

Children and Young People's Committee

Monday, 18 May 2015 at 10:30

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

AGENDA

1	Minutes of the last meeting held on 20 April 2015	3 - 6
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	Performance Reporting 2014/15 – Services for Children and Young People	7 - 16
5	Strategy for Closing the Educational Gaps in Nottinghamshire – Six Month Review.	17 - 22
6	Children's Services Health Check Survey 2015	23 - 44
7	Healthy Child Programme and Public Health Nursing – Commissioning Plans	45 - 50
8	Nottinghamshire Childcare Sufficiency Assessment 2015	51 - 86
9	Arts and Music Services for Young People: New Operating Model – Governance	87 - 94
10	Young Carers Update	95 - 102
11	Looked After Children and Care Leavers Strategy 2015-18	103 - 126

12	Urgent Decision Taken by the Chief Executive - Children's Countywide Occupational Therapy Service Top-up Payment Request	127 - 130
13	Work Programme	131 - 134

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 Sara Allmond (Tel. 0115 977 3794) 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 20 April 2015 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

John Peck JP (Chairman)
Liz Plant (Vice-Chairman)
Kate Foale (Vice-Chairman)

John Allin
Boyd Elliott
Alice Grice
Keith Longdon

Philip Owen
Sue Saddington
A Gail Turner
John Wilmott

Ex-officio (non-voting)
A Alan Rhodes

CO-OPTED MEMBERS (NON-VOTING)

A Ms Gail Neill
A Mr James Parry
Mr David Richards JP
A Mr John Rudd

OFFICERS IN ATTENDANCE

Diana Bentley	Children, Families and Cultural Services
Steve Edwards	Children, Families and Cultural Services
Dawn Godfrey	Children, Families and Cultural Services
Derek Higton	Children, Families and Cultural Services
Philippa Milbourne	Children, Families and Cultural Services
John Slater	Children, Families and Cultural Services
Alison Fawley	Policy, Planning and Corporate Services
Gary Eves	Public Health

MINUTES OF THE LAST MEETING

The minutes of the meeting held on 9 March 2015, having been circulated to all Members, were taken as read and were confirmed and were signed by the Chair.

APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor G Turner (other business) and Mr J Rudd (personal reasons).

DECLARATIONS OF INTEREST

None.

SOCIAL WORK HEALTH CHECK 2014

Diana Bentley gave a presentation and responded to questions and comments from Members.

RESOLVED 2015/031

- 1) That the summary of the responses to the social work health check report 2014 and recommendations be noted.
- 2) That progress on the implementation of the subsequent action plan be reported to the Children's Social Care divisional leadership team.

PRINCIPAL CHILD AND FAMILY SOCIAL WORKER ANNUAL REPORT 2014

Diana Bentley introduced the report and responded to questions and comments from Members.

RESOLVED 2015/032

That the progress which had been made by the Principal Child and Family Social Worker be noted.

CHILDREN'S SOCIAL CARE TRANSFORMATION PROGRAMME – SOCIAL WORK PRACTICE PILOT

Steve Edwards introduced the report and responded to questions and comments from Members.

RESOLVED 2015/033

- 1) That the progress of the social work practice pilot be noted.
- 2) That the creation of two new fixed term Senior Social Work Support Officer posts be approved.
- 3) That the two fixed term Senior Social Work Support Officers were recruited against existing underspend from vacancy level turnover on social work vacancies.

LEAVING CARE 'FROM CARE 2 WORK' QUALITY MARK

RESOLVED 2015/034

That the Committee noted that the Leaving Care Service had been awarded the 'From Care 2 Work' Quality Mark for Leaving Care Services.

FAMILY NURSE PARTNERSHIP

Gary Eves introduced the report and responded to questions and comments from Members.

RESOLVED 2015/035

- 1) That the progress to date on the delivery of the Family Nurse Partnership be noted.
- 2) That the proposed Nottinghamshire County Council investment of £1.5m over 3½ years to support the expansion of the Family Nurse Partnership, as set out in paragraph 19, be approved.
- 3) That the proposed targeting of resources to ensure equity of programme coverage across districts be approved.

THE TROUBLED FAMILIES PROGRAMME IN NOTTINGHAMSHIRE

RESOLVED 2015/036

- 1) That the development of the Government's Troubled Families Programme in Nottinghamshire be noted.
- 2) That the proposed Nottinghamshire Families Outcomes Plan, attached as Appendix 1, be approved.

UNDER 16 HOME TO SCHOOL TRANSPORT AND POST 16 TRANSPORT POLICY – 2015/16 ACADEMIC YEAR

RESOLVED 2015/037

- 1) That the Committee recommends the proposed amendments to the Under-16 Home to School Transport Policy 2015/16 to Policy Committee for approval at its meeting on 20 May 2015.
- 2) That the Committee recommends the proposed amendments to the Post-16 Home to School Travel Policy 2015/16 to Policy Committee for approval at its meeting on 20 May 2015.

WORK PROGRAMME

RESOLVED 2015/038

That the Committee's work programme be noted subject to a request that an update on the block purchase of residential care for children with SEBD be scheduled.

The meeting closed at 11.40am

CHAIRMAN

18 May 2015**Agenda Item: 4****REPORT OF THE CORPORATE DIRECTOR, POLICY, PLANNING AND
CORPORATE SERVICES****PERFORMANCE REPORTING (2014/15) – SERVICES FOR CHILDREN AND
YOUNG PEOPLE****Purpose of the Report**

1. The purpose of this report is to provide the Committee with a summary of the performance of the Council's services for children and young people between 1 April 2014 and 31 March 2015.

Information and Advice**Performance Reporting for 2014/15**

2. This report forms the annual performance report for 2014/15, reporting on performance for the 2014/15 financial year.
3. At its meeting on 16 July 2012, the Committee agreed to receive a report each quarter, reviewing performance across the full range of services provided to children and young people. Quarterly reports would be in addition to other reports that might be presented to the Committee from time to time, providing detailed performance-related information about specific initiatives, projects or services. As agreed at this meeting, quantitative performance reporting to the Committee is measured via key performance indicators (KPIs), which cover the full range of services to children and young people.
4. Performance data is set out in the table at **Appendix 1**. For each KPI, current performance is compared to the national average, for England, and that of the Council's children's services statistical neighbours, where this data is available. Nottinghamshire's Statistical Neighbours changed in October 2014 and are:
 1. Derbyshire
 2. Staffordshire
 3. Lancashire
 4. Worcestershire
 5. Cumbria
 6. Northamptonshire
 7. Essex
 8. Kent
 9. Cheshire West and Chester

10. Warwickshire

5. In addition, for each KPI, the table indicates whether performance has improved (+), declined (-), or remained the same (=) over the current reporting period.

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

6. The rate of initial assessments completed within timescale improved for the last quarter of the year, most noticeably in the months of February and March, although there has been a reduced volume of assessments in these months. The final provisional figure for 2014/15 (79.4%) is an improvement on the previous year's figure by nearly five percentage points and nearly ten percentage points higher than the 2013/14 national average (69.6%). The final data will be derived from the annual statutory data collections and published nationally in late autumn. This indicator will change in the next financial year when there is the move towards the continuous single assessment.
7. For those core assessments completed within timescale, three out of four of the quarters within the financial year show performance has been continuously strong and just below 90%. Similar to initial assessments, this is an improvement on last year's final percentage by nearly 5%, despite seeing a surge in the volume of core assessments and those resulting in a Child in Need Plan in the latter months of the year.
8. In the final quarter of the year, progress has been made towards the target for re-referrals (the percentage of referrals made within 12 months of a previous referral). The provisional end of year figure shows an initial decline in performance compared with last year. However, it is expected that data cleansing activity to remove inappropriate referrals on cases that are already open to Children's Social Care will reduce the final figure. Further analysis will be carried out on performance against this measure following completion of the data cleansing activity, including targeted work to help ensure that the in-year data is more accurate.
9. During January to March 2015, a total number of 246 children became subject to a child protection plan; of these 63 had been subject to a plan for a second or subsequent time - a percentage of 25.6%. The provisional end of year figure is 27% and a significant increase on the previous year. Further work has been done to investigate into this increase by carrying out a social care Quality Management Framework audit at the end of quarter 3. Findings show that in approximately half of the cases, the second or subsequent plan was initiated in relation to the same concerns as before, however, the decision to close plans had been felt to be appropriate.
10. The number of children with three or more placements during the year is at the lowest level for 2014/15, with a slight decrease last quarter and a significant decrease for this final quarter. There were only 83 children identified with three or more placements within the last 12 months compared with 97 children in Quarter 3 and 107 children in Quarter 2, an overall reduction of 22%. Over a quarter of children have recently moved into long-term positive arrangements, that were planned moves, and part of the child's existing Care Plan. The remaining amount of children continue to be aged over 16 and can have unpredictable effect on this measure due to a lot of placement moves into independent living, secure units or other residential settings.

Educational standards and closing the attainment gap:

11. There have been significant and multiple changes to how the performance at Key Stage 4 is assessed in 2014. Changes include the grade for the first entry in English, mathematics, science, history, geography and language subjects being counted in performance measures as opposed to best grade which was used historically.
12. There have also been changes to vocational qualifications in both the number of courses included in performance measures and their qualification weighting / value. Qualifications are now capped at a maximum size of one GCSE and only two vocational qualifications can be counted in performance measures where previously this was not restricted.
13. At the same time, there have also been syllabus and assessment changes with exams now at the end of the course rather than a modular based assessment. Also subjects such as GCSE English / English Language have seen changes to the weighting of coursework with written exams now counting for 60% (previously this was 40%).
14. The education attainment data reflects outcomes achieved by young people at the end of the academic year 2013/14. Committee members will recall that reports providing a detailed analysis of these outcomes have been presented to previous meetings of the Children and Young People's Committee.

Early Help Support:

15. A number of KPIs monitor effectiveness across a range of services that provide early help to children, young people and families.
16. As a County 100% of all children under 5 who live in low income areas are now registered with a Children's Centre. This exceeds the 80% target for 2014/15 with all districts exceeding their registration targets. This is a marked improvement from 77% at the end of the financial year 2012/13 and reflects improved systems in place for gaining consent by health visitors in registering children with their local Children's Centre. Over the last two years there has also been a noticed improvement in the consistency and number of children seen at Children's Centres in all districts down to the hard work and plans put in place by the District Managers. At the end of 2014/15, 71% of children were seen, in comparison to both 2012/13 and 2013/14 when the figure was just 57%. All districts have exceeded their target set for 2014/15 and have increased the percentage considerably from the end of the last financial year, with the biggest increase at 31% for Rushcliffe.
17. First time entrants to the youth justice system continue to be low and stable in overall countywide terms. Within this context, there were 6 less actual first time entrants to the youth justice system than during the corresponding period last year. The three main offence types within these small overall numbers were violence, theft and criminal damage, which between them accounted for a little over 60% of all offences. Crime prevention re-offending data shows that for those who started a crime prevention intervention during quarter 4 (Oct – Dec) of 2013, only 4% went on to offend during the next 12 months.

Education Health Care Plan:

18. The Education Health Care (EHC) Plan has been introduced to bring together the families and agencies for children and young people aged 0-25 years with Special Educational Needs and complex disabilities, so that they have coordinated individual support plans across a range of services. Nottinghamshire has been a pathfinder area for this work and has implemented the EHC Plan ahead of it becoming a national requirement in September 2014. There were a total of 71 EHC Plans finalised and issued during Quarter 4 in 2014/15, compared with 29 in Quarter 3. For comparison, there were 62 EHC Plans (and 9 Statements of SEN) issued during the same period the previous year.
19. The increase in EHC Plans issued from Quarter 3 to Quarter 4 is considered to be reflective of the implementation of a new process and will be analysed following a full year of assessments. The increase from 29 in Quarter 3 to 71 in Quarter 4 is mainly due to the change in the assessment time line, which has reduced from 26 to 20 weeks and reduced the amount of assessments which could have been completed due to the summer holiday period. The figure reported for Quarter 4 is likely to be a more accurate reflection of the number of assessments which we would normally expect to be completed and is in line with the figure for the same period in the previous year.

Other Options Considered

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

Reason/s for Recommendation/s

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

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the Committee notes the performance of the Council's services for children and young people during the period 1 April 2014 - 31 March 2015.

Jayne Francis-Ward

Corporate Director for Policy Planning and Corporate Services

For any enquiries about this report please contact:

Matthew Garrard
Team Manager, Performance, Intelligence and Policy
T: 0115 9772892
E: matthew.garrard@nottsc.gov.uk

Constitutional Comments

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

Financial Comments (SS 27/04/15)

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

Background Papers and Published Documents

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

Performance reporting (2013/14) – services for children and young people – report to Children and Young People’s Committee on 19 May 2014

Performance figures for Nottinghamshire schools and academies – academic year 2013/14 – report to Children and Young People’s Committee on 9 March 2015

Key Stage 2 performance – analysis and actions - report to Children and Young People’s Committee on 9 March 2015

Electoral Division(s) and Member(s) Affected

All.

C0627

Appendix 1

Children and Young People's Committee: Performance for 2014/15

For Nottinghamshire, the performance data available at the end 2014/15 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; (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value

Outcome	Key Performance Indicator	Nottinghamshire							National Average	Statistical Neighbours
		Data updated since previous report?	2013/14 Annual Performance	Current Reporting Period	Current Value		Previous Reporting Period	Previous Value		
The most vulnerable children will be effectively protected and supported and children will stay with their families wherever this is possible and safe for them	Initial assessments for Children's Social Care carried out within timescales	Yes	75.8%	2014/15 Q4	82.5% (Provisional)	(+)	2014/15 Q3	78.1%	69.6% (2013/14)	67.2% (2013/14)
	Core assessments for Children's Social Care carried out within timescales	Yes	85.5%	2014/15 Q4	89.6% (Provisional)	(=)	2014/15 Q3	89.6%	72.8% (2013/14)	70.7% (2013/14)
	Percentage of child protection cases reviewed within timescale	Yes	97.8%	2014/15 Q4	99.6% (Provisional)	(+)	2014/15 Q3	99.3%	94.6% (2013/14)	95.8% (2013/14)
	Re-referrals to Children's Social Care	Yes	20.1%	2014/15 Q4	24.7% (Provisional)	(+)	2014/15 Q3	26.8%	23.4% (2013/14)	24.8% (2013/14)
	Children who are subject to a child protection plan for 2 years or more	Yes	3.3%	2014/15 Q4	3.2% (Provisional)	(-)	2014/15 Q3	1.3%	4.5% (2013/14)	4.4% (2013/14)
	Children becoming the subject of a child protection plan on more than one occasion	Yes	18.3%	2014/15 Q4	25.6% (Provisional)	(+)	2014/15 Q3	31.2%	15.8% (2013/14)	14.7% (2013/14)
Children in our care will experience high quality and stable support	Percentage of children adopted who were placed with their adopters within 16 months (487 days) of becoming looked after*	Yes	48% (2011-14)	2014/15 Q4	50.0%* (Provisional)	(+)	2014/15 Q3	44%	51% (2011-14)	51% (2011-14)
	Average time between a LA receiving court authority to place a child and deciding on a match to an adoptive family (days)	Yes	254 days (2011-14)	2014/15 Q4	321 days (Provisional)	(+)	2014/15 Q3	338 days	217 days (2011-14)	213 days (2011-14)
	Looked after children with 3 or more placements in any one year	Yes	12.0%	2014/15 Q4	9.8% (Provisional)	(+)	2014/15 Q3	11.3%	11.0% (2013/14)	10.0% (2013/14)
	Percentage of looked after children cases reviewed within timescale	Yes	90.3%	2014/15 Q4	90.5% (Provisional)	(+)	2014/15 Q3	89.0%	—	—
	Percentage of care leavers in suitable accommodation	No	82.0%	2013/14 annual	82.0% ¹	(-)	2012/13 annual	87.0%	78.0% (2013/14)	74.4% (2013/14)

¹ This data relates to a small number of young people. Those regarded by the Department for Education as in unsuitable accommodation included unaccompanied asylum seekers, who left the country for a variety of reasons, and other young people who were in custody. All other Nottinghamshire young people leaving care were in accommodation regarded as suitable.

* This indicator definition changes every year with a new threshold set by the Department for Education. The threshold for 2012/13 was 20 months, 2013/14 was 18 months and 2014/15 is now 16 months.

Outcome	Key Performance Indicator	Nottinghamshire							National Average	Statistical Neighbours
		Data updated since previous report?	2013/14 Annual Performance		Current Reporting Period	Current Value		Previous Reporting Period		
Children and young people will attain higher educational standards than the national average and attend good and outstanding schools	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)	No	2013/14 academic		61.7% (provisional)	(+)	2012/13 academic	56.6%	60.0% (2013/14) (provisional)	61.4% (2013/14)
	Pupils achieving Level 4 in reading, writing & mathematics at age 11	No	2013/14 academic		78.8%	(+)	2012/13 academic	76.8%	79.0% (2013/14)	79.0% (2013/14)
	Achievement of 5 or more A*-C grades at GCSE or equivalent (including English & maths)	Yes	2013/14 academic		58.0%	(-)	2012/13 academic	63.4%	53.4% (2013/14)	56.6% (2013/14)
	Percentage of young people who have attained a full Level 3 qualification by 19	Yes	2013/14 academic		50.5% ²	(+)	2012/13 academic	48.0%	59.9% ³ (2013/14)	57.5% (2013/14)
	Percentage of A level entries at A*-E grades	Yes	2013/14 academic		98.4%	(+)	2012/13 academic	98.0%	98.6% (2013/14)	—
	Percentage of A level entries at A*-B grades	Yes	2013/14 academic		48.5%	(+)	2012/13 academic	46.2%	53.0% (2013/14)	—
	Primary schools judged by Ofsted as having good or outstanding standards of behaviour	Yes	n/a	As at Dec 2014	93.1%	(+)	As at Aug 2014	92.7%	93.8% (Dec 2014)	93.9% (Dec 2014)
	Secondary schools judged by Ofsted as having good/outstanding standards of behaviour	Yes	n/a	As at Dec 2014	85.7%	(+)	As at Aug 2014	85.0%	85.2% (Dec 2014)	83.5% (Dec 2014)
	Number of primary schools in an Ofsted category (Inadequate)	Yes	n/a	As at Dec 2014	5 (provisional)	(+)	As at Aug 2014	7	—	—
	Number of secondary schools in an Ofsted category (Inadequate)	Yes	n/a	As at Dec 2014	2 (provisional)	(=)	As at Aug 2014	2	—	—
We will close the attainment gap between disadvantaged children and young people and their peers	Attainment gap at age 11 between pupils taking free school meals and the rest (<i>FSM during past six years</i>)	No	2013/14 academic		17.4%	(+)	2012/13 academic	19.9%	16.0% (2013/14) (Provisional)	—
	Attainment gap at age 16 between pupils taking free school meals and the rest (<i>FSM during past six years</i>)	Yes	2013/14 academic		28.9%	(+)	2012/13 academic	31.5%	26.0% (2013/14)	—
	Rate of permanent exclusions from school	No	2012/13 academic		0.07%	(+)	2011/12 academic	0.09%	0.06% (2012/13)	0.08% (2012/13)
	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	Yes	2013/14 academic		16.2%	(+)	2012/13 academic	13.6%	16.9% (2013/14)	16.5% (2013/14)
	Participation in education, employment and training (EET) in academic years 12-14	Yes	85.7% (2013-14 Q4)	2014/15 Q4	89.1%	(+)	2014/15 Q3	88.8%	88.7% (2014-5 Q4)	89.9% (14-15 Q4)
	Percentage not in education, employment or training (NEET) in academic years 12-14	Yes	3.4% (2013-14 Q4)	2014/15 Q4	1.9%	(-)	2014/15 Q3	1.8%	4.8% (2014-5 Q4)	4.5% (14-15 Q4)
	Percentage whose destination is not known in academic years 12-14	Yes	10.3%(2013-14 Q4)	2014/15 Q4	9.0%	(+)	2014/15 Q3	9.3%	6.5% (2014-5 Q4)	5.6% (14-15 Q4)

² Maintained sector only

Outcome	Key Performance Indicator	Nottinghamshire							National Average	Statistical Neighbours
		Data updated since previous report?	2013/14 Annual Performance	Current Reporting Period	Current Value		Previous Reporting Period	Previous Value		
Children, young people and their families will receive the early help support they require to be safe, healthy and thriving	Dependent children in households whose income is below 60% of the national median income	Yes	2012 annual		16.9%	(+)	2011 annual	17.7%	19.2% (2012)	–
	Percentage of children aged 0-4 living in low income areas registered with children's centres (snapshot)	Yes	79%	2014-15 Q4	100%	(+)	2014-15 Q3	98.7%	–	–
	Percentage of children aged 0-4 living in low income areas seen at children's centres (cumulative)	Yes	57%	2014-15 Q4	71% ⁴	(+)	2013/14 Q4	57%	–	–
	Percentage of two year olds taking up their free entitlement	Yes	Annual	Annual	60% ⁵	(+)	March 2014	75%	62%	60%
	Percentage of children's centres achieving good or better in Ofsted inspections	No	2013/14 annual / cumulative		65%	(-)	2012/13	80%	–	–
	Numbers of individual children and young people engaged in positive activities delivered by the Young People's Service (cumulative)	Yes	33260 ⁵	2014-15 Q3	20827	(+)	2014/15 Q2	12500	–	–
	Numbers of children and young people accessing Outdoor and Environmental Education (cumulative)	Yes	n/a	2014-15 Q4	31602	(+)	2014/15 Q3	24265	–	–
	Percentage of overall absence in primary, secondary and special schools	No	2012/13 academic		5.3%	(-)	2011/12 academic	5.0%	5.2% (2012/13)	5.2% (2012/13)
	First time entrants to the Youth Justice System aged 10-17 (per 100,000) (cumulative)	Yes	298 ²	2014-15 Q3	201	(-)	2013/14 Q3	207	–	–
	Numbers exiting substance misuse treatment in a planned manner	No	74.6%	2014/15 Q2	82.3%	(+)	2014/15 Q1	78.3%	–	–
Children and young people will have improved health outcomes	Under 18 conception rate (per thousand females aged 15-17)	Yes	2013 annual		24.2	(+)	2012 annual	29.4	27.7 (2012)	28.3 (2012)
	Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Nottinghamshire NHS)	No	40.2%	2014/15 Q3	39.1%	(+)	2014/15 Q2	38%	47.2% (2012/13)	42.3% (2012/13)
	Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Bassetlaw NHS)	No	34.4%	2014/15 Q3	35%	(+)	2014/15 Q2	34%	47.2% (2012/13)	42.3% (2012/13)
	The number of individual children and young people who have an Education, Health and Care Plan in place (a statutory requirement from 1 September 2014)	Yes	n/a	2014/15 Q4	71	(+)	2014/15 Q3	29	–	–

⁵ Includes independent sector

⁴ Data for this indicator is cumulative and therefore performance is compared with performance for the equivalent quarter in 2013/14

⁵ Data focusing on the take up of free childcare for 2 year olds now includes wider eligibility criteria to the cohort is now much larger.

**REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND
INCLUSION****A STRATEGY FOR CLOSING THE EDUCATIONAL GAPS IN
NOTTINGHAMSHIRE****Purpose of the Report**

1. To present a summary of the impact of Nottinghamshire's Closing the Educational Gaps (CtG) Strategy.

Information and Advice**Context**

2. The CtG Strategy was approved by Full Council on 29 March 2012 and updated in autumn 2014 for the 2014-16 period. It sets out Nottinghamshire County Council's long term commitment to ensuring that the full range of services and partners work coherently with schools and other educational settings to maximise the impact of available resources in further improving the attainment and progress of vulnerable groups of learners.

Key actions and update on impact since the last report:

3. The key actions identified in the CtG Strategy, led by the **Education Improvement Service** and monitored termly by the **CtG Performance Board** continue to provide the focus of our collaborative working between all partners named within the Strategy.
4. Nottinghamshire's **Performance, Intelligence and Policy Team (PIP)** continues to produce a wide range of high quality CtG datasets in order to assess impact, identify areas of greatest need, areas for improvement and examples of good practice that can be shared and built upon at county, local and school level. Latest developments include a 'Profile on Entry' report which informs secondary schools of the prior attainment and characteristics of their incoming Year 7 pupils and details where gaps already exist. Secondary schools can use this to inform early intervention funded by the Pupil Premium and 'Catch Up' Premium. Also, a new performance handbook has been developed to support the work of the virtual school in identifying outcomes of looked after children to inform planning for improvements for future cohorts based on trends and gaps analyses.

5. The **2014 attainment data** for pupils who were eligible for free school meals at some point in the past six years (**FSM6**) shows that continued improvements have been made in terms of narrowing gaps as follows:
 - in Early Years, 40.1% of FSM6 children achieved a good level of development compared to 37.9% in 2013 however the attainment gap widened from 22.7 to 26.3 percentage points due to the greater gains secured by Non FSM6 children in 2014
 - at Key Stage 2, validated data shows that the gap between FSM6 pupils achieving level 4 or above in combined reading, writing and mathematics against those not eligible has narrowed for the third year running. 66% of FSM6 pupils achieved this measure compared to 83.4% who were not FSM6, representing a gap of 17.4 percentage points. This is a 2.5 percentage point decrease from the 19.9 reported in 2013. In 2014 67% of FSM6 pupils nationally (1 percentage point more than Nottinghamshire) achieved this level compared with 83% (in-line with Nottinghamshire) of Non-FSM6 pupils. Nationally, the FSM6 gap stands at 16 percentage points which is just narrower than the Nottinghamshire gap of 17.4
 - at Key Stage 4, validated outcome indicators show that Nottinghamshire has reduced its gap to 28.9 percentage points when looking at first entries from 31.5 reported in 2013 for all entries. 35.5% of FSM6 pupils achieved 5+ A*-C grades including GCSE English and mathematics compared to 64.4% who were not FSM6. Nationally, the FSM6 gap for 2014 was 26 percentage points.
6. Analysis of **district level data** provides the following commentary:
 - at KS2, validated data indicates that, with the exception of Broxtowe district which witnessed a slight widening of the gap (0.4 percentage points to 21.2%), all other districts narrowed the gap in comparison with 2013. Rushcliffe district witnessed the greatest decrease in the gap from 2013, a reduction of 3.8 percentage points to 13.8%
 - at KS4, validated data indicates that, with the exceptions of Broxtowe and Gedling, all other districts have narrowed the gap in comparison with 2013. Newark district secured the greatest decrease in the gap from 2013 with a reduction of 6.1 percentage points, closely followed by Bassetlaw with a reduction in the gap of 6 percentage points.
 - as a result of this evaluation, the 2015-16 service plan for the Support to Schools Service will include a focus on bespoke work to improve outcomes for vulnerable groups in the Broxtowe district.
7. Analysis of the 2014 attainment data for pupils with **Special Educational Needs (SEN)** shows that;
 - at KS2, 35.6% of pupils with special educational needs (SEN) achieved level 4+ in reading, writing and mathematics compared to 89.1% who had no SEN. The SEN gap for the Local Authority is 53.5 percentage points which represents a narrowing of the gap compared to 57.2 percentage points reported in 2013. The national SEN gap for 2014 is 52 percentage points;

- at KS4, 23.6% of pupils with special educational needs (SEN) achieved 5+ A*-C, including English and mathematics, compared to 65.4% who had no SEN. The SEN gap for the Local Authority is 41.8 percentage points which represents a narrowing of the gap compared to 47.2 percentage points reported in 2013. The national SEN gap for 2014 is 45 percentage points.
8. Nottinghamshire's **Admissions Team** continues to work closely with schools through the school-led locality panels to secure school places for vulnerable children as part of Nottinghamshire's well-established Fair Access Protocol (FAP). The average waiting time for FAP cases in 2013-2014 was 29 days and the longest wait for a school place was 78 days. The autumn term figure for 2014-2015 is also 29 days, but the longest wait has reduced to 65 days.
 9. **Targeted Support and Youth Justice (TSYJ)** teams continue to work with vulnerable students who meet the thresholds for Early Help, Supporting Families or Youth Justice and for whom attendance is an issue. The rate of persistent absence has fallen in 2013-14 in comparison with 2012-13. Levels of NEET (16-18 year olds who are at risk of not being in education, employment or training) remain low in Nottinghamshire by comparison to the England, Regional and Statistical Neighbour averages.
 10. **The Early Years and Early Intervention Team** makes a strong and significant contribution to the CtG Strategy and is now working collaboratively with a range of partners to prepare for the roll-out of the Early Years Pupil Premium from April 2015. In terms of the promotion and support for take-up of early education places for eligible disadvantaged two year olds, the current figure of 62% uptake this term indicates that the team is on track to reach the annual target of 85%.
 11. Partnership working between **Nottinghamshire's Speech and Language Therapy Service (SLT)** and the Education Improvement Service (EIS) has successfully delivered two locality developments, one in Gedling and one in Newark:
 - the Gedling **"Talking to Learn"** collaboration, delivered across 15 schools (infants, juniors, primaries and one special), has secured improvements in provision for disadvantaged children with speech, language and communication needs. Involvement of local Children's Centres and Achievement and Equality team members has ensured 'joined-up' learning and working. The pilot outcomes have been shared at the spring term head teacher briefings and a final evaluation will be published in the summer term 2015. Many head teachers and a number of collaborations of schools from other areas of Nottinghamshire have already indicated an interest in using Pupil Premium funding to purchase commissioned SLT support for similar developments in their school/collaboration.
 - As part of the "Together for Newark" CtG collaboration, Nottinghamshire's SLT engaged a group of primary schools to deliver the national **"Communication Leaders"** pilot. Newark children have been included in national materials, the local "Switch Off and Talk" campaign and the launch of Nottinghamshire's new "Language for Life website". (www.nottslanguageforlife.co.uk)

12. The **Adult and Community Learning Service** has modified its targeting of resources to focus more sharply on improving provision and outcomes for disadvantaged learners and their families. The service has now changed the data used to target schools for Family Learning programmes so that those serving communities with the highest levels of deprivation in Nottinghamshire and at risk of significantly low attainment are the first priority. As a result, 27 new schools and Children's Centres have benefited from the programme in 2014-15.
13. The **'Together for Newark' (TfN)** locality collaboration is in its third year of development. Schools and local partners are now leading and funding the strategy for themselves as a result of the proven benefits of local collaboration on narrowing the gaps and improving the life chances for disadvantaged learners and their families. The TfN Steering Group, following external evaluation and the gathering of further views from within the local community, has now re-set the vision for the work of TfN during 2015-16. There is now a strong focus on early years' school readiness and securing economic well-being for 16-25 year olds in the town.
14. Building upon the success and learning from TfN a second locality collaboration is now being facilitated and co-ordinated by the Education Improvement Service. **'Together for Worksop' (TfW)** is well underway with schools, educational settings and wider partners within the town and outlying areas. The views of children, families and other stakeholders within the community have been gathered and evaluated to inform key strands of collaborative working focused on a range of strategies proven to further close educational attainment gaps and maximise pupils' engagement with and readiness for learning.

Other Options Considered

15. No other options were considered.

Reason for Recommendations

16. Latest impact data and external research evaluation indicates that the CtG Strategy is having a positive impact on narrowing the gaps for vulnerable and/or disadvantaged learners. There is secure evidence that cross service/phase collaborative working at County and locality level is supporting the development of new ways of working focused on earlier intervention to close gaps and ensure vulnerable learners meet their potential.

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the impact of Nottinghamshire's Closing the Educational Gaps Strategy is noted.

John Slater
Service Director, Education Standards and Inclusion

For any enquiries about this report please contact:

Janeen Parker
Education Improvement Adviser
T: 01623 434134
E: janeen.parker@nottsc.gov.uk

Constitutional Comments

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

Financial Comments (SS 21/04/15)

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

Background Papers and Published Documents

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

A Strategy for Closing the Nottinghamshire Educational Gaps 2012-14

A Strategy for Closing the educational Gaps in Nottinghamshire – report to Children and Young People's Committee on 10 November 2014

Electoral Division(s) and Member(s) Affected

All.

C0618

18 May 2015**Agenda Item: 6****REPORT OF THE ACTING CORPORATE DIRECTOR, CHILDREN, FAMILIES
AND CULTURAL SERVICES****CHILDREN'S SERVICES HEALTH CHECK SURVEY 2015****Purpose of the Report**

1. The report provides a summary of the responses to the Children's Services Health Check Survey which was completed earlier this year, and the recommendations made for noting.
2. The report proposes that progress on the implementation of the subsequent action plan be monitored by the Children Services Leadership Team. The key outcomes will be reflected in the 2015-2016 Children's Services Workforce Development Offer and will inform a revised Children's Services Workforce Development Strategy.

Information and Advice

3. The Children's Services Health Check Survey complements the Children's Social Care Social Work Health Check completed in 2014, the findings of which were reported to the Children and Young People's Committee in April 2015.
4. The Children's Services Health Check Survey covered the following areas:
 - the workforce and how it is supported
 - having the right tools to do the job
 - a healthy work place.
5. A summary of the responses made to the 2015 Nottinghamshire County Council Children's Services Health Check is attached as **Appendix 1**.

Other Options Considered

6. The Children's Services Health Check Survey builds upon the best practice of the Children's Social Care Social Work Health Check.

Reason/s for Recommendation/s

7. The implementation of the Children's Services Health Check action plan will address the key issues identified by staff in Children's Services

Statutory and Policy Implications

8. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, 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

9. An effective workforce will positively impact on the lives of children and families living in Nottinghamshire.

RECOMMENDATION/S

That:

- 1) the summary of the responses to the Children's Services Health Check Report 2015 and recommendations be noted.
- 2) progress on the implementation of the subsequent action plan be monitored by the Children Services Leadership Team with key outcomes informing a revised Children's Services Workforce Development Strategy.

Derek Higton

Acting Corporate Director, Children, Families and Cultural Services

For any enquiries about this report please contact:

Chris Jones
Quality and Improvement Group
Children, Families and Cultural Services
T: 0115 9932714
E: christopher.jones@nottscc.gov.uk

Constitutional Comments (LM 30/04/15)

10. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (SS 21/04/15)

11. 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.

Social work health check 2014 – report to Children and Young People's Committee on 20 April 2015

Electoral Division(s) and Member(s) Affected

All.

C0626

Children, Families and Cultural Services

Children's Services Health Check Report 2015

Contents

1. Introduction and background information	Page 2
2. Health check objectives and methodology	Page 2
3. The workforce and how it is supported	Page 3
4. Having the right tools to do the job	Page 10
5. A healthy work place	Page 11
6. Conclusion	Page 17
7. Recommendations	Page 18

1. Introduction and background information

This report is a summary of the responses made to the 2015 Nottinghamshire County Council Children's Services Health Check,

The Children's Services Workforce Development Plan (2014-16) identified a number of priorities which included the implementation of an annual 'health check' across Children's Services in line with the Children's Social Care's health check.

Nottinghamshire Children's Social Care has successfully undertaken four annual 'health checks' between 2011 and 2014) which have identified a range of issues which have led to action plans being developed and implemented. This has enabled ongoing learning and comparison with previous years and is a valuable tool to monitor the progress of the organisation.

The use of 'health check' surveys was identified as a tool to engage staff in issues regarding working conditions in the final report of the Social Work Task Force (SWTF) published in 2009¹. The report identified the following five key areas on which health checks should focus:

- Workload management.
- Case allocation
- Having the right tools to do the job
- A healthy workplace
- Effective service delivery

2. Children's Services Health check project objectives and methodology

The aim of the health check has been to gather relevant information which can inform conclusions and recommendations to improve the working environment and wellbeing of front practitioners and their managers working in children's services.

Information is drawn from the following sources in completing this report:

- Workforce data
- A staff survey of front line practitioners and their managers
- Workshops with focus groups
- Nottinghamshire County Council, Children's Social care 'health check' 2014

¹ Social Work Task Force ***Building a safe, confident future - The final report of the Social Work Task Force***
<http://webarchive.nationalarchives.gov.uk/20130401151715/https://www.education.gov.uk/publications/eOrderingDownload/01114-2009DOM-EN.pdf> (December 2009)

In February 2015, an electronic staff survey was sent to 742 front line practitioners and their managers across children's services². In total 303 staff replied which represented a response rate of 41%. This compares to the response rate of 48% (an increase of 10% from 2013 and a 17% increase since 2012) for the 2014 Social Worker Health Check.

The distribution of the health check survey and the completion rates across the Department's three divisions is shown below in **Table 2.1**.

Table 2.1 - the distribution and completion of questionnaires by Division

Division	Number of staff invited to complete the Health Check Survey (% of the total)	Number of staff completing the Health Check Survey (% of the total)
Children's Social Care - non-Social Workers	318 (42.6%)	105 (34.7%)
Education Standards and Inclusion	151 (20.2%)	52 (17.2%)
Youth, Families and Culture	273 (36.6%)	126 (41.6%)
Other	-	23 (7.6%)
Total	742	303 (40.8%)

Source: Children's Health Check Survey 2015

In the case of the Children's Services' 'health check' survey, 89% of those who responded to the survey were permanent employees of Nottinghamshire County Council compared to 88% of those who responded to the 2014 Social Workers' 'health check' survey.

A number of workshops looking at the 'health check' survey were arranged for staff in March 2015. All staff sent the electronic survey were invited to attend these workshops. Only 19 staff attended which is less than 3 per cent of the total workforce covered by the survey or 6per cent of those who responded.

3. The workforce and how it is supported

A. The stability of workforce

Table 3.1 below shows how long respondents to both the Children's Services and Social Worker 'health check' surveys have worked in their current posts.

² **Children's Services covered by the 'Children's Services health check survey'** included the following service areas: **Children's Social Care** (Non-Social Workers in the Early Help Unit, MASH and Assessment Teams, Leaving Care, Children's Disability Service, Mainstream Residential, Family Support and Fostering and Adoption Support); **Education Standards and Inclusion** (Support for Schools Service and SEND Policy and Provision); **Youth Families and Culture** (Targeted Support, Supporting Families, Youth Justice and Youth Service)

Table 3.1 – the length of time staff have been in their current post

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families	Children's Social Workers (Fieldwork)	Children's Social Workers (non-fieldwork)
0 – 1 year	6%	9%	20%	32%	10%
1 – 2 years	18%	9%	24%	36%	22%
3 – 4 years	12%	19%	23%	12%	25%
5 – 9 years	19%	28%	18%	20%	42%
10 years and over	45%	36%	17%		

Source: Children's Health Check Survey 2015 / Social Work Health Check Survey 2014

Across the Department 50 per cent of the children's workforce, excluding social workers, have been in their current roles for more than 5 years. Amongst social workers in fieldwork teams this fell to only 20 per cent. The percentage for those in posts for two years or less was 31 per cent of respondents to the Children's Services survey with considerable variations across the three divisions. In comparison, 68 per cent of fieldwork social workers had in post for two years or less. This data clearly identifies the variations in the stability of the workforce across the Department.

There is also a considerable variation in the age of the workforce across the Department. **Table 3.2** below shows the ages of staff responding both to the Children's Services and the Social Worker Health Check surveys. The age profile of staff working in Children's Services (53 per cent) and Social Workers in non-field work teams (64 per cent) is considerably higher than for Social Workers in fieldwork teams (35 per cent). For future successful workforce planning it will be important to consider the implications of an aging workforce over the next decade.

Table 3.2 the age of participants in the Children's Services and Social Worker health check surveys

Division	Children's Services	Social Workers (Fieldwork teams)	Social Workers (non-fieldwork teams)
16-25 years	2%	6%	2%
26-35	18%	27%	11%
36-45	26%	31%	25%
46-55	38%	28%	35%
56-65	13%	6%	25%
Over 65	2%	1%	4%

Source: Children's Health Check Survey 2015 // Social Work Health Check Survey 2014

Respondents to both 'health check' surveys were asked a number of questions about how they felt about their current role. **Table 3.3** below shows the responses to the question about whether or not staff felt happy in their role. Overall 68 per cent of staff responding to the Children's Services 'health check' survey described themselves as 'happy'. The corresponding figure for Social Workers was 63%. The percentage feeling unhappy was lowest across the Children's Social Care Division.

Table 3.3 how would you describe yourself feeling in your current role?

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families	Children's Social Workers
Happy	72%	67%	64%	63%
Unhappy	6%	9%	10%	6%
Neither happy or unhappy	20%	22%	25%	30%
No view	1%	2%	1%	1%

Source: Children's Health Check Survey 2015 // Social Work Health Check Survey 2014

In the response to the question about how staff would describe their current role there was a similar response from Children's Social Workers and staff in the Youth and Families division, whilst non- social worker staff in Children's Social Care found their current roles significantly more rewarding or fulfilling as shown in **Table 3.4** below.

Table 3.4 - how would you describe your current role?

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families	Children's Social Workers
Rewarding <u>or</u> Fulfilling	74%	65%	60%	60%
Frustrating	10%	24%	22%	21%

Source: Children's Health Check Survey 2015 // Social Work Health Check Survey 2014

22 staff provided additional comments in response to this question including:

- *The support we are able to offer is hindered by the amount of paperwork/ red tape/ PBR/ assessments we need to do which prevents us from spending time directly with the family supporting and promoting sustained positive change*
- *Too much paperwork that prevents direct work with service user*
- *I believe my job would be more rewarding / fulfilling if there were clear opportunities to progress*
- *Recurrent 188 notices. The threat of losing my job every year for past 5 years. Too much re-structuring*
- *Stressed and feel workload is unmanageable*
- *Frustrations around procedures making things take much longer.*

The 'health check' surveys asked staff about the role they hoped to have in 12 months' time. The **Table 3.5** below shows the responses made across the department

Table 3.5 - what do you hope to be doing in twelve months' time?

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families	Children's Social Workers
Working in the same job	68%	74%	57%	55%
Working for Nottinghamshire County Council in a different role	23%	9%	19%	19%
Working for another organisation in a similar role	0%	2%	5%	7%
Working for another organisation in a different role	0%	4%	5%	3%
Other	10%	11%	13%	16%

Source: Children's Health Check Survey 2015 // Social Work Health Check Survey 2014

Across the department over half of the workforce is intending to be in the same job in 12 months' time. Those hoping to remain working for Nottinghamshire County Council in twelve months' time ranged from 84 per cent amongst Social workers to 91 per cent amongst non-social workers in Children's Social Care.

In contrast, Hays UK salary and recruiting trends 2015³ suggests that up to 70% of companies are planning to recruit new staff over the next 12 months and 61% of employees questioned anticipated moving jobs in the next 12 months.

The most recent 'health check' surveys staff were asked what factors would encourage them to remain working in their current role. **Table 3.6** below shows the responses made to this question and the four factors which are seen as most important in encouraging staff to remain in their current roles within children's services are:

1. Less bureaucracy
2. Higher salary
3. Improved work life balance
4. Career development

A similar response resulted from 'health check' survey of Social Workers, though with a higher salary being the strongest factor and having more time with children and their families being a much more important factor.

³ Hays UK Salary & Recruiting Trends 2015 <http://www.hays.co.uk/salary-guide/index.htm>

Table 3.6 - the factors which would encourage staff to remain in their current roles?

	Children's Services 'health check'		Children's Social Workers 'health check'	
Factor	%	Rank	%	Rank
Less bureaucracy	47%	1	63%	3
Improved work / life balance	39%	3	65%	2
Improved technology	32%	5	42%	5
Higher Salary	43%	2	70%	1
Flexible working hours	29%	7	35%	7
Improved office environment	25%	10	32%	8
More face to face time with children and their families	27%	9	55%	4
Improved learning and development opportunities	29%	7	28%	10
Career development	36%	4	37%	6
Increased job satisfaction	32%	5	29%	9

Source: Children's Health Check Survey 2015 // Social Work Health Check Survey 2014

34 staff gave supplementary information regarding factors which would encourage them to continue working for Nottinghamshire County Council, these responses included:

- *I have not been in the post for long. Everything has worked really well. I have already been on some training and would love more opportunities*
- *Technology is expensive to purchase and maintain however seems to be more and more essential, this can help us as workers to deliver our service and also maintain the endless service standards of making notes, referrals, contacts, replying to emails, requesting stats.*
- *Being listened to and being recognised for your knowledge and understanding of your area of work*
- *Fairness in case allocation*
- *Opportunities for secondment*
- *Less change*
- *Feeling like I make a difference would increase job satisfaction*

B. Average hours worked by staff on a weekly basis

The 'health check survey asked staff whether they work additional hours beyond those they are paid for. The results are set out in **Table 3.7** below.

Table 3.7 - the percentage of staff who work additional hours beyond the ones they are paid for?

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families
Regularly	33%	67%	39%
Occasionally	45%	31%	44%
Rarely	11%	2%	10%
Never	11%	0%	7%

Source: Children's Health Check Survey 2015

Less than 10 per cent of the staff completing the 'health check' survey stated they rarely or never work additional hours beyond the ones they are paid for. In contrast 67 per cent of staff in the Education Standards and Inclusion Division regularly work in excess of the hours they are paid for. The Social Worker 'health check' survey found 70 % of those in fieldwork teams regularly worked additional hours.

Findings from the 'health check' survey show in **Table 3.8** that 13 per cent of respondents worked over 2 additional days each month. This compares to a figure of 50 per cent of social workers in fieldwork teams and 29 per cent of social workers from non-fieldwork teams.

Table 3.8 – average level of accrued TOIL / flexi time per month

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families
None	34%	63%	24%
½ a day	30%	5%	19%
1 day	21%	12%	19%
1 ½ days	7%	2%	23%
2 + days	8%	17%	15%

Source: Children's Health Check Survey 2015

In response to the question about whether or not they are able to take TOIL / flexi time within one month of accruing it, 47 per cent replied that it was always possible and a further 40 per cent replied that it was possible sometimes.

C. Induction

A good induction is absolutely vital, it ensures that starters are settled and feel confident in their new role. Only the 40 members of staff in post for less than eighteen were directed to

the question about induction in the Children's Services 'health check' survey. Just over half of respondents judged their induction to have been good. This compares with 66 per cent for fieldwork Social Workers and 100% of non-fieldwork Social Workers who judged their induction to have been good.

Several staff made additional comments including the ones below:

- *I was made very aware that any support I may need was available, and how to access that support*
- *More formal induction activities around BMS, payroll etc. would have been helpful*
- *Induction package would have been useful. Managers open to questions. Your own experience respected*
- *To know what mandatory training was required, and ideally for this to be pre booked for when the post starts*
- *Very supportive team, as a whole, ensuring I felt supported using new processes, accessing new agencies etc.*
- *There is a lack of consistency in the approach to induction to the job role. Some fundamental systems and processes are not covered and too much is "left to be found out on the job" leaving new staff feeling frustrated and working ineffective*
- *I was dropped in at the deep end: home visits without having shadowed anyone, put into volatile situations without any experience*
- *I was offered a two week 'induction' which involved a few visits shadowing various colleagues of which only a few of these happened. I had whole days with nothing to do*
- *I had full induction from all the team in relation to my role. There was an induction booklet and timetable when I first joined the team. The team is very supportive and is happy for me to ask about anything I am unsure of*
- *There was a range of shadowing opportunities with other experienced members of the team*
- *Induction was disjointed and disorganised.*

D. Staff supervision and development

The Department's supervision policy states the frequency and format of supervision will relate to the role and/or needs of individual employees. However the frequency of supervision should be every six weeks as a minimum for one to one meetings.

Nearly 61 per cent of respondents to the Children's Services 'health check' survey stated they had supervision at least six weeks with a further 23 per cent stating they had supervision at least every two months. A number of staff completing the survey stated they *never received* supervision or *as and when their manager decided it would be useful*. With such a key support process as supervision it is important for the Department to have a consistent approach which includes all staff.

Staff responding to the Children's Services 'health check' survey rated the quality of their supervision on a scale of 1 (low) to 10 (high) as being 7.6. Nearly 80 per cent of respondents stated that their supervision included an opportunity for reflective practice and 89 per cent stated that current workloads were either always (68 per cent) discussed or sometimes (21 per cent) as part of supervision.

Nottinghamshire County Council has a formal annual Employee Performance and Development Review process (EPDR). 80 per cent of respondents to the Children's Services 'health check' survey reported as having the annual EPDR completed including the six monthly review.

Overall, less than 50 per cent of staff had identified any of the training they had attended in the previous 12 months through the EPDR process. This contrasts with the Social Worker 'health check' survey where 67 per cent of fieldwork social workers stated that all or most of their training was identified as part of the EPDR process.

The Children's Services 'health check' survey confirmed that despite training needs not consistently being identified during the EPDR process, 73 per cent of staff felt there were relevant Continuing Professional Development options available to them through the County Council. However this percentage was lower than that recorded by the Social Worker 'health check' survey in which 92 per cent of social workers in fieldwork teams and 80 per cent of social workers in non-fieldwork teams felt that there were relevant training options open to them (showing an increase since last year).

4. Having the right tools to do the job

Respondents to the Children's Services 'health check' survey were asked where they accessed Nottinghamshire County Council's ICT network to do their work. A significant proportion (over 20 per cent) accessed the NCC network from home. It is too early to report on the impact of the mobilisation project on access to the network.

Both 'health check' surveys asked staff whether they were able to access Nottinghamshire County Council ICT network when they needed to. **Table 4.1** provides details of the responses to this question from across the department.

Table 4.1 are you able to access Nottinghamshire County Council ICT network when you need to?

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families	Children's Social Workers (Fieldwork)	Children's Social Workers (non-fieldwork)
Yes	80%	58%	70%	67%	76%
No	20%	42%	30%	33%	24%

Source: Children's Health Check Survey 2015

Nearly 30 per cent of respondents to the Children's Services 'health check' survey provided supplementary information to this question.

Most of these comments related to access problems at home or the need to have mobile access to e-mails and electronic records. The mobilisation project should assist in addressing some of these issues and it will be interesting to see how the responses change significantly in twelve months' time.

Staff were also asked whether or not they have access to the right professional support for their work such as legal advice and translators. Overall 88 per cent of respondents to the

Children 'health check' survey confirmed that they did have access to the right professional support.

In response to the question about access to the right resources to support their work, 74% of respondents to the Children's Services 'health check' survey stated they had access to the necessary resources.

Nottinghamshire Safeguarding Children's Board have transferred its procedures and practice guidance from paper documents to an electronic format (managed by tri.x) which everyone can access. Over half (54 per cent) of respondents to the Children's Services 'health check' had never accessed the (tri.x) Interagency Safeguarding Children Procedures of the Nottinghamshire Safeguarding Children Board (NSCB)⁴. This compares with 25 per cent of fieldwork social workers and 46 per cent of non-fieldwork workers who had never accessed the procedures.

5. A Healthy Work Place

A. Employee welfare system and access

Nottinghamshire County Council, Occupational Health (OH) Services has a team of OH professionals who provide confidential and impartial advice and support on matters relating to employees work. They aim to enable and support employees achieve and maintain a fit and healthy lifestyle, and advice and support managers on providing a safe and healthy working environment.

Managers can refer employees to OH or for counselling if they are concerned that health is affecting attendance, performance or conduct of an employee or if work is affecting their health. Also staff who are returning to work following long terms absence are assessed to ensure they are fit and receive the necessary support to enable them to return to work safely.

B. Team meetings

Effective Team Meetings assist in engaging team members and can help to create a shared understanding / ethos, boost morale, provide an opportunity for learning and development, increase effectiveness, predict future staffing / workflow issues, and create a smoother running team.

Table 5.1 below shows the reported frequency of team meetings in 2014 across the Department. Overall 81 per cent of respondents to the Children's Services 'health check' survey had team meetings on a monthly (or more frequent) basis. This was less than the responses to the Social Worker 'health check', though much of the difference can be accounted for by the lower frequency of team meetings in the Education Standards and Inclusion Division.

⁴ <http://nottinghamshirescb.proceduresonline.com/index.htm>

Table 5.1 the frequency of team meetings

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families	Children's Social Workers (Fieldwork)	Children's Social Workers (non-fieldwork)
Weekly	35%	5%	0%	1%	0
Fortnightly	17%	30%	7%	8%	21%
Monthly	31%	23%	81%	85%	75%
Bimonthly	13%	34%	10%	6%	4%
Six monthly	1%	0%	1%	0	0
Never	0%	0%	0%	0	0

Source: Children's Health Check Survey 2015 / Social Work Health Check Survey 2014

Overall 90 per cent of respondents to the Children's Services survey stated that they felt that their team meetings were held regularly enough.

A high percentage of respondents (91 per cent) to the Children's Services 'health check' survey confirmed that actions arising from the team meeting were always recorded. **Table 5.2** records the responses to the question regarding the implementation of actions agreed at team meetings.

Table 5.2 – are actions agreed at team meetings carried out?

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families	Children's Social Workers (Fieldwork)	Children's Social Workers (non-fieldwork)
Yes	68%	82%	74%	57%	65%
No	0%	0%	0%	2%	0%
Sometimes	32%	18%	26%	40%	35%

Source: Children's Health Check Survey 2015 / Social Work Health Check Survey 2014

C. Accessibility to senior managers

Responses to both the Children's Services (79%) and Social Worker (81 per cent) Health Checks indicate that staff feel senior managers are accessible and visible within their service.

Over 80 per cent of respondents to the Children's Services 'health check' survey felt that there were effective lines of communication between the workforce and senior managers. **Table 5.3** provides a breakdown by division and the results of the 2014 'health check' survey of Social Workers.

Table 5.3 – do you feel that there are effective lines of communication between you and senior managers?

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families	Children's Social Workers (Fieldwork)	Children's Social Workers (non-fieldwork)
Yes	74%	72%	87%	84%	91%
No	26%	28%	13%	16%	9%

Source: Children's Health Check Survey 2015 / Social Work Health Check Survey 2014

D. Whistle-blowing policy

Whistleblowing is the term used to describe the situation where an employee raises a concern about "a problem" within the County Council which could threaten customers, colleagues, the public or the County Council's own reputation. If anyone has a concern about wrongdoing or malpractice within the County Council, they are encouraged to report this in accordance with the County Council's Whistleblowing Policy. The Whistleblowing Policy is available on-line and all new starters to the authority should be made aware of this during their induction.

In response to the question about their awareness of a whistle-blowing policy, 71 per cent of respondents to the Children's Services 'health check' survey stated they were aware of the policy. This is significantly lower than the 89 per cent of respondents to the Social Worker survey. **Table 5.4** below provides the breakdown of responses to the Children's Services 'health check' survey by division.

Table 5.4 – are you aware of the whistle-blowing policy?

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families
Yes	89%	58%	61%
No	11%	42%	39%

Source: Children's Health Check Survey 2015

E. Processes for ensuring staff safety whilst working away from the office base including out of hours

Nottinghamshire County Council is required to provide a safe environment, safe equipment and safe systems of work for its employees and those who may be affected by their work. These requirements are applicable to all work situations and particular attention must be paid to situations where staff work alone or outside normal working hours. Overall, 85 per cent of respondents to the Children's Health Check Survey felt that there were effective processes in place to monitor personal safety. **Table 5.5** provides a breakdown across the three divisions together with the response from fieldwork social workers to their 'health check' survey.

Table 5.5 – do you feel there are effective processes in place to monitor personal safety?

Division	Children's Social Care (non-Social Workers)	Education Standards and Inclusion	Youth and Families	Children's Social Workers (Fieldwork)
Yes	94%	85%	78%	84%
No	6%	15%	22%	16%

Source: Children's Health Check Survey 2015 / Social Work Health Check Survey 2014

Nottinghamshire County Council has a formal process in place through which staff are expected to report incidents to their manager (and the Health and Safety Team) so that appropriate risk assessments can be undertaken. Reports should be made for a number of incidents including when there are road traffic collisions, near misses, physical violence, verbal abuse or threats, work-related Injury, work related illness or anti-social behaviour.

F. Absence Management

Table 5.6 below shows the number of day's absence by division for the period April 2014 to March 2015.

Table 5.6 – number of days absence by division during 2014-2015

Division	Children's Social Care	Education Standards and Inclusion	Youth and Families
Number of days	10,970	3554	10,964

Source: BMS

Table 5.7 overleaf provides information on the reasons for absences during the period April 2014 to March 2015. Absences related stress or depression accounted for nearly one quarter of all absences followed by time off for operations and post operation recovery.

Table 5.7 – the reasons for absence in the Children, Families and Cultural Services Department 2014-2015

Reason for absence ⁵	Total	Percentage ⁶
Back Problems	31	5.5%
Cold/Flu/Sore Throat	48	8.5%

⁵ Information from BMS based upon the number of triggers (either greater than two weeks over twelve months or three separate absences over six months)

⁶ Excludes reasons less than 5% of the total absences

Reason for absence ⁵	Total	Percentage ⁶
Muscular / Skeletal	65	11.5%
Op/Post Op Recovery	94	16.7%
Other	75	13.3%
Stomach / Digestion	37	6.6%
Stress / Depression	136	24.2%

Source: BMS

G. Compliments and Complaints

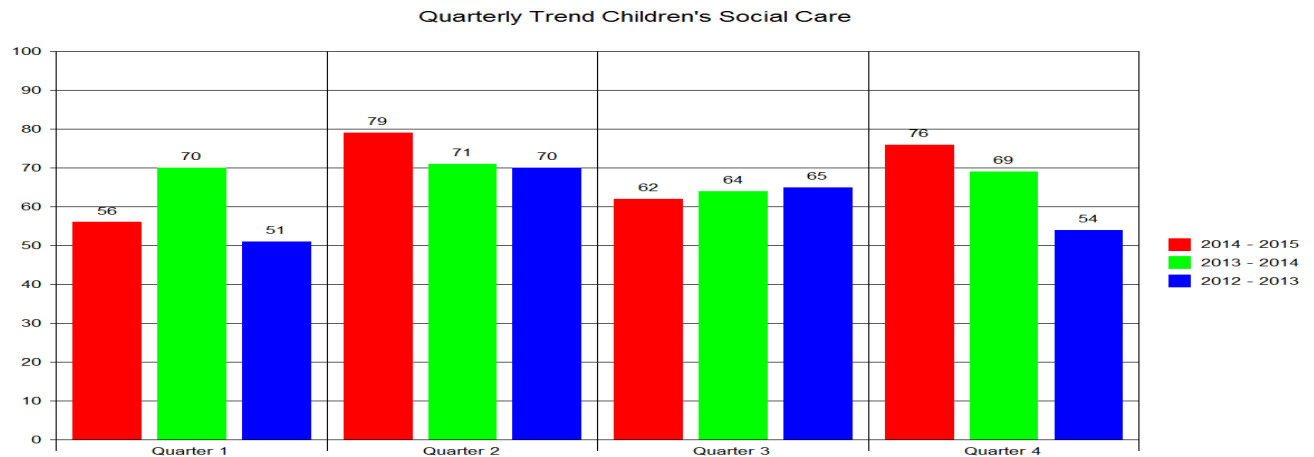
The Children's Services 'health check' survey asked staff if they had ever received personal praise in relation to their work. Nine out of ten staff who responded stated that they had received praise about their work. The question had a high level of individual responses, nearly fifty of all staff responding to the question. A selection of these comments is listed below:

- By my supervisor, and it was logged in my supervision notes
- Informally & EDPR score
- Yes, emails received as thanks.
- Can't think of a recent situation
- COPIES OF LETTER ETC ARE IN MY FILE
- Mentioned in team meeting
- Feel appreciated but not specifically received praise
- Yes QA forms
- Yes through case audits and supervision
- E-mail from Steve Edwards after he had received positive feedback from a young person Independent

The department receives quarterly reports from the Corporate Complaints and Information Team. This provides information about the numbers of complaints received, the types of complaints, the outcomes of the complaints at stages one and two of the complaints procedures.

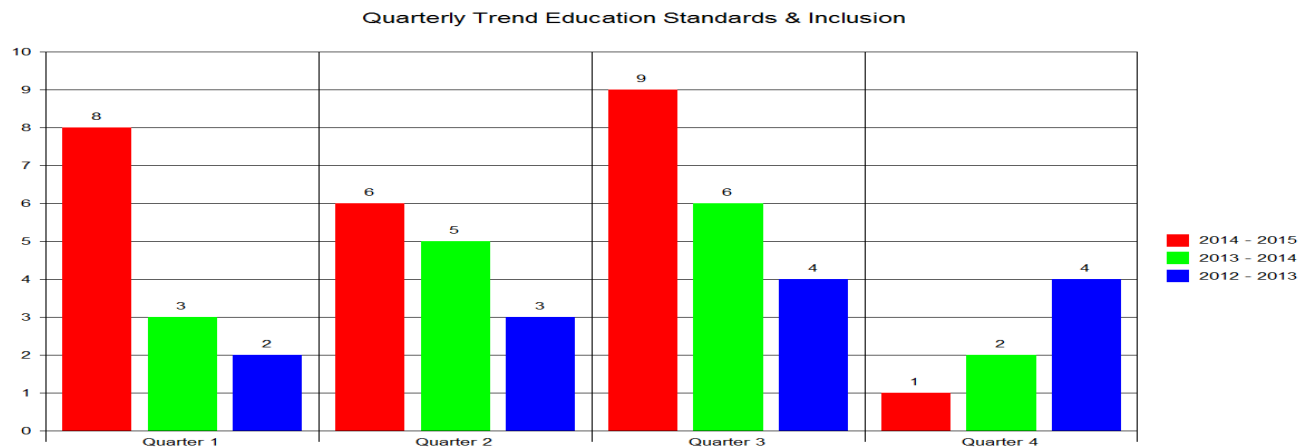
Tables 5.8a, 8b and 8c provide information about the numbers of complaints each quarter received by the Department's three divisions over the last three years. The majority of complaints have consistently been about the services provided by the Children's Social Care division.

Table 5.8 a Complaints quarterly trend for Children's Social Care



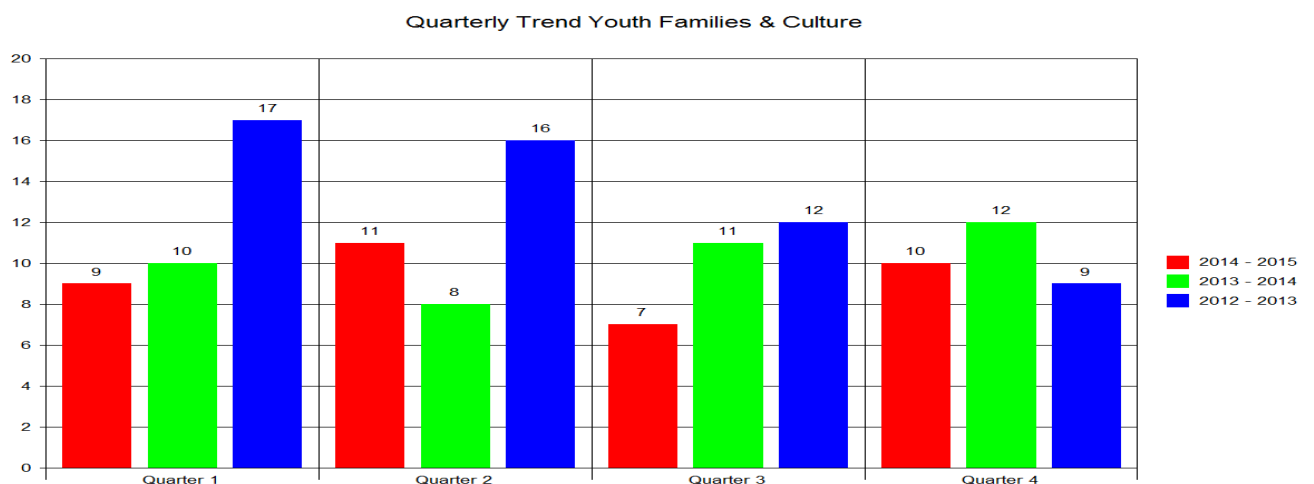
Financial Year Quarterly Trends

Table 5.8b Complaints quarterly trend for Education Standards and Inclusion



Financial Year Quarterly Trends

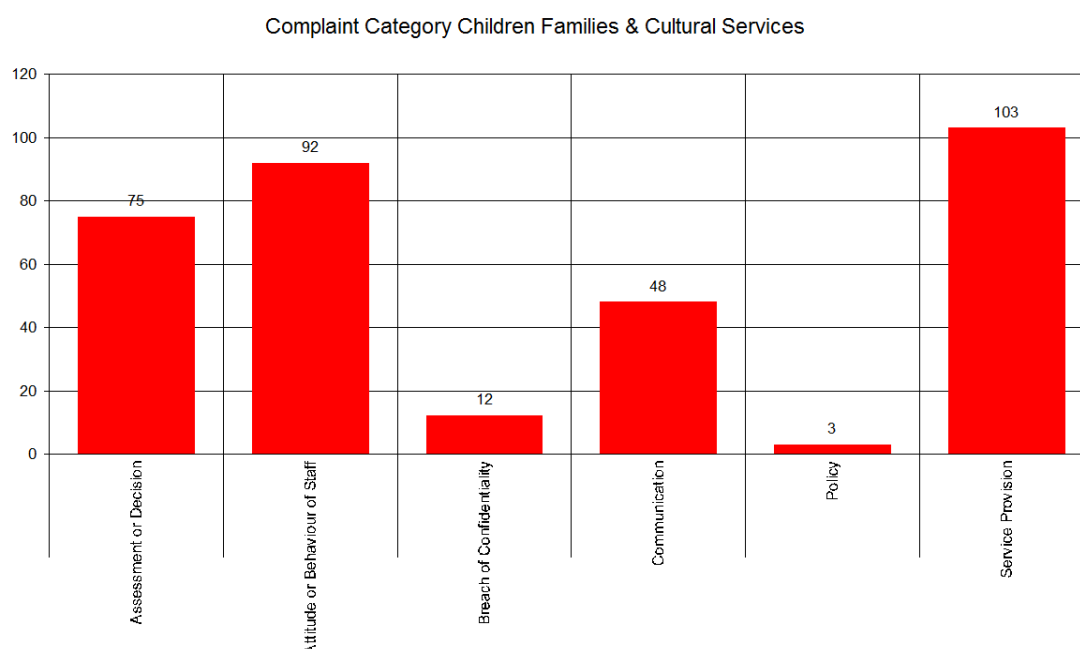
Table 5.8c Complaints quarterly trend for Youth Families & Culture



Financial Year Quarterly Trends

Table 5.9 below provides a breakdown of categories of complaints used by the Corporate Complaints and Information Team for the department during 2014 -2015. Nearly sixty per of all complaints were related to either the provision of services or the outcomes of assessments undertaken for children or young people.

Table 5.9 the category of complaint received by the department during 2014-2015



Complaint Categories for complaints received in 2014/15

6. Conclusion

The results from the Children's Services 'health check' survey together with the Social Work 'health check' provide a comprehensive overview of the County Council's workforce who work directly with children and families in Nottinghamshire.

Overall the results from the first Children's Services 'health check' survey are positive with the majority of staff happy in their roles and over sixty per cent of them describing their role as either rewarding or fulfilling, and over 75 per cent hoping in twelve months to be still employed by Nottinghamshire County Council.

The workshops held with staff reflected well the results of the survey. Many of the staff were mobile workers and could recognise the potential benefits of the workforce mobilisation programme. Other issues identified in the workshops which were not covered by the survey included: the need for information (e.g. policy changes, referral forms) to be kept up to date on the intranet, concerns regarding open plan offices, being able to easily access information about workforce development activities, the use of different client recording systems.

The results from this year's survey will enable the Department to be able to benchmark itself against the results of the survey in subsequent years and to monitor the impact of

actions undertaken by the Department arising from the recommendations of the survey results.

7. Recommendations

Based upon the results of the health check survey there are a number of recommendations for the Department to consider implementing over the next twelve months:

1. To bring together as a single health check survey in 2015-16, the Children's Services and Social Work surveys
2. To undertake a review of the Department's workforce in order to identify any additional areas of service delivery facing, or likely to face, retention and recruitment issues in the next few years
3. To consider the Department's approach to succession planning especially in specialist areas
4. To review the Department's induction processes to ensure a consistent approach for all new starters
5. To develop a consistent approach to supervision across the department including an entitlement to supervision at least every six weeks with a written record
6. To develop a more explicit link between the Employee Performance and Development Review (EPDR) process and the identification of workforce development needs
7. To ensure all staff are aware of how to access, and make use of, the online Interagency Safeguarding procedures of the Nottinghamshire Safeguarding Children Board (NSCB) (<http://nottinghamshirescb.proceduresonline.com/index.htm>)
8. To ensure all team managers are more confident in identifying, and dealing with, issues of stress and depression, and how to mitigate the circumstances in the working environment which might lead to staff suffering from stress etc.
9. To review the impact of current workforce mobilisation programme on the perceived levels of administration faced by front line practitioners and access to the NCC network as and when required
10. To ensure the Department takes a consistent approach to staff working additional hours having the opportunity to take this time off within a reasonable time period.

Next steps

- The recommendations will be incorporated into an action plan which will be reviewed by the Children's Services Leadership Team every six months.
- They will also be reflected in the Children's Service Workforce Development Offer for 2015-2016 and where appropriate in the revised Children's Services Workforce Development Strategy.

18 May 2015**Agenda Item: 7**

REPORT OF THE CONSULTANT IN PUBLIC HEALTH

HEALTHY CHILD PROGRAMME AND PUBLIC HEALTH NURSING – COMMISSIONING PLANS

Purpose of the Report

1. To update the Committee on proposed plans to commission the Healthy Child Programme for 0-19 year olds and public health nursing.

Information and Advice

Healthy Child Programme (HCP)

2. The HCP¹ was published in November 2009 and sets out the recommended framework of services for children and young people aged 0 -19 years (including during pregnancy) to promote optimal health and wellbeing, to prevent ill health and to provide early intervention when required.
3. The HCP delivers universal services to all children and families, including routine screening and developmental checks. Through the programme, families in need of additional support and children who are at risk of poor outcomes can be identified and the appropriate support provided; a key aim of the HCP is to reduce health inequalities.
4. Effective implementation of the HCP (0-5 years) contributes to: a range of health and wellbeing outcomes such as strong parent-child attachment and positive parenting; care that helps to keep children healthy and safe (e.g. healthy eating, prevention of certain serious communicable diseases, increased rates of breastfeeding); and readiness for school and improved learning.
5. The HCP (5-19 years) aims to improve a range of public health outcomes including improved sexual health and teenage pregnancy outcomes, healthy diet and exercise, educational outcomes, smoking prevention and cessation, alcohol and substance use prevention and awareness, improved emotional health and wellbeing etc. The programme also facilitates the mandatory function for the delivery of the National Child Measurement Programme (NCMP).

¹ The HCP comprises three guidance documents: HCP - pregnancy and the first 5 years of life; HCP - the 2 year review; HCP – from 5-19 years. The documents include a programme schedule of age appropriate health and development reviews.

Public health nursing for children and young people

6. The main groups of public health nurses who provide services to children and young people and their families are health visitors, school nurses and family nurses (this final group delivering the Family Nurse Partnership Programme).

Current commissioning arrangements

Health Visiting and Family Nurse Partnership (FNP)

7. Currently the responsibility for commissioning Health Visiting and FNP services is delegated to NHS England. This responsibility will transfer to local authorities by October 2015. Two NHS England teams (previously known as area teams) cover Nottinghamshire. These teams commission Health Visiting and FNP services in Nottinghamshire and Bassetlaw respectively.
8. Health Visiting services and the FNP are currently provided across the whole of Nottinghamshire by Health Partnerships, part of the Nottinghamshire Healthcare NHS Trust.

School Nursing

9. As with Health Visiting and the FNP in Nottinghamshire, Health Partnerships currently provide school nursing services.
10. The responsibility for commissioning of School Nursing Services transferred from Primary Care Trusts (PCTs) to Public Health in the Local Authority in April 2013. Currently Nottingham North East Clinical Commissioning Group (CCG) leads on the commissioning of services provided by the health provider, Health Partnerships, including school nursing and the National Childhood Measurement Programme (NCMP); and Bassetlaw CCG is leading on the commissioning of the service in Bassetlaw delivered by Bassetlaw Health Partnerships. Public Health is an associate commissioner to the NHS contracts with the current providers. These associate commissioner arrangements are due to end on 31st March 2016.
11. Nottinghamshire County Council (NCC) commission the service for all of Nottinghamshire including Bassetlaw.
12. The Children's Integrated Commissioning Hub (ICH) has completed a review of the Nottinghamshire School Nursing service to inform future commissioning intentions. This has led to a proposed new model for the service which has undergone a consultation exercise which ended on 31st March 2015.

Proposed commissioning arrangements

13. Once commissioning responsibility has transferred to NCC, Health Visiting services and FNP will be commissioned by the ICH, which currently leads commissioning of School Nursing and NCMP. By bringing commissioning of all public health nursing services together, it will be possible to integrate these services more effectively and also align them with the operating model for Children, Families and Cultural Services (CFCS). It is envisaged that this will lead to improved working across

children's services in local areas, providing better value, improved service quality and better outcomes for children, young people and families.

14. The current contract with Health Partnerships for Health Visiting and School Nursing Services expires in March 2016, requiring NCC to undertake a procurement exercise, in order to award a new contract during 2016-17. Timescales for this provide an opportunity to align the commissioning of Health Visiting and School Nursing, with the aim of having an integrated 0-19 HCP service in place from October 2016.
15. The current contract for FNP expires in August 2015. The scope to integrate commissioning of FNP is limited due to the programme's licence restrictions. Additionally, FNP is due to be expanded and this means timescales for re-commissioning Health Visiting and School Nursing will differ.

Proposed commissioning timetable for HCP 0-19

16. The proposed commissioning timetable is as follows:

	Target Date
Serve 12-month notice on School Nursing (including NCMP) associate contract	March 2015
Transfer of Health Visiting and FNP commissioning to NCC	1 st October 2015
Serve 12-month notice on Health Visiting	1 st October 2015
Notification of intention to award NCC contract extension of Health Visiting and School Nursing (including NCMP) contract for 6 months between April and September 2016	1 st October 2015
Procurement process for Healthy Child Programme 0-19 (Health Visiting, School Nursing and NCMP)	1 st October 2015 – 30 th April 2016
Health Visiting and School Nursing (including NCMP) associate contract end.	31 st March 2016
Mobilisation period	1 st May 2016 – 30 th September 2016
New contract start date	1 st October 2016

Other Options Considered

17. An options appraisal will be developed to inform decision making processes regarding possible integrated commissioning of Children's Centres with the HCP. These include the separate commissioning of the services or postponing the procurement of the HCP to fit in with Children's Centres procurement plans. Should any other options appear to deliver increased benefits, options will be presented to the Committee.

Reason/s for Recommendation/s

18. The Committee ought to be kept informed of Public Health commissioning plans for services for children and young people, in particular, for Health Visiting and School

Nursing as they have a key part to play in improving outcomes for children and families.

Statutory and Policy Implications

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

Financial Implications

20. The commissioning budget for the Health Visiting Service and the FNP is due to transfer to NCC on 1st October 2015, with the transfer of commissioning responsibility. The Health Visiting budget will be combined with the School Nursing Budget when commissioning the 5-19 HCP.

Safeguarding of Children and Vulnerable Adults Implications

21. Safeguarding is a key element of all commissioning plans for these services.

Implications for Service Users

22. There will be improved health and wellbeing outcomes for children and young people. Nearly 2,000 young people were consulted when reviewing the School Nursing Service to help inform commissioning of the service to meet their identified needs.

RECOMMENDATION/S

- 1) That the Committee notes the proposed commissioning timetable for the Healthy Child Programme 0-19 (Health Visiting, School Nursing and National Child Measurement Programme).

Dr Kate Allen
Consultant in Public Health

For any enquiries about this report please contact:

Gary Eves
E: gary.eves@nottscc.gov.uk
T: 0115 9774130

Constitutional Comments

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

Financial Comments (SS 23/04/15)

24. The financial implications of the report are set out in paragraph 20 above.

Background Papers and Published Documents

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

Nottinghamshire School Nursing Review and proposed new model, September 2014 – implications for commissioners (including Appendices 1-3) available at www.nottinghamshire.gov.uk/schoolnursing

‘Nottinghamshire School Nursing Review’ Nottinghamshire Children’s Trust Board – 5 September 2013
<http://www.nottinghamshire.gov.uk/caring/childrenstrust/about-the-childrens-trust/childrenstrustCommittee/>

Nottinghamshire School Nursing Review – implications for Commissioners, Children’s Trust Board - 6th November 2014
<http://www.nottinghamshire.gov.uk/caring/childrenstrust/about-the-childrens-trust/childrenstrustboard/?entryid217=431744&p=2>

‘Healthy Child Programme and Public Health Nursing for Children and Young People’ Nottinghamshire Health and Wellbeing Board – 8 January 2014
http://www.nottinghamshire.gov.uk/dms/Committees/tabid/62/ctl/ViewCMIS_CommitteeDetails/mid/381/id/505/Default.aspx

Electoral Division(s) and Member(s) Affected

All.

C0621

18 May 2015**Agenda Item: 8****REPORT OF THE ACTING CORPORATE DIRECTOR, CHILDREN, FAMILIES
AND CULTURAL SERVICES****NOTTINGHAMSHIRE CHILDCARE SUFFICIENCY ASSESSMENT 2015****Purpose of the Report**

1. To inform the Council of the sufficiency of early years and childcare places in Nottinghamshire in 2015 and seeks endorsement of the priority actions.

Information and Advice

2. The Childcare Sufficiency Assessment 2015 report, attached as **Appendix 1**, details the accessibility, affordability and availability of early years and childcare places for the County as a whole, with further information on the current picture in each district of the County.
3. In summary, the supply of provision in Nottinghamshire is good. There has been a slight decline in the number of registered childminders in the last year, but this fall is less than the national average decrease. New registered group daycare provision has opened in Mansfield and Ashfield using the capital grant for two-year-olds, where there are lower numbers of non-maintained provision.
4. The cost of childcare for a young child has risen by 13% in the last year. This is mainly due to increases in the Rushcliffe district, where the average cost is £141 per week. The lowest cost for the same care is in Mansfield at £81. Other types of care generally cost less in Nottinghamshire. There will be a review of the hourly rate paid by Nottinghamshire County Council to maintained schools and PVI providers delivering the free entitlement for three- and four-year-olds in summer 2015 as the rate has remained the same since 2009.
5. Childcare is very flexible in Nottinghamshire with a number of childminders working atypical hours to address the childcare needs of working parents. Group daycare is generally open from 07.30 to 18.00 for between 48 and 50 weeks per year. Parents have not reported concerns with finding childcare to meet their needs. Plans to improve availability in 2015/16 include encouraging schools with capacity to offer places to two-year-olds or rising threes and to encourage childcare provision delivery from children's centres, where there is a need in a community.

6. A number of priority actions have been identified to strengthen our position for the forthcoming year:-
- encouraging and supporting schools in considering offers of places for two-year-olds, where capacity permits and where there are gaps in provision in the County
 - encouraging and promoting the continued take up of funded places by eligible two-year-olds
 - reviewing the early years single funding formula with regard to the hourly rate
 - rolling-out of the Early Years Pupil Premium for three-and four-year-olds to help to close the gap for disadvantaged young children.

Other Options Considered

7. These priority actions have been generated to ensure that the Council meets the statutory duties and provides the best start for children in Nottinghamshire.

Reason/s for Recommendation/s

8. The recommendations are aimed at supporting the Local Authority's commitment to encouraging families to access their free early education place with a high quality provider. This contributes to closing the gap in outcomes for the most disadvantaged children and improves school-readiness. The roll-out of the Early Years Pupil Premium for three-and four-year-olds will provide additional financial support to schools and settings to meet the needs of disadvantaged young children.
9. By undertaking a review of the early years single funding formula, we ensure the sector is sustainable and supported to deliver high quality early education places in Nottinghamshire without passing the cost on to parents through higher fees for wrap around childcare provision.
10. The recommendations also support the role of the Council as a market manager for childcare; we can enhance the sector by encouraging schools to consider offering places for two-year-olds, where capacity permits and where there are gaps in provision in the County. This in turn gives more choice to parents for the type of place they access.

Statutory and Policy Implications

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

Financial Implications

12. A report is to be presented to Schools Forum in June 2015 which will recommend an increase to the hourly rate paid to schools and PVI child care providers for three-and four-year-olds; if agreed, the cost of this would be met by the Dedicated Schools Grant.

RECOMMENDATION/S

That the Committee:

- 1) notes the sufficiency of early years and childcare places in Nottinghamshire in 2015
- 2) endorses the priority actions listed in paragraph 6 of the report.

Derek Highton

Acting Corporate Director, Children, Families and Cultural Services

For any enquiries about this report please contact:

Nicola Hughes

Early Years Places Lead Officer

Childhood and Early Help Locality Services

T: 0115 9773543

E: nicola.hughes@nottscc.gov.uk

Constitutional Comments (LM 30/04/15)

13. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (SS 23/03/15)

14. The financial implications of the report are set out in paragraph 12 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C0605

Nottinghamshire County Council

2015

Childcare Sufficiency Assessment

Nottinghamshire Early Years & Early Intervention Service

www.nottinghamshire.gov.uk

CONTENTS PAGE

- 1. Introduction**
- 2. Supply of childcare**
- 3. Cost of childcare**
- 4. Quality and sustainability**
- 5. Free early education for two-year-olds**
- 6. Children with a disability**
- 7. Parental demand for childcare**
- 8. District data and Information**
 - a. Ashfield**
 - b. Bassetlaw**
 - c. Broxtowe**
 - d. Gedling**
 - e. Mansfield**
 - f. Newark and Sherwood**
 - g. Rushcliffe**

Appendix 1 Census Data

1. Introduction

The Early Years and Early Intervention Service, part of the Children, Families and Cultural Services within Nottinghamshire County Council is taking the lead on the sufficiency and sustainability of the childcare market in Nottinghamshire. High quality, accessible and affordable childcare and early education provision helps parents to ensure their children have the best possible start in life and supports children to be ready to start school.

Early years and childcare organisations in Nottinghamshire deliver the infrastructure to support families back in to work and are at the heart of communities in Nottinghamshire. These organisations range from individual childminders to large maintained schools and academies; from committee run preschools and out of school clubs to standalone, local and national chains day nurseries. The local authority acts to manage this market, via statutory duties contained in the Children Act 2006 and statutory guidance issued by the Department for Education.

The early education and childcare statutory guidance for local authorities issued in September 2014 contains details of eligibility to the entitlement to early education for around the 40% most disadvantaged two-year-olds. There are new elements to the guidance relating to:

- The introduction of childminder agencies
- How LA's discharge their duty to secure early education for two-, three- and four-year-olds.
- The provision of information, advice and training to childcare providers; and
- Early education providers who do not actively promote fundamental British values.

In 2014 the role of LA's changed, as Government made Ofsted the sole arbiter of quality. LA focus has shifted to ensuring that all eligible children are able to take up their early education place and that weaker providers take steps to improve the quality of their provision. Nottinghamshire County Council continues to take the strategic lead by planning, supporting and commissioning early education and childcare.

This Childcare Sufficiency Assessment measures the nature and extent of the demand and supply of childcare in Nottinghamshire. It identifies where there are gaps in the childcare market and informs a market management plan. Government regards the following as the benchmark of sufficiency:

- There are sufficient childcare places overall in each locally defined sub area, in the case of Nottinghamshire this is at District level.
- Provision is flexible and accessible to fit in with working patterns for parents

- There is a range of childcare provision that is affordable and of a high quality
- Provision is inclusive to meet particular needs of childcare with a disability or special educational need
- Childcare is sustainable.

Childcare sufficiency is not just about having enough childcare places to meet the needs of working and training parents, it is about ensuring the provision is of a high quality, it improves the outcomes for children, sets the foundations for school readiness, narrows the gap in attainment and is inclusive and flexible to meet families' needs. The provision needs to ensure continuity of care by being a sustainable business with affordable fees. A sufficient, sustainable, quality childcare market underpins the poverty agenda, supports local economic development and the wider Early Help strategies.

2. Supply of Childcare

Nottinghamshire continues to benefit from a wide range of registered early years and childcare provision.

Since the 2014 sufficiency assessment, there has been a 6% drop in the number of registered childminders from 835 to 782. This drop has been significantly less dramatic in Nottinghamshire than elsewhere in the country. Many more Nottinghamshire childminders are providing funded places for eligible two year olds, with some retaining these children for their free early education at age 3 and 4. In 2013 only 24 childminders were providing places for funded children. By 2014 this had risen to 95 childminders and in spring term 2015 there were 167 childminders with funded children.

The number of out of school clubs listed with the Families Information Service (FIS) has fallen by only five across the entire county. There are also many school-run clubs, which are exempt from separate Ofsted registration. As these clubs are only available to pupils at the school, the provision is not always advertised with FIS.

There has been a net gain of one day nursery or full daycare provider in the county in the last year, with both Ashfield and Gedling gaining two more nurseries over the year. Overall there is also one more pre-school in the county.

There are five fewer crèches registered with Ofsted in 2015, which we assess to be due to more two-year-olds accessing other registered provision for a free funded place, resulting in much lower numbers of children attending sessional crèche provision. There were nine fewer home child carers in 2015.

Nottinghamshire supply of registered childcare providers by district 2015

TYPE OF CARE PROVIDED	ASHFIELD	BASSETLAW	BROXTOWE	GEDLING	MANSFIELD	NEWARK & SHERWOOD	RUSHCLIFFE	TOTAL
CHILDMINDER	119	84	104	174	98	110	93	782
OUT OF SCHOOL CLUBS	7	9	17	19	14	15	22	103
DAY NURSERY /FULL DAYCARE	18	21	27	22	19	27	35	169
PRE-SCHOOL	10	16	16	18	3	17	28	110
CRECHE	0	7	3	0	0	0	0	10
HOME CHILDCARER	12	1	11	10	4	14	27	79
TOTAL	166	138	178	243	138	183	205	1253

Source: Nottinghamshire Families Information Service database of registered childcare providers as at 05/03/2015

Comparing new childcare registrations with those providers who have closed or resigned, there are 70 fewer providers in Nottinghamshire (including childminders) in 2015. The total number of childcare places by type is detailed in the district information, later in the report. Countywide, there are 378 fewer places available with childminders this year.

There has also been a reduction in the number of other childcare places available, though this is attributable to the closure of 5 sessional crèches, which were registered for large numbers of children, but only occasional care was offered, for purposes such as training courses etc. There has actually been an increase in the number of registered early years and childcare places which meet the needs of working parents.

3. Cost of Childcare

The average cost of a 25 hour place in Nottinghamshire for a 2 year old child has increased by 13% in the last year to £127, compared with a national rise of 5%. The average Nottinghamshire childcare place is more expensive than both the regional or national average cost for two-year-olds. This is influenced by the relatively vibrant market in Rushcliffe district, where the average cost for a nursery place is £141. Rushcliffe district ranks 331st of 354 local authorities on a national deprivation scale. All other districts in the county have lower average costs than both the east midlands and national average costs. However, with over 2,100 two- year-olds benefitting from 15 hours of free early education in Nottinghamshire, a large number of families will actually be paying less for their childcare. The cheapest nursery place for a 2 year old in Nottinghamshire is £81.25 for 25 hours of care in Mansfield district.

Childminder places cost significantly less than in other regional authorities and have actually fallen in the last year by 2%. Nationally there has been an increase of 4%. Rushcliffe is again the most expensive district in Nottinghamshire, with average costs of £97 for 25 hours for a two-year-old, with Ashfield at £75 for the same age child.

After school clubs costs have fallen to £37 for 15 hours of care in an out of school club. This may be to a number of out of school clubs now being school run, with subsidised childcare costs on offer. Out of school care in a group setting is most expensive in Rushcliffe and least expensive in Mansfield. More typically, childminder after school costs have risen 3% to £54. Childminder after school care is most expensive in Newark and Sherwood, with Broxtowe and Gedling having the lowest costs.

Average weekly childcare costs 2015

Area	Nursery 25 Hours (under 2) £	Nursery 25 Hours (2 & over) £	Childminder 25 Hours (under 2) £	Childminder 25 Hours (2 & over) £	After School 15 Hours £	Childminder After School 15 Hours £
Nottinghamshire	127	127	90	90	37	54
East Midlands	119	108	92	91	48	72
England	117	112	105	104	48	65
Britain	115	110	104	103	48	65

Source: Family and Childcare Trust Childcare Costs Survey 2015

Average holiday childcare costs in Nottinghamshire have remained the same in the last 12 months. Nationally costs have risen overall by 1.7%, though maintained provision has fallen by 3.1% and PVI provision has risen by 2.7%. The majority of holiday childcare is delivered by the PVI sector, both nationally and locally. PVI holiday childcare in Nottinghamshire is considerably cheaper than in neighbouring authorities. The majority of Nottinghamshire holiday childcare is delivered by voluntary and charitable not-for-profit organisations, which accounts for the lower charges.

Average weekly holiday childcare costs 2014-15

Area	Maintained (school, local authority) sector holiday club or play scheme £	Private, voluntary and independent sector holiday club or play scheme £
Nottinghamshire 2014	96	110
East Midlands 2014	101	135
England 2014	99	121
Britain 2014	96	119

Source: Family and Childcare Trust Holiday Childcare Costs Survey 2014

Funding from central government for the free entitlement to early education for three and four year olds is applied using the Early Years Single Funding Formula (EYSFF) and has been at the same rate since 2009. In Nottinghamshire this equates to £3.77 per hour for 570 hours per year taken either in a maintained nursery or with a PVI provider, prior to commencing school full time. Of the 9 LA's in the east midlands, only two fund at a rate lower than Nottinghamshire. Despite lobbying both locally and nationally the flat rate has not changed, leaving a number of providers with concerns about sustainability of the free offer. Schools forum will consider proposals on the EYSFF rate in June 2015.

Government are introducing Early Years Pupil Premium (EYPP) from 1 April 2015, which will provide an additional £0.55 per hour for the most disadvantaged 3 and 4 year olds accessing their free early education place in PVI and maintained provision. Providers, including schools, will be expected to demonstrate during Ofsted inspection how they have used EYPP to improve attainment for those pupils attracting the additional funding. Nottinghamshire County Council plans to hold a series of sessions to encourage parents to apply for the additional funding and to support providers to make sure the funding makes a difference to those children.

In contrast, the hourly rate paid in Nottinghamshire for around 3,500 disadvantaged two year olds accessing 15 hours of free early education and childcare a week is the 2nd highest in the east midlands at £5.09. Two year olds do not qualify for the EYPP. Many working parents of two-year olds eligible for the free 15 hours of childcare on low incomes will benefit from savings to their childcare costs by taking up the offer of a free place.

4. Quality and Sustainability of Ofsted Registered Childcare Provision

As described in the introduction, with Ofsted now being the sole arbiter of quality in the sector, the local authority continues to support and challenge early years and childcare providers rated as less than good. This revised support is delivered via a quality improvement team, including early years specialist teachers (EYST) and professional practitioners. The focus is on providers rated as inadequate, requires improvement or satisfactory, assisting them to meet the improvements identified on inspection by Ofsted and raise outcomes on re-inspection. Providers rated good or outstanding by Ofsted receive only light-touch support, in the form of an annual conversation visit to focusing on the providers' Self Evaluation Form (SEF).

In Nottinghamshire, we have a few small local chains of provision and very few national chain providers. The majority are either owner/manager or voluntary run settings. NCC provides business advice and support to help settings manage the sustainability of their provision via a dedicated officer resource.

Type	Total providers	% Outstanding	% Good	% Satisfactory/ Requires Improvement	% Inadequate	% NYI	% Not Met	% Met
Childminder	803	5%	63%	12%	1%	10%	4%	5%
Day Nursery	157	19%	62%	10%	0%	8%	0%	0%
Pre-School	114	8%	75%	11%	1%	4%	0%	0%

Source: Ofsted inspection outcomes spring term 2015

NYI is Not Yet Inspected

Of the 978 setting inspected 769 (79%) have an outcome of outcomes Outstanding or Good

The current Ofsted inspection cycle runs from September 2013 to August 2016. In this inspection cycle, the rating of satisfactory has changed to "requires improvement" to bring judgements into line with school inspections. Many providers will carry the satisfactory rating until re-inspected in the current cycle.

Where NYI, Met or Not Met is indicated, this is due to either;

- this is a new provider, registered but awaiting inspection, therefore the Ofsted rating is not known; or
- there were no children on roll or present at the time of the inspection; or
- the provider moved into the area and no inspection is available at the current premises.

From September 2013 any newly registered providers have been allowed by DfE to be added to the NCC directory of providers and claim the free entitlement to early education funding for 2, 3 and 4 year olds, whilst awaiting their Ofsted inspection outcome. Any registered provider rated as inadequate will be suspended from the NCC directory of providers until their quality improves, on re-inspection by Ofsted. Parents of any children attending such provision will be supported to different provider.

5. Free Early Education for disadvantaged two- year-olds

Government introduced the free entitlement to early education for the 20% most disadvantaged two year olds from September 2013. The anticipated number of eligible children in Nottinghamshire was 1,910. 76% of eligible children accessed a place during the first full year of operation. From September 2014 the programme was increased to include the 40% most disadvantaged children, with DfE indicating that 3460 children could access a place in the county. Take up in spring term 2015 stands at just over 60%, with numbers increasing weekly.

A colourful marketing campaign is running across the county to encourage take up. Research has shown some parents are cautious of children starting a place in the term after their child's second birthday, as they feel their child is too young. We are suggesting that children could start on fewer than the total 15 hours initially, and gradually increase those hours as the child settles. Some parents seem happier to let their child start in the term when they have their third birthday, when the child is a little older. We are encouraging schools to look at how they may be able to extend their nursery offer to include these eligible "rising threes" for one additional term of early education.

The Early Years and Early Intervention Service have undertaken a detailed assessment of the areas where these eligible children live and we have used the DfE 2 year olds capital grant to create places in those communities with large numbers of eligible children but little provision available. This has resulted in over 1400 new places being created in the PVI sector. An additional 180 places will be available on school and children's centre sites in 2015. There are sufficient early years places available in Nottinghamshire for eligible two-year-olds. There will be continuing promotional activity to encourage the take up of places by eligible families, as from 2015 NCC funding from DfE will be based upon actual take-up of places.

6. Children with a Disability

Nottinghamshire County Council continues to provide additional support to children accessing their free entitlement place, or a childcare place whilst the parents are working or training for work. Known locally as DCATCH (Disabled Children Access to Childcare) the programme has refocused its eligibility criteria but continues to provide vital assistance to providers to help them meet the needs of these children. Generally the funding ensures disabled children can access mainstream childcare provision with their peers via additional

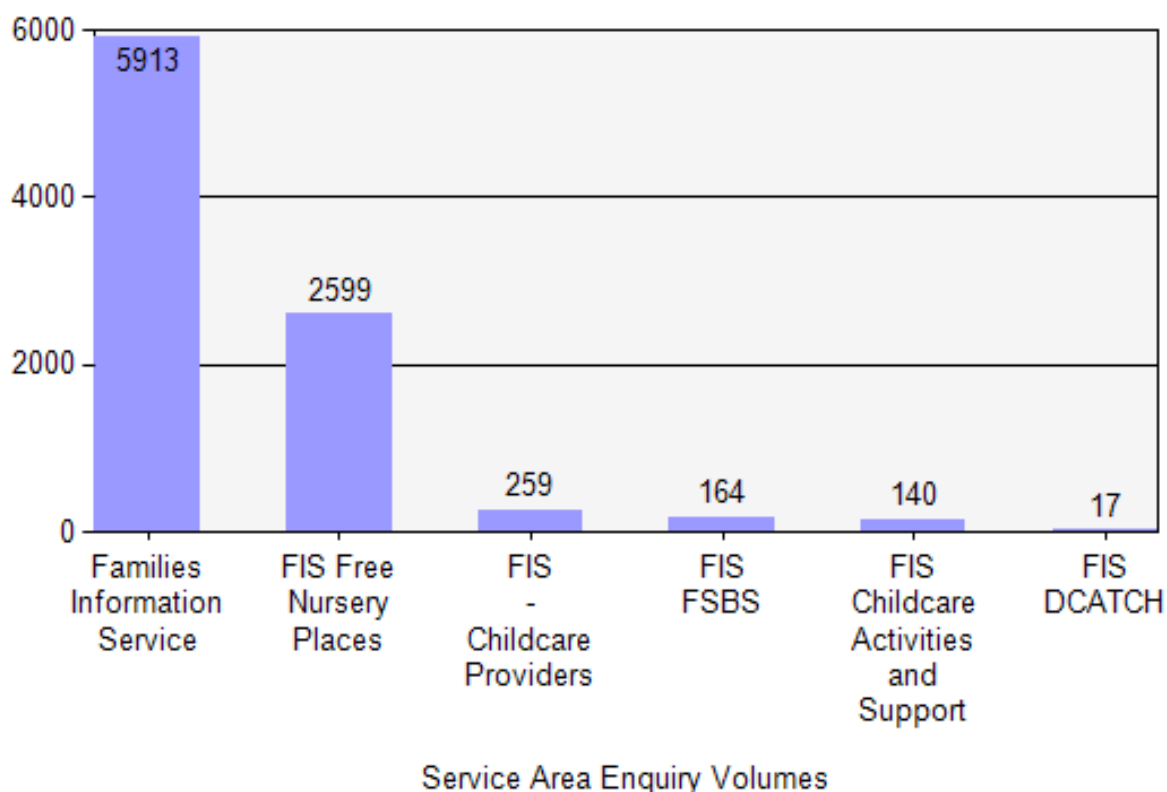
support or with specialist equipment. Training for staff to meet the needs of the child on commencement of their place with a provider removes the need for ongoing support.

The large uptake of funded two year old places in 2013-14 by children with disabilities has led to a significant increase in applications for DCATCH support, to meet the needs of these children. As these children graduate to access early years provision at age three, providers are requesting DCATCH funding. More children requiring more support and entering the early years programme earlier has led to an increase in both the amount of funding requested and the number of children supported in 2014-15.

NCC provides support to providers caring for disabled children via SENCO networks and a specialist children's disabilities advisor in the three localities of Ashfield/Mansfield, Bassetlaw/Newark and Sherwood and Broxtowe/Gedling/Rushcliffe. Individual providers also receive support from the team of Early Years Specialist Teachers linked to each of the seven districts of Nottinghamshire.

7. Parental Demand for Childcare

Parents looking for childcare can visit the Families Information Service on the NCC website, or contact them on 0300 500 8080. Children's centres also assist parents to find childcare in their area. Over 9,000 requests for FIS services have been made to the NCC customer service centre for childcare in 2014/15. Parents are encouraged to check eligibility for a two-year-old place on line via the NCC website. However, many like to speak to an advisor and almost 2,600 calls have been made to the CSC in the last year by parents checking eligibility for a two-year-old funded place,



Childcare is available both in late evenings and early mornings in all districts, though the majority of day nurseries do operate from 7.30am until 6.00pm. Childminders offer the most flexibility, with some offering childcare during evenings, weekends, bank holidays and overnight. General users of these services are shift workers and those caring for children of those working for the police or health service. There are 79 home childcarers in the county, providing a service in the child's own home, which also aids parents who work flexible hours. Families of disabled children also use home childcarers.

To date we have no Childminder Agencies registered in Nottinghamshire, though there is an Ofsted registered agency in the city, which may have county childminders on their books.

We are not aware of any parents unable to find childcare or an early years place, though we recognise that not all parents may get their first choice of provider. Parents may not be able to find exactly the pattern of care they require, but assistance from FIS helps to address their needs.

The new Early Years Pupil Premium commencing in April 2015 and the tax-free childcare scheme due to be launched in September 2015 will be promoted to parents in the coming year.

8. District Information

a. Ashfield

Ashfield District is situated in north-west Nottinghamshire. Just north of Nottingham City it has excellent communications corridors through the A38 and junctions 27 and 28 of the M1, also boasting close proximity to East Midlands Airport. The Robin Hood Line has four stations in Ashfield connecting to Nottingham City, Mansfield and Worksop. Ashfield comprises three large settlements Kirkby-in-Ashfield, (population 25,030), Sutton-in-Ashfield, (population 41,265), and Hucknall, (population 29,210) alongside the rural parishes of Annesley, Felley and Selston. The 10,994ha district as a whole is home to 108,700 residents.

Childcare Information

Ashfield has the following breakdown of childcare providers across the district;

TYPE OF CHILDCARE	ASHFIELD 2015 (change from 2014)
CHILDMINDER	119 (-5)
HOME CHILDCARER	12 (+2)
TOTAL HOME-BASED	131 (-3)
OUT OF SCHOOL CLUBS	7 (-1)
CRECHE	0 (=)
DAY NURSERY/ FULL DAYCARE	18 (+2)
PRE-SCHOOL PLAYGROUP	10 (+ 1)
TOTAL GROUP CARE	35 (+2)

There is a good range of provision across this district, offering parental choice for the type of childcare place used. There is a high number of maintained nurseries for 3 and 4 year olds across Ashfield and a low number of PVI-run pre-schools. High levels of economic disadvantage across the District presents additional sustainability challenges for PVI childcare businesses. The increase in free early education places for two-year-olds created by capital and trajectory funding with existing provision has helped sufficiency in the district. In 2014-15 new provision for two-year-olds was developed in Huthwaite and Kirkby in Ashfield, which is being run by schools.

Turnover of providers has been relatively low, with some large group care closing, but smaller providers opening. This has resulted in a net loss of actual places available. There are 48 fewer childcare places with childminders in Ashfield and 62 fewer group childcare places.

Quality

The quality of Ashfield's registered providers currently on the Nottinghamshire directory of providers of free early education is as below;

	Total	Outstanding & Good	%	Requires Imp/ Satisfactory	Inadequate	Not Yet Inspected
Childminders	20	18	90%	1	0	1
Day Nurseries	16	13	81%	2	0	1
Preschools	10	9	90%	1	0	0
Total	46	40	87%	4	0	2

Targeted work is underway to improve quality to at least good for all providers with funded children. A "getting to good" Ofsted development programme is underway to improve quality on re-inspection.

Our Action Plan for Ashfield District in 2015/16

Identified Issue	Action/Solution
The number of places available for two year olds in Ashfield.	New places for two year olds will be delivered from the Kirkby West and Central children's centre in 2015, following the appointment of a provider from a tender process
	A small number of infant and primary schools are considering admitting funded two year olds as "rising threes" (i.e. children who become age three during that term) for one term or lowering their admissions age, which will enable them to admit two-year-olds from September 2015. These schools will be supported by NCC through this process.

b. Bassetlaw

The District of Bassetlaw is situated in North Nottinghamshire and boasts thousands of acres of countryside, parkland and ancient woodlands. Bassetlaw has two main population centres, the market towns of Worksop and Retford, which are home to the majority of its 107,713 residents.

Childcare Information

Bassetlaw District has the following breakdown of childcare providers across the District.

TYPE OF CHILDCARE	BASSETLAW 2015 (change from 2014)
CHILDMINDER	84 (-15)
HOME CHILDCARER	1 (-3)
TOTAL HOME-BASED CARE	85 (-18)
CRÈCHE	7 (-1)
DAY NURSERY/FULL DAY CARE	21 (-1)
PRE-SCHOOL PLAYGROUP	16 (+1)
TOTAL GROUP CARE	44 (-1)

While the district appears to have a good range of provision in the rural centres, there are challenges relating to the rural nature of the District. Some families living in the edges of the District access provision across the borders in Lincolnshire, Doncaster, Sheffield and Rotherham. The rural nature of the District impacts upon the sustainability of group provision, with childminders providing the only childcare in some very rural areas.

Turnover of providers has been relatively low for group care providers, but high for childminders. There are 77 fewer childcare places with childminders in Bassetlaw but only 22 fewer group childcare places.

Quality

The quality of Bassetlaw's registered providers currently on the Nottinghamshire directory of providers of free early education is as below;

	Total	Outstanding & Good	%	Requires Imp/ Satisfactory	Inadequate	Not Yet Inspected
Childminders	12	12	100%	0	0	0
Day Nurseries	16	13	81%	2	0	1
Preschools	12	10	83%	2	0	0
Total	40	35	88%	4	0	1

Targeted work is underway to improve quality to at least good for all providers with funded children. A "getting to good" Ofsted development programme is underway to improve quality on re-inspection

Our Action Plan for Bassetlaw District in 2015/16

Identified Issue	Action/Solution
Harworth and Bircotes in the north of the District have high numbers of eligible two year olds but there is a lack of capacity in the existing provision.	Plans are in place to relocate the preschool to a modular building will increase the times of day and number of sessions available for 2, 3 and 4 year olds.
The general number of places available for two year olds in Bassetlaw.	Rhodesia has a demand for places for two year olds and there is a tender process in place to appoint a provider to deliver sessional care from the children's centre building on the school site.
	Mattersey primary school has lowered its admissions age to 3 and is looking to offer places to "rising threes" in summer 2015, with a view to admitting eligible funded two-

	year-olds to their free entitlement from Autumn 2015.
	Manton has high numbers of eligible 2 year olds, though families seem content to access provision nearby, en route to the town centre.
	Bassetlaw is home to one of the DfE pilot schools, taking two year olds. Sir Edmund Hillary Primary School has a growing number of two year olds attending their setting and are now DfE Two-year-old Champions for Nottinghamshire.

c. Broxtowe

The Borough of Broxtowe lies to the west of the City of Nottingham and is bounded by the River Trent on the south and the River Erewash on the west. There are four main towns Beeston, Stapleford, Kimberley and Eastwood - each with its own character and individuality. The population of Broxtowe is approximately 101,656.

Childcare Information

Broxtowe has the following breakdown of childcare providers across the District.

TYPE OF CHILDCARE	Broxtowe (change from 2014)
CHILDMINDER	104 (-7)
HOME CHILDCARER	11 (+1)
Total Home Based Care	115 (-6)
OUT OF SCHOOL CLUBS	17 (-1)
CRECHE	3 (=)
DAY NURSERY/ FULL DAYCARE	27 (=)
PRE-SCHOOL PLAYGROUP	16 (=)
Total Group Care	63 (-1)

Broxtowe District has a good range of childcare places across the area and due to the Districts close proximity to the City families can choose to use childcare across the City border. There are a high number of families working at the University and QMC who use childcare in the Broxtowe District. Children eligible for early education for two-year-olds who live in City can access provision in Broxtowe District. There are cross border protocols in place to ensure there are enough places for all children requesting them.

Turnover of providers has been very low for group care providers, with only one out of school club closing during the year. However, there are 67 fewer childcare places with childminders in Broxtowe this year.

Quality

The quality of Broxtowe's registered providers currently on the Nottinghamshire directory of providers of free early education is as below;

	Total	Outstanding & Good	%	Requires Imp/ Satisfactory	Inadequate	Not Yet Inspected
Childminders	10	9	90%	0	1	0
Day Nurseries	25	20	80%	5	0	0
Preschools	15	12	80%	2	1	0
Total	50	41	82%	7	2	0

Targeted work is underway to improve quality to at least good for all providers with funded children. A "getting to good" Ofsted development programme is underway to improve quality on re-inspection.

Our Action Plan for Broxtowe District in 2015/16

Identified Issue	Action/Solution
Stapleford is the community with the highest number of eligible two year olds in Broxtowe.	PVI providers have been supported through capital and trajectory funding to expand their existing provision.
It is assessed that there is sufficient childcare in Broxtowe but some providers are separated from communities needing places by large roads, which are not easy to cross for parents with young children.	NCC would like to engage with schools who may be interested in admitting two-year-olds or "rising threes", to expand the choice for parents.

d. Gedling

The borough of Gedling is home to almost 112,000 people and covers an area of 46.3 sq. miles. The borough comprises the towns of Arnold and Carlton and the surrounding parishes. It borders Sherwood Forest to the north, the River Trent to the South East and the City of Nottingham to the South West. Children from this district access City provision, and City children attend County provision.

TYPE OF CHILDCARE	GEDLING (change from 2014)
CHILDMINDER	174 (-1)
HOME CHILDCARER	10 (-4)
TOTAL HOME BASE CARE	184 (-5)
OUT OF SCHOOL CLUBS	19 (-2)
CRECHE	0 (=)
DAY NURSERY/ FULL DAYCARE	22 (+2)
PRE-SCHOOL PLAYGROUP	18 (-1)
TOTAL GROUP BASED CARE	249 (-1)

Gedling District has a good range of childcare provision across the District and also has childcare providers who can offer City families childcare places. Gedling district has the highest number of child-minders in the County. Provision for 2 year olds has opened at Netherfield Primary, as part of the DfE pilots for places on school sites.

In this district, there has been a net gain in both the number of childminders and the number of childminder places over the year. With more group care opening than closing across the year, there are an additional 62 childcare places available in this district

Quality

The quality of Gedling's registered providers currently on the Nottinghamshire directory of providers of free early education is as below;

	Total	Outstanding & Good	%	Requires Imp/ Satisfactory	Inadequate	Not Yet Inspected
Childminders	26	26	100%	0	0	0
Day Nurseries	18	14	78%	2	0	2
Preschools	18	15	83%	3	0	0
Total	62	55	89%	5	0	2

Targeted work is underway to improve quality to at least good for all providers with funded children. A "getting to good" Ofsted development programme is underway to improve quality on re-inspection.

Our Action Plan for Gedling District in 2015/16

Identified Issue	Action/Solution
With the number of places remaining steady through the last 12 months in Gedling, we would aim to support settings to continue to expand and remain viable.	NCC are currently out to tender to appoint a childcare provider to deliver places for two year olds in Arnbrook Children's Centre in the district. It is hoped that places will be available later in 2015.
	There are fewer opportunities to develop places for two year olds in schools in Gedling, but NCC would be interested to work with any interested schools to increase the choice of provision for parents.

e. Mansfield

Mansfield District is a largely urban area in the North West of Nottinghamshire; Mansfield is home to a large, skilled workforce. The workforce is employed in a variety of sectors, providing a balanced economy. Mansfield town centre has grown to become the main retail and service centre for the North Midlands with over 350,000 people within a 30 minute drive. Mansfield has grown to be the largest town in Nottinghamshire with a population of 100,100 divided into 19 electoral wards.

TYPE OF CHILDCARE	MANSFIELD (change from 2014)
CHILDMINDER	98 (-7)
HOME CHILDCARER	4 (=)
TOTAL HOME-BASED CHILDCARE	102 (-7)
OUT OF SCHOOL CLUBS	14 (=)
CRECHE	0 (-4)
DAY NURSERY/ FULL DAYCARE	19 (+1)
PRE-SCHOOL PLAYGROUP	3 (=)
TOTAL GROUP BASED CARE	148 (-3)

The district appears to have a good range of provision, but provider numbers are small, given the population of the district. There is a high number of maintained places for 3 and 4 year olds across Mansfield hence the very small number of voluntary managed groups in the area. Economic disadvantage across the District can present additional sustainability challenges for new and existing private, voluntary and independent childcare businesses.

Two-year-old capital and trajectory funding has significantly increased the number of available places in Mansfield, compared to last year. This growth has been in the PVI sector.

Quality

The quality of Mansfield's registered providers currently on the Nottinghamshire directory of providers of free early education is as below;

	Total	Outstanding & Good	%	Requires Imp/ Satisfactory	Inadequate	Not Yet Inspected
Childminders	30	24	80	4	0	2
Day Nurseries	18	16	89%	2	0	2
Preschools	1	1	100%	0	0	0
Total	49	41	83%	4	0	2

Targeted work is underway to improve quality to at least good for all providers with funded children. A "getting to good" Ofsted development programme is underway to improve quality on re-inspection

Our Action Plan for Mansfield District in 2015/16

Identified Issue	Action/Solution
Due to the high numbers of two-year-olds eligible for a free childcare place in Mansfield District it has long been an area of concern for the expansion of places.	A number of new group care providers have opened recently to serve Newgate Lane and Ladybrook.
	The capital and trajectory grant funding has significantly increased the number of places available in existing settings in both Mansfield Woodhouse and Warsop.
Providers need to be commissioned to deliver places in this district.	NCC are commissioning providers to establish provision in Bellamy Road and Forest Town, targeted at two-year-olds in the children's centre buildings early in 2015/16.
Turnover of providers in Mansfield has been affected by the cancellation of sessional crèches' registration at children's centres	New registrations have resulted in 72 new childcare places for under-fives in Mansfield.

e. Newark and Sherwood

Newark and Sherwood is the largest district in Nottinghamshire and has a resident population of approximately 112,000 people. The district is made up of several distinct areas: the affluent market towns of Newark-on-Trent to the southeast and Southwell to the southwest which serve as the main shopping and service centres for the surrounding rural areas; the sparsely populated areas in the central and northern parts of the district, and the old mining areas to the north-western part of the district with relatively high levels of deprivation.

Business and enterprise has flourished in the district with a substantial increase in the number of VAT registered businesses. Further prospects for further economic development are excellent with a successful Growth Point bid that is estimated to generate over £1 billion of new investment forming the centre piece of a range of major developments across the district. The housing development planned as part of the Growth Point bid is significant across the South of Newark.

TYPE OF CHILDCARE	NEWARK AND SHERWOOD (change from 2014)
CHILDMINDER	110 (-5)
HOME CHILDCARER	14 (-1)
TOTAL HOME BASE CARE	124 (-6)
OUT OF SCHOOL CLUBS	15 (-1)
CRECHE	0 (=)
DAY NURSERY/ FULL DAYCARE	27 (-2)
PRE-SCHOOL PLAYGROUP	17 (-2)
TOTAL GROUP BASED CARE	59 (-5)

There is a good mix of childcare provision across the district; however the bulk of provision tends to be concentrated around the Newark Town area and the edges of the district such as Clipstone and Southwell. The provision is balanced across Day Nursery, Pre School provision and Child minders in the more rural and geographically isolated areas. There is a regular turnover of providers, with organisations changing hands and having a new registration with Ofsted.

Quality

The quality of Newark and Sherwood's registered providers currently on the Nottinghamshire directory of providers of free early education is as below;

	Total	Outstanding & Good	%	Requires Imp/ Satisfactory	Inadequate	Not Yet Inspected
Childminders	26	22	85%	4	0	1
Day Nurseries	25	20	80%	3	0	2
Preschools	19	15	79%	4	0	0
Total	71	57	80%	11	0	3

Targeted work is underway to improve quality to at least good for all providers with funded children. A "getting to good" Ofsted development programme is underway to improve quality on re-inspection.

Our Action Plan for Newark and Sherwood district in 2015/16

Identified Issue	Action/Solution
There is a lack of capacity in Ollerton	Capital work has been agreed at Ollerton Primary School to expand provision in that community. A childcare provider will be appointed via a tender to deliver places for funded two-year-olds on the school site.
Blidworth and Bilsthorpe have high numbers of eligible children with no group care and very few child-minders.	The schools are developing sessional childcare places for funded two-year-olds using the on-site children's centre.
The general number of places available for	Bowbridge primary school is to be the base for additional two-year-olds places in

two year olds in Newark and Sherwood.	Newark.
	Farndon is looking to expand provision by moving the Preschool from the restricted school site to a different area of the village.

e. Rushcliffe

Rushcliffe lies immediately south of the City of Nottingham and the River Trent and extends across towards Newark in the North East and Loughborough in the South West. Although parts of the Borough lie close to Nottingham, Rushcliffe has a strong identity of its own. The main centre of population is West Bridgford, where around 36,000 of the Borough's 100,000 plus population live. The remainder of the district is largely rural, with the centres of population split between small towns and villages

TYPE OF CHILDCARE	RUSHCLIFFE (change from 2014)
CHILDMINDER	93 (-13)
HOME CHILDCARER	27 (-4)
TOTAL HOME BASED CARE	120 (-17)
OUT OF SCHOOL CLUBS	22 (-1)
CRECHE	0 (=)
DAY NURSERY/ FULL DAYCARE	35 (-1)
PRE-SCHOOL PLAYGROUP	28 (=)
TOTAL GROUP BASED CARE	85 (-2)

Rushcliffe has the highest range and number of childcare providers within the County; it has a good range of private day nursery provision, voluntary managed preschool groups and a comparable number of child-minders.

There is a constant turn-over of ownership, and a healthy number of new childminders registering each year, though the last year saw a large drop in the number of childminders. There was a net increase in the number of actual childcare places available in group care.

There is limited capacity for urban schools to admit rising threes, or to consider offering places to two-year-olds, but this may be a viable option for more rural schools in the district.

Childcare costs are the highest in this district.

Quality

The quality of Rushcliffe's registered providers currently on the Nottinghamshire directory of providers of free early education is as below;

	Total	Outstanding & Good	%	Requires Imp/ Satisfactory	Inadequate	Not Yet Inspected
Childminders	19	16	84%	2	0	1
Day Nurseries	31	29	94%	2	0	0
Preschools	28	25	89%	2	0	1
Total	78	70	89%	6	0	2

Targeted work is underway to improve quality to at least good for all providers with funded children. A "getting to good" Ofsted development programme is underway to improve quality on re-inspection.

Our Action Plan for Rushcliffe district in 2015/16

Identified Issue	Action/Solution
Despite the amount of provision available in the District there are concerns that some communities where eligible children live will have little provision or capacity for expansion, such as in Bingham.	Capital and trajectory funding for two-year-olds has been used to expand provision with existing providers in Bingham. Childminders will be encouraged to join the Nottinghamshire directory of providers.
There are already a number of providers at capacity for places for three year olds and a further factor impacting upon the capacity within Rushcliffe is the decision by some providers to no longer offer places to eligible two year olds.	Many children in and around West Bridgford access their early education hours across more than one provider. Heymann primary school now offers parents in West Bridgford the choice of maintained early years provision.
In Radcliffe on Trent the pre-school provision is based on the secondary Academy site, which is to be rebuilt. There is a need to find an alternate location for	NCC are working with property services to secure an alternate site in Radcliffe on Trent for the preschool to operate from a modular building.

provision for two-, three and four-year olds.	
There is a demand for places for two-year-olds in rural communities with little or no group care.	Some rural schools are now looking at the possibility of admitting two-year-olds, when the legislation changes in 2015.

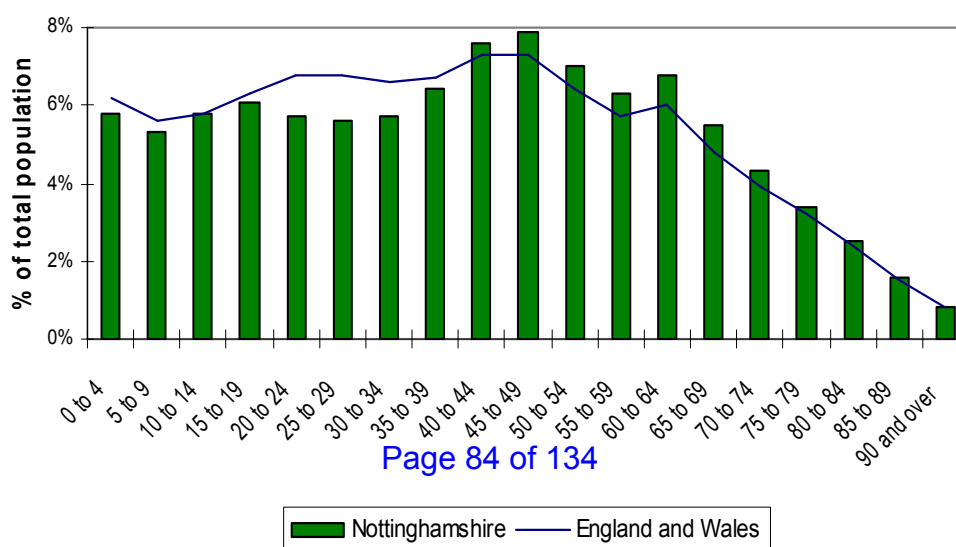
2011 Census (July 2012)

This is an analysis of data from the 2011 Census most relevant to the Children, Families & Cultural Services Department. Data used in this briefing can be accessed at: <http://www.ons.gov.uk/ons/guide-method/census/2011/index.html>

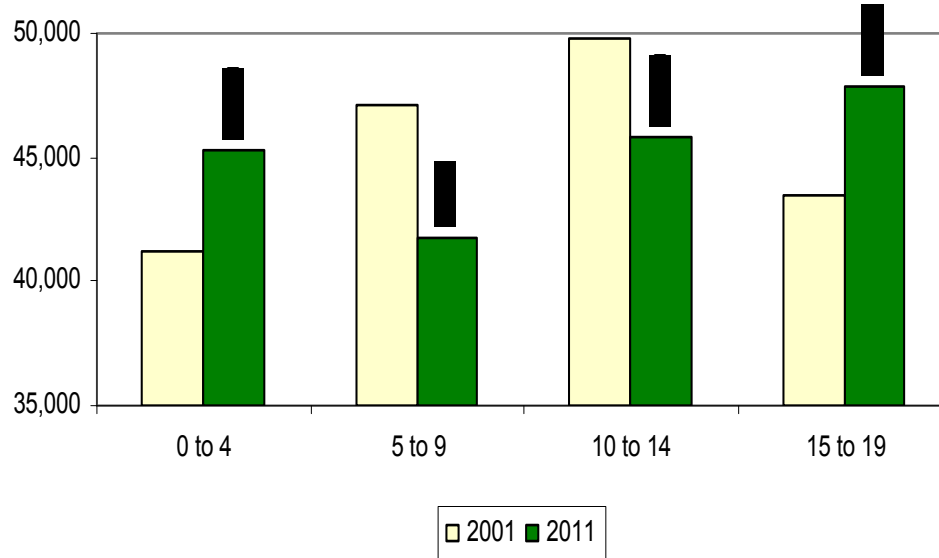
The County of Nottinghamshire in 2011:

- Total population is 785,800, an increase of 5.0% since 2001 (less than the England and Wales increase of 7.1%). Age distribution across the county is similar to the national distribution, but the proportion of residents aged over 45 is above the national average and the proportion in the 20-40 age groups is below.
- Children and young people make up 23.0% of the County's population, down from 24.0% in 2001 and slightly less than the 2011 England and Wales percentage of 24.0%.
- There are approximately 180,700 children and young people 0 - 19 years, a slight reduction of 0.5% since 2001 (in contrast to the England and Wales increase of 3.0%).
 - 0 - 4 population is now 45,300 (increase of 10.0%)
 - 5 - 9 population is now 41,700 (decrease of 11.5%)
 - 10 - 14 population is now 45,800 (decrease of 8.0%)
 - 15 - 19 population is now 47,900 (increase of 10.0%)
- The age 65 or over population is 18.0% - an increase from 16.5% in 2001, reflecting the long-term national trend towards an ageing population.
- There are 334,300 households in the county - an increase of 6.5% since 2001 (compared with a national increase of 7.5%).

Proportion of Nottinghamshire population by age (Census 2011)



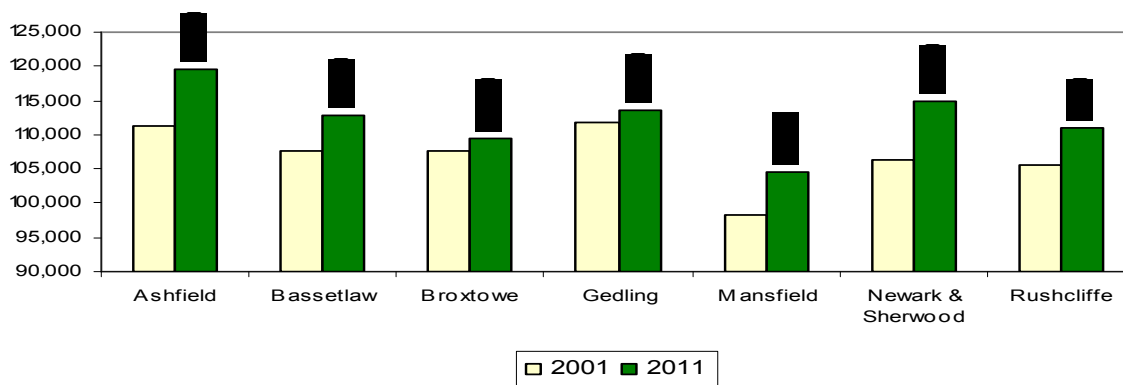
Population of children & young people in Nottinghamshire (Census 2011)



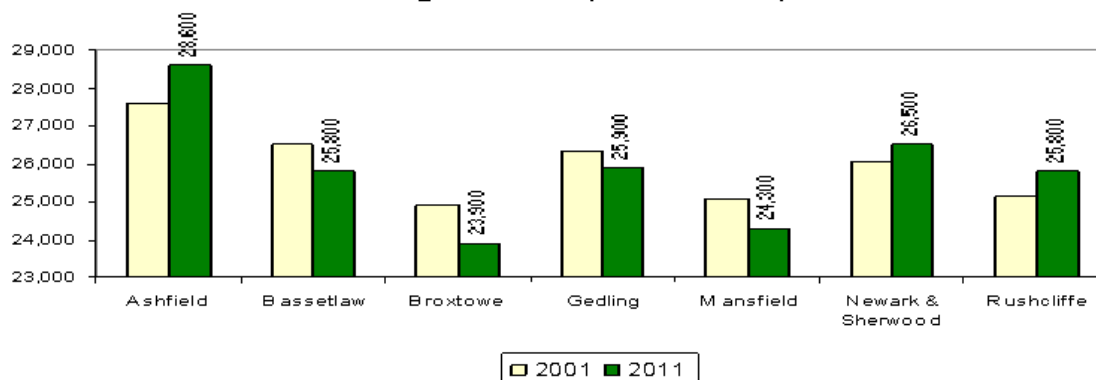
Districts in Nottinghamshire in 2011:

- Considerable variation in population numbers and changes across districts.
- Total population in all districts has increased - the largest increase since 2001 is in Newark & Sherwood (+8.0% or 8,500 people) and the lowest is in Gedling (+1.6% or 1,800 people).
- 0-19 year old population has increased most in Ashfield (+3.7%) and decreased most in Broxtowe (-4.0%).
- Highest number of households in Ashfield (50,900) and the largest increase in Newark & Sherwood (+9.7% or 4,300 new households).

**Total population in Nottinghamshire by district
(Census 2011)**



**Population of children & young people (0-19) in
Nottinghamshire (Census 2011)**





18 May 2015

Agenda Item: 9

REPORT OF THE ACTING CORPORATE DIRECTOR, CHILDREN, FAMILIES AND CULTURAL SERVICES

ARTS AND MUSIC SERVICES FOR YOUNG PEOPLE : NEW OPERATING MODEL – GOVERNANCE

Purpose of the Report

1. To agree the legal form and governance arrangements for a new arm's length operating model for Arts and Music Services for young people.
2. To approve the award for the delivery of Arts and Music Services for young people as part of the arrangement for the award for the provision of Libraries, Archives, Arts and Learning Services.

Information and Advice

3. Arts and Music Services provide a range of services to develop the artistic and musical potential of young people across Nottinghamshire.
4. These services work directly with young people, schools, teachers, the Arts Council and other key local and national cultural institutions. They include instrumental music teaching, performing arts, youth arts, the Old Library and via the Nottinghamshire Music Hub.
5. The current cohort of staff associated with Arts and Music Services for young people total around 79 fte with a proposed reduction to 72 fte.
6. These are broken down by:

Instrument and Music Teaching: 63.7 fte posts provide direct instrumental and singing opportunities for school aged children in school settings. The work benefits from a significant grant from the Arts Council in return for delivering nationally agreed targets base on take up and progression.

Nottinghamshire Performing Arts: 7.5 fte posts (around 70 people working on average 4 hours per week). This staff cohort delivers a range of opportunities at 4 centres on Saturday mornings. This team also coordinates the county performance groups in music, singing and theatre.

County Youth Arts: 6.8 fte posts (based at the Old Library arts space in Mansfield) provide a range of county wide opportunities for young people on a project by project

basis. The team specialise in working with disadvantaged and vulnerable young people and have won a number of awards for their work with people with disabilities.

The Nottinghamshire Music Hub: is part of a nationwide network of music hubs which bring together partners to develop and provide music opportunities for young people. The County Council is the “Lead Body” for the hub and responsible for accounting for the annual grant which in 2014/15 was £887,000. Funding is in place for the music hub until March 2016. There is 1 fte coordinator who works specifically for the hub.

7. The Arts and Music for Children and Young People options for change published budget proposal (C5) included the consideration of three options for future operating models:
 - a) the development of an in house TECKAL compliant organisation
 - b) the formation of a Charitable Incorporated Organisation (CIO)
 - c) alignment with the current work in Libraries and Community Arts to form an arm’s length body.
8. An options appraisal for the future operating models as outlined in the options for change was undertaken.
9. The following four options were considered in detail:
 - a) the Council maintains the status quo in the delivery of services
 - b) the Council establishes a Teckal company (wholly owned by the Council)
 - c) an independent standalone mutual / trust organisation is established
 - d) the services provided form part of the library based arm’s length arrangement.
10. An assessment of strengths, weaknesses and potential of cost saving was made against each option:

Option a)

Maintaining the current arrangements in the context of reducing budgets is likely to see a loss of opportunities for young people.

The opportunities to address and mitigate a shortfall in budget are restricted and thus are more likely to result in a reduction or complete loss of opportunities for young people.

Option b)

This option limits the potential freedoms to mitigate the reductions in funding. Specifically with limited access to external funding and grant sources and no relief from business rates as charitable status is not available to Teckal companies.

There is also limited scope for economies of scale and back office efficiencies as the overall size of the organisation would be deemed to be too small.

Option c)

This option would provide immediate business rate relief and allow access to external and grant funding.

However there are some key aspects to this option that could put success at risk. These include the relatively small size of the entity, the transition costs for the Council, the limited scope for efficiencies and the long term sustainability of an independent governance model for a small specialist service.

Option d)

This option would place arts and music service for young people within an organisation with similar cultural and learning objectives to that of the Libraries, Archives, Arts and Learning service. Although there is some risk of loss of identity and focus, there are significant advantages for the Council and the young people that have been identified.

These include the economies of scale and resilience due to being part of a larger entity, with broadly the same ethos, culture and aims. The extensive audience and market reach of libraries into the community, with young people and with schools would support and open new opportunities for arts and music services.

Also the Council and key stakeholders, for example the Arts Council, would have a single cultural agency in Nottinghamshire to work with. The Council would enable the benefits of independence to be balanced with ongoing influence and control through a contract and performance specification.

In addition to business rate reductions, access to new funding, grant and income streams are more likely as the organisation is at arm's length to the Council and therefore is not restricted from making applications.

There is also a saving to the Council as the delivery of the Libraries, Archives, Arts and Learning arm's length model due to go live in April 2016 is already resourced and thus avoids new costs in the development of options b and c.

The agreed governance framework agreed for Libraries, Archives, Arts and Learning will accommodate and allow for proper scrutiny of the service and the Nottinghamshire Music Hub. The Hub is currently funded by the Arts Council and hosted by the Council.

11. The main weaknesses identified in options b and c relate to the costs of establishing independent arm's length organisations, and the ongoing financial sustainability of a relatively small organisation against a back drop of reducing funding.
12. The synergies between the Arts and Music Services for young people and the range of cultural and learning services included within the Libraries, Archives, Arts and Learning arm's length operating model offers the opportunity to develop an integrated arts and music offer to young people and to schools.

13. There are initial set up costs and ongoing financial advantages to including Arts and Music Services for young people within the scope of the current work to establish a library based arm's length operating model.
14. Support from the Government's Mutualisation Support Programme (MSP) has been obtained and included Arts and Music Services for young people within scope to avoid future additional costs.
15. This funding stream is unlikely to be available to Arts and Music services for young people as a separate project (as option b) within the near future.
16. The current work in delivery of an arm's length operating model for Libraries, Archives, Arts, Learning and Information is progressing well and is on track for delivery in 2016.
17. Culture Committee at its meeting on 13 January 2015 approved a recommendation to form a Community Benefit Society (CBS) as the most appropriate legal and governance model of the new organisation. A report seeking approval to make an award to deliver services identified within scope will be presented to Culture Committee.
18. A shadow board of the Community Benefit Society will operate from late summer 2015, with staff transferring to the new body and the contract going live in April 2016. The Council will exercise its control of services provided through a detailed contract and service specification.
19. The 12 member board includes representation from the Council (2), the society membership (4), staff (1) and allows for appointed directors with specialist skills and knowledge (4) and a chief executive to lead the new organisation.
20. Performance management will be undertaken through a contractual arrangement between the Council and the new Community Benefit Society (CBS). A commissioning function will be established within the Children, Families and Cultural Services department.
21. Performance reporting will continue to be made to the Children and Young People's Committee.
22. Policy for Arts and Music Services for young people will continue to be agreed by the Children's and Young People's Committee.
23. Arts and Music for young people staff have been included in briefings and workshops and have overall supported the inclusion of Arts and Music Services for young people within a wider Libraries, Archives, Arts and Learning organisation.
24. Increased access to grant funding will be facilitated once the service is not directly delivered by the County Council.
25. A current options for change to be delivered during 2015/2016 will result in the level of County Council direct funding reducing to £577,000 from £927,000.

26. The transition of services to achieve financial reductions, whilst ensuring young people can access a range of artistic and music opportunities, is being developed in order that the service continues in:
- meeting the requirements of the national music strategy and retain levels of instrument and music teaching in schools
 - promoting and delivery of a county wide (targeted) community youth arts offer
 - retaining a commitment to work with those most vulnerable and disadvantaged
 - continuing to develop and manage relationships with the independent sector to promote local opportunities and new partnerships.
27. The detail of the revised offer for young people will be presented to Committee for approval in the near future.

Other Options Considered

28. Options identified are outlined in paragraph 9.

Reason/s for Recommendation/s

29. In consideration of the options appraisal, inclusion of Arts and Music Services for young people within the scope of the contract and specification between the Council and the wider cultural, libraries and learning organisation is the best option to maintain the outcomes for young people and the wider community.

Statutory and Policy Implications

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

Implications for Service Users

31. The development of an alternative operating model will increase customer and stakeholder engagement. The Council will continue to decide the standards and overall priorities of the services through its contract with the new body. A detailed process of stakeholder, customer and community engagement will be required in the formation of the alternative operating arrangements.

Financial Implications

32. The move to an alternative form of governance through the formation of an arm's length body will enable the service to make the proposed level of savings in 2016/2017 and 2017/2018.
33. Work is underway to establish and quantify the relevant set up costs, but they are not known at this time. When this work has been completed a further report will be submitted

to Culture Committee. Any costs incurred in the meantime will be met from within existing resources where possible.

RECOMMENDATION/S

That:

- 1) Committee agrees that a Community Benefit Society be the legal form for the new arm's length operating organisation for Arts and Music Services for young people alongside Libraries, Arts, Archives, Information and Learning Services
- 2) the award for the delivery of Arts and Music Services for young people be included within the award for the provision of Libraries, Archives, Arts and Learning Services.

Derek Higton
Acting Corporate Director, Children, Families and Cultural Services

For any enquiries about this report please contact:

Peter Gaw
Group Manager, Libraries, Archives, Information and Learning
T: 0115 9774201
E: peter.gaw@nottsgov.uk

Constitutional Comments (AK 07/04/15)

34. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (SS 23/02/15)

35. The financial implications of the report are set out in paragraphs 32 and 33 above.

Background Papers and Published Documents

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

Libraries and Archives Business Case B13 – report to Full Council on 27 February 2014

Libraries, Arts, Archives, Information and Community Learning Services: Future operating model governance – report to Culture Committee on 13 January 2015

Options for Change (C5) - Arts and Music for Children and Young People; Service redesign including arm's length operation – November 2014

Electoral Division(s) and Member(s) Affected

All.

C0580

18 May 2015**Agenda Item: 10****REPORT OF THE ACTING CORPORATE DIRECTOR, CHILDREN, FAMILIES
AND CULTURAL SERVICES****YOUNG CARERS UPDATE****Purpose of the Report**

1. To provide an update to the Children and Young People's Committee on the identification of and support for young carers across Nottinghamshire.

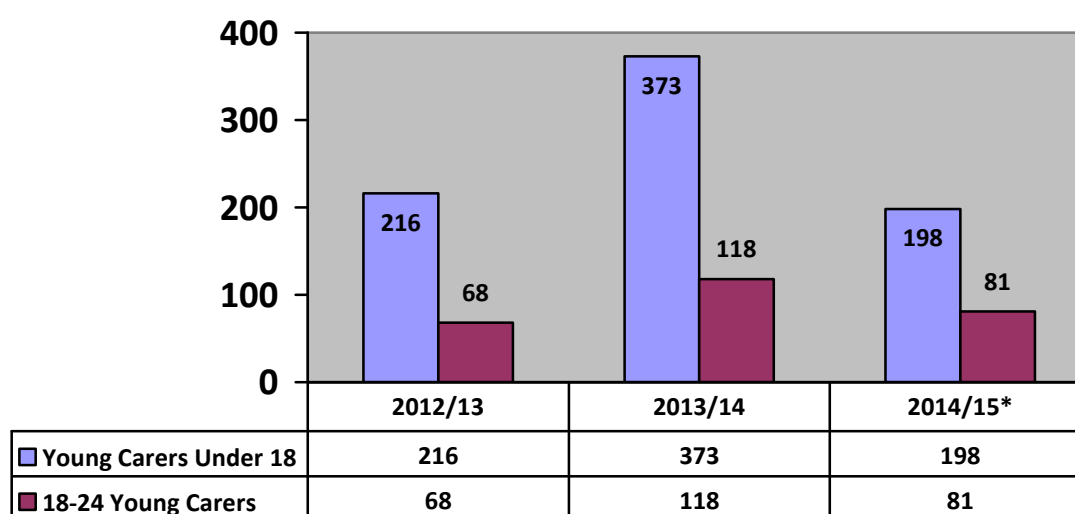
Information and Advice

2. The definition of a young carer is set out in the Children and Families Act 2014. A young carer is anyone under 18 years of age who provides care to a parent, sibling or other adult within the household on a regular basis. A young adult carer means a young person aged 18-24 years who is caring for or making a contribution to the care of a disabled parent. The parent or sibling being cared for can usually be characterised as having a:
 - Learning disability
 - Physical or sensory impairment
 - Long-term and/or chronic illness
 - Mental illness
 - Drug or alcohol related difficulty.
3. The Care Act (2014) requires local authorities to identify any children who are involved in providing care and to consider whether the child or young carer should be referred for a needs assessment under the Children Act 1989, or a young carer's assessment under section 63 of the Care Act. The assessment must explore:
 - the impact of the person's needs on the young carer's wellbeing, welfare, education and development;
 - whether any of the caring responsibilities the young carer is undertaking are inappropriate.
4. The majority of disabled parents carry out their parenting role without needing either NHS or social care support, particularly if they have the support of family and friends. However, for some families the illness or impairment is much more acute and they require input from support services. In such circumstances taking on a caring role can impact heavily on a child or young person's ability to maintain relationships within the family and with their peer group, prevent them from accessing education or cause them to be regularly absent

from school. They may become involved in activities which are not age appropriate such as administering medication and/or providing personal care such as bathing or toileting to the person being cared for.

5. Based upon the Census 2001 projections, it was estimated that there were over 4,700 carers in the 5-24 years age range across Nottinghamshire, of which approximately 2,900 were in the 5-19 years age range. The average age of the young carer was 12 years and the average number of hours per week spent caring was 19. According to research conducted by the University of Nottingham in 2010, 8% of secondary school children could be a young carer i.e. 9,600.
6. The overall number of young carers identified through referrals to services in Nottinghamshire has been significantly lower than the projections above might suggest. This may in part reflect a lack of confidence amongst practitioners (who historically work with adults) in feeling equipped to assess and respond to the needs of children. So as outlined in the Ofsted report 'What About the Children' (2013), there may be some benefit in bringing practitioners from adult and children's services together more frequently for joint training around this issue.
7. In April 2011, Nottinghamshire County Council agreed an additional investment of £1.8 million to support and improve the lives of young carers and their families. This investment supports personal budgets for disabled parents to reduce their dependency on the support of young carers, and also delivers personal budgets to meet the needs and outcomes of young carers in the form of direct payments.
8. As the chart below indicates, since April 2012 almost 800 assessments have been completed for young carers under 18 years and 267 assessments completed for adult young carers aged 18-24 years. The figure for 2014-15 only includes assessments completed during the first three quarters.

Assessments for Young Carers



9. Work is being undertaken to source some comparative data as there is no information published nationally at present.

10. Young carers (and those people assisting young carers) can access information about services in a number of ways. The recently created Carers Information Pack contains a number of factsheets to support carers; this pack also includes a sheet specifically for young carers which is available as a background paper. The Carers Information packs were distributed to CCG's, Carers Federation and Community Health Teams in 2014. A number of Carer Roadshows were run in the Autumn of 2014. There is a link to a variety of useful website for carers from www.nottinghamshire.gov.uk and we make use of social media channels including the Councils Facebook page and Twitter feed to communicate information to young carers.
11. Support is offered to young carers to meet their outcomes, encompassing a whole family approach to supporting disabled parents (with a physical, learning or mental illness, including substance misuse) and their children. The Adult Social Care Younger Adult teams conduct young carers' assessments for those looking after disabled parents and provide support for the parent so that the young person is not conducting caring that is inappropriate for their age. Three dedicated posts have recently been agreed and are being recruited to within Adult Social Care and Health.
12. A managed personal budget is available to a disabled parent who needs additional care or respite through existing care agencies in order to give the young carer a break. This care must be commissioned in the disabled parent's name with funding from the Community Care Budget and will therefore be financially assessed. Financial support is also available to the young carer through a personal budget.
13. The University of Nottingham developed two excellent and well researched tools to use with young carers. The MACA (multi-dimensional assessment of caring activity) is a questionnaire completed by the young carer to determine the amount of caring they undertake. The PANOC (positive and negative aspects of caring), also completed by the young carer, is a series of questions to determine how the young carer rates the activities they carry out. Both the MACA and PANOC questionnaires are now part of the young carers' assessment process. All young carers are asked to complete these questionnaires as part of their assessment and Adult Social Care and NHS staff are encouraged to complete a review after four months and ask the young carers to complete the questionnaires again.
14. Designated face to face support for young carers is commissioned by Targeted Support and Youth Justice. The Young Carer Workers are seconded from the Service Provider into the Targeted Support Locality Teams. These are multi-disciplinary teams dealing with a range of issues which require an Early Help response and as such this ensures that support to young carers is provided in an integrated manner. At any one time Targeted Support provides more intensive support to about 30-40 young carers. In addition to this, Targeted Support undertakes about 10 Sibling Young Carer assessments or reviews monthly.
15. The support starts with an assessment and from this the allocated Targeted Support Case Manager/Officer will agree a plan of work with the child, young person and/or family. This could include: providing some emotional support; helping sort out problems with their education; help and advice about activities or community resources they can access; advice and support for accessing assessments for the adult or sibling being cared for through a personal budget; or access to a personal budget for themselves. The service

will also help young carers to develop coping strategies and provide information to help the young carer to understand their parent's illness.

16. In addition 'What About Me' offers support to young people living with someone who is misusing alcohol or drugs. Some of these young people are also young carers and it is intended to further align the support for this group of young people within the Integrated Family Support project.

Evaluation

17. The key method of evaluation of services and the effect on young carers is most effectively determined through the MACA and PANOC questionnaires. The University of Nottingham young carers' questionnaires (MACA and PANOC) were used for evaluation purposes and, as previously mentioned, are now part of the young carers' assessment process. The MACA represents the amount of caring where scores over 15 represent a high amount. The PANOC has two scores where a positive score below 12 or a negative score about 8 would represent cause for concern.
18. In 2013, 145 young carers were part of an evaluation process and were asked to complete MACA and PANOC questionnaires. The young carers were asked to complete these questionnaires as part of their assessment and were then reviewed after four months and asked to complete the questionnaires again. **Appendix 1** provides some case studies where the MACA/PANOC were used and describes the support put in place and the impact of this for the young person.
19. The results identified a significant reduction in the negative impact of caring. These results show that there was no significant difference to the amount of caring or the positive impact that the personal budget was having, but it has demonstrated a significant reduction (24%) to the negative impact. These results are in line with national statistics produced by the University of Nottingham. Providing personal budgets to young carers to meet their educational needs, social and leisure activities has made a significant reduction to the negative impact that caring is having.
20. It continues to be a challenge to identify young carers. Young carers report that it is often the 'stigma' of caring which sets them apart from other young people, which may inhibit them from seeking help. The overall volume of referrals remains low, particularly from schools despite significant effort to develop awareness amongst universal services. Identification by universal services remains low (schools and health), and identification by Adult Social Care services is patchy.
21. A number of promotional activities have been undertaken by the Local Authority in an effort to increase the awareness of practitioners about the needs of young carers and as a result to increase the identification of young carers. These include:
 - the use of social media channels (Facebook and Twitter) to promote activities to young carers
 - the posting of online resources for young carers on the Council's web pages
 - eight carer road shows took place in September and October 2014 attended by over 700 people

- 7,500 carer packs including specific information about young carers were distributed to services and practitioners across Nottinghamshire in the Autumn of 2014.
22. The Local Authority works very closely with all Clinical Commissioning Groups (CCGs) and partners across the voluntary and community sector. The Council has an Integrated Carers Strategy and a joint budget managed on behalf of the CCGs.
 23. Following a Serious Case Review, a survey of social care staff was undertaken in 2014 to ascertain staff perspectives on supporting carers across Nottinghamshire. The results indicated varying degrees of experience and confidence amongst Adult Social Care Staff to undertake assessments of young carers. Whilst clearly many workers will never come into contact with young carers, it is important to encourage all staff to be aware of young carers in their work.

Other Options Considered

24. No alternative options have been considered.

Reason/s for Recommendation/s

25. To ensure elected Members remain informed about the support to young carers in Nottinghamshire.

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the update on the identification of and support to young carers be noted.

Derek Higton
Acting Corporate Director, Children, Families and Cultural Services

For any enquiries about this report please contact:

Penny Spice
 Commissioning Manager - Joint Commissioning Older People
 T: 0115 9773012
 E: penny.spice@nottscc.gov.uk

Denis A McCarthy
Targeted Support Operations Manager
T: 07867373932
E: denis.mccarthy@nottsc.gov.uk

Constitutional Comments

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

Financial Comments (SS 18/03/15)

28. 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.

'What About the Children' - Ofsted report (2013)

Carers Information Pack - young carers factsheet

Electoral Division(s) and Member(s) Affected

All.

C0600

Case studies

F is 10 years old and looks after her sister (19) who is deaf, suffers with psychosis and borderline personality disorder and has challenging behaviour. F said that she has not told her friends that her sister is unwell, as she feels they will not understand and may make fun about her and her sister. F said she does not want this to happen so she pretends that everything is okay. F said that she would like someone else she can talk to about her caring role. A referral was made to the Young Carers Service as F said it would be nice to talk to someone about how she feels, and would like to meet other boys and girls who also look after a family member. F said that she spends as much time with her sister as she can, as she does enjoy having sister time together, but when her sister is not feeling well, F finds this very upsetting.

A Young Carer Worker from the community mental health team completed an assessment with F. Her score on the negative impact that caring is having (PANOC negative score) was 16, very high and a potential cause for concern. The caring role has made F feel lonely and isolated, and she doesn't feel like talking to her parents about how she feels at times, which makes her feel frustrated.

F used her personal budget (£800) to contribute towards the cost of social and leisure activities, such as having quality time with her parents away from the caring role and responsibilities of looking after her older sister. F used the remainder of the personal budget to cover the cost of new protective gear and clothing which is required for the Taekwondo Club she is a member of.

The Young Carer Worker visited the young carer four months later and asked her to complete the questionnaires again. There was very little change to her caring role but the impact that the support and personal budget made reduced her negative PANOC score to 6.

E is a young girl, aged 11 who looks after her brother, 17 who has a congenital condition that causes a visual impairment. He is supported by the Children's Disability Service and has been allocated a transition worker.

E helps her Mother a lot, so that her Mum has more time to look after her brother. She cleans the house, makes the main meals, snacks and drinks, does the washing up, supermarket shopping and always helps with decorating. It is important to keep the floor clear to avoid her brother tripping.

She also helps her brother to choose clothes and get him dressed. Sometimes she helps him to have a bath or shower. At meal times she cuts up his food so that he can eat it independently and whenever he needs a snack or drink in the evenings or at the weekend she will make it.

When her brother goes out to undertake his hobbies she goes with him to support and guide him. This involves weekly trips to play Goalball, a sport for athletes with visual impairment and weight lifting where she helps him use the equipment. She helps her brother to communicate with others. She sometimes has to read her brother's mail and the contents might be upsetting for him especially if it is a personal letter and this also upsets E.

In the evenings E stays in a lot to keep her brother company and play games with him and keep an eye on him to make sure that he is alright and most nights she chooses to sleep on a camp bed in his bedroom to make sure that he is alright.

When the Young Carer Worker completed a young carers' assessment with E, she had a very high score

for the amount of caring (23) and her negative PANOC score was 14 (which is also cause for concern). She was referred for counselling and was also referred to the Young Carers' Service where she sees a support worker every month. E said that 18 months ago she ran away because it all got too much for her. Sometimes she feels so sad she can hardly stand it and sometimes life doesn't seem worth living. The Young Carer worker asked E what she would like to support her in the caring role. She was given a one off direct payment to pay for a den bed, storage boxes and a guest bed so that a friend can stay and also for a day out.

Four months later, the Young Carer Worker reviewed E's caring situation. Her brother is a lot more independent with his personal care tasks, therefore E no longer has to support him. Her brother will also ensure that he has his own bag packed for college and no longer asks E to read his mail, which was at times upsetting for her. One of E's outcomes was to spend time with her mum and after a weekend away with mum and dad where her brother stayed home alone, it made them realise how much B could do for himself and how much he enjoyed his independence. E therefore no longer feels that she has to sleep in her brother's bedroom and he doesn't request it of her. As E's mum has more time now, she doesn't rely on E to carry out so many of the household chores. E's mum reported an improvement in E's confidence and how lovely it has been to see her really smiling.

Having completed the young carer's questionnaires again, E now scores 15 on the MACA (amount of caring) and 9 on the negative impact that caring is having (PANOC). This is a significant reduction in the amount of caring and the negative impact that this is having.

A What About Me (WAM) Worker referred T for a young carers' assessment via the Customer Service Centre. WAM provide support for children and young people affected by their parent's substance misuse issue. T is 17 years old and the only person at home looking after his mum who is alcohol dependent. T undertakes many chores around the house which includes washing the dishes, cleaning, shopping for essential food items and help with financial matters. When mum is 'in drink' T gets his mum ready for bed. He stays with mum at home when she has been drinking to ensure she remains safe. He encourages mum to eat, change her clothes and wash. T provides lots of emotional support to his mum when she is drinking as she becomes in a depressive mood.

T's mums' sporadic alcohol use has a huge effect on his ability to concentrate at school and keep up with his coursework as he is very anxious about her wellbeing. Mum also suffers with depressive moods and is very emotional when she is drinking. When T stays at home to look after his mum to ensure she is safe and does not harm herself he does not see his friends. School have been supportive and provided uniform and shoes when needed so that he does not get grief from teachers and other students. School have also provided breakfast and a hot meal for T when there is no money to buy items.

T likes to keep himself fit and has used his personal budget for gym equipment and gym membership. He has also purchased train tickets, football tickets and stadium tour to see Newcastle United football team. As he wants to be able to keep in touch with his mother, part of his budget was used to purchase a mobile phone.

At the first assessment, T's MACA score was 20, his positive score was 15 and negative 10 (cause for concern). Following the support from WAM and the personal budget, after a 4 month period, his MACA score was reduced to 11, the positive score increased to 16 and his negative score reduced to 2. T is now at College and enjoying this. He is able to concentrate more and is becoming more confident with his work.

18 May 2015**Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****LOOKED AFTER CHILDREN AND CARE LEAVERS STRATEGY 2015-18****Purpose of the Report**

1. The purpose of this report is to invite the Committee to comment on the proposed Looked After Children and Care Leavers Strategy (attached as an **Appendix**) and recommend it to Policy Committee for approval at its meeting on 17 June 2015.

Information and Advice

2. The proposed Looked After Children and Care Leavers Strategy sets out the Council's ambition as Corporate Parents *to ensure our looked after children and care leavers have all the opportunities that good parents afford their children.*
3. The Looked After Children and Care Leavers Strategy 2015-18 is a revision to the Looked After Children Strategy 2012-15. An evaluation of the previous strategy was undertaken in January 2015 which used statistical data, feedback from children and young people and information from partner agencies to identify areas where good progress has been made and areas where improvement is required.
4. The new strategy has been developed by the multi-agency Looked After Children Strategy Group which includes members from children's social care, education and health. The strategy has been influenced by the evaluation report, and local and national research. It aligns with the expectations set out by Ofsted in relation to looked after children and care leavers.
5. Looked after children and young people in Nottinghamshire have been consulted on a number of occasions as part of the development of the strategy. The Children in Care Council (No Labels) reviewed the strategy on 28 April 2015 and will also play a key role in monitoring and evaluation.
6. The 2015-18 strategy will drive improvement in six outcomes for looked after children and care leavers in Nottinghamshire:
 - looked after children and care leavers are happy and healthy
 - looked after children and care leavers are safe
 - looked after children and care leavers achieve their potential
 - looked after children and care leavers are prepared for adulthood

- looked after children and care leavers are listened to
 - looked after children and care leavers build positive relationships.
7. Progress is expected across all outcomes within the next three years. In order to ensure that the associated planned activity is realistic, deliverable and focused, the Looked After Children Strategy Group is developing an Annual Action Plan. This plan will be reviewed quarterly, and evaluated annually with input from looked after children and care leavers.
 8. The LAC Strategy Group will be responsible for ensuring the delivery of the Annual Action Plan. The Children in Care Council (No Labels) and the Children's Services Leadership Team will review progress on a quarterly basis.
 9. In addition there will regular reporting to the Health Safeguarding Committee and updates provided to the Nottinghamshire Safeguarding Children Board, Health and Wellbeing Board and Children's Trust. The Corporate Parenting Sub-Committee will have ownership of the strategy and action plan.

Other Options Considered

10. No other options have been considered.

Reason/s for Recommendation/s

11. To ensure the effective delivery of services which will drive the improvement of outcomes for looked after children and care leavers in Nottinghamshire within the resources available to the Council and its partners.

Statutory and Policy Implications

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

Safeguarding of Children and Vulnerable Adults Implications

13. The strategy and action plan seek to strengthen support and practice which will ensure looked after children and care leavers continue to be safeguarded.

Implications for Service Users

14. Looked after children and care leavers will benefit from improved services and multi-agency working aimed at improving outcomes.

RECOMMENDATION/S

- 1) That the Committee comments on the proposed Looked After Children and Care Leavers Strategy 2015-18 and recommends it to Policy Committee for approval at its meeting on 17 June.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

Dawn Godfrey
Group Manager, Social Work Services
T: 01623 520223
E: dawn.godfrey@nottsccl.gov.uk

Constitutional Comments (LM 21/04/15)

15. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (SS 24/04/15)

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

Background Papers and Published Documents

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

Looked After Children Strategy 2012-15

Electoral Division(s) and Member(s) Affected

All.

C0619

DRAFT

FRONT COVER DESIGNED BY LOOKED AFTER CHILD/YOUNG PERSON

Nottinghamshire
Looked After Children and Care Leavers Strategy
2015 - 2018

Foreword

The Looked After Children and Care Leavers Strategy is important because it is about meeting the needs and expectations of children and young people, and what they want adults to do to meet these. It is a partnership strategy and has been developed with young people.

The Children in Care Council particularly support the outcome of 'Looked after children and care leavers achieve their potential' as we believe this will have a positive effect on all other outcomes in a young person's life.

The Children in Care Council will challenge and review the strategy to ensure it is being followed and will receive regular reports on what has been achieved and agree where we can help to do more. We are confident outcomes for looked after children and care leavers will continue to improve over the coming years and we will continue to support young people's participation in achieving these.

Keeley Terry

Chair
No Labels Children in Care Council

This multi-agency strategy has been developed to ensure we deliver the best possible outcomes for children and young people in our care. The strategy now includes care leavers, because we recognise that our Corporate Parenting responsibility should not end when a young person leaves care. To reflect this change, we have updated our vision as Corporate Parents in Nottinghamshire:

To ensure our looked after children and care leavers have all the opportunities that good parents afford their children

As partner agencies, we recognise the best outcomes for looked after children and care leavers can only be achieved through effective partnership working.

We are ambitious for our looked after children and care leavers and this is why the strategy is aspirational, however, we also acknowledge that individual agencies are subject to their own financial constraints, reporting requirements and the pressures of organisational change. In the face of those challenges, we remain committed to striving for the best possible outcomes for the children and young people for whom we are Corporate Parents, particularly in the areas of health and education.

The priorities in this strategy are drawn from what our looked after children and care leavers have told us is important to them. The strategy reflects what children and young people in Nottinghamshire have asked for in The Pledge: Our Promise to Children and Young People in Our Care and is also informed by the Children's Care Monitor 2013/14, a national survey which represents the views of over 2,000 children and young people in care.

Councillor John Peck

Derek Higton

Chris Kenny

Chair,
Children and Young People's
Committee

Acting Corporate Director,
Children, Families and Cultural
Services

Director of Public Health

Introduction

The **Nottinghamshire Looked After Children and Care Leavers Strategy 2015-2018** has been developed by the County Council and its partners to set out our ambitions for the children and young people in our care. This strategy is exclusively focused on achieving the best possible outcomes for the looked after children and care leavers for whom we are Corporate Parent, and is underpinned by our vision:

To ensure our looked after children and care leavers have all the opportunities that good parents afford their children

Children and young people have been consulted during the development of this strategy, and we have endeavoured to make sure it reflects the promises we have made in The Pledge: Our Promise to Children and Young People in Our Care.

This strategy builds on the commitment to multi-agency working which is evidenced by the successes of the 2012-2015 strategy. We know that the best outcomes for looked after children and care leavers can only be achieved through **effective partnership working**. The success of this strategy relies on the commitment of the whole County Council; foster carers and other residential providers; commissioners and providers of healthcare; schools and colleges and all public and voluntary sector organisations in Nottinghamshire which contribute to improving the lives of children and young people in our care.

The Strategy is built around **six outcomes** for looked after children and care leavers (listed below). This document looks at each outcome in turn providing national and local information, as well as the view of children and young people from Nottinghamshire. Each outcome is then described with a list of **outcome statements** which give more detail about what we aspire to achieve for children and young people.

Looked after children and care leavers are happy and healthy

Looked after children and care leavers are safe

Looked after children and care leavers achieve their potential

Looked after children and care leavers are prepared for adulthood

Looked after children and care leavers are listened to

Looked after children and care leavers build positive relationships

The strategy is accompanied by an **Annual Action Plan** which will be reviewed each year by looked after children, care leavers and professionals. To ensure that the action plan is realistic and achievable, each year it will **focus** on a number of key outcomes statements each year. The strategy explains which outcome statements will be focussed on in the first year.

All of the outcome statements and measures identified in the strategy are important and agencies will continue to seek improvements in all aspects of work with looked after children, the Annual Action Plan provides a vehicle for the multi-agency LAC Strategy Group to drive improvement in the selected focus areas.

Background to the Strategy

The strategy has been developed using multiple sources of information to ensure it reflects what is most important to looked after children and care leavers in Nottinghamshire:

The Pledge: Our Promise to Children and Young People in Our Care

The Pledge was developed in consultation with over 200 looked after children, it sets out the issues important to children and young people and the promises we have made in response to them.

Looked After Children Strategy 2012-2015: Evaluation Report

In January 2015, the multi-agency LAC Strategy Group undertook an evaluation of the last strategy in consultation with looked after children and care leavers. This has given an up to date picture of progress since the last strategy was written and areas for further improvement.

Children's Care Monitor 2013/14

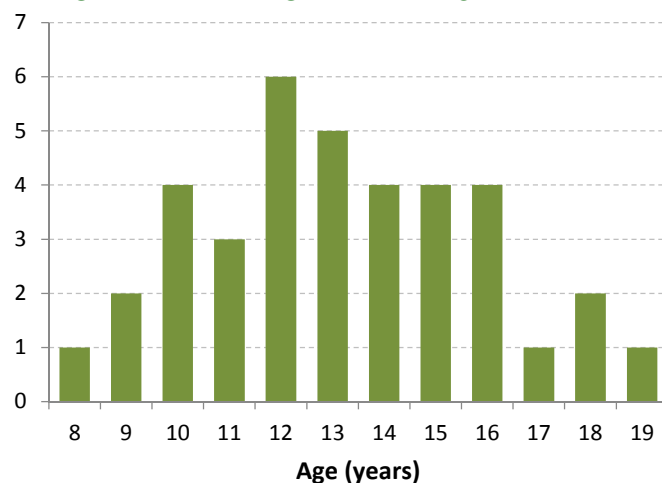
The Children's Rights Director for England publishes this annual report of the views of children and young people across the country who are in care. 2,305 children and young responded to the 2013/14 survey and information about their views is included throughout this strategy.

Ofsted & CQC Inspection Frameworks

The frameworks under which our services for looked after children and care leavers are inspected have been used as a guide to inform the development of this strategy.

VIEWS OF LOOKED AFTER CHILDREN AND CARE LEAVERS

- Children and young people were invited to complete a questionnaire which looked at six areas of their lives, corresponding to the six outcomes in the strategy.
- 37 children and young people completed the questionnaire – 25 girls and 12 boys.
- The graph to the right shows the ages of people completing the questionnaire.
- Children and young people gave a **score out of 5** to show how well they felt things were going in the following areas:
 - School/work
 - Where you live
 - Having your say
 - Family & friends
 - Feeling healthy
 - The future
- They were also asked what they would change in that area of life if they could.
- This exercise will be repeated each year so that we can review the progress we are making for looked after children and care leavers within the strategy.



- Five was the best mark in each of the six areas, giving a maximum overall total of **30** across all six areas.

The average **total mark out of 30** across all six outcomes was:

25.0

The average **mark out of 5** across all six outcomes was:

4.2

- For each of the six outcomes in the strategy we will look at what children and young people have said.

Looked after children and care leavers are happy and healthy

As Corporate Parents, we have a responsibility to ensure that the children and young people in our care are in **good health** or are being **helped to improve their health**, and that their health **needs are identified**. To do this, we need to consider a child or young person's health needs holistically, and address both physical and mental wellbeing.

We have a responsibility to ensure access to child and adolescent mental health services (CAMHS) and therapeutic help and services for learning or physically disabled children and young people when needed and for as long as they are required. We also want to make sure that as young people grow up and leave our care they have the information and support they need to maintain good health into adulthood.

NATIONAL PICTURE

Children's Care Monitor 2013/14

- Seventy seven percent of those over 14 listed drugs amongst their top 5 dangers to children (compared with 49% of those aged under 14)
- 69% of over 14s listed alcohol (compared with 41% of under 14s)
- Overall, 85% of the children thought they were healthy or very healthy. Ten percent thought they were unhealthy or very unhealthy.
- Care leavers were much less likely than others to rate themselves as healthy or very healthy; 71% of care leavers rated themselves healthy or very healthy.
- Only 65% of care leavers reported getting enough help to stay healthy, much lower than the 85% reported by children and young people generally.
- 50% of children in children's homes, 45% of foster children and 54% of care leavers said they had **mental health or emotional problems**.
- The rates of emotional, behavioural and mental health difficulties are 4 to 5 times higher amongst looked after children than the wider population.

LOCAL PICTURE

- Since the last strategy was published the Integrated Commissioning Hub has been established which helps ensure health services for looked after children are prioritised.
- A multi-agency group who are carrying out a review of health services has already been established. The group works with commissioners and providers.
- Nottinghamshire's performance in relation to immunisations and dental checks for looked after children was below average in 2014. Completion rate of annual health assessments was above average.
- The Children and Young People's Mental Health and Emotional Wellbeing Strategy 2014-16 specifically includes looked after children.
- In 2014 Strengths and Difficulties Questionnaire (SDQ) results were only submitted for 52% of looked after children in Nottinghamshire. This is below average and makes it very difficult to form a clear picture of emotional wellbeing across looked after children in the county.



The average mark out of 5 for "Feeling Healthy" is:

4.5

This is the second highest score amongst the six categories.

VIEWS OF CHILDREN AND YOUNG PEOPLE

Some comments made by children and young people were:

- *I get tired on walks and don't like doing active things*
- *I've lost a lot of weight and I want to lose more*
- *I need a more healthy diet*
- *I am very healthy!*
- *I am generally not well at school*

OUTCOME STATEMENTS Children and young people...	OUTCOME MEASURES	Focus for 2015/16?
See themselves as healthy and happy	Direct feedback questionnaire	
Have good emotional wellbeing	SDQ scores	✓
Have support with their mental health needs when they need it	Access to CAMHS	✓
Have their health needs assessed when they enter care	Completion of initial health assessments	✓
Have their health needs regularly assessed	Completion of annual (or 6 monthly) health assessment	
Have ongoing access to health services (including when they have left care)	GP registration Completion of "Important Health Information" for care leavers	
Do not misuse drugs and alcohol	Children identified as having a substance misuse problem	✓
Have good sexual health and access to contraception	C-card registration Teenage pregnancy rates	✓
Have good dental health	Regular dental checks completed	
Have received immunisations appropriate to their age	Immunisation rate	
Have meaningful opportunities to give feedback about health services	Completion of Service User Customer Experience Questionnaires	
Have the opportunity to enjoy physical activities and exercise	Children in healthy weight and height range	

YEAR 1 FOCUS

- In the first year we have chosen to focus on three important areas that we feel we need a better understanding of in Nottinghamshire: emotional wellbeing, drug and alcohol misuse and sexual health.
- Because SDQ information is only collected for around half of our looked after children, we don't have a very good overall picture of the emotional wellbeing of the children and young people in our care.
- Nationally, we know that two thirds of looked after children identify drugs as a top danger. We also know that children and young people can access advice and information about drugs and alcohol in lots of ways.
- However, we don't have an overarching understanding of the extent or nature of the issues our looked after children and care leavers experience, or of the consistency or quality of the support they receive.
- Similarly, while we know that looked after children and care leavers can access contraception and sexual health services, we don't currently have a comprehensive shared understanding across agencies.
- In addition, we know that remains very important to ensure we get the basics right for all looked after children, starting with ensuring we complete Initial Health Assessments within timescale for children when they enter care, and with that in mind, we have also made this a focus for Year 1.

LINKS

Children in Care Health Pathway Review Action Plan

Looked after children and care leavers are safe

As Corporate Parents, we have a responsibility to ensure that the children and young people in our care live in **safe, stable and appropriate homes or families**, that they do not live in homes that fail to meet their needs and do not move frequently.

We also have need to ensure LAC are protected or helped to keep themselves safe from **bullying** and discrimination. We need to be aware of any risks associated with **offending, going missing or being sexually exploited** and we need to do all we can to reduce those risks. As young people grow up and leave our care, we need to make sure that they are properly equipped to keep themselves safe and access help to maintain their safety when they need to.

NATIONAL PICTURE

Children's Care Monitor 2013/14

- The top three dangers listed by over 14s in 2013 were, in order with the most frequently listed first, **drugs, alcohol and bullying**. The top three dangers listed by those under 14 were bullying, strangers and drugs.
- 92% of the children and young people surveyed in 2013 said they felt very safe or fairly safe in the **buildings in which they lived**.
- Those aged 14 and over felt much safer at **school or college** than those under 14.
- 29% of children told us in 2013 that they were getting **bullied** sometimes, often or always.
- Compared with foster children, those in children's homes reported much more bullying by being threatened, and through cyber bullying.
- Over the last 4 years, there has been a big and steady reduction in how many children say they **worry** a lot or a little about their safety.
- In 2009, 43% said they worried a little or a lot about their safety, in this 2013 survey it went down to 32%.

LOCAL PICTURE

- The last Looked After Children Strategy focussed on "Safe and Stable Placements". Compared to national and statistical neighbour average, placement stability in Nottinghamshire is very good.
- A new commissioning plan has been put in place to ensure that we can maintain good quality and good value external placements.
- Work has also been undertaken to consider the needs of children placed out of county to ensure we are equipped to keep children who live further afield safe.
- As part of the focus on "Identity" in the previous strategy, work was undertaken with foster carers around bullying, including cyber bullying.
- Child sexual exploitation has been and continues to be a significant focus for the NSCB. Provision is made for the specific vulnerabilities and needs of children in care and care leavers within local policy and guidance, and we are aware of the need to continue to address this important issue for all children, including those in our care.
- Similarly, there is guidance and policy in place around children going missing.



The average mark out of 5 for "Where you live" is:

4.6

This is the **highest** score amongst the six categories.

VIEWS OF CHILDREN AND YOUNG PEOPLE

Some comments made by children and young people were:

- *I want to be able to choose my own bedroom colour*
- *Love it! Don't want to leave*
- *I want to live nearer my friends*
- *I love living on my own, I like my own space*
- *I would like more independence*
- *I want to my own meds and move into a proper flat*

OUTCOME STATEMENTS Children and young people...	OUTCOME MEASURES	Focus for 2015/16?
Have a safe place to live	<ul style="list-style-type: none"> • Allegations against carers • Suitable accommodation for care leavers • Quality of external placements 	✓
Feel safe where they live	Direct feedback questionnaire	
Are safe from sexual exploitation	Referrals/CSE Strategy Meetings	✓
Don't go missing from care	Missing episodes	✓
Go to school every day	School attendance	
Are safe from bullying	(Consider outcomes within bullying strategy)	✓
Aren't involved in offending behaviour	Offending rates	
Are safe from avoidable injuries	A&E admissions	
Are safe from self harm	Hospital admissions for self harm	

YEAR 1 FOCUS

- Our first focus, which underpins many of the other outcome statements is to ensure that children and young people in our care, and those who have left care, have a safe place to live.
- Our responsibility includes ensuring our internal foster carers and residential homes are safe and in addition ensuring that any placement we commission externally keeps our children safe.
- This also includes ensuring that children and young people themselves have appropriate opportunities to speak out if they feel unsafe where they live.
- Because we know that children in care have particular vulnerabilities in relation to CSE and going missing, we are making these issues a focus for our first year.
- With the support of the NSCB, we will continue to strengthen our response to these issues and ensure that all those caring for our looked after children are as well equipped as possible to address the risks associated with going missing and CSE.
- The final focus in this area is bullying. Looked after children tell us that bullying worries them, The Pledge says "We are worried about bullying when we are in school and when we get home. We are worried about bullying on social networking sites and text messages"
- We want to improve our understanding of the issue of bullying, and think about the best way for agencies to work together to identify and prevent bullying.

LINKS

NSCB Child Sexual Exploitation Multi-Agency Strategy
NSCB Missing Multi-Agency Strategy
Nottinghamshire Anti-Bullying Policy

Looked after children and care leavers achieve their potential

As Corporate Parents, we have a responsibility to ensure that children and young people in our care **attend school or other educational provision** and that they **learn**. We need to provide accurate and timely assessments of their needs, as well as specialist support where it is needed and help them to make good progress in their learning and development wherever they live.

Looked after children should receive the same **support from their carers** as they would from a good parent in relation to their schooling. It is also important that we support children and young people to explore their talents in other areas and provide opportunities to take part in **activities outside of school**.

As young people grow up and leave our care we need to support them to engage in **further education or training, or move into work**.

NATIONAL PICTURE

Children's Care Monitor 2013/14

- 88% of the children rated their **education as good or very good**, and 2% rated it as bad or very bad.
- 81% of the children and young people in education said they were **doing well or very well** in their education; 4% said they were doing badly or very badly.
- The percentage of children who have **changed schools** because of a change in placement has fallen from 67% in 2010, to 52% in 2013.
- 69% of the children who had changed schools reported that the **change was in their best interests**. Only 15% thought the change of school had definitely not been in their best interests.
- 76% of the children in the 2013 monitor told us their carers or staff at home gave them some or a lot of **help with their school or college work**.

LOCAL PICTURE

- At Key Stages 1 and 2, looked after children in Nottinghamshire perform above national average in reading and maths, but below in writing.
- Looked after children are also progressing very well between KS1 and KS2, and the gap between LAC and their peers is rapidly closing.
- Just under a third of looked after children make expected progress in English and Maths between KS2 and KS4, and GCSE results need to be further improved.
- During the last strategy, work was undertaken to improve the quality of Personal Education Plans (PEPs)
- LAC Achievement Officers work with schools, Designated Teachers and children to provide support.
- We have also focussed on providing access to leisure facilities by working with District Councils, and in addition all looked after children have a free Platinum Card for entry into all Youth Centres in the County.



The average mark out of 5 for "School/work" is:

3.5

This is the **lowest** score amongst the six categories.

VIEWS OF CHILDREN AND YOUNG PEOPLE

Some comments made by children and young people were:

- *I want to change my behaviour at school. If I could see my support worker every week, not just when things go wrong*
- *Need more support with being able to stay in college*
- *Distractions in class*
- *More help*
- *Stop going on about SATs!*

OUTCOME STATEMENTS Children and young people...	OUTCOME MEASURES	Focus for 2015/16?
Go to school every day	School attendance	
Are supported to remain in the same school	Exclusion rates School moves	
Achieve the best results they can in primary school	Age Related Expectations in reading, writing and maths	
Make good progress each year in school	Expected progress in reading, writing and maths/English and Maths	✓
Leave school with good GCSE results	Age Related Expectations in English and Maths (at GCSE)	✓
Are supported to attend school in Nottinghamshire where possible	Out of county placements	
Remain in education or training or move into employment after leaving school	EET figures for care leavers	✓
Have the opportunity to access a university education	University attendance amongst care leavers	✓
Enjoy learning and school life	Direct feedback questionnaire	
Have the opportunity to join in out of school activities	Through C&YP feedback through PEP form	✓
Are supported to succeed in their chosen out of school activities	Case study examples	

FOCUS FOR YEAR 1

- We know that education is important through all stages of childhood and adolescence, and every looked after child has a Personal Education Plan which reflects this.
- Across the county as a whole, the proportion of looked after children securing 5 GCSEs at A*-C (including English and Maths) requires improvement as does the proportion making expected progress in reading, writing and maths by the end of primary school.
- With that in mind, in the first year of this strategy we will concentrate on supporting young people to achieve the best progress they can and the best results they can at GCSE level.
- This strategy now also includes care leavers, and in Year 1, we will also focus on supporting young people to remain in education or training, or move into employment after they have left school.
- We are ambitious for all of our looked after children and we want to support them to meet their potential in whatever area their talents lie.
- For some young people, we hope that this will result in the opportunity to attend university and we want to promote that possibility and support them through that process.
- We also know that many of our looked after children and care leavers have talents in a wide range of activities like sports, music or drama, and in 2015/16 we will focus on ensuring all looked after children have opportunity to join in out of school/leisure activities.

LINKS

- Virtual School Improvement Plan
- Support to Schools Service Plan

Looked after children and care leavers are prepared for adulthood

Our responsibilities as Corporate Parents don't end when a young person turns 18. We continue to have a responsibility to ensure that young people who have been in our care have a suitable **place to live** and the opportunity to access **education, training or employment**. Some young people, for example those with disabilities or mental health needs, will need to access support from adult services after they turn 18 and we have a responsibility to support their **transition** into those services.

As we would expect from all good parents, we need to begin preparing young people in our care to move into adulthood before they turn 18. We have a legal responsibility to ensure that every young person has a **Pathway Plan** in place before they leave care and we need to ensure that young people have the opportunity to participate in developing that plan.

NATIONAL PICTURE

Children's Care Monitor 2013/14

- 11% of those about to leave care told us they were **not getting any help** they needed in preparing for their future life after care.
- The percentage of those about to leave care saying they are getting help to **prepare for getting a job** has fallen steadily over recent years, from 60% in 2010, down to 50% in 2013.
- 74% of care leavers in the 2013 care monitor rated the **support** they were getting as good or very good, and 9% as bad or very bad.
- 69% of care leavers said that they were living in the **right accommodation** for them, and 24% that they were not.
- 62% of care leavers said they had a **pathway plan**; 18% didn't know what a pathway plan was. 6% knew what a pathway plan was but said they definitely didn't have one. %
- 82% of care leavers who knew about their pathway plans said they **had a say** in what was in their plans.

LOCAL PICTURE

- During the lifetime of the last strategy we made some changes to the structure of the teams that work with care leavers. This has improved the transition for young people and enabled staff to develop their specialist skills in working with young people leaving care.
- The Leaving Care Service has achieved the From Care2Work Quality Mark, which recognises our progress in supporting young people to develop employability skills and enter the world of work.
- The percentage of care leavers in Suitable Accommodation and in Education, Employment or Training is higher in Nottinghamshire than the national and statistical neighbour average.
- We have developed a successful and well-embedded Staying Put Policy which supports young people to stay in their foster placements after the age of 18, ensuring longer-term stability and a smoother transition to adulthood.
- We recognise that even with these improvements, leaving care is worrying for young people and this is reflected in The Pledge.



The average mark out of 5 for "The Future" is:

3.9

This is the **second lowest** score amongst the six categories.

VIEWS OF CHILDREN AND YOUNG PEOPLE

Some comments made by children and young people were:

- *I'm scared about what the future may hold*
- *I don't know where I will be*
- *I want to know my care plan*
- *Stop changing social worker*
- *Not sure what's happening. Let me know what's going to happen.*

Page 116 of 184 I know what I want to do in the future.

OUTCOME STATEMENTS Children and young people...	OUTCOME MEASURES	Priority for 2015/16?
Are supported to develop meaningful plans to help them prepare for the future	Pathway Plans/EHC Plans (completion rate and quality)	✓
Understand their Pathway Plans and find them useful	Feedback from young people at leaving care review	
Have somewhere safe to live after they leave care	Care leavers in suitable accommodation	✓
Have access to information, advice and guidance	Care leavers in touch	
Are supported to transition to adults services (where appropriate)	Transition plans for young people Access to Adult Services	✓
Are able to manage their own money responsibly when they leave care	Direct feedback questionnaire	
Have the practical skills needed to live alone	Direct feedback questionnaire	
Know how to access health services after they leave care	"Important Health Information" discussed at final health assessment	
Feel positive about their future	Direct feedback questionnaire	
Have support to manage relationships (e.g. with birth family) after they leave care	Care leavers in touch	
Know how to make well-informed, safe decisions	LAC reviews and Pathway plans	
Can access support to prepare for parenting at the right time	Engagement/attendance at Children's Centres	

FOCUS FOR YEAR 1

- In The Pledge, young people have said "We cannot always remember completing a Pathway Plan and would like it updated regularly". To reflect the importance of this, the first focus for Year 1 is around developing meaningful Pathway Plans.
- We will also focus on ensuring that young people whose needs are best met through an Education, Health and Care Plan received the right support. These plans can remain in place until a young person is 25, so we need to ensure support continues after the age of 18.
- We will also focus on making sure that all young people leaving care move on to live in accommodation which meets their needs, and where possible their preferences. This includes ensuring that children have the right support available to help them live independently where appropriate.
- The transition to adult services, for example for those with disabilities or mental health needs, can be a complicated and difficult process for young people. There are many different agencies involved which can add to the complexity, we will work in partnership to ensure that transitions are as supported and as smooth as possible.

LINKS

Looked after children and care leavers are listened to

As Corporate Parents, we have a responsibility to ensure that we listen to the **wishes and feelings** of children and young people in our care and them into account when making decisions. This responsibility extends from frontline social workers, to the most senior decision-makers.

Looked after children and young people should be seen by their social worker alone and understand what is happening to them, they should be involved in developing plans relating to their care, education and future. Looked after children and care leavers should be helped to understand their **rights and responsibilities** and have **access to an advocate and independent visitor**.

Children and young people's views should be represented by a Children in Care Council which is regularly consulted about services that effect them.

NATIONAL PICTURE

Children's Care Monitor 2013/14

- Nearly two thirds of the children (64%) said their **opinions** were usually or always asked on things that mattered to them. 10% said their opinions were not usually, or never, asked.
- Overall, over half the children (55%) said their opinions usually or always **made a difference to decisions** about their lives, while 14% said their decisions didn't usually or ever make a difference.
- Just over two thirds (67%) of the children in our survey told us they knew what a **care plan** is, and knew that they had one.
- Younger children were much more likely to be **told what was going to happen** than older young people were.
- 78% of children aged under 14 said they were usually or always told when major changes were going to happen in their lives, compared with 67% of those aged over 14.
- 55% of the children and young people both knew what an **advocate** is, and how to get hold of one. But 29% didn't know what an advocate is.

LOCAL PICTURE

- During the last strategy, we improved the way we include children and young people in LAC Reviews by developing new materials to help them prepare and take part.
- We have focussed on ensuring that children and young people out of county have the same opportunities to take part in decision making and receive the same information as those living in Nottinghamshire.
- Looked after children contributed to a new version of The Pledge which sets out our promises to them, and that document has played an important part in developing this strategy.
- We have an active and dynamic Children in Care Council as well as sub-groups for children and young people of different ages, and regular consultation events throughout the year.
- We are also getting better at making sure we routinely include the voice of the child in every element of our work, from case auditing to commissioning.



The average mark out of 5 for "Having your say" is:

4.4

This is above average amongst the six categories.

VIEWS OF CHILDREN AND YOUNG PEOPLE

Some comments made by children and young people were:

- *People are starting to listen to me a lot more.*
- *People don't really care*
- *Most people don't understand or listen to what I say*
- *I am very opinionated.*
- *I wish I could always have a say.*
- *There is nothing I would change*

OUTCOME STATEMENTS Children and young people...	OUTCOME MEASURES	Focus for 2015/16?
Are involved in making plans and giving feedback about their care	Participation in LAC Reviews and Foster Carer Reviews	✓
Are involved in making plans about their future	Pathway Plans completed	✓
Are involved in making plans about their education	Personal Education Plans (PEPs) /EHC Plans completed	✓
Have chance to talk to their social workers alone	Case recording	
Have chance to give feedback about the support they've received	Through case audits	
Know how to make complaints if they want to	Number of complaints made Direct feedback	
Can access support from an advocate if they want to	Number of children with an advocate	
Have chance to tell us if we have kept to The Pledge	Pledge evaluation	
Feel listened to	Direct feedback questionnaire Direct consultation	✓

FOCUS FOR YEAR 1

- During 2015/16 we are going to focus on making sure that children and young people have opportunity to be actively involved in making plans and giving feedback about their care, their education and their future.
- This includes Personal Education Plans, Education Health and Care Plans, Pathway Plans and taking part in LAC Reviews.
- We want to make sure we continue to use and develop creative and inclusive methods to ascertain the wishes and feelings of children in our care and ensure that they are reflected in plans made about their lives.
- We will also focus on making sure that children and young people feel listened to. We will keep looking for improvements in the ways we communicate with and feedback to children and young people, so that even at times when we aren't able to make the choices they want us to, we keep doing our best to explain why.

LINKS

Nottinghamshire Children, Young People and Families Participation Strategy, 2014
The Pledge: Our Promise to Children and Young People in Care

Looked after children and care build positive relationships

As Corporate Parents, we have a responsibility to ensure that children and young people in our care have appropriate, carefully assessed and supported **contact with family and friends** and other people who are important to them. We should also seek to place children and young people with their brothers and sisters when this is in their best interests.

At the same time, we need to support children and young people to build **positive relationships with the adults caring for them**. We know that this underpins positive outcomes in many of the other areas discussed in this strategy.

It is also important to help looked after children understand their lives and their identities through life story work that is effective and provided when they need it.

NATIONAL PICTURE

Children's Care Monitor 2013/14

- By far the main reason for children saying they should not have come into care was that they had **wanted to stay with their family**. Almost one in six disagreed with the view that they weren't being looked after properly at home.
- Even though the law now says that visiting **social workers should speak to children in care in private**, only 40% of children in this year's monitor told us this happens on every visit.
- Almost a third of children (31%) had already had more than three **different placements** in care so far. 10% had already lived in eight or more different placements. 55% said there had been **no choice** of placement the last time they moved.
- 70% of children in care told us that they do not feel they are made to 'stand out' from others at school or college because they are in care. 15% told us they did feel made to 'stand out'.
- 71% of the children in care who had one or more siblings also in care were **separated from brothers or sisters** by being placed to live in different placements.

LOCAL PICTURE

- A significant review of the Council's Contact Service was undertaken during the lifetime of the last strategy.
- The review has resulted in a more child-centred process, with more appropriate venues and more consistency for children.
- Contact remains an important issue within the revised Pledge, with children and young people saying "We would like contact with our brothers, sisters and families to be arranged with a diary in advance" and "We would like to know if people are not meeting us and why to help us understand"
- A new Permanence Panel has been established that makes sure support is in place to ensure that the child's relationship with their carers and within their placement can be sustained long-term.
- We know that we need to improve the consistency and quality of life story work with children, to ensure they understand their lives and identities.



The average mark out of 5 for "Family & friends" is:

4.2

This is the average score amongst the six categories.

VIEWS OF CHILDREN AND YOUNG PEOPLE

Some comments made by children and young people were:

- *I block myself away, I can't deal with a lot of people.*
- *I would like to see my family more.*
- *Have whole family contact and stop changing dates.*
- *Really good.*
- *Don't care about them.*
- *Contact – more often and unsupervised.*

OUTCOME STATEMENTS Children and young people...	OUTCOME MEASURES	Priority for 2015/16?
Are supported to maintain meaningful contact with their birth families (where appropriate)	LAC reviews/pathway plan reviews	✓
Are supported to become part of the community where they live	Out of county placements "From a distance" audit	
Have an understanding of safe and positive relationships	LAC reviews/pathway plan reviews	
Are supported to maintain positive relationships with the people they live with	Placement Breakdowns	✓
Are supported to manage the ending of relationships positively	Placement Breakdowns	✓
Have as few changes in social worker as possible	Changes in social worker	
Feel positive about their relationships with friends and family	Direct feedback	

FOCUS FOR YEAR 1

- We know from The Pledge, and consultation as part of developing this strategy, that contact with parents, siblings and other family members remains an important issue for children and young people in our care.
- In the first year of this strategy we will focus on continuing to improve the way contact is supported, including the way we support young people to maintain positive contact with birth families after they have left care.
- Whilst we have good levels of placement stability, we have seen an increase in placement moves in the last year.
- We will focus on supporting children and young people to develop and maintain positive relationships with their carers, enabling greater stability and a happier experience of the place where they are living.
- As part of the action plan in the first year, we also want to focus on the best way to support children and young people to manage the ending of significant relationships in their lives in the most positive way possible.

LINKS

Delivery of the Strategy

The Strategy is accompanied by a multi-agency **Annual Action Plan** which will drive forward improvement in outcomes for children and young people. The Action Plan is in six parts, one for each outcome and in the first year (2015/16) concentrates on the focus outcome statements identified within the Strategy. This will ensure that the scope of the Action Plan is achievable, and will allow for flexibility over the three year period.

Each of the six outcomes has a pair of **Outcome Owners**, from across different agencies. The outcome owners will:

- Provide oversight of the actions associated with their outcome
- Offer their expertise in developing realistic and meaningful actions
- Act as champions for their outcome within their organisations

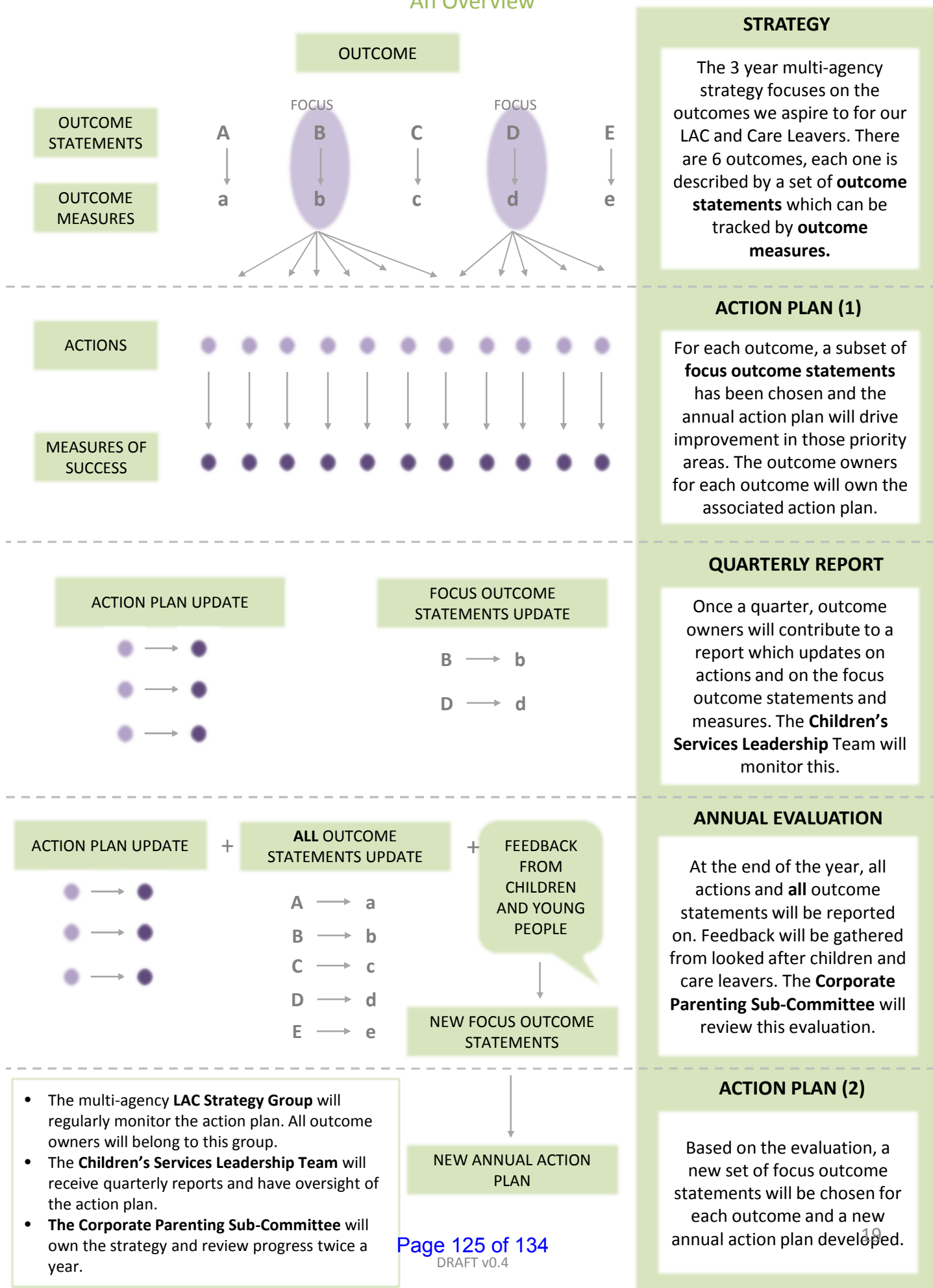
The Outcome Owners, along with other relevant professionals from across different partner organisations form the multi-agency **Looked After Children Strategy Group**. This group, will monitor progress and support activity within the Annual Action Plan. Regular updates on progress will be delivered to the **Children's Services Leadership Team** and **Children in Care Council**.

Twice a year, progress will also be reported to the **Corporate Parenting Sub-Committee** with an annual report to the **Children and Young People's Committee**. It is important that the governance of this strategy reflects its multi-agency nature, and as such, updates will also be provided to the **Children's Trust, Health and Wellbeing Board** and **Nottinghamshire Safeguarding Children Board** as appropriate.

At the end of the year, all of the actions and all of the outcome statements within the Strategy will be evaluated. Children and young people will be a key part of this evaluation and will be invited to give their feedback on how things have improved during the year, and what we need to focus on next. Based on the end of year evaluation, the LAC Strategy Group will identify a set outcome measures which will be the focus of the next year's Annual Action Plan. The diagram on the next page gives an overview of this process.

LOOKED AFTER CHILDREN AND CARE LEAVERS STRATEGY 2015-2018:

An Overview



18 May 2015**Agenda Item: 12****REPORT OF THE ACTING CORPORATE DIRECTOR, CHILDREN,
FAMILIES AND CULTURAL SERVICES****URGENT DECISION TAKEN BY THE CHIEF EXECUTIVE - CHILDREN'S
COUNTYWIDE OCCUPATIONAL THERAPY SERVICE TOP-UP
PAYMENT REQUEST****Purpose of the Report**

1. The purpose of the report is to note that urgent approval was given by the Chief Executive on 24 April 2015 for a top-up payment of £19,595.50 to be made to support the provision of a new build adaptation, where these costs exceed the mandatory government Disabled Facilities Grant (DFG) of £30,000.

Information and Advice

2. The new build adaptation is required to support the care of a young person who was diagnosed with a Mitochondrial POLG disease on 17 December 2014. This condition is progressive and life limiting, affecting muscles and brain related functions resulting in the development of intractable epileptic seizures. Since the diagnosis in December 2014, progression of the disease has been rapid and has very quickly resulted in the young person becoming a permanent wheelchair user and dependent for all personal and daily living tasks.
3. Due to the nature of the disease and the rapid deterioration, this case has been allocated and managed as a priority case in partnership with Ashfield District Council (ADC) to assess for and progress a major adaptation. At the time the decision was taken, ADC was in a position to approve the DFG and appoint the approved contractor to commence works.
4. In cases where a DFG exceeds the maximum mandatory grant of £30,000, the children's Countywide Occupational Therapy (OT) Service offers a top-up payment to a maximum of £10,000. The build for the young person exceeds the mandatory grant by £19,595.50, and therefore exceeds the maximum top-up payment by £9,595.50.

Other Options Considered

5. To delay the decision until the next meeting of the Children and Young People's Committee on 18 May 2015 would not be in the best interests of the young person.

Reasons for recommendations

6. Cases that require a top-up in excess of £10,000 are normally presented to Children & Young People's Committee for approval.
7. Until additional funds were secured, ADC was not able to appoint the contractor and progress a start date for the works. As it would not be in the best interests of the young person to delay the building works until the next Children & Young People's Committee meeting on 18 May 2015, it was deemed necessary to take an urgent decision.
8. Under the procedure for taking urgent decisions, contained in Part C of the County Council's Constitution, the Chief Executive may take a decision which is normally reserved to Committee where he believes that the decision is urgent, and where failure to take the decision quickly would, or would be likely to, harm the interests of the Council and the public. In this case a service would have been subject to delay for a young person with a progressive and life limiting condition requiring the adaptation to live at home.

Statutory and Policy Implications

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

Financial Implications

10. The top-up payment will be met from the Occupational Therapy top-up budget.

RECOMMENDATION/S

- 1) That the urgent approval by the Chief Executive on 24 April 2015 for a top-up payment of £19,595.50 to be made to support the provision of a new build adaptation, where these costs exceed the mandatory government Disabled Facilities Grant (DFG) of £30,000, be noted.

Derek Highton

Acting Corporate Director, Children, Families & Cultural Services

For any enquiries about this report please contact:

Steve Edwards

Service Director, Children's Social Care

T: 0115 9774782

E: steve.edwards@nottsccl.gov.uk

Constitutional Comments

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

Financial Comments (SS 29/04/15)

12. The financial implications of this report are set out in paragraph 10 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C0631

18 May 2015**Agenda Item: 13****REPORT OF CORPORATE DIRECTOR, POLICY, PLANNING AND
CORPORATE SERVICES****WORK PROGRAMME****Purpose of the Report**

1. To consider the Committee's work programme for 2015.

Information and Advice

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

Other Options Considered

4. None.

Reason for Recommendation

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

Statutory and Policy Implications

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

RECOMMENDATION

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

Jayne Francis-Ward
Corporate Director, Policy, Planning and Corporate Services

For any enquiries about this report please contact:

Alison Fawley
Democratic Services Officer
T: 0115 993 2534

Constitutional Comments (HD)

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

Financial Comments (NS)

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

Background Papers

None

Electoral Division(s) and Member(s) Affected

All.

CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2014-15

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
15 June 2015		
Policy & process guidance for Discretionary Payments towards the provision of major adaptations to service users' homes	For decision	Steve Edwards
Children's Social Care Court Service		Steve Edwards
Exceptional payments for school clothing and footwear 2015/16	Annual determination	John Slater
School holiday and term dates for Local Authority maintained schools in Nottinghamshire for 2016/17, 2017/18 & 2018/19	For decision	John Slater
Small Schools Working Group report		John Slater
Children Missing Education		John Slater
Accessibility Strategy		John Slater
Youth Justice Plan 2015-16		Derek Higton
Nottinghamshire Children's Trust Early Help Development Plan 2013-16: impact statement		Derek Higton
Non-attendance at school – change to threshold for fines	For decision	Derek Higton
Establishment of posts – Independent Reviewing Officer (Foster Care) & Police Officer (Children in Care)	For decision	Steve Edwards
Authority governor appointments and reappointments and Local Authority governor appointments to school governing bodies	Quarterly report on appointments made	John Slater
Work Programme		Derek Higton
13 July 2015		
Rota Visits to children's homes	Six monthly report	Steve Edwards
School Capital Programme update	Six month update report	Derek Higton
Nottinghamshire Child and Family Poverty Strategy annual performance report	Annual update	Derek Higton
Revised offer for Arts and Music Services for Young People		Derek Higton
Countywide youth work activity		Derek Higton
Youth Service and Outdoor Environmental Education	For decision	Derek Higton

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
revised staffing structure		
Children who go missing from home or care: end of year report 2014/15	For information	Steve Edwards
Child Sexual Exploitation update	Six monthly update report	Steve Edwards
Nottinghamshire CAMHS Pathway Review update	Quarterly information report	Kate Allen
Proposed remodelling of school nursing service	For information	Kate Allen
Nottinghamshire Children's Trust	Annual officer group report	Derek Higton
Members' visit to Outdoor & Environmental Education residential centres	For decision	Derek Higton
Work Programme		Derek Higton
To be placed		
Children's Social Work Health Check Action Plan 2015 – progress report	Progress report.	Steve Edwards
Remission scheme for activities delivered by Arts and Sports for Children and Young People team		Derek Higton
Social Work Retention Strategy		Steve Edwards
Integrated assessment framework	For noting	Derek Higton
Child Sexual Exploitation – Members scrutiny arrangements		Steve Edwards
Multi-Agency Safeguarding Hub – information sharing		Steve Edwards