Premium statement to provide:</p> <ul style="list-style-type: none"> • evidence-based guidance for schools on the effective • use of Pupil Premium Plus funding the rationale and use of retained monies <p>1.6 The Virtual School will continue to develop guidance and proformas, in partnership with CSC, to support the PEP process (pre-school to age 18), particularly to:</p> <ul style="list-style-type: none"> • make it more strength-based • emphasise the Voice of the Child/Young person • make it more goal focused, including both academic attainment, progress as well as PfA and well-being focused, broadening the range of experiences and opportunities made available to CYP 				
2. Active promotion of funded childcare opportunities for foster carers caring for eligible 2, 3 and 4 year olds.	Early Childhood Services	Irene Kakoullis	January 2019	AMBER: In Progress / development
3. Roll out and evaluate training for all early years providers to enable LAC children to be ready for school.	Early Childhood Services	Irene Kakoullis	March 2019	GREEN: On track / Completed
4. Encourage LAC and Care Leavers to consider a career in early years through targeted recruitment and apprenticeships.	Early Childhood Services	Irene Kakoullis	March 2019	AMBER: In Progress / development
5. Support the Virtual school to embed and look to extend delivery through Careers Local program	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key	September 2018	AMBER: In Progress / development
6. Support IAG to schools through provision of bought services	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key	Ongoing	GREEN: On track / Completed
7. Offer bespoke NEET support to young people post-16 presenting as NEET	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key	Ongoing	GREEN: On track / Completed
8. Secure support for those young people on SEND support levels to access Life Chances Fund "FutureU" program	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key	September 2018 onwards	AMBER: In Progress / development

9. Liaise with ITE colleagues to design and incorporate provision for trainees, to provide better insight into the needs of LAC, care leavers and those at risk (e.g. invite designated teachers to speak to our students)	NTU	Jane Moore/Matt Varley		AMBER: In Progress / development
10. Establish enhanced partnerships with schools that have especially effective provision for LAC & Care Leavers, so we can provide bespoke placements for those students who are interested in 'specialising' in this area.	NTU	Jane Moore/Matt Varley		AMBER: In Progress / development
11. Consult with strategic partnership groups on how best to support trainees and NQTs to achieve the best possible understanding and strategies to support these LAC & Care Leavers.	NTU	Jane Moore/Matt Varley		AMBER: In Progress / development
12. Work with other colleagues in the wider School of Social Sciences who have particular relevant interests and expertise, in order to coordinate our approaches and offer additional support as appropriate and agreed	NTU	Jane Moore/Matt Varley		AMBER: In Progress / development

Ambition 4: LAC and Care Leavers achieve sustained and fulfilling employment & economic independence

We have committed to:

- offer work experience and work placements, within an appropriate bespoke curriculum pathway plan, that supports children and young people, as far as they are able, to aspire to access the most appropriate route into future education, employment or training from Year 9 onwards;
- explore opportunities to exempt care leavers from council tax and maximise their income;
- provide initial work experience from Year 9, leading into work placements and employment from 16 years. This is to ensure that all LAC and care leavers have opportunities for learning and developing the appropriate skills that will support them in their future careers.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Personal Advisors to ensure needs-led plans are developed with Care Leavers which offer work experience and work placements to access the most appropriate route into future education, employment or training.	Schools, Universities/Colleges. Virtual School Leaving Care Service	Service Director, Education, Learning & Skills Group Manager, Social Work Services	March 2019	RED: Not Started or behind Schedule
1.1 Design and develop a Post-16 PEP process and document which incorporates the 3.1.6 and statutory guidance	Virtual School & CSC	Service Director, Education, Learning & Skills Group Manager, Social Work Services	March 2019	RED: Not Started or behind Schedule
1.2 Develop NTU involvement in the Local Authority work experience project.	Virtual School & NTU			

2. Active promotion of recruitment opportunities for young people considering a career in early years or early childhood services.	Early Childhood Services	Irene Kakoullis	Early Childhood Services	AMBER: In Progress / development
3. Continue to explore opportunities for bespoke funding for a work experience and mentoring package of support	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key	December 2018	AMBER: In Progress / development
4. Work with NCC, schools and other colleagues to set up HE 'experiences' here at NTU for LAC and care leavers (e.g. enhanced induction? work experience?)	NTU	Jane Moore/Matt Varley		AMBER: In Progress / development
5. Scope the feasibility of setting up a LAC conference – a forum for LAC services to disseminate what they do, bring designated teachers together, invite speakers (including care leavers) and build momentum around coordinated actions.	NTU	Jane Moore/Matt Varley		GREEN: On track / Completed

Ambition 5: LAC and Care Leavers make a positive contribution

We have committed to:

- encourage all children and young people to participate in the children in care council, to enable their voice to shape our services;
- encourage and support young people in care to access the Duke of Edinburgh scheme;
- encourage and support young people in care to access cadet training programmes;
- encourage and support children and young people to join a uniformed organisation;
- encourage and support children to engage in or lead community activities, including arts, sports, science and engineering, in schools, with carers and through the broader partnership.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Engage Care Leavers to provide their opinions as part of service user feedback that forms part of the quality assurance framework, as well as via Independent Reviewing Officers.	Children in Care Council Leaving Care Service IRO Service	Group Manager, Safeguarding, Assurance and Improvement Group Manager, Service Improvement	March 2019	GREEN: On track / Completed
2. Employ a care leaver apprentice to support social work practice in relation to children's mental health, and champion the integrated personal commissioning pilot in Nottinghamshire (this could also go in Ambition 2... but is more focused on	Nottinghamshire County Council	Tasha Wrzesinski (Public Health & Commissioning Manager, Integrated Children's Commissioning Hub)	By Q2 18/19	GREEN: On track / Completed

the care leaver being able to inform practice and contribute to local transformation)				
3. Extend the engagement of a wider range of Local Authority colleagues in the annual Achievement Event	Virtual School	Service Director, Education, Learning & Skills		GREEN: On track / Completed

Ambition 6: LAC and Care Leavers have a positive transition to adulthood

We have committed to:

- ensure that placements prepare and plan for children's independence and transition to adulthood;
- extend the personal adviser offer to all looked after young people aged 16 years or above;
- increase multi-agency support in planning for adulthood, building on shared pathway plans from age 14 years onwards, underpinned by high quality independent information advice and guidance;
- promote independent challenge and scrutiny, by continuing the involvement of the IRO to care leavers.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Increase the range of supported accommodation options for those who will find the transition to independence	Supported accommodation providers	Group Manager Placement and Commissioning	January 2019	Please Select
2. Reviewing our current pathway planning process including the interface with the local authority leaving care team to ensure a robust process. This includes the handover of both physical and mental health care needs, those with SEND and EHCP and open to CAMHS.	Local authority	Local authority - ? Independent reviewing officer (Steve Edwards/Laurence Jones/Claire Sampson/Amanda Colinson/Joe Foley)	April 2019	AMBER: In Progress / development
3. Review and agree the important health information given to care leavers, developing a robust pathway for distribution of this, and an accompanying quality assurance process. This will ensure we routinely give good quality information and support to our young people. To include those receiving an IHA (in 5 county CCGs), our care leavers placed out of area, other	Health provider organisations (SFHFT, NUH and NHCT, DBTH) and County CCGs (Designated professionals).	Designated professionals for LAC (5 county CCGs). Designated Professionals for LAC (Bassetlaw CCG).	December 2018.	GREEN: On track / Completed

local authorities children placed within Nottinghamshire, and those young people who do not engage.				
4. Notts Enabling Service to work with young people with disabilities from the age of 17	ASCH	Naomi Russell	Started April 2018	GREEN: On track / Completed
5. More closely align children's and adults services for young people with disabilities.	CFCS/ASCH	Naomi Russell, Sandrina Mapletoft, Louise Benson and other members of the 'Preparing for Adulthood' workstream	Ongoing	GREEN: On track / Completed
6. Increase supported internship opportunities for young people with disabilities	CFCS/ASCH	Naomi Russell, Louise Benson	1 year	GREEN: On track / Completed
7. Increase employment opportunities for young people with disabilities within the county council	CFCS/ASCH	Naomi Russell/Louise Benson/Ainsley MacDonnell	2 years	AMBER: In Progress / development
8. Assistive technology pilot for young people with disabilities	CFCS/ASCH	Mark Douglas/Joanne Rush	1 year	AMBER: In Progress / development
9. Increase the range of supported accommodation options for those who will find the transition to adulthood most difficult	Supported accommodation providers County Council	Service Manager, Homelessness and Supported Accommodation	January 2019	GREEN: On track / Completed
10. Agree a model of independent review for care leavers	County Council	Group Manager, Safeguarding, Assurance and Improvement	November 2018	AMBER: In Progress / development
11. Ensure effective links made between personal advisers and NEET service support for care leavers	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key Steve/EdwardsClaire Sampson/Amanda Colinson	September 2018	AMBER: In Progress / development
12. Joint session re Futures support and services with personal adviser team, enabling sharing of practice and information to support care leavers	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key Steve/EdwardsClaire Sampson/Amanda Colinson	September 2018	AMBER: In Progress / development
13. Agree a more robust relationship with the CSC Leaving Care officer working with the Post-16 cohort to: <ul style="list-style-type: none"> • clarify respective roles and responsibilities • agree a common approach to improving transition support in schools, bridging into post-16 settings 	The Virtual School	Service Director, Education, Learning & Skills		AMBER: In Progress / development
14. Identify Project officer short term support to coordinate the development of a coherent local offer by 31 September 2018	Steve Edwards Marion Clay	Nottinghamshire County Council	September 2018	GREEN: On track / Completed
15. Identify an officer with IT expertise to explore the development of an online/off line app that can host the local offer	Marion Clay Liz Kitts NCC IT	Nottinghamshire County Council	September 2018	GREEN: On track / Completed

16. Identify lead officers or partners to develop the local offer around: ➤ Accommodation ➤ District Council Support ➤ Education ➤ Work Experience ➤ Employment/Apprenticeships ➤ Leaving Care Support ➤ Health	Beth Downing John Robinson Marion Clay Helen Richardson and Marion Clay Terry Galloway Amanda Collinson Kate Allen/Helena Cripps	Nottinghamshire Council Council District/Borough Councils Futures NTU Health Providers		GREEN: On track / Completed
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PROGRAMME

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**24 April 2019**

**09:00 - 16:00**

**Title: Doing what matters: making a difference for our children in care**

**Venue: Nottingham Conference Centre (Nottingham Trent University) Burton Street, Nottingham NG14BU**

**08:30 - 09:00** Registration

**09:00 - 09:15** Welcome by Nottingham

Trent University

**09:15 -10:00 Introduction:** Sir John Timpson-

'Light Bulb Moments'

**10:00 - 10:45** Key Note 1: Lisa Cherry - 'The Power of

Relationships'

**10:45 - 11:00** Refreshments

**11:00 - 12:00** Workshops

**12:00 - 13:00** Lunch

**13:00 - 14:00** Workshops

**14:00 -14:15** Refreshments

**14:15 -15:15** Key Note 2: Luke Rodgers - 'Living a Careless Life'

[Page 45 of 146](#)

**15:15 - 16:00** Plenary

## **Workshops – delivered by Nottinghamshire CC Education Psychologists**

### **Emotion coaching and the role of the regulating adult**

A workshop exploring how we, the adults, can use emotion coaching to support our children and young people when they are feeling emotionally overwhelmed and showing you this through behaviours that are difficult to manage. This workshop will explore how we all manage and 'act out' the emotions that we feel. The workshop will consider how we can help our young people to feel calmer after experiencing strong emotions, through their relationship with you and using emotion coaching as a framework to support this.

### **Being the adult that makes the difference: Supporting adult resilience**

We know that safe relationships with trusted adults makes the positive difference in young people's lives. But to be this adult is not always easy. This workshop will explore with you how you can support your own resilience and emotional wellbeing to enable you to become that adult who is able to make the difference.

### **Won't do or can't, understanding how to support our young people by understanding executive functioning**

This workshop will explore what executive functioning is. We all have executive functioning skills and they enable us to plan and carry out our day to day tasks. By understanding executive functioning the workshop will demonstrate that there are some things we can do to support our young people towards a greater sense of achievement.

### **What's our story? Using narrative to support our young people to tell it their way**

Young people in care often have their stories told for them. This workshop will introduce you to Narrative psychology and the importance of hearing the story from our young people's perspectives and creating preferred future stories. This workshop will explore a tool to support you to properly 'hear' what is important to your young person.

### **Repairing and restoring our relationships: thinking restoratively**

Restorative practice is about developing a sense of community and repairing harm and relationships when they rupture. When done sensitively and within the supportive and trusted relationships, restorative practice can support adults and young people to think about what has happened and support one another to put things right again.







**16 September 2019****Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, FINANCE, INFRASTRUCTURE &  
IMPROVEMENT****CHILDREN AND YOUNG PEOPLE CORE DATA SET - PERFORMANCE FOR  
QUARTER 1****Purpose of the Report**

1. This report provides the Committee with a summary of the performance of the Council's services for children and young people for quarter 1 of 2019/20 (1<sup>st</sup> April to 30<sup>th</sup> June 2019).

**Information**

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

**Performance Reporting for 2019/20**

5. This report provides a summary of the quarter 1 position for the Children's Social Care and Education Core Data Set performance measures that fall within the responsibility of the Children and Young People's Committee. The full Core Data Set is included in **Appendices 1 and 2**. **Appendix 1** shows those measures which have received updates since the previous quarter. **Appendix 2** shows those measures which have not changed.
6. For each measure, the following information is provided:
  - Current performance and whether a high or low value is regarded as 'good'.
  - The period this current value relates to.

- An indication of whether performance has improved (+), declined (-), or remained the same (=) over the current reporting period. The most recently available annual performance and which year this relates to.
- The underlying numbers used to calculate the % for some measures is provided within the measure description.
- If a measure is cumulative, this is stated in the measure description.
- Comparator data of the national average for England, and that of the Council's children's services statistical neighbours, where this data is available.

## **Child and Family Assessments**

7. The percentage of Child and Family Assessments completed within timescale has decreased from 98.2% in quarter 4 of 2018/19 to 97.7% in quarter 1 of 2019/20. This remains well above the target of 85% and above the Council's statistical neighbours and national averages. This has been delivered while focussing on proportionate and timely assessments being undertaken. Assessment Service principles and guidance alongside the SMART (specific, measurable, achievable, realistic, timely) allocation system ensures that staff are able to meet this timescale consistently.

## **Child protection**

8. The rate of children subject to a child protection plan (CPP) continues to be above the England and statistical neighbour averages for 2017/18; the current value is 52.1 per 10,000. Managers audit conference minutes intermittently to ensure that the threshold is being met for cases coming to conference and any cases found not to be appropriate are raised with operational Service Managers. However, plans are only made where appropriate and quality assurance (QA) to date has indicated that the correct thresholds are being applied. This receives ongoing management attention.
9. The percentage of CPPs lasting two years or more this quarter has decreased since quarter 4 which is positive. However, the Council remains above national and statistical neighbour percentages so this is an area for continued attention. The figures relate to 24 children in 11 families. These represent the most difficult cases and have been escalated for management oversight as required after 15 months subject to a plan. Operational managers document an analysis of the cases in respect to making progress, whether that be through legal planning meetings/ Public Law Outline and court applications.
10. There has been an increase in the proportion of children becoming the subject of a CPP for a second or subsequent time this quarter. The largest category of registration for children on repeat plans is neglect followed by emotional abuse which is not dissimilar to the previous quarter. They are complex cases and they continue to receive close management attention. Given that the Council is above national and statistical neighbour percentages, this will receive focussed attention from the Chairs service and operational colleagues.
11. The percentage of CP cases reviewed within timescales is calculated on a rolling basis for the previous 12 months; management continue to monitor the performance in this area in order to meet Nottinghamshire targets. The current value is 94.8%. This continues to be above the England average and has increased from the last quarter, which was 91.5%.

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

12. There has been a decline in the numbers of CSE cases coming through the Multi-Agency Safeguarding Hub (MASH) and a consequent decrease in subsequent activity. The figures do match quarter 1 last year, but this will receive further management attention to ensure figures represent the scale of the issue in Nottinghamshire. This will be picked up by the cross authority strategic group.
13. The picture across these measures remains similar to last year's figures with seasonal variations showing in quarter 1, including a slight increase in missing incidents during light nights and good weather. The progress on completion of Return Interviews within timescale (seen in quarter 4) has not been maintained. The figure is impacted by a variety of factors including resistance from young people and families. However, targeted work is underway to further support improvement, including the planned introduction of a new Mosaic step that will aid accurate reporting of completed work in a timely way.

## **Looked After Children**

14. This measure considers Looked After Children (LAC) who have had more than three placements during the previous 12 months as a proportion of all LAC. This has remained stable over the last 12 months, with a variance of just 0.2 percentage points.
15. Caution should be exercised when benchmarking against national data because the current Nottinghamshire figure is calculated in a different way to the most recently published national average (2017/18). Nottinghamshire data includes each and every placement move a young person experiences whereas the national data counts only those moves to a different provider. Thus, the Nottinghamshire figure is over-inflated by comparison. The fact that the comparator national data is two years old also masks the fact that this performance indicator has presented an increasing challenge for all authorities over the past two years.
16. In addition, whilst the general rule of fewer placement moves resulting in better outcomes prevails for the majority of cases, the computation of this specific performance indicator works against the otherwise excellent work done within children's social care to transition 16/17 year old LAC into a number of discrete supported placements that provide this group of older young people with the necessary life skills to equip them for independence into adulthood. Almost 40% of the young people who experience multiple placement moves are over 16 years of age. Nevertheless, it remains a challenge to minimise placement moves for younger children too, and a programme of focused case audits is currently being undertaken to better understand the underlying cause of the rise in the number of LAC who experience multiple placement moves and to prevent unplanned disruption to the lives of Looked After Children.
17. Despite the continuing challenge posed by multiple placement moves for some young people, the Council's continued strong performance in relation to this performance indicator (in which it out-performs national and statistical neighbours benchmarks), indicates that the vast majority of children and Looked After Children experience very stable placements over the longer term. The recent marginal decrease in absolute performance may well be due in part to the planned placement moves into semi-independent accommodation for older young people, though the data serves to confirm

that these do not compromise the overall objective of achieving placement stability over the longer term.

## **Adoption**

18. The average length of time between a child's admission into care and placement has decreased this quarter to 304 days. This figure is encouraging as it indicates that the Council's processes for identifying children in need of an adoption plan and planning to home find early are successful and children are being placed with their adopters without delay.
19. The average number of days between placement order and deciding on an appropriate family for a child or children has also decreased and is now at 168 days. This measure is lower than statistical neighbours and national figures. It is likely that the timescales are impacted by the time it can take to identify a suitable match for harder to place children.

## **Care leavers**

20. The percentage of care leavers aged 19-21 years currently classed as in education, employment and training, has remained at 49.8% this quarter, which is above the target of 49%. Nottinghamshire remains slightly above statistical neighbours but slightly below the national average. The Leaving Care Service is currently undertaking a review of all care leavers' employment statuses to ensure these are up to date and accurate.
21. The percentage of care leavers aged 19-21 years living in suitable accommodation has decreased slightly from 87.4% to 85.6% in quarter 1. This remains slightly above statistical neighbour and national averages. The Leaving Care Service is currently undertaking a review of all care leavers' accommodation statuses to ensure these are up to date and accurate.

## **Educational standards**

### **Ofsted inspections**

22. The following paragraphs on Ofsted inspections are based on the current inspections of schools and do not take into account the former judgement of schools which have closed and re-opened as a sponsored academy (current Ofsted reporting arrangements include former judgements of closed schools until they are re-inspected). Numbers on roll are as at May 2019.
23. The number of primary schools in an Ofsted category (Inadequate) has decreased to two schools from three at the last quarter. Langold Dyscarr (Bassetlaw district, LA maintained school; 280 pupils on roll) closed and re-opened in April as a sponsor led academy under the leadership of Shine Multi Academy Trust. The other two schools from the last quarter remain. These are Hillocks Primary (Ashfield district, LA maintained school; 332 pupils on roll) and Haggonfields Primary (Bassetlaw district, LA maintained school with 107 pupils on roll).
24. The number of secondary schools in an Ofsted category has increased to two schools from one at the last quarter. Sutton Community Academy (Ashfield district, a sponsor led

academy which converted January 2013 under the leadership of Academy Transformation Trust; 692 pupils on roll) became Inadequate in May (previously judged as Good). Kirkby College (Ashfield district; a convertor academy which converted August 2012 with 434 pupils on roll) remains Inadequate since the last quarter.

### **School exclusions**

25. Latest data on permanent exclusions for the 2017/18 academic year from all schools (primary, secondary and special schools including academies) shows Nottinghamshire continues to remain below both national and statistical neighbour averages. 0.04% (48 pupils) of the overall Nottinghamshire school population were excluded in 2017/18, this rate remains unchanged from the previous academic year, however the number of pupils permanently excluded fell from 53 (in 2016/17) to 48 this period.
26. The national and statistical neighbour figure for the same period remains unchanged at 0.10% from the previous year. On this measure Nottinghamshire is placed 2<sup>nd</sup> (out of 11 LAs; no change in rank from last year) with Kent LA placed first (exclusion rate of 0.02%). Comparisons with Nottinghamshire's closest statistical neighbour, Derbyshire, was 0.17% (an increase from 0.12% the previous year).

### **Two-year-old take up**

27. The number of 2-year olds taking up their free entitlement in the summer 2019 term shows a slight decrease from the same period last year. 72.1% of eligible 2 year olds are attending providers, a 0.7 percentage point decrease (from 72.8%) from the same term last year. Rushcliffe district continues to have the highest proportion of eligible 2 year olds accessing their entitlement whereas Bassetlaw district has the lowest at 62.7%. Comparisons with the same term last year show Broxtowe district witnessed a fall (down 7.0 percentage points from summer 2018 to 74.6%) followed by Ashfield district with a fall of 6.2 percentage points to 63.2% and Bassetlaw district with a fall of 3.4 percentage points to 62.7% over the same period. All other districts witnessed increases in take up. The Childcare Sufficiency Assessment for 2019 identified that there are areas in Bassetlaw with poor take up linked to reduced access to provision across large geographical areas, as well as insufficient childcare places for eligible 2 year olds.

### **Youth Offending & Early Help Support**

28. The rate (per 100,000 population) of First Time Entrants (FTEs) for the full year to March 2019 has seen a drop from 322 to 251. The focus on reducing FTEs within the Youth Justice Service (YJS) is believed to be significant and it seems that the impact of changes with frontline Police and YJS staff are now being seen.

### **Other Options Considered**

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

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

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

## **Statutory and Policy Implications**

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

## **Financial Implications**

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

## **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**

- 1) That Committee considers whether there are any actions it requires in relation to the performance information on the Council's services for children and young people for the period 1<sup>st</sup> April to 30<sup>th</sup> June 2019.

**Nigel Stevenson**

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

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

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## **Constitutional Comments (EP 22/08/19)**

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

## **Financial Comments (SAS 27/08/19)**

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 2018/19) – services for children and young people – report to Children and Young People's Committee on 17<sup>th</sup> June 2019.

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

All.

C1277





# Appendix 1 - Indicators updated from previous report



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

| Key Performance Indicator                                                                                | Nottinghamshire |            |                          |                |                             | Comparator Data        |                        |                    |
|----------------------------------------------------------------------------------------------------------|-----------------|------------|--------------------------|----------------|-----------------------------|------------------------|------------------------|--------------------|
|                                                                                                          | Current Value   | Best to be | Current Reporting Period | Previous Value | Previous Annual Performance | National Average       | Statistical Neighbours |                    |
| Child and Family assessments for Children’s Social Care carried out within statutory timescales          | 97.7%           | -          | High                     | 2019/20 Q1     | 98.2%                       | 96.1% (P)<br>(2018/19) | 82.7%<br>(2017/18)     | 81.3%<br>(2017/18) |
| Percentage of child protection cases reviewed within timescale                                           | 94.8%           | +          | High                     | 2019/20 Q1     | 91.5%                       | 91.5% (P)<br>(2018/19) | 90.5%<br>(2017/18)     | 93.3%<br>(2017/18) |
| Children subject to a Child Protection Plan – Rate per 10,000                                            | 52.1            | N/A        | N/A                      | 2019/20 Q1     | 51.8                        | 51.8 (P)<br>(2018/19)  | 45.3<br>(2017/18)      | 44.3<br>(2017/18)  |
| Children who are subject to a child protection plan for 2 years or more                                  | 6.2%            | +          | Low                      | 2019/20 Q1     | 7.9%                        | 3.2% (P)<br>(2018/19)  | 3.4%<br>(2017/18)      | 3.6%<br>(2017/18)  |
| Children becoming the subject of a child protection plan on more than one occasion                       | 28.7%           | -          | Low                      | 2019/20 Q1     | 22.9%                       | 24.2% (P)<br>(2018/19) | 20.2%<br>(2017/18)     | 20.4%<br>(2017/18) |
| Total number of individual children reported missing this quarter                                        | 337             | -          | Low                      | 2019/20 Q1     | 298                         | 967 (P)<br>(2018/19)   | –                      | –                  |
| Of the children reported missing, % missing from home (217/337)                                          | 64.4%           |            |                          | 2019/20 Q1     | 62.8%                       | 71% (P)<br>(2018/19)   | –                      | –                  |
| Of the children reported missing, % missing from care placement (126/337)                                | 37.4%           |            |                          | 2019/20 Q1     | 38.5%                       | 33% (P)<br>(2018/19)   | –                      | –                  |
| Of the children reported missing, % missing from NCC LAC care placement (79/337)                         | 23.4%           |            |                          | 2019/20 Q1     | 25.8%                       | 18% (P)<br>(2018/19)   | –                      | –                  |
| Total number of missing occurrences* this quarter generated by these children                            | 721             | -          | Low                      | 2019/20 Q1     | 654                         | 2785 (P)<br>(2018/19)  | –                      | –                  |
| Percentage of Nottinghamshire LAC missing from placement by individual child (L) (79/866)                | 9.1%            | -          | Low                      | 2019/20 Q1     | 8.8%                        | 18%<br>(2017/18)       | 11%<br>(2017/18)       | 10.1%<br>(2017/18) |
| Percentage of Return Interviews completed within timescale (L) (181/256)                                 | 70.7%           | -          | High                     | 2019/20 Q1     | 79%                         | 73% (P)<br>(2018/19)   | –                      | –                  |
| Percentage of children reported missing this qtr who have gone missing 5+ times in last 12 mths (86/337) | 25.5%           | +          | Low                      | 2019/20 Q1     | 27%                         | 14% (P)<br>(2018/19)   | –                      | –                  |
| Number of children reported to MASH as at risk of CSE                                                    | 79              | +          | Low                      | 2019/20 Q1     | 110                         | 381 (P)<br>(2018/19)   | –                      | –                  |
| Number of LAC children subject to CSE strategy meeting                                                   | 0               | +          | Low                      | 2019/20 Q1     | 2                           | 5 (P)<br>(2018/19)     | –                      | –                  |
| Number of non LAC children subject to CSE strategy meeting                                               | 10              | +          | Low                      | 2019/20 Q1     | 22                          | 59 (P)<br>(2018/19)    | –                      | –                  |
| Percentage of looked after children placed 20 miles or more from home (L) (124/808)                      | 15.3%           | +          | Low                      | 2019/20 Q1     | 16.1%                       | 16.1% (P)<br>(2018/19) | 15.0%<br>(2017/18)     | 15.5%<br>(2017/18) |
| Looked after children with 3 or more placements in any one year (L)                                      | 12.4%           | -          | Low                      | 2019/20 Q1     | 12.2%                       | 12.2% (P)<br>(2018/19) | 10.0%<br>(2017/18)     | 10.1%<br>(2017/18) |
| Percentage of looked after children remaining in long-term placements (L)                                | 71.0%           | -          | High                     | 2019/20 Q1     | 72.9%                       | 72.9% (P)<br>(2018/19) | 70%<br>(2017/18)       | 70.5%<br>(2017/18) |
| Percentage of care leavers in education, employment or training aged 19-21 (L) (107/215)                 | 49.8%           | =          | High                     | 2019/20 Q1     | 49.8%                       | 49.8% (P)<br>(2018/19) | 51%<br>(2017/18)       | 47.8%<br>(2017/18) |
| Percentage of care leavers in higher education aged 19-21 (L) (11/215)                                   | 5.1%            | -          | High                     | 2019/20 Q1     | 6.7%                        | 3.0%<br>(2017/18)      | 6.0%<br>(2017/18)      | 5.5%<br>(2017/18)  |
| Percentage of care leavers in suitable accommodation (L) (184/215)                                       | 85.6%           | -          | High                     | 2019/20 Q1     | 87.4%                       | 87.4% (P)<br>(2018/19) | 84%<br>(2017/18)       | 84.3%<br>(2017/18) |

For Nottinghamshire, the performance data available at the end of quarter 1 2019/20 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value

NB Missing definition = reported as missing to Police, includes missing no risk (absent) as well as missing  
\* missing occurrences - Current value is total over 3 months, annual performance is total over 12 months

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

| 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 school-age LAC with an up-to-date Personal Education Plan (L) (384/624)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 61.5%           | -          | High                     | 2019/20 Q1       | 68.7%                       | 68.7% (P) (2018/19) | -                      | -                  |
| Percentage of LAC who took up the opportunity to be consulted by their Independent Reviewing Officer (IRO) prior to the LAC Review Meeting (L) (148/520)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 28.5%           | +          | High                     | 2019/20 Q1       | 25.8%                       | 30.8% (P) (2018/19) | -                      | -                  |
| Average time between a child entering care and moving in with its adoptive family, for those adopted children (days)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 304             | +          | Low                      | 2019/20 Q1       | 446                         | 395 days (2016-19)  | 486 days (2015-18)     | 481 days (2015-18) |
| Average time between a LA receiving court authority to place a child and deciding on a match to an adoptive family (days)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 168             | +          | Low                      | 2019/20 Q1       | 194                         | 146 days (2016-19)  | 201 days (2015-18)     | 189 days (2015-18) |
| Number of primary schools in an Ofsted category (Inadequate)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 2               | +          | Low                      | 2019/20 Q1       | 3                           | n/a                 | -                      | -                  |
| Number of secondary schools in an Ofsted category (Inadequate)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2               | -          | Low                      | 2019/20 Q1       | 1                           | n/a                 | -                      | -                  |
| Rate of permanent exclusions from school (primary, secondary and special schools)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 0.04%           | =          | Low                      | 2017/18 academic | 0.04%                       | 0.04% (2016/17)     | 0.10% (2017/18)        | 0.10% (2017/18)    |
| Percentage of two year olds taking up their free entitlement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 72.1%           | -          | High                     | Summer Term 2019 | 72.8%                       | 72.8% (Summer 2018) | -                      | -                  |
| Participation in education, employment and training (EET) aged 16-17                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 94.0%           | -          | High                     | 2019/20 Q1       | 94.9%                       | 94.9% (2018/19 Q4)  | -                      | -                  |
| Percentage not in education, employment or training (NEET) aged 16-17                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1.9%            | -          | Low                      | 2019/20 Q1       | 1.7%                        | 1.7% (2018/19 Q4)   | -                      | -                  |
| Percentage whose destination is not known aged 16-17                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4.1%            | -          | Low                      | 2019/20 Q1       | 3.4%                        | 3.4% (2018/19 Q4)   | -                      | -                  |
| Numbers of individual children and young people engaged in positive activities delivered by the Young People's Service (cumulative)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 6,604           | -          | High                     | 2019/20 Q1       | 16,338                      | 16,338 (2018/19)    | -                      | -                  |
| Numbers of children and young people accessing Outdoor and Environmental Education (cumulative)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 8,928           | -          | High                     | 2019/20 Q1       | 29,056                      | 29,056 (2018/19)    | -                      | -                  |
| Numbers exiting substance misuse treatment in a planned manner                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 97%             | +          | High                     | 2018/19 Q4       | 96%                         | 98% (2017/18)       | 81% (2017/18)          | -                  |
| First time entrants to the Youth Justice System aged 10-17 (per 100,000) (cumulative)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 251             | -          | Low                      | 2018/19 Q4       | 198                         | 269                 | 276 (2017/18)          | -                  |
| Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Nottinghamshire NHS)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 43.0%           | +          | High                     | 2018/19 Q4       | 41.4%                       | 38.8% (2017/18)     | 42.7% (2017/18)        | 42.3% (2017/18)    |
| For Nottinghamshire, the performance data available at the end of quarter 1 2019/20 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value |                 |            |                          |                  |                             |                     |                        |                    |

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



**Nottinghamshire  
County Council**

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

| Key Performance Indicator                                                                                                                                                                                 | Nottinghamshire |            |                          |                  |                             | Comparator Data    |                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------|--------------------------|------------------|-----------------------------|--------------------|------------------------|
|                                                                                                                                                                                                           | Current Value   | Best to be | Current Reporting Period | Previous Value   | Previous Annual Performance | National Average   | Statistical Neighbours |
| Average Strengths and Difficulties Question (SDQ) Score per LAC (for at least 12 months) (L) <i>(Maximum possible score 40)</i>                                                                           | 15.9            | -          | Low                      | 2017/18          | 14.9                        | 14.9<br>(2016/17)  | 14.2<br>(2017/18)      |
| Percentage of LAC (for at least 12 months) with up to date immunisations (L) (551 /557)                                                                                                                   | 98.9%           | +          | High                     | 2017/18          | 87%                         | 87%<br>(2016/17)   | 85%<br>(2017/18)       |
| Percentage of LAC (for at least 12 months) who have had their teeth checked by a dentist (L) (457/557)                                                                                                    | 82.0%           | -          | High                     | 2017/18          | 83%                         | 83%<br>(2016/17)   | 84%<br>(2017/18)       |
| Percentage of LAC (for at least 12 months) who have had their annual health assessment (L) (523/557)                                                                                                      | 93.9%           | -          | High                     | 2017/18          | 95%                         | 95%<br>(2016/17)   | 88%<br>(2017/18)       |
| Percentage of LAC (for ar least 12 months & under 5) whose development assessments are up to date (33/33)                                                                                                 | 100.0%          | +          | High                     | 2017/18          | 98%                         | 98%<br>(2016/17)   | 85%<br>(2017/18)       |
| Percentage of LAC (for at least 12 months) identified as having a substance misuse problem (L) ( / )                                                                                                      | 5.0%            | -          | Low                      | 2017/18          | 4%                          | 4.0%<br>(2016/17)  | 4%<br>(2017/18)        |
| Percentage of LAC (for at least 12 months) convicted or subject to a final warning or reprimand (L) (0/572)                                                                                               | 0.0%            | =          | Low                      | 2017/18          | 0.0%                        | 0.0%<br>(2016/17)  | 4%<br>(2017/18)        |
| Percentage of LAC achieving expected standard at KS1 in Reading (L)                                                                                                                                       | 31.3%           | -          | High                     | 2017/18 academic | 47.6%                       | 47.6%<br>(2016/17) | 51.0%<br>(2017/18)     |
| Percentage of LAC achieving expected standard at KS1 in Writing (L)                                                                                                                                       | 25.0%           | -          | High                     | 2017/18 academic | 38.1%                       | 38.1%<br>(2016/17) | 42.0%<br>(2017/18)     |
| Percentage of LAC achieving expected standard at KS1 in Maths (L)                                                                                                                                         | 37.5%           | +          | High                     | 2017/18 academic | 33.3%                       | 33.3%<br>(2016/17) | 49.0%<br>(2017/18)     |
| Percentage of LAC achieving expected standard at KS2 in Reading (L)                                                                                                                                       | 46.9%           | +          | High                     | 2017/18 academic | 42.5%                       | 42.5%<br>(2016/17) | 51.0%<br>(2017/18)     |
| Percentage of LAC achieving expected standard at KS2 in Writing (L)                                                                                                                                       | 37.5%           | -          | High                     | 2017/18 academic | 50.0%                       | 50.0%<br>(2016/17) | 49.0%<br>(2017/18)     |
| Percentage of LAC achieving expected standard at KS2 in Maths (L)                                                                                                                                         | 37.5%           | -          | High                     | 2017/18 academic | 45.0%                       | 45.0%<br>(2016/17) | 47.0%<br>(2017/18)     |
| Percentage of LAC achieving 9-5 grades in GCSE English & maths at KS4 (L)                                                                                                                                 | 6.8%            | -          | High                     | 2017/18 academic | 11.5%                       | 11.5%<br>(2016/17) | 7.8%<br>(2017/18)      |
| Percentage of LAC achieving 9-4 grades in GCSE English & maths at KS4 (L)                                                                                                                                 | 22.7%           | +          | High                     | 2017/18 academic | 21.3%                       | 21.3%<br>(2016/17) | 17.8%<br>(2017/18)     |
| Percentage of LAC classed as persistent absentees (L) (32/360)                                                                                                                                            | 8.9%            | -          | Low                      | 2017/18 academic | 7.9%                        | 7.9%<br>(2016/17)  | 10.6%<br>(2017/18)     |
| Percentage of LAC permanently excluded (L) (0/387)                                                                                                                                                        | 0.0%            | =          | Low                      | 2016/17 academic | 0.0%                        | 0.0%<br>(2015/16)  | 0.10%<br>(2016/17)     |
| Percentage of LAC with at least one fixed term exclusion (L) (41/387)                                                                                                                                     | 10.6%           | -          | Low                      | 2016/17 academic | 9.8%                        | 9.8%<br>(2015/16)  | 11.8%<br>(2016/17)     |
| Percentage of young people qualified to Level 3 (2 passes at A-Level or equivalent) by age 19                                                                                                             | 51.8%           | =          | High                     | 2017/18 academic | 51.8%                       | 51.8%<br>(2016/17) | 57.2%<br>(2017/18)     |
| 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 | 23.4%           | +          | High                     | 2017/18 academic | 22.9%                       | 22.9%<br>(2016/17) | 27.2%<br>(2017/18)     |
| Early years foundation stage attainment (Reaching a 'Good Level of Development' - at least expected in all early learning goals in all prime areas and in the specific areas of literacy and mathematics) | 69.7%           | +          | High                     | 2017/18 academic | 68.2%                       | 68.2%              | 71.5%<br>(2017/18)     |
| Pupils achieving at least the expected standard in reading, writing & mathematics at age 11                                                                                                               | 64.7%           | +          | High                     | 2017/18 academic | 61.8%                       | 61.8%              | 65%<br>(2017/18)       |
| Achievement of 9-5 grades in GCSE English & maths                                                                                                                                                         | 45.6%           | =          | High                     | 2017/18 academic | 45.6%                       | 45.6%              | 43.5%<br>(2017/18)     |
| Achievement of 9-4 grades in GCSE English & maths                                                                                                                                                         | 66.6%           | +          | High                     | 2017/18 academic | 65.9%                       | 65.9%              | 64.4%<br>(2017/18)     |

For Nottinghamshire, the performance data available at the end of quarter 1 2019/20 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value

## Appendix 2 - Indicators that remain unchanged from previous report (contd)



**Nottinghamshire  
County Council**

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

| 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 A level entries at A*-E grades                                                                                                          | <b>98.5%</b>    | -          | High                     | 2017/18 academic | 99.0%                       | 99.0%              | 97.7% (2017/18) –                   |
| Percentage of A level entries at A*-B grades                                                                                                          | <b>49.3%</b>    | -          | High                     | 2017/18 academic | 50.2%                       | 50.2%              | 50.0% (2017/18) –                   |
| Attainment gap for a good level of development in EYFSP between pupils taking free school meals and the rest                                          | <b>22.7%</b>    | +          | Low                      | 2017/18 academic | 23.0%                       | 23.0%              | 17% (2017/18) –                     |
| Attainment gap at age 11 between pupils taking free school meals and the rest ( <i>FSM during past six years</i> )                                    | <b>22.6%</b>    | +          | Low                      | 2017/18 academic | 24.0%                       | 24.0%              | 21.0% (2017/18) –                   |
| Attainment gap at age 16 between pupils taking free school meals and the rest ( <i>FSM during past six years</i> ) 9-5 grades in GCSE English & maths | <b>28.2%</b>    | +          | Low                      | 2017/18 academic | 30.2%                       | 30.2%              | 24.7% (2017/18) –                   |
| Attainment gap at age 16 between pupils taking free school meals and the rest ( <i>FSM during past six years</i> ) 9-4 grades in GCSE English & maths | <b>28.0%</b>    | +          | Low                      | 2017/18 academic | 31.4%                       | 31.4%              | 26.2% (2017/18) –                   |
| Percentage of overall absence in primary, secondary and special schools                                                                               | <b>4.5%</b>     | -          | Low                      | 2017/18 academic | 4.4%                        | 4.4% (2016/17)     | 4.8% (2017/18) 4.8% (2017/18)       |
| Primary schools judged by Ofsted as having good or outstanding standards of behaviour                                                                 | <b>93.4%</b>    | +          | 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                                                                  | <b>79.1%</b>    | -          | High                     | As at Sept 2015  | 83.3%                       | n/a                | 85.1% (Sept 2015) 84.2% (Sept 2015) |
| Percentage of children aged 0-4 living in low income areas registered with children's centres (snapshot)                                              | <b>100.0%</b>   | =          | High                     | 2018/19 Q1       | 100.0%                      | 100% (2017/18 Q4)  | –                                   |
| Percentage of children aged 0-4 living in low income areas seen at children's centres (cumulative)                                                    | <b>75.5%</b>    | +          | High                     | 2018/19 Q1       | 72.4%                       | 75.5% (2017/18 Q4) | –                                   |

For Nottinghamshire, the performance data available at the end of quarter 1 2019/20 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

**16 September 2019****Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND  
SKILLS****REQUEST TO CONSULT ON THE COUNCIL'S CHILDREN MISSING  
EDUCATION STRATEGY AND ELECTIVE HOME EDUCATION POLICY****Purpose of the Report**

1. This report seeks Committee approval to consult on a revised Children Missing Education (CME) Strategy and a communication strategy to inform stakeholders about the consultation.
2. The report also seeks Committee approval to consult on a revised Elective Home Education (EHE) Policy and a communication strategy to inform stakeholders about the consultation.
3. The outcomes of both consultations will then be brought back to the Committee in due course.

**Information**

4. Local authorities have a duty under section 436A of the Education Act 1996 to make arrangements to establish the identities of children in their area who are not registered pupils at a school and are not receiving suitable education otherwise. This duty only relates to children of compulsory school age (5 – 16 years). Local authorities are expected to have robust policies and procedures in place to enable them to meet their duty in relation to these children, including ensuring that there are effective tracking and enquiry systems in place, and a named person to whom schools and other agencies can make referrals about children who are missing education. Nottinghamshire County Council's Children Missing Officer supports in cases where Children and Young People's whereabouts are unknown; the Fair Access process and Pupil Missing Education Officer focusses on CYP whose whereabouts are known and who are known to be missing education.
5. The CME process focuses on known children and young people who are not accessing their full educational entitlement as a result of failing to secure a school place, facing permanent exclusion from school, refusing or being prevented from attending their school place, on a school roll but accessing less than their full educational entitlement, those unable to access full time education due to their mental or physical health needs, those who



are in unsuitable elective home education, as well as any child or young person known to other local authority services without a school place or refusing to attend school.

6. The Council's CME Strategy needs to be revised to reflect the publication of DfE updated statutory guidance Children Missing Education: Statutory Guidance for Local Authorities September 2016, The Timpson Review of School Exclusion, published May 2019, and the DfE Alternative Provision Market Analysis Research Report, published October 2018.
7. Parents have the right under Section 7 of the Education Act 1996 to take the decision to educate their children at home; this is known as elective home education and is distinct from home tuition that may be provided by a school, academy or the Local Authority if a pupil has health related needs. The Council's EHE Policy needs revising to reflect the publication of DfE updated non-statutory guidance Elective home education; Departmental guidance for local authorities, April 2019 and Elective home education: Departmental guidance for parents, April 2019.
8. It is proposed that formal consultation on a revised CME Strategy and a revised EHE Policy will run concurrently from 16 October - 20 November 2019.
9. To ensure that all stakeholders are informed and have the opportunity to respond to the consultation, it is proposed that a poster advising of the consultation and a summary of the consultation will be sent electronically to those listed below:
  - Known Early Years providers – including children centres
  - All schools in Nottinghamshire
  - Chairs of governors of schools clerked by the Council
  - County Councillors
  - Borough/District Councillors
  - Parish Councils
  - Dioceses
  - MPs
  - Neighbouring Local Authorities
  - Internal services - including
    - Elective Home Education
    - School Admissions
    - Integrated Children's Disability service (ICDS)
    - Place Planning
    - School Improvement.
10. There will also be publicity via social media and the Council's intranet and information regarding the consultation will be shared with school leaders at Fair Access Locality Panel meetings.
11. In addition, it is proposed that informal consultation with parents delivering EHE takes place in respect of a revised EHE Policy in the form of information sessions to be held at three locations across Nottinghamshire prior to the formal consultation opening. These sessions will be publicised by email to all known parents delivering EHE and EHE support groups, with an opportunity to give views by email for those unable to attend in person.



## **Other Options Considered**

12. The County Council remains statutorily responsible for ensuring that all children and young people in Nottinghamshire of statutory school age access full-time education. Pending public consultation and agreement of an updated strategy the CME Strategy initially endorsed by the Children and Young People's Committee on 23 April 2014 and approved by Policy Committee on 7 May 2014 continues to be implemented to ensure that every school aged child is placed on a school roll, with the exception of those who are electively home educated. No other options have been considered.
13. Current Nottinghamshire EHE Policy was last updated in September 2015 and is informed by previous DfE guidance. Pending public consultation and agreement of an updated policy the existing EHE Policy continues to be implemented. No other options have been considered.

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

14. Members will wish to be assured that the Council's statutory duty to provide full-time education for all children and young people of statutory school age is being fulfilled.
15. To ensure that Nottinghamshire's CME Strategy and EHE Policy are fit for purpose and reference the most recent DfE guidance.
16. The proposed communication strategies are cost effective.

## **Statutory and Policy Implications**

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

## **Financial Implications**

18. There is the potential for a minimal cost to be incurred through the running of three informal consultation events with EHE parents if it is necessary to source an external venue. Council premises will be utilised where possible. This cost will be met from the EHE budget.
19. Electronic communication will be used so there will be no postage costs incurred.

## **RECOMMENDATION/S**

That Committee:

- 1) agrees to formally consult with educational partners and other stakeholders on a revised Children Missing Education Strategy and approve the proposed communication strategy, the outcomes of which will be brought back to the Committee in due course.

- 2) agrees to formally consult with stakeholders on a revised Elective Home Education Policy and approve the proposed communication strategy, the outcomes of which will be brought back to the Committee in due course.

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

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### **Constitutional Comments (EP 29/08/19)**

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

### **Financial Comments (SAS 05/09/19)**

21. The CME consultation and its publicity will be via electronic communication so there will be no additional costs incurred. The EHE consultation may incur an additional cost for venue hire which is expected to be minimal.

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

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

Children Missing Education: Report to Children and Young People's Committee 14 January 2019

Children Missing Education: Statutory Guidance for Local Authorities September 2016  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/550416/Children\\_Missing\\_Education\\_-\\_statutory\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/550416/Children_Missing_Education_-_statutory_guidance.pdf)

The Timpson Review of School Exclusion May 2019  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/807862/Timpson\\_review.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/807862/Timpson_review.pdf)

DFE Alternative Provision Market Analysis Research Report October 2018  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/752548/Alternative\\_Provision\\_Market\\_Analysis.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/752548/Alternative_Provision_Market_Analysis.pdf)

Elective home education; Departmental guidance for local authorities, April 2019  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/791527/Elective\\_home\\_education\\_guidance\\_for\\_LAv2.0.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/791527/Elective_home_education_guidance_for_LAv2.0.pdf)

Elective home education: Departmental guidance for parents, April 2019

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/791528/EHE\\_guidance\\_for\\_parentsafterconsultationv2.2.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/791528/EHE_guidance_for_parentsafterconsultationv2.2.pdf)

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

All.

C1281



**16 September 2019****Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND  
SKILLS****COMMUNICATIONS STRATEGIES FOR FIRST ADMISSION TO PRIMARY  
SCHOOL AND TRANSFER FROM INFANT TO JUNIOR/PRIMARY SCHOOL IN  
SEPTEMBER 2020, AND FOR NOTTINGHAMSHIRE'S CONSULTATION ON  
ADMISSION ARRANGEMENTS 2021-2022****Purpose of the Report**

1. This report seeks approval to run a publicity campaign to inform parents and families about applying for school places for September 2020 for children starting school for the first time (reception) and transferring from infant school (year 2) to junior/primary education (year 3).
2. This report also seeks approval to carry out the statutory consultation on Nottinghamshire County Council's proposed school admission arrangements 2021-2022.
3. This report also seeks approval of a communication strategy to inform stakeholders about the consultation on Nottinghamshire County Council's proposed school admission arrangements 2021-2022.

**Information****Children starting school for the first time (reception) and transferring from infant school (year 2) to junior/primary education (year 3)**

4. The Council has a responsibility to ensure that a school place is allocated for all Nottinghamshire children whose parents require one.
5. Parents have the best chance of being allocated a place at a school they prefer if they apply on time, make four preferences, and ensure that at least one preference is for a school where their child has high priority within the oversubscription criteria.
6. Previous publicity campaigns to make this information widely available have been effective. For first admission (reception) in September 2019, 94.1% of on-time applicants were allocated their first preference, and 98.9% of on-time applicants were offered one of their preferences.

7. It is proposed that posters reminding parents of the need to apply for a school place, and of information available to support them when applying, will be communicated to the following:
- Known Early Years providers – including children centres
  - All schools in Nottinghamshire
  - Chairs of governors of schools clerked by the Council
  - County Councillors
  - Borough/District Councillors
  - Parish Councils
  - Dioceses
  - MPs
  - Neighbouring Local Authorities
  - GP surgeries
  - Nottinghamshire Libraries
  - Nottinghamshire Leisure Centres
  - Internal services - including
    - Elective Home Education
    - Fair Access
    - Integrated Children's Disability service (ICDS)
    - Place Planning
    - School Improvement.
8. A copy of the poster will be sent to Early Years providers and GP surgeries where no email address is available.
9. There will also be publicity via social media and the Council's intranet from the opening of the admission round (4 November 2019) to the closing date (15 January 2020).
10. Short promotional videos about applying for school places will be posted on the Council's public website and on social media.

#### **Consultation on Nottinghamshire County Council's proposed school admission arrangements 2021-2022**

11. All admission authorities must determine admission arrangements by 28 February every year.
12. Nottinghamshire County Council, as the local authority, is the admission authority for community and voluntary controlled schools in Nottinghamshire and is therefore responsible for determining the admission arrangements for these schools.
13. The County Council is also responsible for coordinating admission arrangements for all publicly funded schools in its area. These requirements are described in the School Standards and Framework Act (SSFA) 1998 and the School Admissions Code (SAC) 2014 which are available from the Department for Education website [www.education.gov.uk](http://www.education.gov.uk)

14. Where changes to admission arrangements are proposed, all admission authorities must consult for a minimum of six weeks between 1 October and 31 January in the determination year on the admission arrangements for those schools for which they are responsible (School Admissions Code 2014, paragraphs 1.42 – 1.50).
15. Admission authorities **must** consult with:
  - a) parents of children between the ages of two and eighteen years
  - b) other persons in the relevant area who in the opinion of the admission authority have an interest in the proposed arrangements
  - c) all other admission authorities within the relevant area (except that primary schools need not consult secondary schools)
  - d) whichever of the governing body and the local authority who are not the admission authority
  - e) any adjoining neighbouring local authorities where the admission authority is the local authority
  - f) in the case of schools designated with a religious character, the body or person representing the religion or religious denomination.
16. Nottinghamshire County Council's consultation on school admission arrangements 2021-2022 will take place from 7 October 2019 to 24 November 2019.
17. Nottinghamshire County Council's consultation on school admission arrangements 2021-2022 will include:
  - relevant areas
  - proposed change to the oversubscription criteria for All Hallows CofE Primary School
  - proposed change to some published admission numbers
  - minor changes to the dates within the coordinated schemes
  - proposed change to ensure all known children in Nottinghamshire have an allocated school place by September (infant to junior transfer; primary to secondary transfer)
  - proposed change to reduce the timeline for processing in-year applications
18. To ensure that all stakeholders are informed and have the opportunity to respond to the consultation, it is proposed that a poster advising of the consultation and a summary of the consultation will be sent by email to those listed in **paragraph 7** above.
19. A copy of the poster and summary of the consultation will be sent to Early Years providers and GP surgeries where no email address is available.
20. There will also be publicity via social media and the Council's intranet.

### **Other Options Considered**

21. Without this publicity regarding applying for school places for September 2020 for children starting school for the first time and transferring from infant school to junior/primary education, there is a risk that parents, particularly vulnerable groups, will not apply on time for a school place. Late applicants are more likely to receive an alternative offer of a place at a school which can be at a greater distance from the home address than the schools they prefer.



22. Consultation regarding the proposed school admission arrangements 2021-2022 is not optional.

### **Reason/s for Recommendations**

23. To enable the County Council to meet its statutory responsibility to consult on Nottinghamshire County Council's proposed admission arrangements for 2021-2022.
24. The methods used are cost effective, particularly the use of social media.

### **Statutory and Policy Implications**

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

### **Financial Implications**

26. Consideration has been given to using electronic communication wherever possible to reduce postage costs. To reduce costs, the posters for the admission round (which opens on 4 November 2019) will be sent with the posters and summary of the statutory consultation (which opens on 7 October 2019). The cost will be met by the Admissions budget.

### **RECOMMENDATION/S**

That:

- 1) the publicity campaign to inform parents and families about applying for school places for September 2020 for children starting school for the first time (reception) and transferring from infant school (year 2) to junior/primary education (Year 3) be approved.
- 2) the consultation on Nottinghamshire County Council's proposed school admission arrangements 2021-2022 be approved.
- 3) the communication strategy to inform stakeholders about the statutory consultation on Nottinghamshire County Council's proposed school admission arrangements 2021-2022 be approved.

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

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**Constitutional Comments (SLB 23/08/19)**

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

**Financial Comments (SAS 29/08/19)**

28. Consideration has been given to using electronic communication wherever possible to reduce postage costs. To reduce postage costs, the posters for the admission round (which opens on 4 November 2019) will be sent with the posters and summary of the statutory consultation (which opens on 7 October 2019). The costs are minimal and can be contained within the Admissions budget which is £1.106m and funded from the Dedicated Schools Grant.

**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.

Determined Admission Arrangements 2020-2021, available at <https://www.nottinghamshire.gov.uk/media/1731356/appendix-1-determined-arrangements-updated-1102.pdf>

School Admissions Code 2014, available at [www.education.gov.uk](http://www.education.gov.uk)

School Admission Appeals Code (SAC) 2012, available at [www.education.gov.uk](http://www.education.gov.uk)

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

All.

C1280



**16<sup>th</sup> September 2019****Agenda Item: 9****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND  
SKILLS****FEASIBILITY AT NETTLEWORTH INFANT SCHOOL AND LEAS PARK  
JUNIOR SCHOOL TO PROVIDE ADDITIONAL SCHOOL PLACES****Purpose of the Report**

1. This report advises Committee of a variation to the Section 106 agreement with Mansfield District Council relating to the Bellway Homes housing development on Debdale Lane, Mansfield. This report also provides assurance to Committee that a sufficiency of school places in the Mansfield Woodhouse primary planning area is maintained.

**Information**

2. A small development of 90 dwellings on Debdale Lane, Mansfield Woodhouse, has resulted in developer education contributions by Bellway of £227,746. This funding should provide at least 19 additional primary school places.
3. The original Section 106 agreement signed in April 2013 identified the Robin Hood Primary School, now Bramble Academy, as the recipient of this developer funding. When this agreement was signed, the designated school was deemed by Ofsted to be Good. However, since then, this school was judged to require Special Measures in 2014 and was subsequently sponsored by Evolve Trust in 2015.
4. As this primary academy has not become a Good school as judged by Ofsted, it has not been possible to secure the agreement of the Regional Schools Commissioner to expand the school. As a result, the Council secured a deed of variation with Mansfield District Council in 2018 to allow the funding to be used in other Mansfield Woodhouse schools to create the additional primary places required.
5. This report advises Committee that feasibility now must be undertaken to ensure that sufficient primary school places are created in the Mansfield Woodhouse primary planning area.

**Other Options Considered**

6. No other options have been considered.

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

7. The Council is statutorily required to ensure a sufficiency of statutory school places.

## **Statutory and Policy Implications**

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

## **Financial Implications**

9. Feasibility costs are likely to be in the region of £20,000 and will be funded from the S106 contribution. The Council will commission ARC Limited to undertake this work.

## **RECOMMENDATION/S**

- 1) That the Committee considers whether it requires any further information or actions arising from this report.

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

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## **Constitutional Comments (KK 23/08/19)**

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

## **Financial Comments (SAS 30/08/19)**

11. The capital programme will need to be varied to include the use of the Section 106 contribution to fund the feasibility costs of approximately £20,000 and this will be done as part of the Period 5 Financial Monitoring report. If the feasibility costs do not directly contribute to a capital project they are classed as abortive costs and will need to be funded from a revenue budget, not a capital resource. If this is the case these costs will be met from within the Corporate Property revenue budget.

**Background Papers and Published Documents**

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

None.

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

All.

C1283



**16<sup>th</sup> September 2019****Agenda Item: 10****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND  
SKILLS AND THE SERVICE DIRECTOR, COMMISSIONING AND  
RESOURCES****PROPOSAL TO RETURN THE HEALTH RELATED EDUCATION TEAM AND  
THE PHYSICAL DISABILITY SUPPORT SERVICE TO CHILDREN AND  
FAMILY SERVICES (INTEGRATED CHILDREN'S DISABILITY SERVICE)****Purpose of the Report**

1. This report seeks Committee agreement that the extension of the commissioned contract for the Physical Disability Support Service and Health Related Education Team with Fountaindale Special School is not renewed on 31<sup>st</sup> March 2020.
2. The report also seeks Committee approval to return the Physical Disability Support Service (PDSS) to Council teams with the proposal that the PDSS would be a directly managed service within the Integrated Children's Disability Service (ICDS) with effect from 1<sup>st</sup> April 2020. It is further proposed that the Health Related Education Team (HRET) would be directly managed within the Education Access and Partnership with effect from 1<sup>st</sup> April 2020.

**Information****Physical Disability Support Service**

3. Since 2014, Fountaindale Special School has been commissioned to deliver the Council's HRET and PDSS services. The remit of the PDSS is to:
  - carry out assessments relating to the equipment needs of children and young people with physical disabilities attending Nottinghamshire early years provision and mainstream schools
  - provide advice to settings, where this is requested by the setting, on:
    - moving and handling assessments, including provision of a safe system of work for carers
    - specific moving and handling plans for children and young people; and
    - intimate care plans; and



- offer training on the implementation of this advice as a sold service.
4. Historically the PDSS not only undertook assessments but also provided the specialist equipment identified as being needed through those assessments. The ways in which the PDSS managed this process led to:
    - some items of equipment being purchased which were not the most cost-effective solution to an identified need
    - some items of equipment being stored in ways which resulted in the equipment becoming unusable
    - some items being purchased on behalf of the Local Authority (LA) when it would have been appropriate to have expected the school itself to have purchased the equipment.
  5. As a consequence, the responsibility for the management of equipment has since been rationalised by the LA utilising the existing contract with the Integrated Community Equipment Loan Service (ICELS), which complies with all regulations relating to equipment services. However, this has resulted in a fragmentary service in that assessments continue to be completed by the PDSS, whilst the budget for the equipment is overseen and managed by the LA.
  6. There has always been an inherent complexity arising from the LA commissioning Fountaindale School to deliver against the remit of the PDSS in that there are overlapping responsibilities around the provision of advice, assessment, equipment and monitoring and quality assurance which sit across the LA, Health, and schools/settings. Pressures on the High Needs budget, early years funding arrangements, and a Special Educational Needs & Disability (SEND) population presenting with an increased severity and complexity of need, has resulted in:
    - the need for the LA to have more direct influence on how the service is being delivered, including its ability to monitor and quality assure the service being provided
    - the need for greater clarification of the roles and responsibilities across the LA, health, and schools and early years settings, including the processes by which these responsibilities are enacted, and
    - the need to address unintended inequities in the funding of equipment, depending on whether the child or young person has a physical need, or cognitive/sensory need.

## **Health Related Education**

7. [Section 100 of the Children and Families Act 2014](#) places a statutory duty on governing bodies of maintained schools, academies and pupil referral units to make arrangements at school to support pupils with medical conditions. A child's mental and physical health should be properly supported in school, so that the pupil can play a full and active role in school life, remain healthy and achieve their academic potential.

8. There are a wide range of circumstances where a child or young person has a physical or mental health need but will receive suitable education that meets their needs without the intervention of the LA, for example:
  - where the child can still attend school with some support
  - where the school has made arrangements to deliver suitable education outside of school for the child; or
  - where arrangements have been made for the child to be educated in a hospital by an on-site hospital school.
9. Nottinghamshire County Council makes funding available through Additional Family Needs, High Level Needs and Partnership funding processes, as well as support and advice through the Schools and Families Specialist Service and Social, Emotional and Mental Health Services to support schools in meeting this requirement.
10. Schools do not have to wait for a formal diagnosis by a medical practitioner before providing support to pupils. If the condition is unclear, the head teacher has to make a judgement about what support to provide to the pupil, based on medical evidence available at the time that the school is made aware of an issue. In exercising this judgement, the head teacher must not ignore the views of the child or their parents, or ignore medical evidence or opinion. However, the head teacher can challenge the evidence if appropriate. Pupils should not be penalised if their absence from school is related to their medical condition.
11. The LA is not expected to take a lead role in co-ordinating these arrangements unless:
  - it has reason to think that the education being provided to the child is not suitable or
  - while otherwise suitable, is not full-time or for the number of hours the child could benefit from, without adversely affecting their health, or if the pupil's absence is expected to be for more than 15 days.
12. The Local Authority is then under a duty to ensure that the child receives as normal an education as possible while he or she is absent. The Local Authority must start arranging the education from the first day that the school receives notice of the length of absence. A range of options could include home teaching, a hospital school or teaching service, or a combination of those options.
13. In order to fulfil these duties the LA established the Health Related Education Team (HRET), which was originally based within the LA's Pupil Referral Unit, and which since 2014 has been based at Fountaindale Special School, under the direct oversight of the Head teacher. Members should note that since 2014, all of Nottinghamshire's Pupil Referral Units have closed.
14. In Nottinghamshire the HRET provides an initial period of 12 weeks home education or tuition at the HRET base on the Fountaindale School site. This allows schools the time to identify and put in place appropriate long-term pathways and, where needed, to secure the funding to do so. There are two main categories of pupils in receipt of provision:

- those with a physical or medical condition which prevents them from attending school. This could be due to post-operative recovery or life-limiting conditions (such as cancer), or an illness lasting more than 15 days
  - those experiencing severe anxiety about attending school. This might include those with a psychological, neurological or mental health issue.
15. In addition, children of school age admitted to King's Mill Hospital receive daily provision if their stay is expected to be longer than three days. Following discharge provision continues at home, where appropriate. Since January 2017 the number of children supported at Bassetlaw Hospital has decreased due to the fact that the hospital has closed its children's ward to overnight patients.
16. The LA is committed to delivering its SEND services increasingly through a locality model. Whilst it is acknowledged that the HRET's two locality coordinators are embedded in this way of working, the wider HRET staff are less well integrated into locality working. With increased numbers of children and young people accessing HRET, presenting with an increased severity and complexity of need, together with pressures on the High Needs budget, there is a need for:
- the LA to have more direct influence on how the service is being delivered, including its ability to monitor and quality assure the service being provided within localities; and
  - greater clarification of the roles and responsibilities across the LA, health and schools, including the processes by which these responsibilities are enacted.
17. This would enable the service to be delivered in a coordinated, efficient, and cost-effective way, and thereby for the LA to discharge its statutory duties in respect of the following:
- have a named officer responsible for the education of children with additional health needs, and parents should know who that person is
  - have a written, publicly accessible policy statement on their arrangements to comply with their legal duty towards children with additional health needs. The policy should make links with related services in the area – for example, Special Educational Needs and Disability Services (SEND), Child and Adolescent Mental Health Services (CAMHS), Education Welfare/Attendance Improvement Services, educational psychologists, and, where relevant, school nurses
  - review the provision offered regularly to ensure that it continues to be appropriate for the child and that it is providing suitable education
  - have clear policies on the provision of education for children and young people under and over compulsory school age.

### **Other Options Considered**

18. The option to extend the commissioned contract with Fountaindale Special School beyond 31<sup>st</sup> March 2020 has been considered in relation to both PDSS and HRET services.

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

19. The rationale for the proposal that the PDSS service should become a directly managed service from 1<sup>st</sup> April 2020 is that it would allow the LA to have more direct influence on how the service is being delivered, monitored and quality assured. It would allow for greater clarification of the roles and responsibilities of PDSS and their inter-relationship with other parts of the LA, as well as health, schools and early years settings. It would also enable unintended inequities in the funding of equipment, depending on whether the child or young person has a physical need or cognitive/sensory need to be addressed. As the staff in the PDSS are already employed directly by the LA, there would be no TUPE considerations.
20. It is proposed that the HRET becomes a service directly managed by the LA from 1<sup>st</sup> April 2020 because it would enable the work of the team to become more embedded in locality ways of working. The LA would have more direct influence on how the service was being delivered, monitored and quality assured within and across localities. There would be greater clarification of the roles and responsibilities across the LA, health and schools, including the processes by which these responsibilities are enacted. As the staff in the HRET are already employed directly by the LA, there would be no TUPE considerations.

## **Statutory and Policy Implications**

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

## **Financial Implications**

22. Both PDSS and HRET functions, staffing and work base costs will continue to be funded through the High Needs Block allocation.

## **Human Resources Implications**

23. Nottinghamshire HR Service will oversee the transfer of the line management of the staff. TUPE will not apply as the staff are already employed by the Council and their terms and conditions of employment will not change.

## **RECOMMENDATION/S**

That the Committee agrees that:

- 1) the commissioned Physical Disability Support Service and Health Related Education Team contract which ends on 31<sup>st</sup> March 2020 is not renewed
- 2) the Physical Disability Support Service becomes a directly managed service within the Integrated Children's Disability Service with effect from 1<sup>st</sup> April 2020.

- 3) the Health Related Education Team becomes a directly managed service within Education Access and Partnership with effect from 1<sup>st</sup> April 2020.

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

**Laurence Jones**  
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#### **Constitutional Comments (EP 02/09/19)**

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

#### **Financial Comments (SAS 03/09/19)**

25. The budget for the current PDSS & HRET service contracts is £1.136m and funded from the High Needs Block of the Dedicated Schools Grant. Further work is needed to assess the full financial implications of bringing the services back in house including the identification of any implementation costs e.g. new ICT devices. If there are any costs over and above the allocated budget provision these will have to be met from the High Needs Block.

#### **HR Comments (BC 03/09/19)**

26. Appropriate consultation will occur with affected staff and the recognised trade unions to ensure a smooth transition to the changed line management arrangements.

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

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

None.

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

All.

C1285



**16<sup>th</sup> September 2019****Agenda Item: 11****REPORT OF THE CORPORATE DIRECTOR, CHILDREN AND FAMILIES****2019/2020 CHILDREN AND FAMILIES BUDGET UPDATE****Purpose of the Report**

1. To provide an update on the current budget position for Children and Families, setting out the in-year financial challenges being faced and the actions being taken to mitigate these.
2. To agree the Improving the Effectiveness and Efficiency of Children's Services Plan (the Plan), attached as **Appendix C**, and to receive progress updates against the Plan every three months.
3. To consider whether there are any further actions Committee requires in relation to the information contained in the report.

**Information**

4. As a service children's social care is working within an environment which is facing considerable pressure. The National Audit Office issued a report, Pressures on children's social care, in January 2019 which set out recent trends in pressures on children's social care with rising demand, increased spending and reported overspends by local authorities for the period 2010/11 and 2017/18. It stated that the proportion of local authorities that overspent on children's social care had risen from 63% in 2010-11 to 91% in 2017-18.
5. Nottinghamshire is still significantly below statistical neighbour levels in terms of looked after children (LAC) as a proportion of the 0-19 population and has been since 2009. In 2018 Nottinghamshire's LAC level was 22% lower than statistical neighbours (Derbyshire, Staffordshire, Lancashire, Worcestershire, Cumbria, Northamptonshire, Essex, Kent, Cheshire West and Chester and Warwickshire) and 25% below the England average. As LAC levels increase nationally this places pressure on the Independent Fostering Association (IFA) and residential placement markets. This is making it difficult and expensive to place children with the most complex needs.
6. There is the additional challenge of increasing numbers of care leavers and new burdens for them. Under the Children and Social Work Act 2017, local authorities have a statutory duty to provide Personal Advisor support to all care leavers who request it, up to the age of 25 years, with little additional funding to provide this. Prior to the new legislation the local authority had a duty to support care leavers up to the age of 21 years.



7. The recruitment and retention of child and family social workers continues to be a national challenge with the National Audit Office reporting that the workforce is characterised by high vacancy and agency rates. Recently published data suggests a national vacancy rate of 16% and a national agency rate of 15.4% at 30 September 2018<sup>1</sup>.
8. **Appendix A** provides a number of graphs which illustrate the Nottinghamshire growth in demand between 2016/17 and 2018/19 and the demographic of the LAC population.
9. Nottinghamshire children's services were impacted by these demand pressures and at the end of 2018/19 the Children & Families department reported a net overspend of £6.266m equivalent to 5.22% of the final budget. This was mainly due to the rise in the number of looked after children and the need for external foster and residential placements. This increase accounted for £5.4m (86%) of the overspend with the net balance attributable to spend on agency workers in the hard to retain social work teams.
10. As part of the 2019/20 budget setting process an additional budget allocation of £7.1m for known and anticipated budget pressures was approved and included £4.8m for LAC external residential placements to fund growth in 2018/19 and projected inflationary increases and population growth. Despite this additional funding the department is currently forecast to overspend by £8.5m (6.65%). This was reported to Finance & Major Contracts Management Committee in July 2019 when it received the 2019/20 Period 2 corporate budget monitoring report. The overspend comprised of:
  - £7.5m overspend in relation to external residential placements for LAC due to the continued and sustained growth in external residential and fostering placements which commenced in early 2018. Part of this relates to the full year effect of the external residential placement budget overspend in 2018/19 due to the increase in LAC numbers and;
  - £1.0m overspend on social work staffing due to a combination of staffing challenges including additional capacity staff to respond to demand challenges and agency workers to cover vacancies and other gaps e.g. maternity leave.
11. Since that report the budget forecast for Period 4 has been undertaken and the overspend is now £8.3m (6.54% of the budget), a reduction of £0.2m, which will be reported to Finance & Major Contracts Management Committee on 16<sup>th</sup> September 2019. The reduction in the overspend relates to external residential placements.

## External Residential Placements

12. The external placements budget overspent by £5.477m (budget of £22.4m) in 2018-19 which included £0.941m of temporary funding, therefore the underlying permanent overspend was £6.418m.
13. During 2018/19 LAC numbers rose from 807 at the start of the year to 875 by March 2019, peaking at over 890 and averaging 856. During the same period the number of external placements, in foster care or residential, increased from 332 to 398 with an average of

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<sup>1</sup>Department for Education. *Experimental Statistics: Children and family social work workforce in England, year ending 30 September 2018*. 28 February 2019.

371. As well as the increase in volume of placements, the average weekly cost also increased and the mix of placements changed as internal and external fostering placements reached capacity and external residential placements were sought instead.

14. It was recognised that the increase in LAC external placements during 2018-19 would have an ongoing impact on future years' budgets and a pressure bid was submitted and approved as part of the 2019/20 budget setting process. The early timetable for the pressure bids meant that the data available to inform the external placements financial projection was only available up to August 2018 and it was not anticipated that LAC numbers and consequently demand for external residential placements would continue to rise through the year, exacerbated by the temporary closure of Oakhurst.
15. Reference was made in the pressure bid to the risk associated with a modest growth in the LAC rate per 10,000 of 2.0% in 2019/20 and 0.5% in each of the following two years – which would place a further financial pressure in excess of £1.7m on the external placements budget over this period. However, this growth was not included in the bid as it was impossible to predict accurately how the LAC rate per 10,000 would move over the coming years.
16. At the time the pressure was calculated, the number of external placements was 349 with a forecast overspend of £3.8m and by the end of the year the number of placements had increased to 398 (an additional 49 external placements) with a corresponding increase in the overspend to £6.4m (excluding temporary funding).
17. The unexpected sustained increase in LAC and consequently the demand for external placements has resulted in additional pressure on the 2019/20 external placements budget. The overall LAC numbers appear to have stabilised over the last few months but there has not been a corresponding stabilisation of the external placements and numbers continue to grow. In addition, the average weekly cost of placements are rising due to, market conditions, inflation, complexity of need and limited capacity within the Authority's own internal residential and foster care provision.
18. The first financial monitoring report for 2019/20 to be presented to Finance and Major Contracts Management Committee on 17 June 2019 drew attention to the significant pressures continuing to be experienced in Children's Social Care in respect of the rise in Looked After Children external placements for the reasons mentioned above and that this high risk area would continue to be monitored closely during the year through the robust monthly budget management process and reported back to Committee.
19. Work was undertaken on projections for 2019/20 and a range of scenarios modelled to inform the forecast out-turn position for external placements. The forecast for Period 2 of £7.5m was based on the knowledge of the first two months of the financial year and assumptions for the remainder based on trend data and current and planned initiatives to reduce spend. This was considered a reasonable forecast for Period 2 on the basis that the stabilisation of the LAC numbers over the last few months has not seen a corresponding stabilisation of external residential placement numbers with growth still experienced in April and May and trend data indicating that the numbers will continue to grow.

20. The latest forecast for Period 4 is showing a slight improvement at £7.3m, a reduction of £0.2m. It is based on the following data and assumptions:
- the actual number of children in placement at 31 July 2019 which is 411 (398 March 2019)
  - projected net growth for August 2019 – March 2020 of 25 children
  - projected number of external placements at March 2020 436 (398 March 2019) based on past trend data from January 2017 and current and planned initiatives to reduce spend
  - 420 average number of external placements for the financial year.
21. This is a difficult service to forecast for because it is demand led and volatile in nature. It is highly sensitive to changes in numbers, weekly costs and placement mix due to the high cost of placements. There is a risk that if any of the assumptions change the forecast position will also change. There is however a robust monthly monitoring process to track trend data, average costs and actual numbers of children in placement to highlight potential issues as soon as possible.

### **Activity Already Being Undertaken and Proposed Actions**

22. There are a significant number of initiatives planned or already being undertaken by the department to manage the overspend in this year and aimed at delivering increased value for money in future years. Some of these will take time to implement and, given legislative and regulatory constraints may not impact significantly on the current year financial position. Whilst the number of looked after children in Nottinghamshire continues to be below statistical neighbours there remains a very significant challenge in respect of the number of children in care, the growing complexity of need they present and the mix of placements available. A key challenge is to manage and develop the care market to ensure sufficient cost effective placements. This will lead to reduced spend although it may not produce cashable savings given the wider context. The Remodelling Care change programme is underway to increase the number of internal placements available so that reliance on the external market is minimised. Action to make progress in this area as well as the other challenging area of social worker recruitment and retention are detailed in the Improving the Effectiveness and Efficiency of Children's Services Plan at **Appendix C**.

### **Social Work Staffing**

23. The staffing challenges in 2018/19 led to an overall overspend on social work staffing of £1.8m (budget of £18.841m) with £1.5m (budget £13.348m) relating to the hard to retain teams. This arose due to a combination of using additional capacity staff to respond to demand challenges and agency workers to cover vacancies and other gaps e.g. maternity leave.
24. As part of the 2019/20 budget setting process there was a pressure bid for social work staffing which included a structural budget shortfall for 3.4 posts required in the context of service demands. In addition, the service had a recurrent overspend on agency social work posts due to the increased caseloads that the service was managing. Whilst a range of measures were initiated to mitigate this, for example the introduction of additional Social Work Support Officers and the development of a case progression model, it was

recognised that this would take time to embed in practice, demand pressures continued to be a challenge, and therefore a temporary budget pressure of £467,000 was agreed (equivalent to 7 agency social work posts).

25. For 2019/20 social work staffing continues to be a challenge and the department still has a significant number of agency staff. The overall Period 2 forecast overspend on social work staffing was £1.0m (budget of £20.3m) with £0.9m (budget £14.6m) relating to the hard to retain teams. The latest forecast for Period 4 is showing an increase in this overspend by £0.1m to £1.1m although this has been offset by other underspends within the Youth, Families & Social Work division.
26. At the end of July there were 77 agency Social Workers and Team Managers in the hard to retain and Looked After Children teams. The assumptions in the forecast are for agency numbers to reduce to 66 by March 2020 which takes into account a number of newly qualified social workers, the continuation of additional capacity to maintain sustainable caseloads and to cover vacancies etc. Also included is a reduction to reflect the annual leave, sickness and bank holidays to be taken by agency workers.
27. The Department for Education's children's social work workforce report suggests a national vacancy rate of children's social workers on the snapshot date of 30 September 2018 of 16%, against which Nottinghamshire has a relatively favourable vacancy rate of 6%<sup>2</sup>, although it should be noted that these are experimental statistics.
28. On the snapshot date of 11 June 2019, Nottinghamshire's vacancy rate in hard to retain teams was 16%. Hard to retain teams are the Council's child protection teams, the Multi-Agency Safeguarding Hub, Assessment Services, District Child Protection Teams, Court Team and Children with Disabilities Team. Vacancy levels in the Council's other children's social work teams are very low, hence contributing to the overall children's social work vacancy rate as nationally reported of 6%.
29. Positive progress has been made in recruiting newly qualified social workers to the authority, with 40 new recruits already due to start in September 2019. This is in part due to the success of the Teaching Partnership, and the Authority's ability to successfully recruit students who have been on placement with the Local Authority, either from one of the local universities or through a programme such as Step Up to Social Work.
30. The D2N2 Teaching Partnership, launched in 2016 with Department for Education funding, currently encompasses four local authorities, an NHS Trust, three Universities, a Housing Association and two service user and carer organisations – with Nottinghamshire County Council being the lead partner. Building on its success to date, the Partnership's ongoing mission is to deliver excellent social work practice and education in the East Midlands region. Its vision is for social work excellence that can be co-produced, recognised and evidenced - improving the quality of social work by training high quality social workers to address local need, enhancing opportunities for ongoing learning and career development and using research to understand "what works" and achieve good outcomes.

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<sup>2</sup> Department for Education. *Experimental Statistics: Children and family social work workforce in England, year ending 30 September 2018*. 28 February 2019.

31. Involvement to date has generated a number of beneficial outcomes including access to free Continuing Professional Development (CPD) opportunities for hundreds of Nottinghamshire social workers from Adults and Children's Social Care.
32. At a time when the recruitment and retention of children's social workers is presenting a significant challenge for many local authorities, Nottinghamshire children's services has recently received some very positive feedback from its frontline staff about their experiences of working for the Council:
- 98% said their manager was accessible when they needed them
  - 93% felt supported, and listened to
  - 90% said new technologies were saving them time and travel
  - 80% said flexible working benefited their work:life balance and their well-being
  - 83% said they valued the support offered by our social work support officers
  - 98% stated that they received regular supervision
33. As an employer in the social care sector, it is also recognised that frontline staff face unique challenges, both professionally and emotionally, and the Council has therefore continued to invest in the support infrastructure, so that staff have a range of options if they are needing personal or emotional support – with the introduction of Mental Health First Aiders, Schwartz Rounds, counselling, a workplace chaplaincy service, and an Employee Wellbeing Hub.
34. Collectively, the focus on improving work-place practices and developing support services has helped both with recruitment and retention, and the Council's reputation as an employer of choice is growing.
35. Whilst it is extremely positive that the Local Authority is seen as an employer of choice for graduate social workers, there is also a need to recruit and retain experienced social workers, to progress child protection cases and those going through care proceedings. The department is involved in a Grow Our Own social work scheme through which experienced child and family workers already employed by the Council can do a fast track social work qualification through Manchester Metropolitan University. There are currently seven students on this course, with a further 10 joining the next cohort. The benefit of this course is that students tend to be more experienced and are committed to Nottinghamshire, hence are more likely to stay working within the Local Authority.
36. In order to maintain safe services, the Council recruits agency social workers to cover vacancies, or staff absence due to other reasons such as maternity leave or long-term sickness. Agency social workers are also employed when teams have newly qualified social workers within their skill mix, as they are not able to independently hold child protection cases in the first 3-6 months. Agency workers are also used to provide additional capacity where the number of open cases within teams are higher than the numbers of social workers who can safely manage them (a manageable caseload for experienced social workers in the assessment service is considered to be 15, whilst in the child protection teams it is 20; caseloads also need to be reduced for newly qualified social workers, which given the proportion of the workforce which is newly qualified, is a challenge).



37. According to the DfE Children's Workforce Return (September 2018), Nottinghamshire has an agency rate of 14%, compared with a national rate of 15.4% and a statistical neighbour rate of 11.3%. The East Midlands average rate is 13.6% and the agency rate for neighbours with whom the Local Authority "competes" for both permanent and agency social workers, ranges from 4% (Lincolnshire) to 25.7% (Northamptonshire).
38. Use of agency staff is scrutinised at a quarterly agency challenge panel involving the Youth, Families and Social Work Leadership Team, Finance and HR.
39. **Appendix B** provides the trend data of agency usage and agency spend.

### **Activity Undertaken and Actions Proposed**

40. The strategy for retaining experienced children's social workers is being driven through the department's Remodelling Practice Programme. The Children and Young People's Committee received a progress update on this programme in July 2019. The actions associated with this are detailed in the Plan at **Appendix C**.

### **Other In Year Budget Pressures and Risks**

41. There are other areas of underlying pressure which will need careful management to avoid a negative impact on the forecast in future months. These are currently being managed within the overall budget by temporary underspends in other areas or grant funding and are explained below.

### **Care Leavers**

42. The Leaving Care service is facing significant challenges. From April 2019 new legislation has meant that the Council must offer support to all care leavers to age 25 years and little additional Government funding has been provided to do this. A report was presented to Children and Young People's Committee in July 2019 which approved the establishment of 6 FTE posts to service this new burden to be funded by a request from contingency. The full year effect of this will need to be considered as part of the 2020/21 budget setting process. In addition to the staffing costs there are also support costs e.g. accommodation, higher education, and home establishment grant which pose a risk to the budget.

### **Elective Home Education**

43. The Association of Directors of Children's Services (ADCS) conducts an annual survey of Elective Home Education (EHE)<sup>3</sup>. Across 106 (of 152) local authorities responding the number of known home-schooled children and young people has increased in each of the last five years (recorded on schools October census day), by an average of approximately 20% each year. In Nottinghamshire the numbers of EHE pupils registered on 1 September has seen an overall increase of 89% from 359 in 2014 to 680 in 2018. At 1 May 2019 this had increased again to 842 indicating that this is a continuing trend.
44. This increase in numbers means that the budget to monitor the suitability of the education and to enable the Local Authority to fulfil its statutory safeguarding duty is under considerable pressure. The budget for 2019/20 is £77,000 and this will be subsidised by

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<sup>3</sup> ADCS Elective Home Education Survey 2018 (November 2018)

£175,000 from the School Improvement Grant to fund the forecast cost of £252,000. There is a risk that this will leave insufficient funding to support school improvement in maintained schools.

### **Sold Services to Schools and Other Income Generation**

45. The provision of sold services present a risk to the department if the level of buy back is not as projected. An example of this is the School Improvement service whose achievement of its income target is a concern for this financial year.
46. The children with disabilities homes have an income target of £0.8m which includes continuing health care contributions, bed sales to other local authorities and recharges to Adults Social Care & Health for young people over the age of 18 years. The current income target is at risk due to the withdrawal/reduction of continuing health care funding and the uncertain nature of bed sales.

### **Savings still to be delivered**

47. As well as the savings attached to specific Children & Families projects there have been other savings allocated to departments since 2016/17 as a departmental levy. In total £1.4m has been allocated to the department for the period 2016/17 to 2019/20 and of this £0.9m has been saved with the remaining balance of £0.5m proving difficult to address in light of the current challenges facing the department.

### **Academy Conversions**

48. The Local Authority is responsible for funding any deficit balances of sponsored academy conversions. There is currently one school with a sponsor attached and another for which a sponsor is being sought, both have projected deficits and recovery plans in place. If a deficit remains at the point of conversion this may be charged to the department dependent on the timing (i.e. financial year) of the conversion.

### **Clayfields**

49. Clayfields is experiencing difficulties in the achievement of its income target and further work is needed to assess the implications of this on the trading position. This work is currently being undertaken and the outcome will be reported for the Period 5 budget monitoring.

### **High Needs Block of the Dedicated Schools Grant**

50. The High Needs Block (HNB) of the Dedicated Schools Grant (DSG) funds provision for children and young people with special education needs and disability (SEND) from their early years to age 25 years. It is also intended to support alternative provision for pre-16 pupils who because of exclusion, illness or other reasons cannot receive their education in mainstream or special schools. The HNB continues to experience considerable pressure due to the increase in the number of children with an Education, Health and Care Plan (EHCP) and consequently alternative provision. Part of this increase is due to the extension of local authority responsibility for supporting young people with an EHCP from age 19 to 25 years which has been accompanied by little additional funding. The HNB is

forecast to overspend in 2019/20 by £0.6m which will be met by the DSG Non Individual School Budgets reserve.

51. Analysis from the County Councils Network<sup>4</sup> has found 27 out of 31 county authority members responding to a survey by the Society Of County Treasurers (SCT) reporting a deficit had a total shortfall of £123m on their HNB for 2018/19. Nottinghamshire ended that year with a £1.4m underspend. However, it remains the case that Nottinghamshire's high needs budget is under significant strain as Special School provision is at capacity and the current proposed expansions, including the rebuild of the Newark Orchard School which will provide additional places, remains insufficient to meet projected need. The cost of Independent Non Maintained school placements also continues to rise and Members are advised that without the additional emergency DfE high needs funding of £1.7m provided in December 2018 and the transfer of £2m from the schools block to the High Needs Block, Nottinghamshire's High Needs Block would have overspent by £2.7m.
52. Growth trend projections suggest that the HNB will be overspent in 2020/21 unless the Authority's funding allocation is significantly increased. This will need to be considered as part of the wider schools funding consultation with the Schools Forum in autumn 2019.

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

53. As a result of the financial challenges facing the department and Local Authority an improvement plan has been developed. The overarching objective of the plan is to ensure that the Children and Families department is taking the necessary steps to provide safe, effective, efficient and cost-effective services to vulnerable children, young people and their families in Nottinghamshire, with enabling support and challenge from the Chief Executive, Adult Social Care and Health and Place Departments. The plan should be read in conjunction with the existing highlight reporting against the department's major change programmes: Remodelling Care and Remodelling Practice. These programmes detail the specific benefits to be delivered in respect of financial savings/cost avoidance and efficiency. The plan is due to be reported to Finance & Major Contracts Management Committee on 16 September 2019.

The improvement actions in the plan are grouped under the following headings:

- I. Addressing the in-year financial challenges
- II. Effective delivery of change programmes
- III. Creating the conditions for good practice to flourish.

54. In conclusion the department for Children and Families Services, despite it looking after fewer children than similar councils, being a preferred good employer, having transformation programmes of practice and care and having similar levels of vacancy as the national average, continues to experience significant budget pressures. Children who are looked after numbers have risen by 8% (an additional 68) whilst reliance on the independent sector provider market to meet this demand has risen by 20% (an additional 66) reflecting that the Council's in-house care capacity is full and therefore required to buy placements and need, in the medium term, to increase the Council's own provision. There is a continued need to supplement the permanent workforce with temporary but expensive

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<sup>4</sup> CCN Analysis Special Educational Needs and Disabilities: The Challenge Facing County Authorities



agency staff and a need to review whether this is genuinely all temporary or an underlying staff shortage. These two factors of increased demand for LAC and workforce represent the two largest pressures on the budget. The attached action plan describes what is being done to mitigate these pressures.

### **Other Options Considered**

55. No other options have been considered.

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

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

### **Statutory and Policy Implications**

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

### **Financial Implications**

58. The financial position of the department is reassessed every month as part of the monthly budget monitoring process. The department is currently forecasting an overspend of £8.3m against a budget of £126.9m which is 6.54%. This will be incorporated into the Financial Monitoring Report to be reported to Finance & Major Contracts Management Committee on 16 September 2019 together with the Improvement Plan.
59. There are risks associated with the forecast in relation to external residential placements and social work staffing due to the volatile nature of the demand on these budgets. The forecast is highly sensitive to changes in e.g. numbers, weekly costs and placement mix. There is a robust monthly monitoring process to track trend data, average costs and actual numbers of children in placement to highlight potential issues as soon as possible.
60. There are other areas of underlying pressure which will need careful management to avoid a negative impact on the forecast in future months.
61. The impact of the overspend on future years' budgets is currently being assessed and will need to be considered as part of the budget setting process for 2020-21 and beyond.
62. The Improvement Plan has a number of actions which are part of the department's current major change programmes and already have savings attached to them for 2019/20, 2020/21 and 2021/22. The ongoing deliverability of savings are monitored and reported on a quarterly basis to the Improvement and Change Sub-Committee.

63. There may be some Improvement Actions which will potentially have a financial impact but it is too early to say what they are or the timing of when they will occur.
64. Of the additional project resources identified in paragraph 2.9 of the plan the three Programme Officers and two Project Managers will be contained within the existing Programme & Projects team resources. Further scoping work is required to assess the need for the other two Project Managers and if additional posts are required this will be the subject of a separate report.

### **Human Resources Implications**

65. The human resources implications are set out in **paragraph 64**.

### **RECOMMENDATION/S**

That the Committee:

- 1) considers whether there are any further actions required in relation to the information contained in the report.
- 2) approves the Improving the Effectiveness and Efficiency of Children's Services Plan, attached as **Appendix C**.
- 3) agrees to receive progress updates against the Plan every three months.

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

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### **Constitutional Comments (GR 30/08/19)**

66. Pursuant to the County Council's Constitution the Children and Young People's Committee has the delegated authority to receive the report and make the recommendations contained within this report.

### **Financial Comments (SAS 29/08/19)**

67. The financial position of the department is reassessed every month as part of the monthly budget monitoring process. The department is currently forecasting an overspend of £8.3m against a budget of £126.9m which is 6.54%. This will be incorporated into the Financial Monitoring Report to be reported to Finance & Major Contracts Management Committee on 16 September 2019 together with the Improvement Plan.
68. There are risks associated with the forecast in relation to external residential placements and social work staffing due to the volatile nature of the demand on these budgets. The forecast is highly sensitive to changes in e.g. numbers, weekly costs and placement mix.

There is a robust monthly monitoring process to track trend data, average costs and actual numbers of children in placement to highlight potential issues as soon as possible.

69. There are other areas of underlying pressure which will need careful management to avoid a negative impact on the forecast in future months.
70. The impact of the overspend on future years' budgets is currently being assessed and will need to be considered as part of the budget setting process for 2020-21 and beyond.
71. The Improvement Plan has a number of actions which are part of the department's current major change programmes and already have savings attached to them for 2019/20, 2020/21 and 2021/22. The ongoing deliverability of savings are monitored and reported on a quarterly basis to the Improvement and Change Sub-Committee.
72. There may be some Improvement Actions which will potentially have a financial impact but it is too early to say what they are or the timing of when they will occur.
73. Of the additional project resources identified in paragraph 2.9 of the plan, the three Programme Officers and two Project Managers will be contained within the existing Programme & Projects team resources. Further scoping work is required to assess the need for the other two Project Managers and if additional posts are required this will be the subject of a separate 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.

Financial Monitoring Report Period 1 2019-20 - report to Finance & Major Contracts Management Committee on 17 June 2019

Financial Monitoring Report Period 2 2019-20 - report to Finance & Major Contracts Management Committee on 15 July 2019

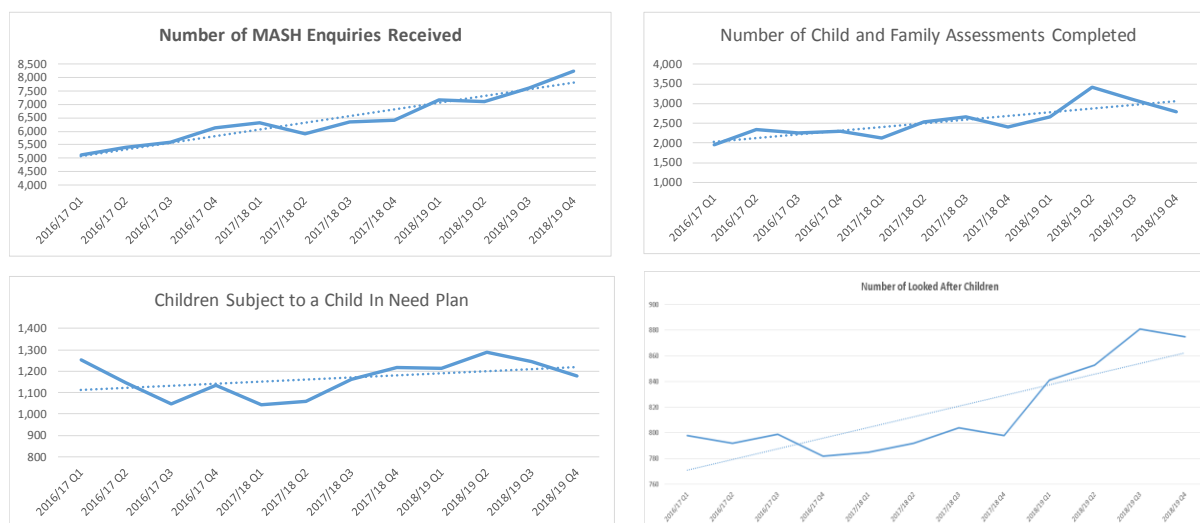
Update on the Remodelling Practice Programme - report to Children and Young People's Committee on 15 July 2019

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

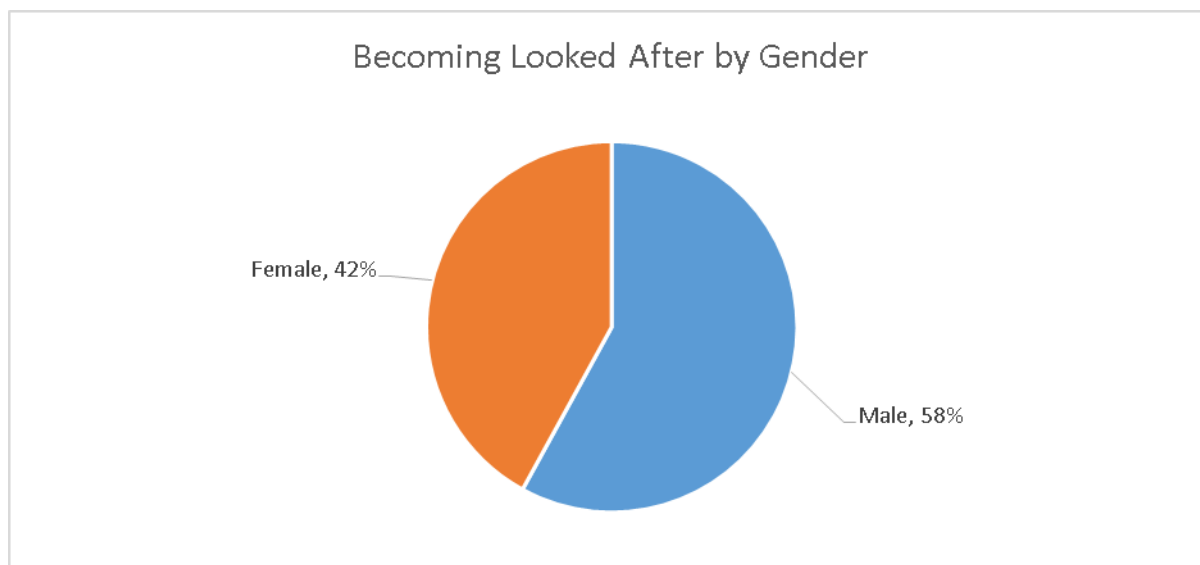
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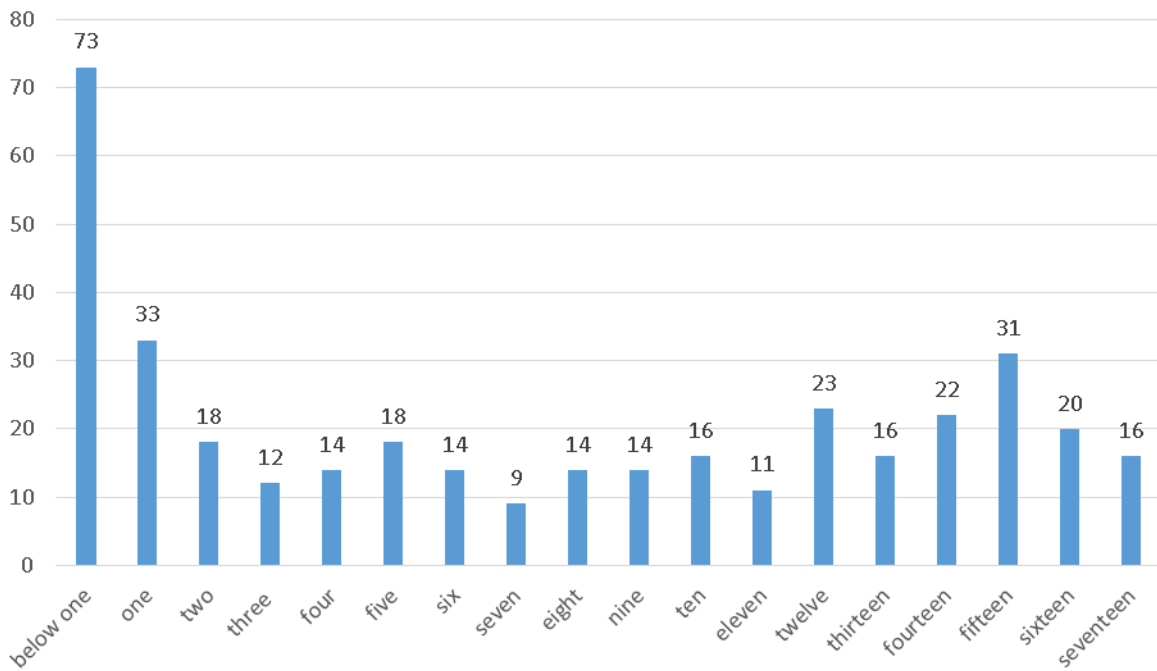
## Nottinghamshire Growth In Demand between 2016/17 and 2018/19



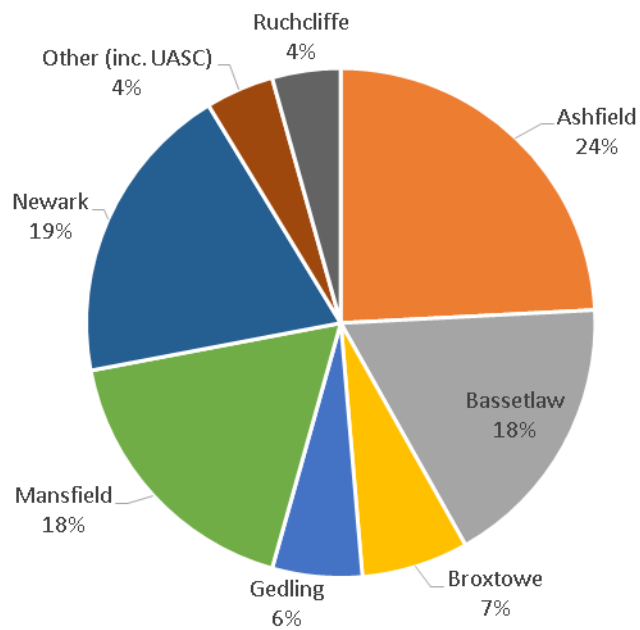
## Demographics of Children Becoming Looked After (2018-19)

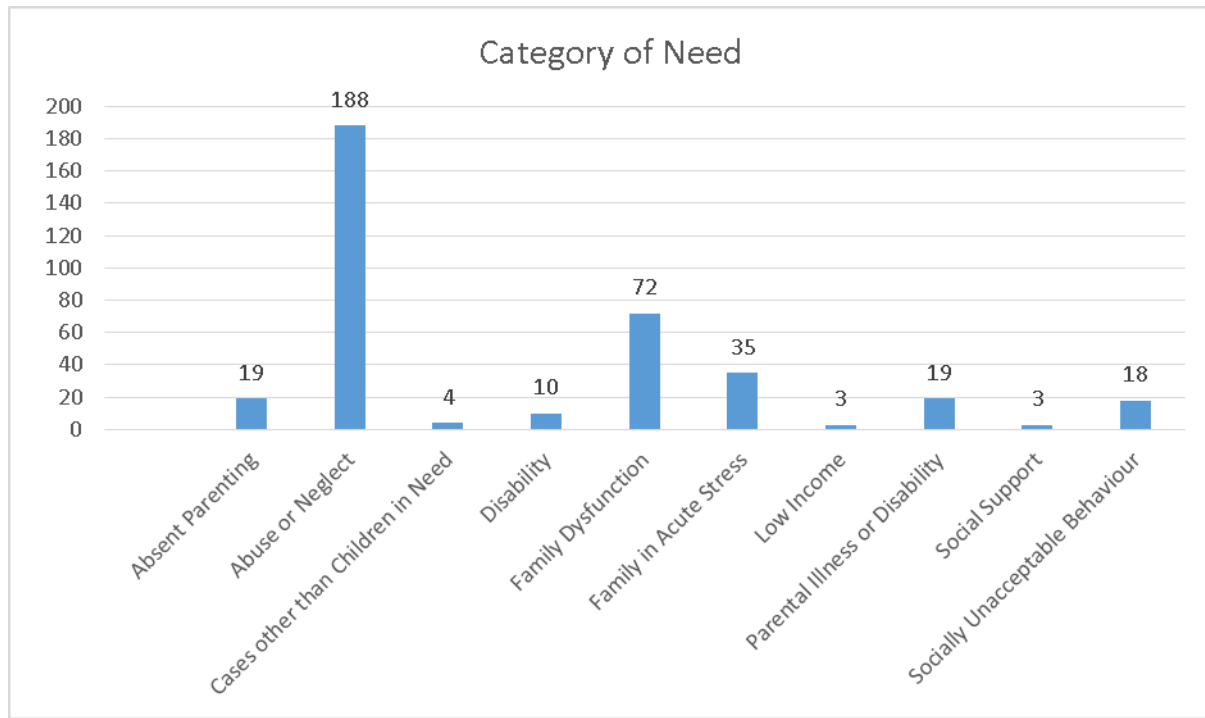


### Age of Children Entering Care



### Origin of Looked After Children

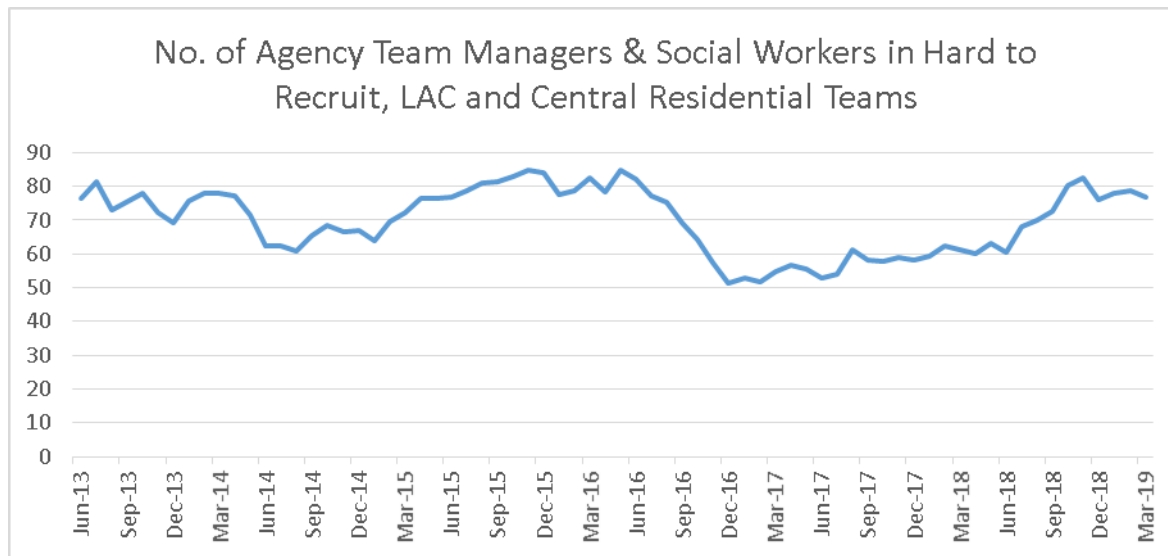






## Trend Data for Agency Workers

### Number of agency workers since June 2013.

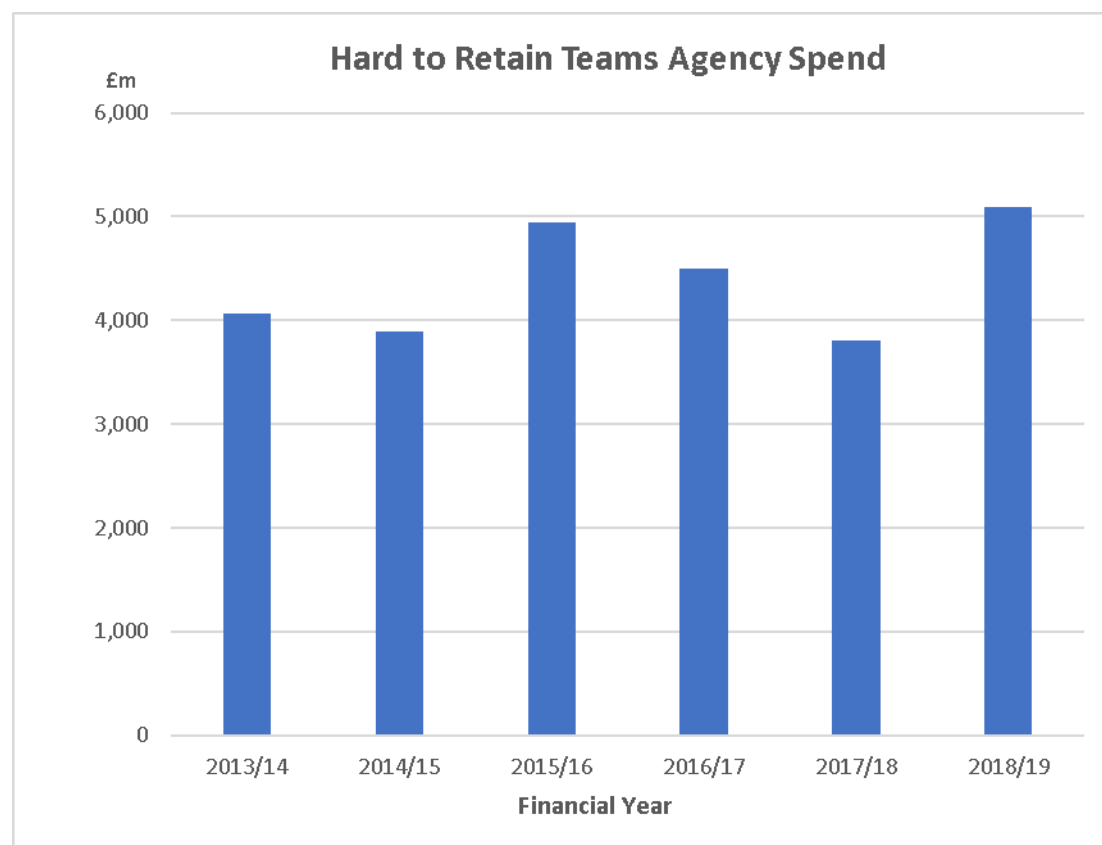


### Reasons for the engagement of agency workers

| Reasons for Agency in Hard to Recruit, LAC & Central Residential Teams- Yearly Average |                     |            |      |           |            |         |       |
|----------------------------------------------------------------------------------------|---------------------|------------|------|-----------|------------|---------|-------|
|                                                                                        | Additional Capacity | ASYE Cover | LTS  | Maternity | Suspension | Vacancy | TOTAL |
| 2013/14                                                                                | 15.59               | 3.36       | 3.78 | 8.36      | 0.71       | 44.92   | 76.72 |
| 2014/15                                                                                | 3.33                | 3.33       | 4.58 | 5.03      | 0.50       | 50.54   | 67.33 |
| 2015/16                                                                                | 0.79                | 10.03      | 5.50 | 6.29      | 0.67       | 56.86   | 80.14 |
| 2016/17                                                                                | 3.79                | 13.82      | 2.79 | 7.75      | 0.08       | 38.40   | 66.63 |
| 2017/18                                                                                | 9.66                | 11.74      | 5.42 | 6.78      | 1.03       | 23.72   | 58.35 |
| 2018/19                                                                                | 14.72               | 6.48       | 8.00 | 8.00      | 0.43       | 34.46   | 72.09 |



## Actual spend on agency workers since 2013-14



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

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

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

### 1. Addressing the in-year financial challenges

|     | Improvement Action                                                                                                                                | CLT Accountable Officer           | Lead Officer                      | What we hope to achieve                                                                                                                                                | Timeframe                                 | Success Measure                                                                                                                                                                                                                                                                           | Progress                                                                                                          | Links to other plans and strategies                                |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| 1.1 | Regularly review the need for agency staffing through Agency Challenge Panel.                                                                     | Colin Pettigrew                   | Steve Edwards                     | Reduce agency spend.<br><br>Ensure that any agency deployment is absolutely necessary and is targeted at our highest priority areas.                                   | Quarterly. Next meeting 24 September 2019 | All social work caseloads are within the set manageable number when measured each month.<br><br>The forecast on agency staffing spend for 2019-20 is carefully monitored and does not exceed the number of agency staff required to ensure that Social Workers have manageable workloads. | Quarterly reviews in place. Ongoing need for current levels of agency staff due to need for manageable caseloads. | Departmental continuous improvement plan<br><br>Workforce strategy |
| 1.2 | Quarterly reviews of non-essential spend.                                                                                                         | Colin Pettigrew / Nigel Stevenson | Laurence Jones / Sue Summerscales | Identify and eliminate unnecessary spend.                                                                                                                              | Completed every quarter.                  | Completion of review and advice issued to staff on changes needed to expenditure approvals.                                                                                                                                                                                               | Quarterly reviews in place.                                                                                       |                                                                    |
| 1.3 | Audit of financial management processes and culture within the department.                                                                        | Colin Pettigrew / Nigel Stevenson | Simon Lacey                       | To understand if any changes are required to deliver the optimum oversight of value for money within the department.                                                   | November 2019                             | An action plan is approved and implemented to take forward any recommendations within the report.                                                                                                                                                                                         | Fieldwork has commenced.                                                                                          |                                                                    |
| 1.4 | Benchmark current service outcomes and financial performance against statistical neighbours who are rated good or outstanding in an OFSTED ILACS. | Colin Pettigrew / Nigel Stevenson | Laurence Jones                    | This will help understand how the department is performing relative to others and prompt a deeper challenge of balancing children care need and staying within budget. | November 2019                             | An action plan is approved and implemented to take forward any recommendations as a result of the benchmarking.                                                                                                                                                                           |                                                                                                                   |                                                                    |
| 1.5 | Independent review of 20 most recently accommodated children.                                                                                     | Colin Pettigrew                   | Steve Edwards                     | Assurance that only those children who need to come into care do so.                                                                                                   | Report completed July 2019                | Only children that need to come into care do so.                                                                                                                                                                                                                                          | Audit undertaken and draft report submitted for consideration by the Service Director.                            | Children and Families Departmental Strategy                        |

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

|     | Improvement Action                                                      | CLT Accountable Officer | Lead Officer   | What we hope to achieve                                                                | Timeframe | Success Measure                                            | Progress             | Links to other plans and strategies |
|-----|-------------------------------------------------------------------------|-------------------------|----------------|----------------------------------------------------------------------------------------|-----------|------------------------------------------------------------|----------------------|-------------------------------------|
| 1.6 | Senior managers to regularly review the most expensive care placements. | Colin Pettigrew         | Laurence Jones | Effective use of budget and appropriate investment in long term outcomes for children. | Monthly   | The top 20 most expensive placements are reviewed monthly. | Reviews are underway | LAC and Care Leavers Strategy       |

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

|     | Improvement Action                                                                                                                                                                                                                                                                                                                                                                  | CLT Accountable Officer                                  | Lead Officer                                                                                                      | What we hope to achieve                                                                                                                                                                                              | Timeframe                                                                                                                            | Success Measure                                                                                                                                                                                                        | Progress                                                                                                                                                                                                                                                                                                  | Links to other plans and strategies                                   |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| 2.1 | <p>Increased number of internal fostering placements available</p> <ul style="list-style-type: none"> <li>Ongoing prioritised support of marketing and communications colleagues with comprehensive campaign through to July 2020</li> <li>Corporate and partnership approach to improve offer to foster carers (leisure facilities, council tax discount, parking etc).</li> </ul> | <p>Marje Toward</p> <p>Anthony May/<br/>Adrian Smith</p> | <p>Luke Barrett/<br/>Catherine Kelly</p> <p>Derek Higton/<br/>Pete Mathieson/<br/>Chris Ward/<br/>Andy Dawson</p> | <p>Safe, caring and loving placements for children.</p> <p>Higher percentage of foster placements are made internally</p> <p>Any unnecessary expenditure is avoided</p>                                              | <p>Rolling marketing campaign to July 2020</p> <p>Revised offer for foster carers by April 2020</p>                                  | <p>Savings target achieved</p> <p>A net increase of 50 fostering placements by March 2021</p> <p>Increase in fostering enquiries of 20%</p> <p>Increase in conversion from enquiry to approved foster carer of 10%</p> | <p>Marketing campaign has been planned and will commence in September 2019.</p> <p>Initial meetings have taken place with stakeholders to explore potential improvements to offer.</p> <p>Paper to be taken to next Chief Executives meeting on 6 September by Adrian Smith (Steve Edwards to draft).</p> | <p>LAC and Care Leavers Strategy</p> <p>Care Sufficiency Strategy</p> |
| 2.2 | <p>Increase in internal residential children's home capacity</p> <ul style="list-style-type: none"> <li>Additional 4 bed residential home opened.</li> <li>Consideration when remodelling wider NCC estate and in planning applications for housing developments to increase children's home capacity/ accommodation for care leavers</li> </ul>                                    | <p>Colin Pettigrew/<br/>Adrian Smith</p>                 | <p>Devon Allen/<br/>Neil Gamble</p>                                                                               | <p>Timely mobilisation of new residential home. Four new NCC residential placements available avoiding the need for more costly external residential placements and resulting in good outcomes for the children.</p> | <p>Timeframe is largely dependent on the operating model agreed by Members, but is estimated at between June and September 2020.</p> | <p>Four additional residential placements for Nottinghamshire in a NCC owned home by May 2020.</p>                                                                                                                     | <p>Policy Committee has approved the purchase of a new residential home (17/7/19). Next step is to develop the operating model for the new home whilst pursuing the purchase.</p>                                                                                                                         | <p>Care Sufficiency Strategy</p>                                      |
| 2.3 | <p>Increase the number of "block contract" residential placements with external providers. The total number of new homes under this arrangement will be four.</p>                                                                                                                                                                                                                   | Colin Pettigrew                                          | Jon Hawketts                                                                                                      | <p>Contracts which provide a better cost per placement (as long as occupancy is maintained) and therefore help reduce placement costs.</p>                                                                           | <p>First two homes by September 2019</p>                                                                                             | <p>Savings target achieved</p> <p>New homes operational and fully occupied by February 2020.</p>                                                                                                                       | <p>The first two homes became operational from July 2019.</p>                                                                                                                                                                                                                                             | <p>Care Sufficiency Strategy</p>                                      |

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

|     | Improvement Action                                                                                            | CLT Accountable Officer | Lead Officer | What we hope to achieve                                                                                                                                                                                                                                                                                                                                                                             | Timeframe                                                    | Success Measure                                                                                                                                                                 | Progress                                                                                                                                                                                                                                                                                                                                                                                                                                | Links to other plans and strategies                            |
|-----|---------------------------------------------------------------------------------------------------------------|-------------------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| 2.4 | Establish a D2N2 Commissioning Framework for residential and Independent Fostering Agencies.                  | Colin Pettigrew         | Jon Hawketts | To use economies of scale to reduce the cost of placements. To develop the market across the D2N2 footprint to increase diversity, availability and quality. This will also reduce costs per placement overall. Further development of block arrangements may also reduce unit costs.                                                                                                               | February 2020                                                | New D2N2 Framework in place                                                                                                                                                     | Currently on track. First round of tenders due back in August. A further round of tenders planned for November prior to the new arrangements going live from 01 February 2020 (upon the cessation of the current East Midlands-wide Framework on 31/01/20)                                                                                                                                                                              | Children and Families Departmental Strategy                    |
| 2.5 | Develop enhanced models of semi-independent accommodation for the most complex care leavers in smaller units. | Colin Pettigrew         | Jon Hawketts | The most complex care leavers often fail to make a successful transition from residential care to supported accommodation. By providing smaller units an earlier successful transition could be made which is better for the young person as they reach adulthood and is also significantly cheaper than residential care. It also frees places in residential care for those who need it the most. | Some already operational; others planned to be so by 2020/21 | 14 new units in place by April 2020<br><br>Reduced instances and level of evictions<br><br>Improved outcomes for individual young people (as evidenced via Outcome Star scores) | 1 smaller 5-bed 24 hour staffed setting has been developed and is operational.<br><br>Core+ specification developed and being negotiated with current provider (3/4 bed with intensive staff support).<br><br>Initial plans to commission a model within a £500K budget envelope (current spend on spot purchase) to meet needs of most vulnerable care leavers aged 18+<br><br>Making teenage parent service staffed 24/7 (6 bed unit) | Care Sufficiency Strategy<br><br>LAC and Care Leavers Strategy |
| 2.6 | Delivery of the Social Impact Bond Model (jointly with Nottingham and Derby City Councils).                   | Colin Pettigrew         | Jon Hawketts | To reduce the number of young people in high cost residential placements and therefore reduce the pressure on the placements budget. To make use of up to £3m of Big Lottery (LCF) funding.                                                                                                                                                                                                         | SIB to be operational by Feb 2020 (revised)                  | SIB to become operational, receiving referrals and delivering positive outcomes for individual CYP and delivering budget savings                                                | The implementation of this intervention programme has been delayed as a result of the selected commissioned provider having to re-procure a social investor following the withdrawal of its original partner                                                                                                                                                                                                                            | Care Sufficiency Strategy                                      |

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

|     | Improvement Action                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | CLT Accountable Officer           | Lead Officer                                              | What we hope to achieve                                                                                                                                                                                                                                                                                                                                                                                                                      | Timeframe                                                                                                                                                                                                                                                                                                              | Success Measure                                                                                                                                                                                                                                                        | Progress                                                                                                                                                                                                                                          | Links to other plans and strategies   |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| 2.7 | To ensure that the corporate Digital Development Programme supports delivery of the Children and Families Department's "Digital Development Plan"                                                                                                                                                                                                                                                                                                                                     | Adrian Smith / Colin Pettigrew    | Katharine Smith<br>Tracy Hill<br>Sue Milburn<br>Joe Foley | Using technology to achieve simple and immediate access and better support for service users<br><br>More efficient access to relevant information between organisations within the children's partnership (e.g. social care and CAMHS).<br><br>Care leavers better able to access information about local offer.                                                                                                                             | Details                                                                                                                                                                                                                                                                                                                | Delivery of the Children and Families Department's "Digital Development Plan"                                                                                                                                                                                          | Programme Board to be convened in September which will identify priority "asks".<br><br>Departmental Digital Development Board is well established. Consultation on plan is complete.                                                             | Departmental Digital Development Plan |
| 2.8 | Ensuring there is sufficient/prioritised capacity to develop the BI reports required to meet Ofsted requirements (including workforce reporting), baseline and track benefits of change programmes, and facilitate management decision-making.                                                                                                                                                                                                                                        | Nigel Stevenson                   | Rob Disney                                                | Reduction in manual tasks undertaken within frontline services thus freeing up management and business support capacity.<br><br>Better data on which to inform decision making.<br><br>Better data upon which to inform benefits monitoring of projects<br><br>Fulfil Ofsted requirement.<br><br>Ability to track impact of project initiatives on recruitment and retention of staff.<br><br>Better decision making on use of agency staff. | End of September 2019 for Ofsted reporting<br><br>Further development by June 2020                                                                                                                                                                                                                                     | A suite of appropriate reports and dashboards available                                                                                                                                                                                                                | Meeting scheduled 19 August to progress.                                                                                                                                                                                                          | Departmental Digital Development Plan |
| 2.9 | Additional project management capacity/financial resource for capacity within the department to be established to deliver the following change projects: <ul style="list-style-type: none"> <li>Establishing whole family safeguarding teams between children's and adults;</li> <li>Making the front door delivery model sustainable within the context of increasing demand;</li> <li>Taking a joint commissioning approach with health for children with complex needs;</li> </ul> | Nigel Stevenson / Colin Pettigrew | Sue Milburn / Lucy Peel / Marion Clay                     | More timely delivery of a range of projects intended to: <ul style="list-style-type: none"> <li>improve practice and through this children's outcomes;</li> <li>release capacity within frontline teams; and</li> <li>make more efficient use of resources and avoid cost where possible.</li> </ul>                                                                                                                                         | To be determined once projects initiated. Next step for progressing family safeguarding is joint CFS and ASCH leadership team meeting on 17 September.<br><br>SEND strategy – initial phases are being delivered following Higher Level Needs budget review. This is being developed into a formal 5 year strategy for | <ul style="list-style-type: none"> <li>Establishing whole family safeguarding teams between children's and adults;</li> <li>Making the front door delivery model sustainable within the context of increasing demand;</li> <li>Taking a joint commissioning</li> </ul> | Agreement in principle at Transformation and Governance Group on 26 July.<br><br>SEND strategy in development.<br><br>Following the review of the High Needs Budget and underpinning Strategy by Peter Grey published June 2018, there has been a |                                       |

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

|      | Improvement Action                                                                                                                                                                                                                                                                                                                                                                                                                             | CLT Accountable Officer | Lead Officer   | What we hope to achieve                                                                              | Timeframe                        | Success Measure                                                                                                                                                                                                                                                              | Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Links to other plans and strategies |
|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------|------------------------------------------------------------------------------------------------------|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
|      | <ul style="list-style-type: none"> <li>Delivering a five year SEND transformation strategy</li> <li>and</li> <li>Developing a coherent approach to supporting children living in kinship arrangements.</li> </ul> <p>Anticipated additional capacity requirements: 2 project managers, 3 programme officers within programmes and projects, plus funding for 2 project manager posts to be hosted within the department, graduate trainee.</p> |                         |                | SEND budgets are managed so that large budget deficits do not appear in the Dedicated Schools Grant. | implementation from spring 2020. | <p>approach with health for children with complex needs;</p> <ul style="list-style-type: none"> <li>Delivering a five year SEND transformation strategy</li> <li>and</li> </ul> <p>Developing a coherent approach to supporting children living in kinship arrangements.</p> | comprehensive consultation with the schools sector and with parents and as a result the Education, Learning and Skills Service has been reviewed and a new structure agreed by CYP in June 2019. In addition, this review, including the parent and stakeholder feedback of the high consultation undertaken between Dec 2018 – Jan 2019, it was agreed that there should be a move to locality working by the Schools and Families Specialist Services and the Service is now in the process of advertising for 7 district SENCOs and to move to a locality working model. Also, "Nottinghamshire SEND Policy" (0-25 years) 2020 – 2023 will go to consultation on 16th September which will open until the 29 November 2019. This consultation will inform the final Policy which will be taken to the December 2019 Policy Committee. |                                     |
| 2.10 | Ensuring that sold services are achieving full cost recovery in all instances                                                                                                                                                                                                                                                                                                                                                                  | Colin Pettigrew         | Laurence Jones | Accurately calculating full costs and having charges which reflect these                             | 1 April 2020                     | <ul style="list-style-type: none"> <li>full cost calculated</li> <li>income achieved</li> </ul>                                                                                                                                                                              | Full cost reviews underway                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                     |



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

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

|     | Improvement Action                                                                                                                                                                 | CLT Accountable Officer        | Lead Officer | What we hope to achieve                                                                                                                                                                                                                                | Timeframe                                                                                                                                   | Success Measure                                                                                                                                                                                                                                                          | Progress                                                                                                                                                                                    | Links to other plans and strategies         |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| 3.1 | Taking a corporate approach to parking at all sites to ensure social workers have prioritised access to parking.                                                                   | Adrian Smith                   | Derek Higton | Better efficiency of social work time.<br>Improved staff morale.                                                                                                                                                                                       | To be determined.                                                                                                                           | Improved staff satisfaction ratings as measured through feedback via annual health check and through Practice Forum                                                                                                                                                      | Initial meeting held with Derek Higton and John Hughes to identify potential solutions to parking challenges at key sites (Prospect, Meadow House, Lawn View House, Piazza, Chancery Lane). |                                             |
| 3.2 | Ensuring that the smartphones for social workers function as smartphones at the earliest possible opportunity and no later than the current planning go live date of October 2019. | Nigel Stevenson                | Nigel Harlow | Social workers better able to work efficiently.<br>Would mean that Apps that have been commissioned (Mind of My Own, Guardian 24) can be used on work phones.<br>Reduction in risk of IG breaches.<br>Improved staff morale.                           | All social workers to have smartphones by October 2019                                                                                      | All relevant staff having functioning smartphones<br><br>Improved staff morale as measured through feedback via annual health check and through Practice Forum                                                                                                           | Agreement reached to pilot mobilising smartphones with 10 users.                                                                                                                            | Corporate Health and Safety Plan.           |
| 3.3 | Introduction of Guardian 24 on smartphones to improve personal safety for workers during visits in the community                                                                   | Nigel Stevenson / Marje Toward | John Nilan   | Improved staff morale.<br>Reduction in cost (current solution more expensive).                                                                                                                                                                         | Implementation from September 2019                                                                                                          | All relevant staff have access to Guardian 24.<br><br>Improvement in percentage of staff feeling safe as measured through annual health check (baseline through health check of 79%).                                                                                    |                                                                                                                                                                                             | Children and Families Departmental Strategy |
| 3.4 | Introduce a clear values-based framework within which to work and support in managing the challenges of complex case work (rollout of reflective group supervision).               | Colin Pettigrew                | Lucy Peel    | Improve case progress and successful outcomes therefore over time reducing the number of cases requiring a social worker.<br>Increase job satisfaction and therefore social worker retention. This then reduces the need for expensive agency workers. | Rollout across District Child Protection Teams and the Children's Disability Service by September 2019.<br><br>Further roll outs to follow. | Social work caseloads are within the set manageable number<br><br>Reduced drift and delay (average duration of child in need and child protection cases)<br><br>Improved staff retention during 2020-21<br><br>Continued reduction in use of agency staff during 2020-21 | Pilot in Bassetlaw completed and evaluated. Facilitators trained for rollout in September.                                                                                                  | Children and Families Departmental Strategy |

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

|     | Improvement Action                                                                                                                                                                                                       | CLT Accountable Officer        | Lead Officer                 | What we hope to achieve                                                                                                                                                          | Timeframe                                                                    | Success Measure                                                                                                                  | Progress                                                                                                                                                     | Links to other plans and strategies         |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| 3.5 | Provide support recognising the emotional toll of the work that social workers do (piloting Schwartz Rounds, access to counselling support and a health and wellbeing hub).                                              | Colin Pettigrew                | Lucy Peel                    | Reduce stress related absence and therefore for the need for expensive agency worker cover. Improve social worker recruitment and retention through the offer to social workers. | Pilot commences June 2019. Full rollout out January 2020 pending evaluation. | Improved staff retention<br><br>Improved staff wellbeing as measured through health check<br>Reduction in stress related absence | Initial Schwartz Rounds have taken place with positive feedback from staff and Point of Care Foundation.                                                     |                                             |
| 3.6 | Good continuing professional development and career progression opportunities through a refreshed CPD offer for experienced social workers and new team managers, and developing additional advanced practitioner roles. | Colin Pettigrew / Marje Toward | Lucy Peel / Helen Richardson | Improved social worker recruitment and retention through the offer to social workers.                                                                                            | Detailed action plan being developed.                                        | Improved staff retention during 2020-21<br><br>Quality of practice as assessed through the Quality Management Framework          | Cross-council steering group established. Extended offer for NQSWs developed. CPD portfolio for experienced social workers and team managers being developed | Children and Families Departmental Strategy |





**16<sup>th</sup> September 2019****Agenda Item: 12****REPORT OF SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL WORK****STEP UP, BEAT HATE – REPARATION EVENT OCTOBER 2019****Purpose of the Report**

1. To inform Committee of the Step Up, Beat Hate reparation event on 18<sup>th</sup> October 2019 and seek approval for a press release and appropriate Council staff to be interviewed by the press who will be invited to the event.

**Information**

2. Remedi, a registered charity, is commissioned by the Nottinghamshire Youth Justice Service to provide Restorative Justice and Victim Services. One of their key areas of work is the provision of support for young people who are required to undertake community reparation as part of a court order.
3. Remedi develop creative projects which should directly benefit the community whilst also developing the skills and understanding of the young people who partake.
4. Throughout September and October Remedi's teams will be working with young offenders in Nottinghamshire on the same themed project as young people in Barnsley, Doncaster, Rotherham, Sheffield, Derby, and Manchester. The project will culminate in events in each of the locations during National Hate Crime awareness week. In Nottinghamshire the event will take place on Friday 18<sup>th</sup> October at the Stags football stadium in Mansfield.
5. The young people will be working on an anti-Hate Crime programme called Step Up, Beat Hate and it will be this message that the events promote locally, encouraging the public to better understand the scope and impacts of Hate Crime.
6. In the run up to the event the young people will develop resources, organise, advertise and promote the events and communicate across the local community. By doing so they will be empowered to really engage with the subject matter and 'own' the events.
7. Remedi will look to engage local media and MPs to support the events and so press attention is likely.

## **Other Options Considered**

8. Council staff could support the planning phase, and attend the event, without appearing in the press coverage.

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

9. To keep Committee informed of the activity of the Youth Justice Service and its partners in working with young people who have offended.
10. To promote the positive work of the service to the public.

## **Statutory and Policy Implications**

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

## **Financial Implications**

12. There are no financial implications of this report, all costs will be covered by Remedi as part of their existing contract with the Youth Justice Service.

## **RECOMMENDATION/S**

- 1) That the Committee agrees to a press release on the Step Up, Beat Hate reparation event on 18<sup>th</sup> October 2019 and for appropriate Council staff to be interviewed by the press who will be invited to the event.

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

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

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## **Constitutional Comments (EP 23/08/19)**

13. The recommendation falls within the remit of the Children and Young People's Committee by virtue of its terms of reference. All relations with the press and media must be conducted in accordance with the Council's agreed procedures and the law on Local Authority publicity.

### **Financial Comments (SAS 29/08/19)**

14. There are no financial implications arising directly from this report as all costs will be covered by Remedi as part of their existing contract with the Youth Justice Service.

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

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

None.

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

All.

C1284



**16<sup>th</sup> September 2019****Agenda Item: 13****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES  
CHILDREN'S SERVICES WORKFORCE HEALTH CHECK 2019****Purpose of the Report**

1. To present the key findings and recommendations arising from the 2019 Children's Services Workforce Health Check.

**Information**

2. Social Work Health Checks have been conducted on an annual basis and since 2015 they have encompassed the wider children's workforce to ensure that there is a comprehensive understanding of employees' experiences of working for the Department, both to inform current and future workforce planning and support.
3. The 2019 Health Check survey was completed by 287 staff from a frontline workforce of approximately 1,070. With the survey aimed primarily at staff who worked directly with children and families, this still represented 27% of the target workforce (a 5% increase on last year's participation).
4. The survey data was combined with Human Resources data, and other workforce data held within the Department, to provide an overview of the current workforce.
5. Practitioners operating at the frontline, engaging directly with children, young people, and families face a number of challenges and pressures within the course of their daily work, and there is a need to ensure that, as a Department and as an employer, there is an accurate understanding of how it feels to be involved in such work, and how the Department can offer the most appropriate support to the workforce to enable them to deliver quality and consistent services to communities in Nottinghamshire.
6. The survey covered a number of key areas that are intrinsic to a health check of the workforce, and included:
  - i) workforce demographics and stability
  - ii) having the right tools to do the job
  - iii) having a healthy workplace
  - iv) workforce development
  - v) effective service delivery.

## **Key Findings from the 2019 Health Check**

7. The responses to this year's Health Check survey were the most positive that have been received in recent years, with some significant improvements in staff feedback most notably around the provision of appropriate technology to do the job, and the support offered to social workers from Social Work Support Officers (SWSOs) and newly introduced Social Work Assistants (SWAs). There was an overarching view that staff morale was high and that their experience of working within the Department was positive. Whilst it must be acknowledged that the survey cohort only represented around a quarter of staff, it is nonetheless a reassuring snap-shot of the wider workforce given that most staff who participate in a survey are invested in "having their say".

### **What's Working Well for the Department's Frontline Staff:**

8. The survey showed the following:
- 65% of the workforce has been with the Department for over five years, and 81% have been with it for over two years
  - 80% of staff stated that they envisaged remaining within the Department in 12 months' time, with 59% intending to be in the same job role, and 10% hoping to have moved into more senior roles within the Department
  - 98% of staff stated that they received regular supervision and 81% rated the quality of their supervision between 6 & 10, with 66% rating it between 8 & 10 (where 10 was excellent and 1 was poor)
  - 89% of staff stated that they had opportunities for reflective supervision
  - 98% of staff felt that their manager was accessible when they needed them
  - 93% of staff felt listened to and supported by their managers
  - 79% of staff felt that there were adequate processes in place to monitor their safety
  - 90% of staff said that they were able to access the ICT network whenever they needed to
  - 80% of staff stated that the introduction of Smarter Working and more flexible working arrangements had been beneficial to their work:life balance and their wellbeing
  - 83% of staff felt that SWSOs and SWAs had contributed to more effective working
  - 80% of staff rated their job roles as rewarding
  - The top four positive aspects of their working experience were:
    - having supporting colleagues
    - having supportive managers
    - having appropriate technology to do the job
    - a good work:life balance
  - 78% of staff who had experienced change stated that they had felt supported through the change process

- 88% of eligible staff had received an Employee Performance and Development Review (EPDR) within the last 12 months
- 94% of staff who had identified training needs during their EPDR had managed to take actions to address their training needs.

### **What Issues Do We Need to Focus On:**

9. Whilst 13% of the survey respondents came from Black and Ethnic Minority (BEM) communities, only 4% of the manager-respondees were from these communities.
10. 21% of staff felt that there were not adequate processes in place to monitor their safety, with some inconsistencies in the approach to staff safety across certain teams.
11. 22% of all reported sickness absence is related to stress which, whilst an improvement on the 26% reported in 2018, still carries underlying figures for fieldwork social work teams of 37%. Taking into account the levels of stress-related absence, the uptake of support that is made available corporately is still low.

### **What Actions Will We Take:**

12. As regards the issues highlighted around the representation of BEM communities within the Department's management structure, the Department will:
  - i) conduct a review of recent recruitment activity to Team Manager positions, to identify the ethnic make-up of candidates and the outcomes of each recruitment process
  - ii) request a refreshed set of HR data on the composition of the current workforce so that the percentages that are representative of Black and Ethnic Minority communities can be reviewed
  - iii) explore opportunities to introduce a bespoke management development programme for aspirant managers from the BEM workforce.
13. Staff safety continues to be a priority, and the Council is already investing in the provision of Smart Phones for the frontline workforce which will have a personal safety App installed on them for staff to use. The Department will also ensure that there is more consistency in approaches to staff safety across frontline teams so that staff feel safe and confident.
14. In relation to the levels of stress-related sickness absence, the Department will ensure that:
  - i) communications around the existing support infrastructure are improved both for staff and for managers
  - ii) it continues involvement with the Schwartz Rounds pilot and considers this as a potential long-term part of the support infrastructure
  - iii) it continues to monitor the percentage of sickness absence that is related to stress/depression.

### **Other Options Considered**

15. Whilst the Department would have wished for a larger survey cohort, it still achieved an increase on last year's participation and would rather staff took part freely than make the Health Check a mandatory task.



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

16. The recommendations below have been agreed by senior management within the Department, and the actions coming from these recommendations will help to address issues that require more focus over the coming 12 months.

## **Statutory and Policy Implications**

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

## **Financial Implications**

18. There are no financial implications arising from the report

## **Implications for Service Users**

19. The maintenance and improvement of the existing infrastructure for staff support and development will enable the workforce to deliver a quality and consistent service to Nottinghamshire communities.

## **RECOMMENDATION/S**

That the Committee:

- 1) considers whether there are any actions it requires in relation to the issues contained in this report
- 2) considers how it wishes to monitor the actions/issues contained within this report
- 3) agrees to receive an update report in the next six months and that this be included in the work programme.

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

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### **Constitutional Comments (EP 23/08/19)**

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

### **Financial Comments (SAS 29/08/19)**

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

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

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

None.

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

All.

C1275



**16<sup>th</sup> September 2019****Agenda Item: 14****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES****MINISTRY OF DEFENCE LOCAL AUTHORITY PARTNERSHIP (MODLAP) –  
NEW IN COUNTY CHILDREN WITH EDUCATION HEALTH AND CARE PLANS****Purpose of the Report**

1. The report seeks approval to adopt and apply the agreed Ministry of Defence Local Authority Partnership (MODLAP) principles of transition for Service children with Special Educational Needs and Disability (SEND).

**Information**

2. MODLAP is a partnership between the Ministry of Defence and 15 English local authorities, (not inclusive of Nottinghamshire), that have voluntarily committed to work together to improve the experience and outcomes of Service children and work to and apply the guiding principles detailed in **paragraphs 3 – 10** below.
3. Local authorities agree that consultation with schools for placement of a Service child with SEND will occur prior to the arrival of the family into the area – subject to an official letter from the MOD confirming the relocation date and where all necessary records have been provided to the local authority at least 30 days ahead of the family's arrival date. An expectation is implicit within this set of agreed principles that the originating local authority or appropriate authority (including MOD schools), will ensure all necessary child records have been provided to the new local authority within 15 days of being notified of the move by parents/carers. This agreement is subject to parents or carers having given a minimum of 45 days' notice to their current local authority ahead of their move.
4. When a school placement cannot be found that meets the identified needs of a child, the local authority will seek to provide an appropriate solution. Each MODLAP local authority commits to reduce to the absolute minimum, the amount of time Service children are out of education following transition to a new local authority area.
5. MODLAP local authorities will record and monitor the average amount of time (in days) Service children with SEND are out of education in their authority areas, which will be reviewed as a standing agenda item at MODLAP meetings. This data will be used to assess the effectiveness of these principles.

6. Each local authority will designate a key point of contact or contacts (dependent on the individual structures within local authorities), to coordinate and oversee the transition of Service children into the local authority area. The MOD will facilitate and fund the coordinated activities of officers acting as key points of contact, providing Continuing Professional Development (CPD) for this group of professionals. It is intended that the activities of this group will deliver exemplars of good practice for the benefit of all local authorities supporting Service children with SEND.
7. The Ministry of Defence commits to regularly review and (where necessary) adapt its Service Child Assessment of Need (SCAN) documentation in partnership with the MODLAP membership, to ensure its continued alignment with the requirements of local authorities.
8. The local authority agrees to recognise and take due regard of the MOD SCAN documentation in assessing the needs of children transitioning from MOD schools. The SCAN documentation is also recognised as analogous to Education, Health and Care Plan (EHCP) formats. The local authority further agrees to identify suitable provision that is informed by all available information, including that provided through MOD SCAN documentation. Local authorities will utilise the professional judgements of MOD employed specialist disciplines, along with any other professional judgements provided as part of the statutory assessment process, to ensure there is no delay in decisions to undertake an Education, Health and Care Needs Assessment, and remain within the existing timescales for statutory assessment, as contained within the SEND Code of Practice.
9. Each MODLAP local authority will recognise the assessment of needs made by fellow MODLAP local authorities and seek to ensure continuity of provision for all Service children transitioning into and out of local authority areas.
10. MODLAP members commit to the sharing and promotion of the above principles, within and beyond their immediate area of representation, to contribute to the realisation of the ambition that these principles will be widely adopted.

### **Other Options Considered**

11. No other options have been considered.

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

12. To recognise that the transient nature of families serving in the Ministry of Defence can make consistent education for children of service families a challenge.
13. To support the adoption of the MODLAP principles in Nottinghamshire, ensuring that those children with SEND and/or an EHCP and their families have an improved experience of securing appropriate educational placements in a timely way.

### **Statutory and Policy Implications**

14. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability

and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **Financial Implications**

15. There are no known or anticipated costs arising from adopting the MODLAP Principles.

## **Data Protection and Information Governance**

16. In adopting the MODLAP principles Data Protection and General Data Protection Regulation (GDPR) compliance has been considered. Securing an interim and appropriate educational placement requires the local authority to share personal information (including protected characteristics). The Integrated Children's Disability Service Assessment Team has necessary GDPR, Privacy Notices and Data Protection processes in place to ensure this.

## **RECOMMENDATION/S**

- 1) That Committee approves the local adoption and application of the Ministry of Defence Local Authority Partnership (MODLAP) principles of transition for those children and young people with Special Educational Needs & Disability and Education, Health and Care Plans whose parents are serving Ministry of Defence officers.

**Laurence Jones**

**Service Director, Commissioning and Resources**

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## **Constitutional Comments (LW 20/08/19)**

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

## **Financial Comments (SAS 27/08/19)**

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

## **Background Papers and Published Documents**

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

None.

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

All.

C1274

16<sup>th</sup> September 2019

Agenda Item: 15

**REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****PRINCIPAL CHILD AND FAMILY SOCIAL WORKER ANNUAL REPORT****Purpose of the Report**

1. This report summarises the work completed by the Principal Child and Family Social Worker (PC&FSW).

**Information**

2. The summary below outlines the key priorities for 2018/19 for Nottinghamshire County Council's Principal Child and Family Social Worker (PC&FSW), the actions which have been taken to meet these objectives and goals for future work.
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. In 2018 the Department for Education in Working Together<sup>1</sup> determined that the PC&FSWs have a key role in developing the practice and the practice methodology that underpins direct work with children and families and should support social workers, the local authority and partners to develop their assessment practice and decision making skills, and the practice methodology that underpins this.
5. The PC&FSW is managed within the Service Improvement (Youth, Families and Social Work) Service, is a member of the Youth, Families and Social Work Divisional Leadership Team and has line management responsibility for the county wide social work practice consultant team.

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<sup>1</sup> Working Together to Safeguard Children A guide to inter-agency working to safeguard and promote the welfare of children (July 2018)  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/779401/Working\\_Together\\_to\\_Safeguard-Children.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/779401/Working_Together_to_Safeguard-Children.pdf)



## Recruitment and retention

6. Child and family social work is challenged by high turnover and vacancy rates and a heavy reliance on agency staff and demand for permanent, experienced workers significantly outstrips supply (with children's social work now on the national occupational shortage list)<sup>2</sup>.
7. Since January 2017 the PC&FSW has been working with colleagues to look at how things can be done differently with supporting social workers in training, newly recruited graduate social workers and social workers who are working for the department with a view to improving the working environment and experience for staff and promoting recruitment and retention of social workers.
8. It is hoped that by increasing the number of good quality social work student placements newly qualified social workers can be encouraged to work for the authority.
9. In the academic year 2018/19 Nottinghamshire Children Services offered 61 placements for students from Nottingham Trent University, The University of Nottingham, University of Derby, University of Lincoln, Sheffield Hallam University, Manchester Metropolitan University (step-up and GOO) and Liverpool Hope University. In the academic year 2019/20 to date 33 student placements have been confirmed who will start in September and October 2019 with a further cohort to be confirmed for spring 2020.
10. Early indicators suggest that promoting student placements does lead to the recruitment of social workers. In 2018/19, 25 graduate social workers were recruited by the Council's Children's Services. The recruitment of graduate social workers in 2019/20 is looking extremely positive; 44 new recruits have accepted positions with the Council (38 of whom had been student social workers with the authority) and will all commence their employment before the end of September 2019.
11. The PC&FSW is the lead officer with oversight of the department's engagement with other programmes to enable people to gain their social work qualification and practice as registered social workers.
12. In October 2018 7 existing employees were able to start the Grow Our Own (GOO) fast track undergraduate training programme. The members of staff completing the programme are continuing to work in their substantive posts whilst also completing their study. Nottinghamshire County Council has paid £3,000 of the course fees with the students self-funding the rest by accessing a £10,000 Career Development Loan from the Council. The first cohort of GOO students are doing very well and are all on track to complete their training in May 2020, graduating in July 2020 and then transferring into social work positions.
13. The PC&FSW is currently overseeing the selection process for a second cohort of up to 10 GOO students who are due to commence their training programme in October 2019.
14. The PC&FSW is the lead officer with oversight of the Council's engagement with the Step-up to Social Work programme<sup>3</sup>. This Department for Education sponsored 14 month, national fast track training programme is designed for people with previous education and

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<sup>2</sup> RiP - Social work recruitment and retention

<sup>3</sup> Gov.UK – Step up to social work <https://www.gov.uk/guidance/step-up-to-social-work-information-for-applicants>

experience of working with children and families. Candidates are based within a local authority whilst completing their study for a post graduate diploma in social work.

15. In 2018/19 5 Step-up students joined the Local Authority, successfully completed their training and are now employed as social workers by the department.
16. Nottinghamshire County Council has agreed to host up to 8 Step-up to social work students in the next cohort who are due to commence their training in January 2020.
17. The PC&FSW is currently exploring whether it would be feasible to also host students from the Frontline<sup>4</sup>, a Department for Education funded training programme, in 2020.
18. Additionally the PC&FSW is working with colleagues in Adult Social Care to see if there are any further opportunities for supporting staff to become qualified social workers via a Social Work Apprenticeship.

### **National Assessment and Accreditation System (NAAS)**

19. The Department for Education has an ambition that experienced child care social workers and managers will be able to demonstrate their proficiency by sitting a national accreditation assessment which is benchmarked against post qualifying standards for child and family practitioners and practice supervisors<sup>5</sup>.
20. The Department for Education promotes NAAS as a vehicle for improving the quality of practice and the outcomes for vulnerable children.
21. In the Ofsted Framework, evaluation criteria and inspector guidance for the inspection of local authority children's service<sup>6</sup> it is noted that the social care workforce should be sufficient, suitably qualified and accredited to deliver high-quality services to children and their families.
22. In March 2019 Nottinghamshire's Children's Social Work service joined the national phase 2b rollout of the NAAS which is an opportunity for the organisation to internally embed the post qualify standards and for our social workers and managers to volunteer to do the accreditation assessment.
23. The PC&FSW is the NAAS lead for Nottinghamshire and is co-ordinating the embedding of the post qualifying standards and preparing staff to undertake the assessment.
24. The PC&FSW was the Council's first practitioner to successfully complete the accreditation, and there are 10 further workers lined up to complete in late summer.

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<sup>4</sup> Frontline <https://thefrontline.org.uk/>

<sup>5</sup> Social work post-qualifying standards: knowledge and skills statements <https://www.gov.uk/government/publications/knowledge-and-skills-statements-for-child-and-family-social-work>

<sup>6</sup> Framework, evaluation criteria and inspector guidance for the inspection of local authority children's services [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/824184/ILACS\\_Framework\\_evaluation\\_and\\_inspector\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/824184/ILACS_Framework_evaluation_and_inspector_guidance.pdf)

25. There is an ambition that approximately 100 members of staff will have completed the voluntary accreditation assessment by April 2020.

### **Assessed and Supported Year of Employment (ASYE)**

26. The PC&FSW is the designated ASYE co-ordinator and in this role has oversight of the ASYE programme.
27. 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 Nottinghamshire children's workforce will complete the ASYE programme.
28. The 2018/19 cohort of NQSWs who have been on the 2018/19 ASYE programme have recently completed a survey which clearly shows that the training, supervision and support they receive is excellent.
29. In response to feedback from NQSWs that after their first year of employment there was little structured support, the PC&FSW has developed a formal package of training and support for social workers in their second year of practice. The aim is that this will provide professional support to staff which will enable them to continue with their professional development and learning and to continue to practice as social workers in field work teams and thereafter feel able to do the NAAS accreditation assessment.

### **Social Work Career Progression**

30. The PC&FSW oversees the children's social work career progression process, which is aligned to the national professional capabilities framework (PCF) for social workers.
31. 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.
32. In the year 2018/19 21 social workers attended the career progression panel and were able to successfully demonstrate that they were working at the level of an experienced social worker. This favourably compares to the 17 social workers who progressed in the previous 12 months.
33. In the autumn of 2019 the PC&FSW will be aligning the Nottinghamshire social work career progression to the national post qualifying standard.

### **Implement the Remodelling Practice Programme**

34. The PC&FSW and the team of practice consultants are leading on the design, implementation and embedding strengths based practice within teams.
35. Nottinghamshire County Council was successful in a national bid to trial the use of Schwartz Rounds<sup>7</sup> in a children's social care context. Schwartz Rounds are designed to provide a

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<sup>7</sup> Point of case Foundation <https://www.pointofcarefoundation.org.uk/our-work/schwartz-rounds/>

structured forum where all staff in all roles, come together regularly to discuss the emotional and social aspects of working in children's social care.

36. The PC&FSW and four practice consultants have received training to facilitate the rounds and are now engaged in a formally evaluated trial for the What Works Network<sup>8</sup>. Early indications from staff suggest that workers attending are finding the rounds beneficial. The trial period will continue until December 2019; if this is positive the PC&FSW and practice consultants will continue to facilitate Schwartz rounds for all staff.
37. The PC&FSW and practice consultants are visiting all teams to introduce the principles of strengths based practice. To complement this the PC&FSW is developing a full training and development programme for social care staff to ensure that the theories and principles of strengths based practice are understood and embedded into practice. This is a long term project and will continue to form a significant part of the PC&FSW and practice consultants' workload.
38. The PC&FSW and a lead practice consultant have developed, trialled and evaluated a process for Group Reflective Supervision, the aim of which is to support social care staff to share learning and understanding, and to promote the progression of work. The programme for Group Reflective Supervision is due to be rolled out across all field work social work teams, residential care and family service teams from September 2019.
39. The PC&FSW and practice consultants continue to facilitate multi-agency problem solving meetings (MAPS) which support groups of professionals to work together and creatively identify different ways of working with a child or family.

### **National Principal Social Work Network**

40. 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.
41. The Chief Social Worker for England, and representatives from the Department for Education, attend the meetings and share information regarding national social work reform and agendas for improvement.

### **Regional Principal Social Work Network**

42. The PC&FSW is the chair of the regional principal social work network. Meetings are held every three months and provide an invaluable opportunity for peers from across the region to share examples of good practice and innovation.
43. In May 2019 the regional principal social work network hosted a successful regional practice development day which was attended by nationally recognised researchers in social work practice. The network will facilitate another development day in 2020 on a theme which has relevance across the East Midlands.

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<sup>8</sup> What Works Network <https://www.gov.uk/guidance/what-works-network>

## **Adult and Child Care Principal Social Worker joint working**

- 44. The PC&FSW and the Adult Care PSW have begun to work together on a number of pieces of projects and have an ambition to strengthen this relationship and promote positive social work practice in Nottinghamshire.
- 45. The PC&FSW and the Adult Care PSW are hoping that in the next 12 months they can work together on aspects of workforce development and learning and development, the annual social work health check, recognising and celebrating success and professional achievement and hosting a joint festival of practice.

## **Other Options Considered**

- 46. No other options have been considered.

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

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

## **Statutory and Policy Implications**

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

## **Financial Implications**

- 49. The costs of all the initiatives are met from a combination of grant funding (DfE, What Works Network and Step-up to Social Work training), the existing budget held by the PC&FSW and the existing budget held by the Learning & Organisational Development, Workforce Planning & Development Team.
- 50. The Grow Our Own social workers scheme incurs no additional cost to the Council; the cost is met from a combination of placement funding from the university and the existing budget held by the PC&FSW.

## **RECOMMENDATION/S**

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

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

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**Constitutional Comments (EP 23/08/19)**

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

**Financial Comments (SAS 03/09/19)**

52. The costs of all the initiatives are met from a combination of grant funding from the (DfE £0.271m, What Works Network and Step-up to Social Work training), the existing budget held by the PC&FSW, £0.996m, and the existing budget held by the Corporate Learning & Organisational Development, Workforce Planning & Development Team.
53. The cost of the Grow Our Own social workers scheme is met from a combination of placement funding from the university and the Service Improvement budget which is £0.217m.

**Background Papers and Published Documents**

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

None.

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

All.

C1279



**16 September 2019****Agenda Item: 16****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND  
SKILLS****LOCAL AUTHORITY GOVERNOR APPOINTMENTS TO SCHOOL  
GOVERNING BODIES DURING THE PERIOD 12 FEBRUARY TO 16 AUGUST  
2019****Purpose of the Report**

1. To update the Committee on the appointment of Local Authority (LA) governors to school governing bodies for the period 12 February to 16 August 2019 in accordance with the requirements of the Constitution.

**Information**

2. Under the School Governance (Constitution) (England) Regulations 2012, as amended by the School Governance (Constitution and Federations) (England) Amendment Regulations 2014, governing bodies of maintained schools were required to reconstitute to a skills-based model of governance by September 2015, and are allowed one LA governor on the reconstituted governing body. For this model of governance, governing bodies may set eligibility criteria for, and appoint, the Local Authority governor.
3. Under these Regulations the County Council is responsible for nominating individuals as prospective governors. Nominations are made by the County Council, in accordance with the eligibility criteria provided by the governing body. When nominating new governors or re-nominating existing governors, the County Council must consider the skills and experience the governing body needs in order to be effective.
4. Local Authority governors nominated by the County Council and appointed by school governing bodies during the period 12 February to 16 August 2019 are as follows:

| <b>ASHFIELD</b>               |                                                                         |
|-------------------------------|-------------------------------------------------------------------------|
| Priestsic Primary and Nursery | Miss Liz Kitts<br><b>New appointment to the category of LA governor</b> |



|                                                    |                                                                                                                                                                                                                                                                                                                                                                     |
|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fountaindale Special                               | Mrs Jenny Petherbridge<br><b>Existing LA governor. Reappointed to the category of LA on the same governing body for her new term of office to start with effect from 22.09.19</b><br><b>Subsequently resigned as an LA Governor on 28.06.19 (before her new term of office had started) and appointed as co-opted governor by the governing body from 02.07.19.</b> |
| Fountaindale School                                | Ms Deborah White<br><b>Appointed as an Additional LA Governor to this governing body</b>                                                                                                                                                                                                                                                                            |
| Fountaindale School                                | Mr Rob Collins<br><b>Appointed as an Additional LA Governor to this governing body</b>                                                                                                                                                                                                                                                                              |
| Holly Hill Primary and Nursery School              | Mr Michael Scott<br><b>Change of governor type from co-opted governor on the same governing body</b>                                                                                                                                                                                                                                                                |
| St Mary Magdalene C of E Primary School            | Mr Mark Stone<br><b>New appointment to the category of LA governor</b>                                                                                                                                                                                                                                                                                              |
| Beardall Fields Primary and Nursery                | Mrs Lisa Hay<br><b>Existing governor. Reappointed to the category of LA on the same governing body</b>                                                                                                                                                                                                                                                              |
| Underwood C of E Primary                           | Mr Liam Russell<br><b>Existing governor. Reappointed to the category of LA on the same governing body</b>                                                                                                                                                                                                                                                           |
| <b>BASSETLAW</b>                                   |                                                                                                                                                                                                                                                                                                                                                                     |
| Walkeringham Primary                               | Mrs Mary Spencer<br><b>New appointment to the category of LA governor</b>                                                                                                                                                                                                                                                                                           |
| The Primary School of St Mary and St Martin, Blyth | Mr Stephen Petherbridge<br><b>New appointment to the category of LA governor</b>                                                                                                                                                                                                                                                                                    |
| St Anne's C of E Primary                           | Mr Matthew Smith<br><b>Existing governor. Reappointed to the category of LA on the same governing body</b>                                                                                                                                                                                                                                                          |
| Haggonfields Primary                               | Mr Philip Gawthorpe<br><b>Appointed as an Additional LA Governor to this governing body</b>                                                                                                                                                                                                                                                                         |
| Beckingham Primary                                 | Mrs Sarah Bowes<br><b>Existing governor. Reappointed to the category of LA on the same governing body</b>                                                                                                                                                                                                                                                           |

|                                              |                                                                                                                                             |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
|                                              |                                                                                                                                             |
| <b>BROXTOWE</b>                              |                                                                                                                                             |
| Wadsworth Fields Primary                     | Mr Terence Kerry<br><b>Existing governor. Reappointed to the category of LA on the same governing body</b>                                  |
| Albany Infant and Nursery School             | Miss Gemma Marshall<br><b>Change of governor type from co-opted governor on the same governing body</b>                                     |
| Albany Junior School                         | Mrs Amy Castle<br><b>New appointment to the category of LA governor</b>                                                                     |
| <b>GEDLING</b>                               |                                                                                                                                             |
| Westdale Infant                              | Mr John Smith<br><b>New appointment to the category of LA governor</b>                                                                      |
| Colwick St John's the Baptist C of E Primary | Councillor Meredith Lawrence<br><b>New appointment to the category of LA governor</b>                                                       |
| Pinewood Infant                              | Miss Sarah Green<br><b>New appointment to the category of LA governor</b>                                                                   |
| Carlton Standhill Infant                     | Mr Terence Morley<br><b>New appointment to the category of LA governor</b>                                                                  |
| Newstead Primary and Nursery                 | Mrs Patricia Wise<br><b>Existing governor. Reappointed to the category of LA on the same governing body</b>                                 |
| <b>MANSFIELD</b>                             |                                                                                                                                             |
| King Edward Primary                          | Mrs Judith Munro<br><b>New appointment to the category of LA governor</b>                                                                   |
| John T Rice Infant and Nursery               | Miss Ruth Palmer<br><b>New appointment to the category of LA governor</b>                                                                   |
| Farmilo Primary                              | Mrs Kath Wells<br><b>New appointment to the category of LA governor</b>                                                                     |
| Samworth Church Academy                      | Councillor Stephen Garner<br><b>Existing governor. Reappointed to the category of LA on the same governing body. Approved by the Trust.</b> |
| <b>NEWARK</b>                                |                                                                                                                                             |
| The Muskham Primary School                   | Mrs Anne Allsop<br><b>Existing governor. Reappointed to the category of LA on the same governing body</b>                                   |

|                      |                                                                                                           |
|----------------------|-----------------------------------------------------------------------------------------------------------|
| Halam C of E Primary | Mr Andrew Paris<br><b>Existing governor. Reappointed to the category of LA on the same governing body</b> |
|----------------------|-----------------------------------------------------------------------------------------------------------|

### Other Options Considered

- No other options have been considered.

### Reasons for Recommendation/s

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

### Statutory and Policy Implications

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

### Data Protection and Information Governance

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

### RECOMMENDATION/S

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

**Marion Clay**

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

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

**Jane Mansell (until 30 September 2019)**

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## **Constitutional Comments (KK 02/09/19)**

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

## **Financial Comments (SAS 29/08/19)**

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

## **Background Papers and Published Documents**

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

None.

## **Electoral Divisions and Members Affected**

### **Ashfield**

Sutton Central and East  
Hucknall North  
Sutton West  
Selston

Cllr Samantha Deakin  
Cllr Ben Bradley  
Cllr Tom Hollis  
Cllr David Martin

### **Bassetlaw**

Worksop South  
Worksop West  
Blyth and Harworth  
Misterton

Cllr Kevin Greaves  
Cllr Sybil Fielding  
Cllr Sheila Place  
Cllr Tracey Taylor

### **Broxtowe**

Stapleford and Broxtowe Central

Cllr John Doddy/Cllr John Longdon

### **Gedling**

Arnold South  
Arnold North  
Carlton East  
Carlton West  
Newstead

Cllr John Clark/Cllr Muriel Weisz  
Cllr Pauline Allan/Cllr Michael Payne  
Cllr Nicki Brooks  
Cllr Jim Creamer/Cllr Errol Henry  
Cllr Chris Barnfather

### **Mansfield**

Mansfield South  
Mansfield East  
Mansfield West

Cllr Stephen Garner/Cllr Andy Sissons  
Cllr Vaughan Hopewell/Cllr Martin Wright  
Cllr Paul Henshaw/Cllr Diana Meale

### **Newark**

Muskham and Farnsfield

Cllr Bruce Laughton

C1270



**16 September 2019****Agenda Item: 17****REPORT OF THE SERVICE DIRECTOR, CUSTOMERS, GOVERNANCE AND  
EMPLOYEES****WORK PROGRAMME****Purpose of the Report**

1. To consider the Committee's work programme for 2019-20.

**Information**

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

**Other Options Considered**

5. None.

**Reason for Recommendation**

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

## **Statutory and Policy Implications**

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

## **RECOMMENDATION**

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

**Marjorie Toward**

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

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

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Democratic Services Officer  
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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**

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

- None

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

- All

## **CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2019-20**

| <b>REPORT TITLE</b>                                                                                                                                                                                 | <b>BRIEF SUMMARY OF AGENDA ITEM</b> | <b>LEAD OFFICER</b> | <b>REPORT AUTHOR</b>          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|---------------------|-------------------------------|
| <b>14 October 2019</b>                                                                                                                                                                              |                                     |                     |                               |
| Schools Building Programme update                                                                                                                                                                   |                                     | Derek Higton        | Mick Allen/ Phil Berrill      |
| Update on free school presumption competitions and communication strategy for the promotion of free school presumption competition to secure a sponsor for a new secondary school in West Bridgford |                                     | Marion Clay         | Mike Sharpe                   |
| Strategy for Improving Educational Opportunities for All 2019-2021 – outcome of consultation                                                                                                        |                                     | Marion Clay         | Koni Rakhit                   |
| Outcomes of Ofsted inspections of schools – termly update                                                                                                                                           | Summer term report                  | Marion Clay         | Diane Ward                    |
| School Improvement Strategy for Schools Causing Concern – response from Regional Schools Commissioner                                                                                               |                                     | Marion Clay         | Marion Clay                   |
| Troubled Families Programme update and proposed changes to the Family Service                                                                                                                       |                                     | Steve Edwards       | Rachel Miller/ Edward Goodson |
| Stability Index 2019                                                                                                                                                                                |                                     | Colin Pettigrew     | Dave Gilbert                  |
| Childcare Sufficiency Assessment 2019                                                                                                                                                               | Annual report                       | Laurence Jones      | Irene Kakoullis               |
| Ofsted Annual Conversation letters and Continuous Improvement plan                                                                                                                                  |                                     | Laurence Jones      | Hannah Lomas                  |
| Nottinghamshire Safeguarding Children Partnership annual report 2018/19                                                                                                                             | Annual report                       | Steve Edwards       | Steve Baumber                 |
| Adaptations using Disabled Facilities Grant (title tbc)                                                                                                                                             |                                     | Steve Edwards       | Teresa Godfrey                |
| CAMHS Looked After and Adoption team annual report                                                                                                                                                  | Annual report                       | Steve Edwards       | Lucy Peel                     |
| Adoption East Midlands Regional Adoption Agency update                                                                                                                                              |                                     | Steve Edwards       | Tracey Coull                  |



| REPORT TITLE                                                                                                      | BRIEF SUMMARY OF AGENDA ITEM | LEAD OFFICER    | REPORT AUTHOR                    |
|-------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------|----------------------------------|
| <b>18 November 2019</b>                                                                                           |                              |                 |                                  |
| School Capital Programme progress report                                                                          | Six-monthly update           | Derek Higton    | Mick Allen                       |
| Children's Centre Service proposals                                                                               |                              | Laurence Jones  | Irene Kakoullis                  |
| Update on the Remodelling Practice programme                                                                      | Quarterly report             | Steve Edwards   | Lucy Peel/ Holly Smitheman       |
| Future delivery of the Families Information Service                                                               |                              | Laurence Jones  | Irene Kakoullis                  |
| <b>16 December 2019</b>                                                                                           |                              |                 |                                  |
| Children and young people core data set - performance for Quarter 2 2019/20                                       | Quarterly performance report | Nigel Stevenson | Dave Gilbert                     |
| Your Nottinghamshire, Your Future – Departmental Strategy: six month review of progress (April to September 2019) | Six-monthly review           | Colin Pettigrew | Matt Garrard                     |
| Special Educational Needs & Disability Policy                                                                     |                              | Marion Clay     |                                  |
| Elective Home Education update                                                                                    | Six-monthly update           | Marion Clay     | Jonathan Smith                   |
| Child Sexual Exploitation and Children Missing from Home and Care: six monthly update                             | Six monthly update           | Laurence Jones  | Joe Foley/ Hannah Johnson        |
| Early Childhood Services staffing structure                                                                       |                              | Laurence Jones  | Irene Kakoullis                  |
| Children's Homes Governance Board update                                                                          | Six monthly reports          | Laurence Jones  | Laurence Jones                   |
| Local Authority governor appointments to school governing bodies                                                  | Quarterly report             | Marion Clay     | Sarah Sayer/ Kerry Wood          |
| <b>Corporate Parenting items:</b>                                                                                 |                              |                 |                                  |
| Promoting and improving the health of Looked After Children                                                       |                              | Steve Edwards   | Claire Sampson/ Health/Lucy Peel |
| Foster carers items                                                                                               |                              |                 |                                  |
| <b>13 January 2020</b>                                                                                            |                              |                 |                                  |
| Children Missing Education Strategy – consultation outcomes                                                       |                              | Marion Clay     | Karen Hughman/ Sarah Whitby      |
| Destination of 16 & 18 year olds at end of Key Stages 4 & 5                                                       |                              | Marion Clay     | Sue Denholm                      |
| Nottinghamshire Outstanding Achievement 4Uth Award 2020                                                           | Annual update report         | Laurence Jones  | Pom Bhogal                       |

| REPORT TITLE                                                                                                                             | BRIEF SUMMARY OF AGENDA ITEM | LEAD OFFICER                | REPORT AUTHOR                  |
|------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|--------------------------------|
| <b>10 February 2020</b>                                                                                                                  |                              |                             |                                |
| First admissions applications to Nottinghamshire schools and academies – academic year 2019/20                                           |                              | Marion Clay                 | Mike Sharpe                    |
| Nottinghamshire school admission arrangements 2021-22: determination                                                                     |                              | Marion Clay                 | Karen Hughman/ Mike Sharpe     |
| Update on the Remodelling Practice programme                                                                                             | Quarterly report             | Steve Edwards               | Lucy Peel/ Holly Smitheman     |
| Annual refresh of the Local Transformation Plan for children and young people's emotional and mental health                              | Annual refresh               | Jonathan Gribbin            | Katharine Browne/ Rachel Clark |
| Early Childhood Services Communications Plan 2020-22                                                                                     |                              | Laurence Jones              | Irene Kakoullis                |
| <b>23 March 2020</b>                                                                                                                     |                              |                             |                                |
| Children and young people core data set - performance for Quarter 3 2019/20                                                              | Quarterly performance report | Nigel Stevenson             | Dave Gilbert                   |
| Outcomes of Ofsted inspections of schools – termly update                                                                                | Autumn term report           | Marion Clay                 | Diane Ward                     |
| Children Missing Education                                                                                                               | Six-monthly update           | Marion Clay                 | Karen Hughman/ Sarah Whitby    |
| Six monthly update on the Local Offer for Care Leavers                                                                                   |                              | Laurence Jones/ Marion Clay | Marion Clay                    |
| Troubled Families Programme in Nottinghamshire update                                                                                    | Six-monthly update           | Steve Edwards               | Rachel Miller                  |
| Local Authority governor appointments to school governing bodies                                                                         | Quarterly report             | Marion Clay                 | Sarah Sayer/ Kerry Wood        |
| <b>Corporate Parenting items:</b>                                                                                                        |                              |                             |                                |
| Contact Service annual report                                                                                                            | Annual report                | Steve Edwards               | Denise Martin                  |
| Foster carers items                                                                                                                      |                              |                             |                                |
| <b>27 April 2020</b>                                                                                                                     |                              |                             |                                |
| Provision, achievements and progress of the Children in Care Council and participation of children and young people looked after 2019/20 |                              | Steve Edwards               | Pom Bhogal                     |

| REPORT TITLE                                                                                                         | BRIEF SUMMARY OF AGENDA ITEM | LEAD OFFICER    | REPORT AUTHOR              |
|----------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------|----------------------------|
| Strategy for Improving Educational Opportunities for All 2019-2021 – six monthly update                              |                              | Marion Clay     | Koni Rakhit                |
| Schools Forum and Education Trust Board officer group report                                                         | Annual officer group report  | Marion Clay     |                            |
| <b>18 May 2020</b>                                                                                                   |                              |                 |                            |
| Update on the Remodelling Practice programme                                                                         | Quarterly report             | Steve Edwards   | Lucy Peel/ Holly Smitheman |
| School Capital Programme progress report                                                                             | Six-monthly update           | Derek Higton    | Mick Allen                 |
| <b>15 June 2020</b>                                                                                                  |                              |                 |                            |
| Children and young people core data set - performance for Quarter 4 2019/20                                          | Quarterly performance report | Nigel Stevenson | Dave Gilbert               |
| Your Nottinghamshire, Your Future – Departmental Strategy: six month review of progress (October 2019 to March 2020) | Six-monthly review           | Colin Pettigrew | Matt Garrard               |
| Outcome of Ofsted inspections of schools – termly update                                                             | Spring term report           | Marion Clay     | Diane Ward                 |
| Elective Home Education update                                                                                       | Six-monthly update           | Marion Clay     | Jonathan Smith             |
| Child Sexual Exploitation and Children Missing from Home and Care: annual report 2019/20                             | Annual update                | Laurence Jones  | Joe Foley/ Hannah Johnson  |
| Local Authority governor appointments to school governing bodies                                                     | Quarterly report             | Marion Clay     | Sarah Sayer/ Kerry Wood    |
| <b>Corporate Parenting items:</b>                                                                                    |                              |                 |                            |
| Fostering Service annual report                                                                                      |                              | Steve Edwards   | Ty Yousaf                  |
| Virtual School annual report                                                                                         | Annual report                | Marion Clay     | Sue Denholm                |
| Independent Reviewing Officer Service annual report                                                                  |                              | Steve Edwards   | Izzy Martin                |
| National Minimum Fostering Allowances and Levels Payments to Foster Carers 2020/21                                   | Annual determination         | Steve Edwards   | Ty Yousaf/ Tara Pasque     |
| Foster carers items                                                                                                  |                              |                 |                            |
| <b>20 July 2020</b>                                                                                                  |                              |                 |                            |
| Children's Homes Governance Board – review of terms of reference and update                                          |                              | Laurence Jones  | Laurence Jones             |



