

Early Years and Young People's Sub-Committee

Tuesday, 19 March 2013 at 10:30

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

AGENDA

- | | | |
|---|--|---------|
| 1 | Minutes of the last meeting held on 13 Feb 2013 | 3 - 4 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 4 | Update on Youth Homelessness Strategy | 5 - 10 |
| 5 | Skills for Employment: Outcome of Ofsted Learning and Skills Inspection, November 2012 | 11 - 16 |
| 6 | Proposals for changes to the staffing structure of the Adventurous Activity Team | 17 - 24 |

Notes

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

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

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact Christine Marson (Tel. 0115 977 3887) 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.

minutes

Meeting EARLY YEARS & YOUNG PEOPLE'S SUB-COMMITTEE

Date Tuesday, 13 February 2013 (commencing at 2.00 pm)

Membership

Persons absent are marked with 'A'

COUNCILLORS

Lynn Sykes(Chairman)

Dr John Doddy (Vice-Chairman)

A	Keith Longdon	Stuart Wallace
	Philip Owen	Martin Wright
A	Mrs Stella Smedley, MBE	
	Ex-officio (non-voting)	
A	Mrs Kay Cutts	

ALSO IN ATTENDANCE

Councillor Mel Shepherd

OFFICERS IN ATTENDANCE

Steve Bradley – Group Manager, Cultural and Enrichment Services

Derek Higton – Service Director, Youth, Families and Cultural Services

Christine Marson – Policy, Planning and Corporate Services Department

Chris Warren – Group Manager, Young People's Service

MINUTES

The minutes of the last meeting held on 10 December 2012 were confirmed and signed by the Chairman.

APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Keith Longdon (illness) and Councillor Stella Smedley (illness).

DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

None

SERVICE UPDATE

Members were informed that there were no services that Members needed updating on this occasion.

PERFORMANCE REPORTING (1 OCTOBER – 31 DECEMBER 2012)

RESOLVED: 2012/025

That the Sub-Committee notes the performance during the period 1 October to 31 December 2012 of the services provided for children, young people and families that fall within its remit.

REALIGNMENT OF THE BROXTOWE LOCALITY YOUTH WORK TEAM

RESOLVED: 2012/026

That the restructuring of Broxtowe Locality Youth Work Team to enable a comprehensive and consistent approach to youth work delivery be approved as outlined in paragraph 7.

PROPOSALS FOR CHANGES TO THE STAFFING STRUCTURE AND BUDGET FOR THE ACHIEVEMENT AND EQUALITY TEAM

RESOLVED: 2012/027

That the Committee approves the proposed changes to the Achievement and Equalities team structure and the budget for 2013-14.

The meeting closed at 2.07 pm.

CHAIRMAN

19 March 2013**Agenda Item: 4****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE
UPDATE ON THE YOUTH HOMELESSNESS STRATEGY****Purpose of the Report**

1. To update the Committee on the delivery of the Youth Homelessness Strategy and supporting commissioning plan approved by Policy Committee in July 2012.

Information and Advice**Background**

2. In July 2012, following a ten-week public consultation, Policy Committee agreed the Nottinghamshire Youth Homelessness Strategy. The Strategy was produced under commission by HLG, a local sector specialist in homelessness, in partnership with the Council.
3. Key changes in approach to youth homelessness set out in the Strategy were:
 - **A change in the definition of young people** – Supporting People defined 'young people' as those between 16 and 25 years of age. The Strategy altered that definition to 16 to 21 years of age
 - **Shared operational responsibility** – the Targeted Support Service working with Children's Social Care to improve the Council's response to youth homelessness
 - **A reconfigured estate of supported accommodation for homeless young people** – Supported housing to be developed dedicated to 16 and 17 year olds, to protect those most vulnerable, with short term assessment beds to support a commitment to eliminate the use of bed and breakfast accommodation for this age group. In addition, the introduction of units to support 16 to 21 year olds with different levels of support dependent upon need was proposed
 - **A new pooled budget arrangement and commissioning accountability** – the Targeted Support Service to take responsibility for all commissioning of young people's supported accommodation with a pooled budget from the Adult Social Care, Health and Public Protection (ASCH&PP) and Children, Families and Cultural Services departments

- **A challenge to improve quality and reduce cost** – a move over time to a more consistent hourly rate for support costs, coupled with the introduction of financial incentives for providers for good performance
- **A range of floating support** – Supporting People, through ASCH&PP, to fund an all-age floating support service for people in their own tenancies.

Progress to Date

4. Significant progress has been made in implementing the Strategy, driven by the County Council and through partnership work with district and borough councils and accommodation providers through a newly established Youth Homelessness Forum.
5. The pooled budget arrangement described in paragraph 3 above is now in place.
6. The new definition of “young people” has been implemented and a new protocol for dealing with 16 and 17 year olds who become homeless, a contentious issue subject to much legal debate, has been agreed between the County Council and all but one of the second tier councils. This includes a move to a single prioritisation model and waiting list for supported accommodation for young people, ensuring those most vulnerable are dealt with swiftly and that there is greater focus on whether a negotiated return home for the young person can be achieved. Since 1 April 2012 the Targeted Support Service has received 469 referrals for young people who are homeless or at risk of homelessness. Of these, 144 were 16 and 17 year olds who received ongoing support from the Service.
7. The introduction of the Multi-Agency Safeguarding Hub (MASH) and the new protocol have required close attention to be paid to the effective implementation of shared operational responsibilities within the Children, Families and Cultural Services Department. To support this, in December 2012 the Early Years and Young People’s Sub-Committee agreed additional staffing within the Targeted Support Service to provide increased interventions for homeless young people.
8. Progress has been made in reconfiguring the estate of supported accommodation for young people. Contracts have been revised so that units have a 16-17 year old or 16-21 year old remit. To date reductions to services have been limited by challenging hourly rates for support charges and improving value for money.
9. The identification and use of assessment beds within Supported Accommodation services was investigated but not pursued due to reported difficulties with claiming housing benefit on bed spaces of this type. Operationally, this has caused little problem and the commitment to eliminate the use of bed and breakfast for 16/17 year olds remains.

10. Some specific changes to supported accommodation projects are detailed below:
- **Rock Court, Mansfield** – there has been an increase in the level of support provided and additional recruitment of staff. Specialist bail beds have been created, helping to control the number of young people becoming looked after by the Local Authority in secure settings
 - **Sandfield Close, Mansfield** – has seen an increase in support hours delivered and the recruitment of an extra worker
 - **Supported Lodgings, County-wide** – a two tier system has become operational offering hosts a higher payment for working with more challenging service users
 - **Mansfield YMCA** – the contract for this service delivered by the Kirkby Trust ended in June 2012, with operational responsibility reverting to Nottinghamshire YMCA (without ongoing funding from the Council). To assist Nottinghamshire YMCA in its efforts to continue to deliver a service a transitional payment of £32,000 was awarded. The YMCA continues to be a young people's accommodation project and is part of the single prioritisation and waiting list model described in paragraph 6
 - **Stepping Stones, Eastwood** – the Support Provider was unable to respond to the need to make hourly rate reductions and as a result took the decision to withdraw from the contract. The service is currently being tendered and a new provider will be in place by May 2013. The current provider will continue to deliver services until that time
 - **A range of Floating Support** – in October 2012 a new homelessness prevention service delivered by Framework Housing Association and funded by Supporting People (ASCH&PP) became operational. This service supports people of all ages (16+) to find and maintain a tenancy.

Next Steps

11. All of the supported accommodation services for young people will be re-tendered during 2013-14 so that new services will be in place by April 2014. A fixed hourly rate for support costs will form part of the specification, which will help control costs and address the significant variations in the rates currently paid to providers. It is also proposed that up to 10% of the contract value will be incentivised payments, paying on a "by results" basis in relation to provider performance in reducing evictions and successfully moving young people into settled independent accommodation.
12. The Youth Homelessness Forum will be concentrating on two main issues during the next six months. The first will be improving joint working and developing best practice in preventing youth homelessness. This will include multi-agency approaches to helping young people stay or return home, particularly when there has been family conflict. It will also look at the

education of young people in schools and colleges about housing and homelessness issues.

13. The second issue the Forum will address will be that of successfully moving young people from supported accommodation to settled, independent housing. This will include a review of life skills provision for this group, the role of private landlords and social housing and of the support networks available to new tenants.

Other Options Considered

14. Actions taken will continue to be in line within the agreed Strategy. Regular updates will continue to be provided and recommendations made in the event of risks being presented or the assessment of needs changing.

Reason/s for Recommendation/s

15. This report is for noting.

Statutory and Policy Implications

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

Implications for Service Users

17. Service users were consulted in the development of this Strategy and the resulting commissioning proposals. The Strategy was formulated to maximise the outcomes for service users within available resources.

Financial Implications

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

Equalities Implications

19. An equality impact assessment was undertaken along with the original strategy. When data is available for the full financial year a further equality impact assessment will be completed.

Crime and Disorder Implications

20. The Strategy takes account of the Council's duties to reduce crime and anti-social behaviour and to prevent youth offending and re-offending under the Crime and Disorder Act (1998). It also includes measures to ensure the Local Authority can respond to measures within the Legal Aid, Sentencing and Punishment of Offenders Act (2012) on the transfer of responsibilities for

funding juvenile remands through the creation of specific supported accommodation provision for young people on bail.

Safeguarding of Children Implications

21. The Strategy has been formulated with the specific aim of safeguarding young people through preventing homelessness and the improvement of services to children aged 16 and 17 years who find themselves in housing need. Findings from Serious Case Reviews from across England and Wales have been utilised in developing the strategy.

RECOMMENDATION/S

That:

- 1) the update on the delivery of the Youth Homelessness Strategy and supporting commissioning plan be noted
- 2) a further update report be provided in October 2013.

Derek Highton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

Laurence Jones
Group Manager, Targeted Support and Youth Justice
T: 0115 9773625
E: laurence.jones@nottsc.gov.uk

Constitutional Comments

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

Financial Comments (KLA 23/01/13)

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

Background Papers

Youth Homelessness Strategy – report to Policy Committee, 3 July 2012 (published)

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.

Electoral Division(s) and Member(s) Affected

All.

C0179

19 March 2013**Agenda Item: 5****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE****SKILLS FOR EMPLOYMENT: OUTCOME OF OFSTED LEARNING AND
SKILLS INSPECTION, NOVEMBER 2012****Purpose of the Report**

1. To update Members on the outcome of the Ofsted Learning and Skills Inspection of Nottinghamshire's Skills for Employment Team's provision on 12 - 16 November 2012.

Information and Advice

2. The Skills for Employment (SfE) Team is part of the Young People's Service group, and is led by the Ashfield Locality Manager.
3. SfE delivers programmes of Foundation Learning to some of the most vulnerable 16 and 17 year old young people in the County who have underachieved at school or have not been in school, may be from the Looked After cohort or have been involved with the youth justice system. Many have very low levels of literacy and numeracy skills.
4. The Service operates from six bases across the County. Currently these are located in Stapleford, Eastwood, Ollerton, Retford, Mansfield and Sutton in Ashfield.
5. Funding for the SfE programme of is now solely from the Education Funding Agency (EFA).
6. The priorities of the Service are directed by both the EFA and the local knowledge of the Team.
7. The Skills for Employment (SfE) Service and the Adult and Community Learning Service (ACLS) (located within the Libraries, Archives and Information Service) are subject to a combined Ofsted Skills inspection. A report outlining the outcomes of the inspection of the ACLS was considered at the Culture Committee meeting on 5 February 2013.
8. SfE was previously inspected in May 2009 under the previous inspection framework and was judged as a 'Good' service.
9. The five day inspection was undertaken from 12 November 2012 under the new Ofsted inspection framework, providing less than 2 days advance notice.

10. The overall inspection outcome judged the overall Council skills provision to be Good, with some areas falling into the Needs Improvement category for SfE.
11. The report summarises the key findings for learners as:
- the large majority of learners achieve their learning objectives in their chosen subject areas. Many, who have previously had poor learning experiences or limited opportunities to learn, join courses, enjoy learning and progress well
 - most learners gain confidence, improve their self-esteem and raise aspirations for their lives. They gain new knowledge and skills that they use to help themselves, their families and communities
 - much teaching, learning and assessment is good or better
 - leadership and management are good. Managers provide good levels of staff training and resources for learning and manage tutors' performance well
 - the Service, in partnership with other providers, delivers a very broad range of learning opportunities successfully. Learners from socially and economically disadvantaged communities attend classes well in many local venues, where they feel safe.
12. Areas for improvement for the SfE were identified and these are listed below with the actions (in italics) which are being implemented to rectify them:
- Management do not use data effectively for comparative purposes.
There is now a technical specialist in place who is providing more robust management information. This is being analysed by the management team on a monthly basis and targets are being set for each individual base. SfE is now also working with ACLS as a critical friend to support further development in this area.
 - Not enough learners achieve their qualification and progress positively into further education, apprenticeships or employment.
Currently positive progressions stand at 56% and achievements of accreditations stand at 64%. All individual students progress is now discussed at monthly management meetings to identify progression and for those falling behind additional actions are put in place to bring them to the expected level.
 - Programmes of work and supporting session plans are not detailed and are not meeting the individual needs of learners sufficiently.

Individual student's needs are now identified in all session plans. Tutors were aware of, and acted on, individual needs before but they were not explicit in the session plans.

- Learners are not set targets to prepare for work experience and they do not feel the urgency to learn valuable employability skills.

Work experience is now incorporated into the induction programmes for all students and is discussed in every review. Targets have also been set for all units to ensure 90% of students will undertake work experience.

- Learning environments are good at most centres but workshops in one of the larger centres lack the level of required facilities, although the premises are undergoing refurbishment.

The refurbishment of the Eastbourne site was underway during the inspection and is due to be completed in March 2013.

- Information from initial assessment is not effectively used to set challenging targets to drive achievement and success.

All managers will undertake an increased level of checks and a new more rigorous initial assessment is being developed and implemented. Improved staff training will also be undertaken.

- Targets in reviews are vague, and are not specific or time-bound.

Further staff training is being undertaken and managers will undertake increased checks on student files and formally report back at SfE management meetings so that interventions can be put in place.

13. A SfE improvement plan is being implemented following the outcome of the inspection with the aim of moving the service towards that of a 'Good' service, and an additional Joint Leadership and Management Post Ofsted Action Plan will be followed by SfE and ACLS .
14. A copy of the full report is available as a background paper from the Ofsted web site.

Other Options Considered

15. The report is for noting only.

Reason/s for Recommendation/s

16. The report is for noting only.

Statutory and Policy Implications

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

Implications for Service Users

18. Service users can be confident that they are accessing a service quality assured by an independent inspection framework and process. Recommendations for improvement outlined in paragraph 12 will be implemented with users as appropriate.

Financial Implications

19. SfE is a full cost recovery based service. There are no specific financial implications following the inspection.

Equalities Implications

20. The inspection highlighted good practice in promoting equality and diversity and states 'All learners feel safe and respected'.
21. The report also highlights the challenging targets set by the County Council to engage hard to reach and marginalised learners from almost all of the economically deprived areas and isolated rural communities.

RECOMMENDATION/S

- 1) That the outcome of the Ofsted Learning and Skills Inspection of Nottinghamshire's Skills for Employment provision on 12 -16 November 2012, along with the resultant actions for the service, be noted.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

Chris Warren
Group Manager Young People's Service
T: 0115 9774430
E: christopher.warren@nottsc.gov.uk

Constitutional Comments

23. As this report is for noting only, no Constitutional comments are required.

Financial Comments (KLA 04/03/13)

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

Background Papers

Learning and Skills Inspection Report – Inspection Number 399152 – URN: 53674 – Ofsted,
December 2012: <http://www.ofsted.gov.uk/provider/files/2152463/urn/53674.pdf>

Skills for Employment Quality Improvement Plan

Leadership and Management Post Ofsted Action Plan: Skills for Employment and ACLS

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.

Electoral Division(s) and Member(s) Affected

All.

C0198

19 March 2013**Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE****PROPOSALS FOR CHANGES TO THE STAFFING STRUCTURE OF THE
ADVENTUROUS ACTIVITY TEAM****Purpose of the Report**

1. To seek approval for the implementation of a revised staffing structure for the Adventurous Activity team.

Information and Advice**Background**

2. The Adventurous Activity team sits within the Children, Families and Cultural Services department. In the past the team has provided a range of activities from bases at the National Water Sports Centre (Lakeside Adventure Base) and the Mill Adventure Base in Ashfield. To supplement the venue based activity, the team has run activities at a range of outdoor settings in Nottinghamshire and Derbyshire. Originally the Adventurous Activity team were based with and closely aligned to the youth service; this service relationship was changed in 2009 when the team were move to be managed within the outdoor education and environmental (OEE) services block.
3. In the past two years demand for the team's services has declined. The reasons for this are two-fold.
 - a significant reduction of take up from youth clubs who have been tasked to concentrate their efforts on provision in the club setting.
 - a reduction in take up from social care and school based users. This type of user is often reliant on grant funding which has been reduced or removed in recent years.
4. In response to the impending challenge decisions were made in April 2012 to encompass the existing provision at the Lakeside Adventure Base within the overall programme of activity at the National Water Sports Centre (NWSC). Opportunities for young people to access high quality adventurous activities have subsequently been safeguarded as part of the new arrangements for the NWSC to be managed by a third party leisure contractor.

5. The new staffing structure will support a refocusing of the County-wide adventurous activity offer at a single central base, 'The Mill'. It is envisaged that this consolidation will provide the impetus for significant amounts of new activities to be developed and made available to all. The Mill Adventure Base has a significant infrastructure of facilities and equipment and is well placed geographically for the new staff team to continue to work peripatetically using resources such as the mobile climbing wall. Alongside the current programmes of activity the team will concentrate their efforts on engaging with the county schools network (particularly the primary sector, as yet untapped) and opening the facilities up to adventure based clubs and organisation (particularly scouts and uniformed groups).

Consultation with Staff and Trade Unions

6. Staff have been kept informed throughout the process with team briefings and meetings to talk through proposals and seek their views. Team members were informed formally that they were to be included on the most recent Section 188 notice published in October 2012. The Section 188 notice 90 day consultation period coincided with the consultation period used for staff to consider the proposals being put forward. The relevant trade union representatives were informed of the proposals on 18 December 2012 where the rationale for the changes was shared.

Proposals for Staffing Changes

7. In recognition of the reduced scale of provision it is proposed that the service title of 'Adventure Team' be changed to 'The Mill Adventure Base'. The staff changes associated with this recommendation are to:
 - disestablish the post of Head of Adventure Team (1.0 fte)
 - disestablish the post of Youth Worker Level 1 (1.0 fte)
 - disestablish the post of Worker in Charge L2 (1.0 fte)
 - disestablish the posts of Youth Support Worker L2 (1.8 fte)
 - disestablish the post of Technician (1.0 fte)
 - disestablish the post of Youth Support Worker (3.5 hours)
 - establish the post of Head of Centre – The Mill Adventure Base (1 fte)
 - establish the posts of Tutor of Outdoor and Environmental Education (2.0 fte)
 - establish the post of Outdoor Education Instructor (0.4 fte)
 - reduce the fixed budget for casual/seasonal staff from 4.75 fte to 3.0 fte.
8. The current structure chart is attached at **Appendix 1** and the proposed structure is attached at **Appendix 2**. In terms of overall impact the review has resulted in the net reduction of 1 fte post. The reduction of 1 fte will result in a revenue saving of £45,000.

Other options considered

9. These proposals have been constructed following an assessment of a range of other options including the potential for the provision to be outsourced to a third party. It is thought, however, that the current proposals will provide the focus required, at this point in time, to develop the service offer.

Reason for recommendations

10. These recommendations are formulated around the need refocus the work of the new team around a single venue and to be as efficient and effective as possible with the resources afforded to this area of work.

Statutory and Policy Implications

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

Implications for Service Users

12. As the service is currently under used, it is clear that current services users will be unaffected by the proposals. The refocusing of the team is aimed at developing new products and programmes and as such the provision will be enhanced.

Financial Implications

13. There will a saving of £45,000 as a result of implementing the revised staffing structure.

Crime and Disorder Implications

14. The recommendations take account of the Council's duties to reduce crime and anti-social behaviour and to prevent youth offending and re-offending under the Crime and Disorder Act (1998).

RECOMMENDATION/S

- 1) That the Committee approves the proposed changes to the Adventurous Activity staffing structure.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

Steve Bradley
Group Manager, Cultural and Enrichment Services
T: 01159 772719
E: steve.bradley@nottsgov.uk

Constitutional Comments (KK 21/02/13)

15. The proposal in this report is within the remit of the Early Years and Young People's Sub-Committee.

Financial Comments (KLA 22/02/13)

16. The financial implications of this report are outlined in paragraph 13 above.

Background Papers

None.

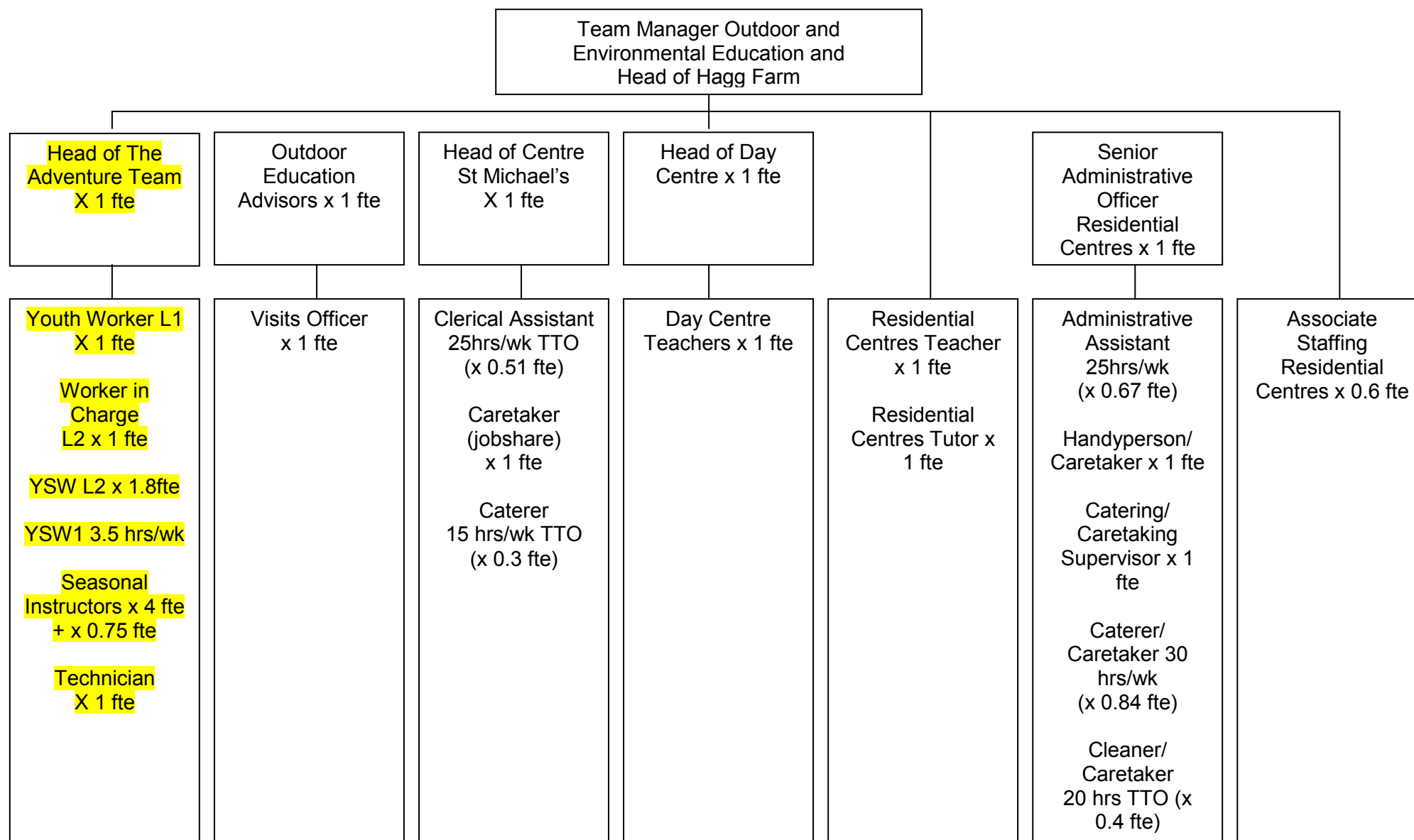
Electoral Division(s) and Member(s) Affected

All.

C0190

Current Structure: Outdoor and Environmental Education (Sept 2012)

APPENDIX 1



Proposed Structure: Outdoor and Environmental Education

APPENDIX 2

