

Children and Young People's Committee

Monday, 18 June 2018 at 10:30

County Hall, West Bridgford, Nottingham, NG2 7QP

AGENDA

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| 3 | Declarations of Interests by Members and Officers:- (see note below)
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(b) Private Interests (pecuniary and non-pecuniary) | |
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Notes

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

Customer Services Centre 0300 500 80 80

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

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact David Ebbage (Tel. 0115 977 3141) or a colleague in Democratic Services prior to the meeting.
- (4) Councillors are reminded that Committee and Sub-Committee papers, with the exception of those which contain Exempt or Confidential Information, may be recycled.
- (5) This agenda and its associated reports are available to view online via an online calendar - <http://www.nottinghamshire.gov.uk/dms/Meetings.aspx>

Meeting CHILDREN & YOUNG PEOPLE'S COMMITTEE

Date 21 May 2018 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

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

A	Richard Butler	Roger Jackson
	Samantha Deakin	John Peck JP
	Errol Henry JP	Liz Plant
	Paul Henshaw	Sue Saddington

CO-OPTED MEMBERS (NON-VOTING)

Vacancy
Vacancy

OFFICERS IN ATTENDANCE

David Ebbage	Resources
Steve Edwards	Children and Young People's
Laurence Jones	Children and Young People's
Pip Milbourne	Children and Young People's
Colin Pettigrew	Children and Young People's

1. MINUTES OF THE LAST MEETING

The minutes of the meeting held on 23 April 2018 having been circulated to all Members, were taken as read and were signed by the Chairman.

2. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Samantha Deakin.

Councillor Butler replaced Cllr Handley for this meeting only.

3. DECLARATIONS OF INTEREST

None

4. OUTCOMES OF OFSTED INSPECTIONS OF SCHOOLS – TERMLY UPDATE

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

RESOLVED 2018/041

That:

- 1) for the schools identified in the report judged by Ofsted to Require Improvement, the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services write to the head teacher and chair of governors of Local Authority maintained schools to inform them that the Committee will track closely their progress to become a Good school. In relation to academies, a letter will also be sent to the Regional Schools Commissioner.
- 2) for the schools identified in the report judged by Ofsted to remain good but declining, the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services write to the head teacher and chair of governors of Local Authority maintained schools to inform them that the Committee will track closely their progress to become a Good school. In relation to academies, a letter will also be sent to the Regional Schools Commissioner.
- 3) for schools identified in the report judged by Ofsted to remain or become Good, the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services write to the head teacher and chair of governors of Local Authority maintained schools to congratulate them on their achievement. A copy of this letter will also be sent to the Regional Schools Commissioner in relation to academies.

5. INTERIM STRUCTURE FOR THE SUPPORT TO SCHOOLS SERVICE

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

RESOLVED 2018/042

- 1) That the following interim arrangements be approved, pending a fuller structure review by September 2019:
 - disestablish 1 fte Team Manager post (Soulbury 21-24) within the Education Improvement Service
 - re-designate the remaining 1 fte Team Manager post (Soulbury 21-24) within Education Improvement to cover remaining statutory education responsibilities for maintained schools including Closing the Gap

- advertise and appoint to the reshaped 1 fte Education Team Manager post (Soulbury 21-24) internally on a permanent basis
- establish a new statutory 0.5 fte post of Head of the Virtual School (Senior Educational Psychologist scale 9-12) appointed as an interim measure pending confirmation of the final structure for this service
- establish an interim additional 1 fte Group Manager post (pending Job Evaluation) to oversee school admissions, strategic school place planning and Fair Access (whilst the existing Group Manager takes responsibility for all remaining Education Improvement Services and statutory services for special educational needs and disabilities).

6. INCREASE IN THE ESTABLISHMENT OF PERSONAL ADVISOR POSTS

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

RESOLVED 2018/043

That:

- 1) the implementation of the Transitional Personal Advisor pilot on a permanent basis, including the establishment of the 3 FTE (full-time equivalent) Personal Advisor posts (Grade 5) as permanent posts be approved.
- 2) an update on progress be reported to the Committee in six months.

7. WORK PROGRAMME

To consider the Committee's work programme for 2018.

RESOLVED 2018/044

That the committee's work programme be noted and no changes were required at this time.

The meeting closed at 10.47am.

CHAIRMAN

18 June 2018

Agenda Item: 5

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

1. The purpose of this report is to provide the Committee with a summary of the performance of the Council's services for children and young people between 1 January and 31 March 2018 and seek comments on any actions required.

Information**Performance Reporting for 2017/18**

2. This report forms the fourth quarterly report of 2017/18, reporting on quarterly performance for the 2017/18 financial year.
3. Performance data is set out in the appendices. **Appendix 1** shows those measures which have received updates since the previous quarter. **Appendix 2** shows those measures which have not changed.
4. For each KPI, current performance is compared with the national average for England, and that of the Council's children's services statistical neighbours, where this data is available.
5. In addition, for each KPI, the table indicates whether performance has improved (+), declined (-), or remained the same (=) over the current reporting period.
6. Progress is expected across all outcomes over the course of the three years. In order to ensure that the associated planned activity is realistic, deliverable and focused, an Annual Action Plan has been developed by the multi-agency *Looked After Children and Care Leavers Strategy Group* and progress is regularly monitored. Activity contained within the Annual Action Plan has been informed by the views of children and young people, via bi-annual surveys completed by the Children in Care Council.
7. Some new measures have been included for the first time this quarter, looking at Child Sexual Exploitation. Additional measures have also been included around the subject of missing children allowing a fuller picture of this issue to be shown.

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

Child and family assessments

8. The percentage of Child and Family Assessments completed within timescale has seen a marked improvement since quarter 3, rising from 78.6% to 94.6%. The previous quarter value was influenced by a significant fall in November 2017 to 76%. Since then there have been noticeable improvements each month resulting in a good performance for the quarter which is above target and better than both the national average and the Council's statistical neighbours average.

Child protection

9. It is notable that the rate of children subject to a child protection plan has fallen slightly throughout this year. However, the rate continues to be an issue in Nottinghamshire, in that it is consistently higher than both the England average and the statistical neighbour figures, despite service manager oversight of the decision to take a child to an Initial Child Protection Conference (ICPC). This is therefore an area of continued focus.
10. The percentage of child protection plans lasting two years or more has increased this quarter to 5.7%. Performance has fluctuated over the year and is now higher than the England average and statistical neighbours. Child Protection Coordinators (CPCs) monitor cases and request service manager oversight when child protection plans have lasted 15 months. CPCs complete quality assurance after each meeting to assess if there is drift or delay in cases, and raise alerts with team managers when appropriate. These cases typically involve complex issues of neglect and domestic abuse which are not easily resolved.
11. There has been an improvement in the proportion of children becoming subject to a child protection plan more than once, dropping from 29.3% to 21.6%. However, this is still higher than it was earlier in the year and higher than the England average and that of statistical neighbours for 2016/17. This continues to be an area for close management attention and a recent Serious Case Review (SCR) has directed some further work in this area.
12. Performance of the percentage of child protection cases reviewed within timescales has fallen sharply in quarter 4 to 84.9%. Two factors have impacted on this measure in the last quarter. Firstly the impact of heavy snow on Nottinghamshire on 28th February, 1st and 2nd March which resulted in the unavoidable cancellation of 28 meetings. Many of these were inevitably rearranged outside required timescales. Secondly there were high levels of short term staff sickness which peaked in the week commencing 5th March, when five CPCs were on sick leave out of total staff numbers of 9.6. As staff chair, on average, two meetings a day it was not possible to cover the sickness absence. The final period of sickness has now finished and at the time of writing all staff are back at work. There remain some data cleansing issues currently being addressed which may improve this figure for the statutory return.

CSE and Missing

13. Additional measures have been included this quarter to show the extent to which children in Nottinghamshire are at risk of child sexual exploitation. The number of children reported to the Multi-Agency Safeguarding Hub (MASH) where Child Sexual Exploitation (CSE) was highlighted as an issue has increased slightly since quarter 3, reflecting the continuing professional awareness and attention to this important area of work. The number of children reported to the MASH is made up of Looked After Children (LAC) and non-LAC children. This reflects the assessment process and the level of concern raised. Both groups have reduced slightly this quarter and are in keeping with previous data. Following assessment, a much smaller number of children are identified as requiring a multi-agency strategy meeting, and the majority of these are non-LAC children.
14. New measures have also been included to provide additional data on missing children. The total number of children missing shows a small but steady decline over the first three quarters of this year and this has continued in quarter 4. The percentage of children missing from care has remained static and below the national average and statistical neighbours. The number of missing occurrences has reduced in the last two quarters. The percentage of children missing more than five times remains consistent with previous quarters. While the percentage of Return Interviews (RIs) completed in time scales has reduced slightly since quarter 3, completed RIs for LAC within timescales has increased slightly and decreased for children missing from home. This is influenced by a child's refusal to complete a Return Interview, the rate of which has increased for children missing from home and decreased for LAC. This is addressed at the Missing Children Steering Group and covered in the Multi-agency Children Missing training.

Looked after children

15. Looked after children who have had more than three placements during the previous 12 months as a proportion of all looked after children has increased slightly since the last quarter. It is a reflection of the higher number of young people aged 13 - 17yrs, some of whom present particularly challenging behaviours leading to placement disruption. The figures are also impacted by the process of stepping down an increased number of 16/17 year old LAC into a number of discrete supported placements, which provide them with the necessary life skills to equip them for independence into adulthood. This is positive but continues to present a challenge in terms of how this presents itself in statistical reporting.
16. There has been a small increase in the percentage of those looked after children remaining in long-term placements this quarter. The data continues to confirm strong performance in this area, being approximately 9 percentage points better than the national average for all local authorities.

Adoption

17. The average length of time between a child's admission into care and placement has increased further this quarter from 394 days to 416 days. This level of performance at the end of the year is better than target and better than the latest available England and statistical neighbour averages. A robust system of tracking and early matching has

enabled the Council to identify placements for the majority of children speedily and at the earliest opportunity. There were a number of particularly hard to place children who were adopted during the quarter which has contributed to the average number of days going up slightly.

18. The average number of days between placement order and deciding on an appropriate family for a child or children has also increased and is now 152 days. The Council is ambitious in its plans for older children, sibling groups and children with disabilities and because of this it sometimes takes longer to identify an appropriate match. The Council's performance remains better than the national and statistical neighbour averages, despite an increase that has meant missing the end of year target.

Care leavers

19. There was a total of 246 care leavers eligible for care leavers support aged 19-21 years as at the end of quarter 4 and of these, 112 were in part-time/full-time education, employment or training (45.5%). There is a marked improvement in data quality with a decrease in those where this information is missing. However, there has been an increase of 5.5% points in the percentage of care leavers who were not in education, employment or training (NEET), more specifically there are more young people who are NEET due to other circumstances, as opposed to illness/disability. The proportion of care leavers aged 19-21 years in higher education has seen a rise from 3.1% in quarter 3 to 4.5% at year end, although this remains below the levels seen nationally and across the statistical neighbours.
20. Despite last quarter's slight drop, the percentage of those care leavers classed as living in suitable accommodation has improved and is now more in line with the other quarterly figures within the financial year 2017-18. Again, there is a marked improvement in the data quality of these cases.

Educational standards and closing the attainment gap

21. The following attainment outcomes relating to looked after children (LAC) are based on Nottinghamshire LAC who have been looked after for 12 months or more as at 31st March 2017 regardless of the location of school they attend.
22. There were 21 Nottinghamshire LAC pupils in the end of Key Stage 1 cohort for 2016/17 (each pupil accounting for 4.76%). Two thirds of the cohort were boys (66.7%) which is above the national cohort (56.0%). Nottinghamshire had a higher proportion of pupils with SEN (special educational needs) Support (57.1% compared with a national figure of 37.0%) and a lower proportion with an EHCP (Education Health and Care Plan) / Statement (4.8% for Nottinghamshire and 14.0% nationally). More Nottinghamshire LAC (81.0%) were educated within Nottinghamshire Local Authority (LA) than was the case nationally (67.0%).
23. The percentage of LAC achieving the expected standard in Key Stage 1 reading teacher assessments in 2017 was 47.6% which represents a fall from 2016 of 2.4 percentage points. Nationally 51.0% of pupils achieved this standard which represents a 1 point increase from the previous year.

24. For Key Stage 1 writing teacher assessments for LAC pupils Nottinghamshire is slightly below national with 38.1% and 39.0% achieving the expected standard respectively. As with reading Nottinghamshire witnessed a fall of 1.9 percentage points from 2016 while nationally there was a 2 percentage points increase.
25. Key Stage 1 mathematics teacher assessments have the lowest outcome of the three subjects. A third of Nottinghamshire LAC achieved the expected standard compared with almost half of pupils nationally (46.0%). Mathematics also witnessed the largest fall of the three subjects when compared with the previous year with a drop of 6.7 percentage points while nationally there was no change.
26. There were 40 Nottinghamshire LAC pupils in the end of Key Stage 2 cohort for 2016/17 (each pupil accounting for 2.5%). More than half the cohort were boys (60.0%) which is slightly above the national cohort (55.0%). Nottinghamshire had a higher proportion of pupils with SEN (special educational needs) Support (42.5% compared with a national figure of 37.0%) and a lower proportion with an EHCP (Education Health and Care Plan) / Statement (12.5% for Nottinghamshire and 22.0% nationally). Slightly more Nottinghamshire LAC (70.0%) were educated within Nottinghamshire LA than was the case nationally (66.0%).
27. The percentage of LAC achieving the expected standard in Key Stage 2 reading tests in 2017 was 42.5% which represents an increase of 13.2 percentage points from 2016. Nationally 45.0% of pupils achieved this standard which represents a 4 point increase on 2016. Against all local authorities nationally (91 with published data) Nottinghamshire is ranked 51st on this measure (where 1st is best) and against statistical neighbours is placed 7th (out of 11 LAs; where 1st is best). This represents an increase from 79th and 9th respectively in 2016.
28. Half of Nottinghamshire LAC achieved the expected standard in Key Stage 2 writing teacher assessments in 2017, an increase of 18.3 percentage points from 2016. Nationally 47.0% achieved this which is a 1 percentage point increase from 2016. Against all LAs nationally (89 with published data) Nottinghamshire is ranked 35th on this measure (where 1st is best) and against statistical neighbours is placed 4th (out of 11 LAs; where 1st is best). This represents an increase from 79th and 11th respectively in 2016.
29. In Key Stage 2 mathematics test 45.0% of Nottinghamshire LAC achieved the expected standard in Key Stage 2. This represents an increase of 15.7 percentage points from 2016 compared with a national increase of 5 points (to 46.0% in 2017). Against all LAs nationally (91 with published data) Nottinghamshire is ranked 45th on this measure (where 1st is best) and against statistical neighbours is placed 7th (out of 11 LAs; where 1st is best). This represents an increase from 73rd and 9th respectively in 2016.
30. There were 61 Nottinghamshire LAC pupils in the end of Key Stage 4 cohort for 2016/17 (each pupil accounting for 1.64%). Just over half the cohort were boys (55.7%) which is broadly in-line with the national cohort (55.0%). Nottinghamshire had a higher proportion of pupils with SEN (special educational needs) Support (27.9% compared with a national figure of 23.0%) and broadly similar proportion with an EHCP (Education Health and Care Plan) / Statement (19.7% for Nottinghamshire and 20.0% nationally). More

Nottinghamshire KS4 LAC (75.4%) were educated within Nottinghamshire LA than was the case nationally (63.0%).

31. The percentage of Nottinghamshire LAC achieving 9-5 grades (or a strong pass) in both GCSE English and mathematics at the end of Key Stage 4 in 2016/17 stands at 11.5% which is above the national average of 7.4%. There is no trend data available as this was the first year of numerical grading at GCSE. Statistical neighbour data is not available due to data suppression and nationally there were only 12 local authorities with published data (Nottinghamshire was ranked 5th out of these 12 LAs)
32. The percentage of Nottinghamshire LAC achieving a standard pass (grade 4 or above) in both English and mathematics is also above national. 21.3% of Notts LAC achieved this compared with 17.5% nationally. Locally, when compared with A*-C grades from 2016, this is an improvement of 4 percentage points (from 17.3% in 2016) while nationally there was no change. Rankings have also improved as a result with Nottinghamshire placed 3rd for statistical neighbours (5th in 2016) and 30th (out of 69) from 49th in 2016.
33. As exclusion data is collected two terms in arrears the following exclusion outcomes relate to the 2015/16 academic year which has been matched to pupils who were looked after for 12 months or more as at 31st March 2016. This is a year earlier than the cohort reported for attainment purposes.
34. In 2015/16 there were no Nottinghamshire LAC pupils who were permanently excluded. This compares with a national average of 0.10%. Nationally this represents a slight fall (from 0.14% the year before). Locally there was no change.
35. For the percentage of pupils with one or more fixed term exclusions there has been a slight increase from 2014/15. 9.8% of Nottinghamshire LAC pupils had at least one fixed term exclusion compared with 11.4% nationally. Nationally this represents an increase of 1 percentage point while locally the figure is 0.1 percentage point increase. Rankings against statistical neighbours show no change from 2014/15 and remain at 5th while nationally these has been an improvement from 50th last year to 34th (out of 137) this year.
36. Although both locally and nationally there has been an increase in the percentage of LAC pupils classed as persistent absentees (1.1 percentage point increase in Nottinghamshire and 0.9 point increase nationally), Nottinghamshire remains below the national average for 2016/17. 7.9% of Nottinghamshire LAC are classed as persistent absentees compared with 10.0% nationally. Against statistical neighbours Nottinghamshire is ranked 3rd and 32nd nationally (out of 135) on this measure.
37. The number of primary schools in an Ofsted category (inadequate) remains unchanged from the last quarter at three schools. Netherfield Primary School (Gedling district, LA maintained school) closed at the end of February 2018 and is now a sponsored academy under the leadership of Greater Nottingham Education Trust; the school's name remains unchanged. Oak Tree Primary School (Mansfield district, LA maintained school) became inadequate in March (previously was judged good). The other two schools from the last quarter remain. These are Arnbrook Primary (Gedling district, a sponsored academy which converted in April 2014 under the leadership of Believe Academy Trust) and

Hillocks Primary (Ashfield district, LA maintained school) which is set to close at the end of September for academy conversion.

38. The number of secondary schools in an Ofsted category shows an increase from the previous quarter to two schools (previously one). Kirkby College (Ashfield district; a convertor academy which converted August 2012) became inadequate in March (previously was judged good). Manor (Mansfield district; a convertor academy which converted August 2011) remains as inadequate since the last quarter.
39. The percentage of young people aged 16-17 years who are in Education, Employment or Training (EET) is 95.1% as at March 2018. This shows a fall from this time last year when the figure was 96.9%. Those Not in Education, Employment or Training (NEET) has reduced slightly from 1.5% last year to 1.4% this year, however the percentage of not knowns has increased to 3.5% (from 1.7% this time last year). The increase in not knowns compared to 2017 is largely in relation to 17 year olds. Futures and the Family Service are working to track the destinations of these young people in order to reduce the number of not knowns.
40. The number of two year olds taking up their free entitlement in the spring 2018 term shows a slight fall from the same period last year. 73.0% of eligible two year olds are attending providers, a 2 percentage points fall (from 75.0%) from the same term last year. Analysis by district shows 96.5% of eligible Rushcliffe district children are accessing their entitlement whereas the equivalent figure for Bassetlaw is 63.9% and 63.4% for Newark and Sherwood district. Comparisons to the same term last year show Gedling district had the largest fall (down 8.4 percentage points from spring 2017 to 83.2%) whereas Ashfield witnessed the largest increase (up 4.0 percentage points to 71.9%).
41. The percentage of sessions missed in all Nottinghamshire schools (primary, secondary and special schools) due to overall (authorised and unauthorised) absence remains unchanged from last academic year. Figures for the 2016/17 academic year show 4.4% of sessions were missed. Nationally over the same period there has been a slight increase of 0.1 percentage points to 4.7% of sessions missed with statistical neighbours remaining unchanged at 4.5%. Comparisons with all LAs nationally place Nottinghamshire 28th (out of 152) whilst against statistical neighbours the position is 2nd.
42. Comparisons by school phase show overall absence in primary schools remains unchanged from last year at 3.9% of sessions missed in 2016/17. Nationally the figure is 4.0%. In secondary schools overall absence remains unchanged at 5.0% of sessions missed in 2016/17. Nationally there was an increase of 0.2 percentage points from 2015/16 to 5.4%. Special schools witnessed the largest increase between the years. 9.7% of sessions were missed in Nottinghamshire special schools in 2016/17, an increase of 1 percentage point from the previous year. Nationally there was also an increase of 0.6 points to 9.7%.
43. The reasons for special school absences in 2016/17 show that most (79.1% of all absent sessions) were due to authorised absences with illness being the main reason (46.4%), followed by medical or dental appointments (15.2%), other authorised circumstances (11.4%) and agreed family holidays (4.8%). Unauthorised absences account for a fifth (20.9%) of sessions missed. The largest category is unauthorised; other reason (15.1%),

followed by not agreed family holidays (3.9%), arrived late (1.4%) and no reason given (0.5%).

Youth Offending & Early Help Support

44. The service has not been able to report Final First Time Entrant (FTE) figures for the third quarter due to a fault in the data management system. First Time Entrant Data for 2016/17 is now available. The rate of FTEs to the Youth Justice Service (YJS) per 100,000 of the 10-17 years population decreased nationally from 361 to 322. The indication from quarters 1 and 2 is that there is a small in-year increase in FTEs and on the current trajectory it is expected to be a little over the national average at the end of the year with a forecast of 342. When considered in real terms the difference is 14 individual offenders based on Nottinghamshire's population.
45. Children's Centre registrations performance remains high with 100% of all children under five years who live in low income areas, as defined by their IDACI (Income Deprivation Affecting Children Index) score, registered with a Children's Centre at the end of quarter 4. The number of these who had been seen at a Children's Centre shows an increase to 75.5%, from 73.4% in the same quarter last year.

Education, Health and Care (EHC) Plans

46. By 31st March 2018, the DfE required all local authorities to ensure children with an existing Special Educational Need Statement have been transferred onto an EHC Plan. This work has now been completed and 100% of children who had a SEN statement now have an EHC Plan.

Other Options Considered

47. 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

48. 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 and Families department.

Statutory and Policy Implications

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

Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

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

Safeguarding of Children and Adults at Risk Implications

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

RECOMMENDATION/S

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

Jayne Francis-Ward
Corporate Director for Resources Department

For any enquiries about this report please contact:

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Constitutional Comments (LM 25/05/18)

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

Financial Comments (SAS 25/05/18)

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

Background Papers and Published Documents

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

Performance reporting (Quarter 3 2017/18) – services for children and young people – report to Children and Young People's Committee on 19 March 2018.

Electoral Division(s) and Member(s) Affected

All.

C1126

Appendix 1 - Indicators updated from previous report

Children and Young People's Committee: Quarter 4 Performance for 2017/18									
For Nottinghamshire, the performance data available at the end of quarter 4 2017/18 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value									
Key Performance Indicator	Nottinghamshire					Comparator Data			
	Current Value		Best to be	Current Reporting Period		Previous Value	Previous Annual Performance	National Average	Statistical Neighbour
Child and Family assessments for Children's Social Care carried out within statutory timescales	94.6%	(+)	High	2017/18 Q4		78.6%	96.6% (2016/17)	82.9% (2016/17)	82.3% (2016/17)
Percentage of child protection cases reviewed within timescale	84.9%	(-)	High	2017/18 Q4		95.7%	95.5% (2016/17)	92.2% (2016/17)	91.8% (2016/17)
Children subject to a Child Protection Plan – Rate per 10,000	52	N/A	N/A	2017/18 Q4		52	52.4 (2016/17)	43.3 (2016/17)	43.45 (2016/17)
Children who are subject to a child protection plan for 2 years or more	5.7%	(-)	Low	2017/18 Q4		2.0%	7.4% (2016/17)	3.4% (2016/17)	3.5% (2016/17)
Children becoming the subject of a child protection plan on more than one occasion	21.6%	(+)	Low	2017/18 Q4		29.3%	29.8% (2016/17)	18.7% (2016/17)	19.1% (2016/17)
Total number of individual children reported missing this quarter	304	(+)	Low	2017/18 Q4		314	1040 (2016/17)	–	–
Of the children reported missing, % missing from home (197/304)	65.0%			2017/18 Q4		65.0%	68% (2016/17)	–	–
Of the children reported missing, % missing from care placement (107/304)	35.0%			2017/18 Q4		35.0%	32% (2016/17)	–	–
Total number of missing occurrences* this quarter generated by these children	580	(+)	Low	2017/18 Q4		622	2662 (2016/17)	–	–
Percentage of Nottinghamshire LAC missing from placement by individual child (L) (62/798)	7.8%	(-)	Low	2017/18 Q4		7.2%	13% (2016/17)	10% (2016/17)	9.5% (2016/17)
Percentage of Return Interviews completed within timescale (L) (148/219)	68%	(-)	High	2017/18 Q4		72%	73% (2016/17)	–	–
Percentage of children reported missing this qtr who have gone missing 5+ times in last 12 mths	23%	(-)	Low	2017/18 Q4		22%	12% (2016/17)	–	–
Number of children reported to MASH as at risk of CSE	84	(-)	Low	2017/18 Q4		76	261 (2016/17)	–	–
Number of LAC children subject to CSE strategy meeting	2	(+)	Low	2017/18 Q4		3	6 (2016/17)	–	–
Number of non LAC children subject to CSE strategy meeting	20	(+)	Low	2017/18 Q4		25	77 (2016/17)	–	–
Percentage of care leavers in education, employment or training aged 19-21 (L) (112/246)	45.5%	(+)	High	2017/18 Q4		44.1%	49.8% (2016/17)	50% (2016/17)	45.5% (2016/17)
Percentage of care leavers in higher education aged 19-21 (L) (11/246)	4.5%	(+)	High	2017/18 Q4		3.1%	3.0% (2016/17)	6.0% (2016/17)	6.0% (2016/17)
Percentage of care leavers in suitable accommodation (L)	85.8%	(+)	High	2017/18 Q4		80.0%	83% (2016/17)	84% (2016/17)	81.1% (2016/17)
Percentage of school-age LAC with an up-to-date Personal Education Plan (L) (368/559)	74.0%	(+)	High	2017/18 Q4		67.3%	73.4% (2016/17)	–	–
Percentage of LAC who took up the opportunity to be consulted by their Independent Reviewing Officer (IRO) prior to the LAC Review Meeting (L) (152/465)	32.7%	(+)	High	2017/18 Q4		31.7%	38.7% (2016/17)	–	–
Percentage of looked after children placed 20 miles or more from home (L) (109/736)	13.8%	(+)	Low	2017/18 Q4		14.8%	14.9% (2016/17)	14% (2016/17)	13.9% (2016/17)
Average time between a child entering care and moving in with its adoptive family, for those adopted children (days)	416	(-)	Low	2017/18 Q4		394	540 days (2014-17)	520 days (2014-17)	523 days (2014-17)
Average time between a LA receiving court authority to place a child and deciding on a match to an adoptive family (days)	152	(-)	Low	2017/18 Q4		138	257 days (2014-17)	220 days (2014-17)	218 days (2014-17)

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

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

Appendix 1 - Indicators updated from previous report (contd)

Children and Young People's Committee: Quarter 4 Performance for 2017/18								
For Nottinghamshire, the performance data available at the end of quarter 4 2017/18 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value								
Key Performance Indicator	Nottinghamshire					Comparator Data		
	Current Value	Best to be	Current Reporting Period	Previous Value	Previous Annual Performance	National Average	Statistical Neighbour	
Looked after children with 3 or more placements in any one year (L)	11.5%	(-)	Low	2017/18 Q4	10.9%	10.4% (2015/16)	10.0% (2015/16)	10.9% (2015/16)
Percentage of looked after children remaining in long-term placements (L)	76.8%	(+)	High	2017/18 Q4	75.8%	72% (2015/16)	68% (2015/16)	66.8% (2015/16)
Number of primary schools in an Ofsted category (Inadequate)	3	(=)	Low	2017/18 Q4	3	n/a	—	—
Number of secondary schools in an Ofsted category (Inadequate)	2	(-)	Low	2017/18 Q4	1	n/a	—	—
Participation in education, employment and training (EET) aged 16-17	95.1%	(-)	High	2017/18 Q4	96.9%	96.9% (2016/17 Q4)		—
Percentage not in education, employment or training (NEET) aged 16-17	1.4%	(+)	Low	2017/18 Q4	1.5%	1.5% (2016/17 Q4)		—
Percentage whose destination is not known aged 16-17	3.5%	(-)	Low	2017/18 Q4	1.7%	1.7% (2016-17 Q4)		—
Percentage of children aged 0-4 living in low income areas registered with children's centres (snapshot)	100.0%	(=)	High	2017/18 Q4	100.0%	100% (2016/17 Q4)		—
Percentage of children aged 0-4 living in low income areas seen at children's centres (cumulative)	75.5%	(+)	High	2017/18 Q4	73.4%	73.4% (2016/17 Q4)		—
Percentage of two year olds taking up their free entitlement	73.0%	(-)	High	Spring Term 2018	73.9%	75.0% (Spring 2017)		—
Numbers exiting substance misuse treatment in a planned manner	98%	(-)	High	2017/18 Q3	99%	100% (2016/17)	82% (2016/17)	—
The percentage of SEN Statements transferred to EHC Plans (requirement for all statements to be transferred at 31 March 2018) (283/357)	100.0%	(+)	High	Mar-18	79.3%	New measure		—
Percentage of LAC (for at least 12 months) identified as having a substance misuse problem (L) (24/572)	4.0%	(+)	Low	2016/17	6%	6.0% (2015/16)	4% (2016/17)	2% (2016/17)
Percentage of LAC achieving 9-5 grades in GCSE English & maths at KS4 (L)	11.5%	(-)	High	2016/17 academic	n/a	n/a	7.4% (2016/17)	—
Percentage of LAC achieving 9-4 / A*-C grades in GCSE English & maths at KS4 (L)	21.3%	(+)	High	2016/17 academic	17.3%	17.3% (2015/16)	17.5% (2016/17)	15.5% (2016/17)
Percentage of LAC achieving expected standard at KS1 in Reading (L)	47.6%	(-)	High	2016/17 academic	50.0%	50.0% (2015/16)	51.0% (2016/17)	—
Percentage of LAC achieving expected standard at KS1 in Writing (L)	38.1%	(-)	High	2016/17 academic	40.0%	40.0% (2015/16)	39.0% (2016/17)	—
Percentage of LAC achieving expected standard at KS1 in Maths (L)	33.3%	(-)	High	2016/17 academic	40.0%	40.0% (2015/16)	46.0% (2016/17)	—
Percentage of LAC achieving expected standard at KS2 in Reading (L)	42.5%	(+)	High	2016/17 academic	29.3%	29.3% (2015/16)	45.0% (2016/17)	43.2% (2016/17)
Percentage of LAC achieving expected standard at KS2 in Writing (L)	50.0%	(+)	High	2016/17 academic	31.7%	31.7% (2015/16)	47.0% (2016/17)	47.8% (2016/17)
Percentage of LAC achieving expected standard at KS2 in Maths (L)	45.0%	(+)	High	2016/17 academic	29.3%	29.3% (2015/16)	46.0% (2016/17)	46.7% (2016/17)
Percentage of LAC permanently excluded (L) (0/369)	0.0%	(=)	Low	2015/16 academic	0.0%	0.0% (2014/15)	0.10% (2015/16)	—
Percentage of LAC with at least one fixed term exclusion (L) (36/369)	9.8%	(-)	Low	2015/16 academic	9.7%	9.7% (2014/15)	11.4% (2015/16)	11.1% (2015/16)
Percentage of LAC classed as persistent absentees (L) (30/381)	7.9%	(-)	Low	2016/17 academic	6.8%	6.8% (2015/16)	10.0% (2016/17)	10.0% (2016/17)
Percentage of overall absence in primary, secondary and special schools	4.4%	(=)	Low	2016/17 academic	4.4%	4.4% (2015/16)	4.7% (2016/17)	4.5% (2016/17)

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Appendix 1 - Indicators updated from previous report

Children and Young People's Committee: Quarter 4 Performance for 2017/18								
For Nottinghamshire, the performance data available at the end of quarter 4 2017/18 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value								
Numbers of individual children and young people engaged in positive activities delivered by the Young People's Service (cumulative)	20,254	(-)	High	2017/18 Q4	22,781	22,781 (2016/17)	–	
Numbers of children and young people accessing Outdoor and Environmental Education (cumulative)	28,826	(-)	High	2017/18 Q4	31,664	31,664 (2016/17)	–	
Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Nottinghamshire NHS)	39.5%	(+)	High	2017/18 Q3	38.0%	39.5% (2016/17)	44.4% (2016/17)	44.2% (2016/17)

Appendix 2 - Indicators that remain unchanged from previous report

Children and Young People’s Committee: Quarter 4 Performance for 2017/18								
For Nottinghamshire, the performance data available at the end of quarter 4 2017/18 is reported. The most recent data for national average and children’s services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value								
Key Performance Indicator	Nottinghamshire					Comparator Data		
	Current Value	Best to be	Current Reporting Period	Previous Value	Previous Annual Performance	National Average	Statistical Neighbours	
First time entrants to the Youth Justice System aged 10-17 (per 100,000) (cumulative)	NA	(-)	Low	2017/18 Q3	171 (Q2 17/18)	269	322 (2016/17)	–
Pupils achieving at least the expected standard in reading, writing & mathematics at age 11	61.8%	n/a	High	2016/17 academic	53.8	53.8	62% (2016/17)	60.8% (2016/17)
Achievement of 9-5 grades in GCSE English & maths	45.5%	(-)	High	2016/17 academic	n/a	n/a	42.9% (2016/17)	42.4% (2016/17)
Achievement of 9-4 / A*-C grades in GCSE English & maths	65.9%	(=)	High	2016/17 academic	65.9%	65.9%	64.2% (2016/17)	64.5% (2016/17)
Percentage of A level entries at A*-E grades	99.0%	(-)	High	2016/17 academic	99.7%	99.7%	98.2% (2016/17)	–
Percentage of A level entries at A*-B grades	50.2%	(+)	High	2016/17 academic	49.4%	49.4%	53.6% (2016/17)	–
Attainment gap for a good level of development in EYFSP between pupils taking free school meals and the rest	23.0%	(-)	Low	2016/17 academic	22.6%	22.6%	17% (2016/17)	–
Attainment gap at age 11 between pupils taking free school meals and the rest (FSM during past six years)	24.0%	(+)	Low	2016/17 academic	24.2%	24.2%	20.0% (2016/17)	–
Attainment gap at age 16 between pupils taking free school meals and the rest (FSM during past six years) 9-5 grades in GCSE English & maths	30.2%	(+)	Low	2016/17 academic	n/a	n/a	24.3% (2016/17 p)	–
Attainment gap at age 16 between pupils taking free school meals and the rest (FSM during past six years) 9-4 / A*-C grades in GCSE English & maths	31.4%	(-)	Low	2016/17 academic	30.2%	30.2%	26.2% (2016/17 p)	–
Average Strengths and Difficulties Question (SDQ) Score per LAC (for at least 12 months) (L) (Maximum possible score 40)	14.9	(-)	Low	2016/17	14.5	14.5 (2015/16)	14.1 (2016/17)	14.6 (2016/17)
Percentage of LAC (for at least 12 months) with up to date immunisations (L) (497/572)	86.9%	(+)	High	2016/17	85%	85% (2015/16)	84% (2016/17)	80% (2016/17)
Percentage of LAC (for at least 12 months) who have had their teeth checked by a dentist (L) (475/572)	83.0%	(+)	High	2016/17	53%	53% (2015/16)	83% (2016/17)	76% (2016/17)
Percentage of LAC (for at least 12 months) who have had their annual health assessment (L) (542/572)	94.8%	(+)	High	2016/17	82%	82% (2015/16)	89% (2016/17)	85% (2016/17)
Percentage of LAC (for ar least 12 months & under 5) whose development assessments are up to date (47/48)	97.9%	(+)	High	2016/17	27%	27% (2015/16)	82% (2016/17)	89% (2016/17)
Percentage of LAC (for at least 12 months) convicted or subject to a final warning or reprimand (L) (0/572)	0.0%	(=)	Low	2016/17	0.0%	0.0% (2015/16)	4% (2016/17)	3.1% (2016/17)
Early years foundation stage attainment (Reaching a 'Good Level of Development' - at least expected in all early learning goals in all prime areas and in the specific areas of literacy and mathematics)	68.2%	(+)	High	2016/17 academic	67.1%	67.1%	70.7% (2016/17)	71.3% (2016/17)
Primary schools judged by Ofsted as having good or outstanding standards of behaviour	93.4%	(+)	High	As at Sept 2015	92.7%	n/a	94.3% (Sept 2015)	94.1% (Sept 2015)
Secondary schools judged by Ofsted as having good/outstanding standards of behaviour	79.1%	(-)	High	As at Sept 2015	83.3%	n/a	85.1% (Sept 2015)	84.2% (Sept 2015)
Percentage of young people qualified to Level 3 (2 passes at A-Level or equivalent) by age 19	52.0%	(+)	High	2015/16 academic	50.5%	50.5% (2014/15)	57.1% (2015/16)	55.8% (2015/16)
Percentage of young people who have not attained a Level 2 qualification in English & maths at age 16 who go on to attain Level 2 or higher in both by the end of the academic year in which they turn 19	19.8%	(+)	High	2015/16 academic	16.9%	16.9% (2014/15)	24.1% (2015/16)	23.5% (2015/16)
Rate of permanent exclusions from school (primary, secondary and special schools)	0.03%	(=)	Low	2015/16 academic	0.03%	0.03% (2014/15)	0.08% (2015/16)	0.09% (2015/16)

18 June 2018**Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND
RESOURCES****CHILDREN, YOUNG PEOPLE AND FAMILIES PLAN 2016-2018 ANNUAL
UPDATE****Purpose of the Report**

1. To provide a review upon the conclusion of the Children, Young People and Families Plan 2016-2018.
2. To advise the Committee of the proposed direction of the Children's Trust from 2018 and seek approval to bring an update report to Committee on the work of the Children's Trust in 12 months.

Information

3. The Children, Young People and Families (CYPF) Plan 2016-2018 is the joint strategic plan of Nottinghamshire Children's Trust. It describes how Nottinghamshire County Council will fulfil its statutory responsibility, as the lead partner in the Children's Trust, to make arrangements to promote co-operation to improve children's wellbeing as outlined in Section 10 of the Children Act 2004.
4. The CYPF Plan was approved by Nottinghamshire Children's Trust in March 2016, and by the Council's Policy Committee in May 2016.
5. The CYPF Plan identified four priorities for the period 2016-2018:
 - Children and young people are safe in Nottinghamshire
 - Children and young people are happy and healthy in Nottinghamshire
 - Children and young people achieve their potential in Nottinghamshire
 - Children, young people and families receive support when needed in Nottinghamshire.
6. In conclusion of the CYPF Plan, the Children's Trust has produced an outcomes report, attached as **Appendix A**, which details key activities delivered against the four priorities by partners during the life of the Plan.

Children's Trust arrangements moving forward

7. In October 2010 the Department of Education withdrew the statutory guidance around Children's Trust arrangements and the requirement to publish a joint children and young people plan. Section 10 of the Children's Act, to promote co-operation with partners to

improve children and young people's health and wellbeing remains, but withdrawal of the guidance freed local authorities to make local arrangements to better suit each area's needs and fit with local Health and Wellbeing Board arrangements.

8. At their April 2018 meeting, Children's Trust members discussed re-focussing the Trust and rebranding it to better reflect its activities going forward. Partners agreed to no longer produce an umbrella document that captured outcomes delivered by each agency that would be achieved with or without any Children's Trust involvement and to focus on the value added through the Trust arrangements. Partners also recognised that each service was subject to its own organisational performance management and external regulation so performance scrutiny from the Trust is no longer necessary or appropriate. However, the Trust committed to challenge and collaboration in order to further the ends of improving outcomes for children in the County.
9. Partners agreed their preference to re-focus on utilising their meeting time to collectively consider the issues that affect Nottinghamshire families, to review what measures are underway to address them and to seek to identify ways in which their own organisation could work differently to contribute to existing multi-agency arrangements or identify projects that could be collectively developed and delivered by the group. For example, at its June meeting the Trust will consider the 'Improving Life Chances for Children, Young People and Families Action Plan 2018-2020' to understand the issues for communities and actions to address them developed by the 'Improving Life Chances for Children and Families Partnership' with the aim of developing a deeper understanding of the issues and identifying opportunities to contribute to delivery of the Plan's aims.
10. The proposed changes to the Children's Trust will be presented to the Health and Wellbeing Board at the earliest opportunity for consideration.

Other Options Considered

11. The option of not providing Committee with a review upon the conclusion of the Children, Young People and Families Plan 2016-18 was considered given the Health and Wellbeing Board's oversight. It was concluded that this would not provide Elected Members with assurance that the key activities had been delivered.

Reason/s for Recommendation/s

12. To provide Members with an annual update on the work of the Children's Trust.

Statutory and Policy Implications

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

Financial Implications

14. There are no financial issues arising from this report.

Safeguarding of Children and Adults at Risk Implications

15. A key priority for the Children, Young People and Families Plan 2016-2018 has been keeping children and young people safe. This remains a priority for the Trust thereby supporting the work of the Nottinghamshire Safeguarding Children's Board.

RECOMMENDATION/S

- 1) That Committee agrees to receive an update on the work of the Children's Trust in 12 months and that this be included in the work programme.

Laurence Jones
Service Director, Commissioning and Resources

For any enquiries about this report please contact:

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Constitutional Comments (LM 22/05/18)

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

Financial Comments (SAS 22/05/18)

17. 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.

Children, Young People and Families Plan 2016-18 – report to Policy Committee on 18 May 2016

Electoral Division(s) and Member(s) Affected

All.

C1118

Priority 4 CHILDREN, YOUNG PEOPLE AND FAMILIES RECEIVE SUPPORT WHEN NEEDED IN NOTTINGHAMSHIRE

	Key activities	Evidence source	Evidence of achievement
1	To deliver better assessment and planning for families across early help services	Nottinghamshire Safeguarding Children Board web pages, <i>NSCB Annual Report 2016/17</i> and conversations with the Group Manager, Early Help	Government guidance received that all of social care should use the same assessment process. Both soci adopted the 'single assessment' process in 2016. Early Help audit of Early Help Assessment Forms in 201 managed and progressed; professionals worked well together; conversations between professionals wor cases being managed by an appropriate lead professional in most cases; good quality assessments leadin children. Improvement plan developed in response to findings is reviewed and monitored by Multi Agen
2	To increase take up of early education places for eligible 2 year olds	Performance report to Children & Young People's Committee March 2018 - <i>Performance Reporting (Quarter 3 2017/18) Services for Children and Young People</i> ; Report to Children's Trust Board February 2017 - <i>Nottinghamshire Early Years Improvement Plan 2015-2017 Progress Report</i>	Children's Centre registrations performance remains high with 100% of all children under 5 years who liv defined by their IDACI (Income Deprivation Affecting Children Index) score, registered with a Children's C 3. The number of these who had been seen at a Children's Centre shows an increase to 72.6%, from 64.1 year.
3	To support the development of Family Support Workers in all publicly funded school settings	Conversation with the Group Manager, Early Help	The launch of the Family Service reduced the amount of work carried out with families with less complex needs support work was being carried out by school support staff. Family Service set up peer support net of staff in 2016.
4	To deliver a sustainable model to reduce offending by young people	<i>Nottinghamshire Youth Justice Strategy 2015-18 - 2017 update</i> http://www.nottinghamshire.gov.uk/media/129276/nottinghamshire-youth-justice-strategy-2015-18.pdf and conversation with the Group Manager, Early Help	Youth justice services are made up of 3 multi-agency locality Youth Offending Teams. Aims to reduce the entering the criminal justice system by offering a range of targeted crime prevention programmes and di First time entrants to the youth justice system have reduced dramatically since 2008/09 and is below nat of re-offending and numbers of re-offences committed by re-offenders reduced steadily from 2008/09 b by 2017. However it remained lower than national re-offending rates. Number of young people remande reduced significantly since 2009 by over 70%.
5	To improve the timeliness of access to Child & Adolescent Mental Health Services (CAMHS)	Report to Children's Trust Executive January 2017 - <i>Mid-Year Review of the Children, Young People and Families Plan's Continuous Improvement Plan for 2016-17</i> ; Report to Children's Trust Executive March 2017 - <i>Children and Young People's Mental Health and Wellbeing Transformation Plan</i> ; Report to NSCB December 2017 - <i>Audit into the use of s136 with Young People</i>	Expansion of CAMHS and integration of tiers 2 and 3 with more practitioners working in the service redu referral to treatment to an average of 6.59 weeks by January 2017. This increased to 10.9 weeks by April of increased demand and issues recruiting and retaining an appropriately skilled workforce. Primary Men introduced in 2016 now provide advice, consultation and guidance to schools and GPs about children's m Take 5' resilience programme is being rolled out across schools in mid and north Nottinghamshire, and Y with schools in the south of the County to promote mental wellbeing. Crisis team was introduced in 2016 extended to include CAMHS Liaison Teams in both Queen's Medical Centre and King's Mill Hospital.

Priority 3 CHILDREN AND YOUNG PEOPLE ACHIEVE THEIR POTENTIAL IN NOTTINGHAMSHIRE

	Key activities	Evidence source	Evidence of achievement
1	To continue to develop an effective working relationship with key partners including all publicly funded schools, Multi Academy Trusts, Teaching School Alliances and the Regional Schools Commissioners to further raise standards	Performance report to Children & Young People's Committee March 2018 - <i>Performance Reporting (Quarter 3 2017/18) Services for Children and Young People</i> ; performance information confirmed by the Performance Business Partner, Performance, Intelligence and Policy Resources.	The Council is a member of the Sub-regional Improvement Board which is chaired by the Regional Schools Commissioner. A responsibility of this board has been to agree improvement priorities for the region and for the County. In addition, this Board has fulfilled a quality assurance role in relation to bids to the Strategic School Improvement Fund but does not fulfil a decision making function. 61.8% of pupils at the end of primary education achieved the expected standard in reading and writing, in line with national average of 62% (Quarter 3 statistics). All districts witnessed increases in this measure. Previously agreed Key Performance Indicator (KPI) around pupils achieving A*-C grades in English and mathematics at the end of key stage 4 to be in line with national average but new grading system put in place since. Government aim for rising number of pupils achieving grade 5 "strong pass" (graded 9 to 1). Final results for 2017 shows that 45.5% of pupils achieved a strong pass in both GCSEs. The percentage of A-Level entries in Nottinghamshire sixth forms awarded a pass grade at A*-B has increased to 50.2%, an increase of 0.8% from 2016. Nationally 42.9% of state funded schools achieved this measure.
2	To continue implementing the Closing the Gaps Strategy with an enhanced focus on addressing the East Midlands Challenge to improve the attainment and progress for	Children & Young People's Committee Report December 2017 Appendix 1 - <i>Nottinghamshire Early Years Improvement Plan 2015-17</i> ; Children's Trust Executive report March 2017 - <i>A Strategy for Closing the Educational Gaps in Nottinghamshire</i> ; and statistical data provided by the Performance Business Partner, Performance, Intelligence and Policy Resources.	By December 2017 Children's Centres active approaches had resulted in 73% of targeted children who live in low income households receiving a service, providing services to 543 teenage parents under the age of 19 and 6,784 young parents under the age of 21. 76% of 2 year olds eligible for 15 hours of free early help education per week were engaged compared to 72% same period in 2016. In early years, provisional outcomes in 2016 indicated gap for pupils eligible for free school meals attaining a good level of development and those not had narrowed from 27.6% in 2015 to 22.6%. This widened slightly in 2017 and by quarter 3 2017/18 the gap stood at 23.0 percentage points which is a 0.4 percentage point increase from the 22.6 reported in 2016. This remains above the 17 percentage point gap reported nationally which has seen a 1 percentage point narrowing from 2016. Support to Schools Service has been restructured to incorporate an extended group of teams focused on advocacy for all children, young people and their families with many teams championing the most vulnerable and disadvantaged groups.
3	To improve the effectiveness of the virtual school to intervene when required to support	Appendix 1 to Children & Young People's Committee report January 2018 - <i>Virtual School Peer Challenge Pilot Review outcome letter</i> ; and Children & Young People's Committee report January 2018 - <i>Virtual School Peer Review Challenge</i>	Peer review in June 2017 by National Association of Virtual School Heads. Strengths identified: 1. strong leadership team and political commitment to prioritise education of LAC; 2. multi agency approach, bold and forward thinking vision; 3. strong relationships with social care have led to Virtual Schools being consulted on placement moves to allow planning and all school moves are reviewed by Virtual School Coordinator. Planning is child centred; 4. evidence of schools recognising and meeting their responsibilities towards the education of LAC and inclusive practice; 5. evidence of children's voice influencing practice. January 2018 approval to create Post 16 LAC Adviser to provide support
4	To implement the Early Years Improvement Plan and the School Place Planning Strategy to ensure there are sufficient places for every Nottinghamshire child including 2 year olds who are eligible for free early years education	Children & Young People's Committee Report December 2017 Appendix 1 - <i>Nottinghamshire Early Years Improvement Plan 2015-2017</i> ; Report to Children's Trust Board February 2017 - <i>Nottinghamshire Early Years Improvement Plan 2015-2017 Progress Report</i> ; Report to Children's Trust Board February 2017 - <i>School Place Planning Strategy</i>	Priority 2 of the Early Help Improvement Plan focuses on sufficient early education / childcare places. Prominent in 2016/17 as Government extended the current 15 hours of free entitlement to 30 hours for working parents, whilst protecting free childcare places for eligible 2 year olds. Nottinghamshire awarded Early Innovator status to help pilot and prepare for roll out of new funded childcare entitlements for 3 and 4 year olds launched September 2017. 90.5% of eligible children are using all or part of their 30 hour entitlement. As an Early Innovator the Council has been working closely with local partners and providers to prepare for full implementation in 2018. Increased demand for primary school places since 2013, the Council has accessed £70m to fund the creation of 5,064 permanent primary school places. Legislation dictates that all new schools will be Free Schools and C&YP Committee agreed Schools Policy would be revised to encourage new school sponsors to open new schools in areas of need. January 2017 event attended by over 60 sponsors, developers and other key partners to share information around where new schools are required. Also raised the need for new special schools and alternative provisions for some vulnerable learners. Funding made available from Dept of Education to create 60 extra early years places for 3 and 4 year olds in areas of need. Both capital projects due for completion by April 1st 2018.
5	To improve the transitions for young people with disabilities between Children's Services and Adult Services	<i>SEND Strategic Action Plan 2017-2019</i> ; NCC and NHS document on NCC website http://www.nottinghamshire.gov.uk/care/adult-social-care/moving-to-adult-services ; http://helpyourselfnotts.org.uk/kb5/nottinghamshire/director y	Most referrals for disabled young people are now made through the Customer Services Centre and directed to the Notts Enabling Service (NES) who offer a period of short term, goal driven enablement to improve independent living skills and increase community engagement. NES provides up to 12 weeks support with a Promoting Independence Worker and/or a Community Independence Worker who sources and collates information related to community based alternatives for young people. If a Care and Support Assessment is needed, under the Care Act 2014, the referral is routed to the Transitions Team. Referrals can be made from the age of 14, but most young people will not be allocated until they are aged 16 or older, depending on need. The Transitions Team works closely with colleagues in adult and children's services, education, health and children's short breaks units to plan a smooth transition and to ensure referrals are appropriate and timely.
6	To coordinate a local response to the new Ofsted and Care Quality Commission (CQC) inspection framework for SEND provision	Health and Wellbeing Board Report September 2017 - <i>Nottinghamshire's Special Educational Needs and Disabilities (SEND) Strategic Action Plan (2017-2019)</i>	During 2015-16 3 significant reviews of SEND services in Nottinghamshire; CQC and Ofsted Joint local areas SEND inspection in June 2016; Nottinghamshire Review of Arrangements for SEND in November 2016; and Improving Outcomes for Children and Young People with Disabilities in September 2016. Reviews identified common areas for development and the Council's Children and Young People's Committee agreed to develop a multi agency SEND Strategic Action Plan 2017-19 to be monitored by a SEND Accountability Board, representative of the partnership. Areas for improvement grouped into 4 work streams: Plans and Pathways, Health, Education Provision, and Preparing for Adulthood. Annual progress report to Health and Wellbeing Board

Priority 2 CHILDREN AND YOUNG PEOPLE ARE HAPPY AND HEALTHY IN NOTTINGHAMSHIRE

	Key activities	Evidence source	Evidence of achievement
1	To implement the Future in Mind Transformation Plan to improve services for children and young people with emotional and mental health difficulties	Children & Young People's Committee report Feb 2018 - <i>Annual Refresh of Local Transformation Plan for Children & Young People's Emotional and Mental Health 2015-2021</i> ; Report to Children's Trust Executive January 2017 - <i>Mid-Year Review of the Children, Young People and Families Plan's Continuous Improvement Plan for 2016-17</i> ; and conversation with the Senior Public Health and Commissioning Manager	Future in Mind Transformation Plan 2016-2020 outlines areas for improvement over the next 4 years and includes an additional investment of £1.5m to improve the effectiveness of services. Improvements to services for children and young people with mental health issues include; 1. Mobilisation of Kooth online counselling. First 2 Quarters of 2017/18 608 young people registered with the website and 88% of these returned after their initial log in. Council and Commissioning Group (CCG) joint commissioned Safe Time in 2016 to provide support to children who have been sexually abused or exploited. 48 young people commenced support in first 12 months. Increased active marketing of service planned for 2017 / early 2018 3. Piloting youth work sessions at King's Cross providing support on paediatric wards with emotional health needs and promoting engagement in community activities post-discharge
2	To begin to integrate and transform specialist community health services for children and young people (ICCYPH) by April 2018	Children's Trust Executive report May 2016 - <i>Update on the Outcome of the Integrated Children and Young People's Healthcare (ICCYPH) Programme Procurement</i> ; Report to Children's Trust Executive September 2017 - <i>Community Children and Young People's Health Services</i> and information from the Senior Public Health and Commissioning Manager	Bassetlaw has a different service specification for children's community specialist services than the rest of the County and continues to develop this. The rest of the County the CCG has funded services to deliver specialist children and young people's community nursing, occupational therapy, speech and language therapy, physiotherapy and phlebotomy. Ongoing development of the services in the context of the NHS Quality, Innovation, Productivity and Prevention Challenge and emerging priorities. Mobilisation and transformation began in November 2015 with contract start in April 2016. 5 year contract with a 3 year extension. Following consultation the service was named the Community Children and Young People's Service (CCYPS). Service uses a web based platform to provide bespoke clinical advice to families, in the form of an individual clinical prescription, using digital technologies to improve their experience and to improve self care. Service performance improvements include: all children have a plan to reduce avoidable admissions, over 75% have an integrated electronic care plan, 100% of families involved in agreeing outcomes and interventions for their child. Fewer complaints since new service launched
3	To commission an Integrated Healthy Child Programme and Public Health Nursing Service for 0-19 year olds by March 2017	Meeting document from Health and Wellbeing Board June 2017 - <i>Introduced the new Healthy Families Programme. A briefing for stakeholders. Nottinghamshire Healthcare NHS Trust Foundation</i>	Healthy Families Programme commissioned from April 1st 2017. Contract brings together care provided by health visitors, school nurses, the Family Partnership Programme (for first time teenage mums) and the National Childhood Measurement Programme. Establishment of 20 locally based 'Healthy Families Teams' across the County providing integrated health services for children, young people and their families.
4	To champion children and young people issues with the wider health service community	Young People's Health Strategy Celebration event Monday 16th January 2017 presentation slides available at http://www.nottinghamshire.gov.uk/media/117413/presentation.pdf ; Report to NSCB 6th December 2017 - <i>Teenage deaths by apparent suicide</i> ; and conversation with the Senior Public Health and Commissioning Manager	Young People's Health Strategy 2015 developed by request of HWB. Wealth of engagement work with overwhelming response from young people and clear vision for how we would raise the profile of young people's health and responds to young people request for improved information and education and engaging health services. Achievements include; launch of Kooth online counselling service, expansion of academic resilience offer to schools, Primary Health Workers to provide support, training and consultation, integration of CAMHS with a single point of access, development of transitions protocol for school nursing to a Healthy Families Programme for 0-19s, implementation of ChatHealth facility to text school nurses, young people's website for Teens. NSCB convened a multi agency meeting in response to a cluster of 5 young people deaths by suicide early in 2017, to consider whether there were common features. Outcomes included publication of revised guidance for schools on self harming (September 2017) enabling a better understanding of the issue, advising how to respond and the role of other agencies as well as a series of 7 training events in spring 2018.
5	To review the health pathway for children in care and implement recommendations	<i>Looked After Child and Care Leavers Strategy 2018-21</i> available at http://www.nottinghamshire.gov.uk/care/children-social-care/nottinghamshire-childrens-trust/looked-after-children-care-leavers	1. Care leavers now routinely receive important health information 2. Pathway plans are more specific regarding actions and timescales, and are reviewed by the service 3. Management information is now used to identify care leavers who are missing, at risk of sexual exploitation, misusing substances or offending, in order to better understand their needs and allocate additional resources.

Priority 1 CHILDREN AND YOUNG PEOPLE ARE SAFE IN NOTTINGHAMSHIRE

Key activities	Evidence source	Evidence of achievement
1 To further develop the effectiveness of Children's Social Care and Early Help services working together	Committee report to Children & Young People's Committee December 2017 - <i>Increase in Establishment in the Children's Social Care Multi-Agency Safeguarding Hub (MASH)</i> and conversations with the Group Manager, Early Help	MASH set up by the Council in 2012 to bring together Children's Social Care, Adult Social Care, Police and Health, co-located to receive and respond to all safeguarding concerns, with virtual links to other services. Considered well established by Ofsted during 2015 inspection. Increased demand since: average number of enquiries per month 1,408 in 2014/15 up to 2,066 in 2016/17 led to review in 2016 and improved call handling processes found to be 49% more productive. Both Early Help and Social Care have been reporting to the same Service Director since late 2017. Early Help Unit co-located with MASH. Both of these have led to improved communications between social workers and early help staff. Work with partner agencies to ensure referral processes are understood, amended telephone menu and development of new website and on line referral form to support referrers and ensure appropriate referrals are made. At the end of 2017/18 Quarter 3 the Family Service had accepted 556 referrals of which 23% were for children who had been referred initially to the MASH with a safeguarding concern and who were then passed to the Early Help Unit (EHU) as threshold for statutory services was not met. Prior to the go-live of the Family Service these would have been defined as 'No Further Action' from the MASH with the referrer needing to make a separate referral to the EHU for a service.
2 To embed fully the Child and Family Assessment process, and review it	Nottinghamshire Safeguarding Children Board web pages, <i>NSCB Annual Report 2016/17</i> ; Report to NSCB by the Group Manager, Early Help, January 2018 - <i>Early Help Assessment Form - secondary school audit</i> and conversation with the Group Manager, Early Help	Government guidance received that all of social care should use the same assessment process. Both social care and early help adopted the 'single assessment' process in 2016. Recommendation from Serious Case Review "NSCB and DSCB to seek assurance that assessments and plans for early help intervention are agreed by families and have clear identified outcomes" Audit of 7 cases in January 2018 of MASH referrals for secondary school aged children identified as tier 2 and passed to Early Help for assessment, to examine the quality of inter agency work. 4 were found to be good, 1 required improvement and 2 were inadequate. Generally multi-agency activity at tier 2 was being co-ordinated by lead professionals in schools and through the Family Service Level Two Development Workers. Report noted links between MASH and EHU had improved since the time of the reviewed cases. 2 inadequate (both poor case recording and decision making by same member of staff) were followed up by EH management
3 To implement the Looked After Children and Care Leavers Strategy's annual action plans	<i>Looked After Children and Care Leavers in Nottinghamshire 2018-21</i> ; Children & Young People Committee report December 2017 - <i>Report of the Service Director, Youth, Families and Social Work. Leaving Care Service Update and Proposal to Increase the Staffing Establishment</i> ; and information provided by John Robinson Chief Executive of Gedling Borough Council	Key achievements include: 1. care leavers now routinely receive important health information; 2. pathway plans are more specific regarding actions and timescales, and are regularly reviewed by the service; 3. management information is now used to identify care leavers who are missing, at risk of sexual exploitation, misusing substances or offending in order to better understand their needs and allocate additional resources; 4. implementing, monitoring and reviewing a 16+ accommodation strategy; 5. strengthened governance for the leaving care service. Other significant achievements include: personal advisors pilot supporting more young people into semi-independent living, dedicated practice consultant supporting pathways planning to improve the quality of plans, nationally recognised supported accommodation model which ensures more young people are suitably housed. In November 2017 92% of young people open to the Leaving Care Team were reported to be in suitable accommodation at their last birthday. In Quarter 2 2017/18 all 7 cases from Leaving Care Service that were audited were graded as 'Good'. Borough and district councils are currently agreeing council tax exemptions for care leavers. A new Care Leavers Forum is being established with a view to agreeing a countywide offer for care leavers
4 To strengthen preventative and early identification strategies so that children and young people at risk of 'emerging threats' are protected and supported	Children & Young People's Committee Report March 2018 - <i>Child Sexual Exploitation (CSE) and Children Missing from Home and Care: six monthly update 2017/18</i> ; Report to Children & Young People's Committee October 2017 - <i>First Annual Tackling Emerging Threats to Children Conference</i> ; <i>NSCB Annual report 2016/17</i> ; Report to Children's Trust Executive January 2017 - <i>Mid-Year Review of the Children, Young People and Families Plan's Continuous Improvement Plan for 2016-17</i> ; and 'Prevalence of FGM in Nottinghamshire - summary of report published by City University London in July 2015'	1.Operation Striver, a multi agency, operational, bi-monthly meeting shares local intelligence relating to potential Child Sexual Exploitation (CSE) locations and perpetrators. 2.Multi Agency Sexual Exploitation (MASE) monthly panel since March 2017 considers children and young people, both high risk victims and perpetrators of CSE to ensure robust and effective interventions. 3.Awareness training for taxi drivers delivered in borough and districts. Approximately 4,000 taxi drivers trained to recognise and respond to CSE by January 2017.4. Police & Crime Commissioner funding secured to deliver training in licensed premises. 5.Awareness raising activity regarding risk and role of GPs undertaken through training and newsletters 6.NSCB multi agency audit of CSE underway. 7.Tackling Emerging Threats to Children (TECT) Team established to provide advice and guidance to schools on emerging threats. Level 2 Development Workers linked to the team available to support families in the home. Resources available through Schools Portal and Health for Teens website. 8.TETC conference entitled 'We need to talk about...extremism' took place on October 20th 2017 - TETC in partnership with Vision West Nottinghamshire College, included Victim Support, Counter Terrorism and those with direct experiences of radicalisation. TETC launched a competition to enable young people to share their thoughts and feelings on the subject matter. Prevalence of forced marriage, honour based violence and human trafficking remains limited. Estimated 981 women born in Female Genital Mutilation (FGM) practising countries (2011 census) live in Nottinghamshire. 60% aged under 50 years. Estimated 154 of these have FGM, 77% aged between 15 and 48 years and 7% aged under 15. Between 2005 and 2013 186 girls born to women from FGM practising countries, of whom 38 are estimated to have been born to women with FGM, 0.1% of girls born to all women in the County.
5 To implement the Children's Social Care Recruitment and Retention Plan (2016-2018)	Children & Young People's Committee report Feb 2018 - <i>Extension of the Social Work Support Officer Programme</i> and Report to Children's Trust Executive January 2017 - <i>Mid-Year Review of the Children, Young People and Families Plan's Continuous Improvement Plan for 2016-17</i> and information from the Children's Workforce Development Manager	1. Market factor supplement for social work staff in front line child protection. 2. Close collaboration with higher education institutions to support the recruitment of newly qualified social workers through D2N2 Teaching Partnership, through annual recruitment talks to groups of graduating students at local universities [Sheffield Hallam, Lincoln, Derby, Nottingham Trent & University of Nottingham]; via individual 1:1 job application advice sessions delivered to all students on placement. 3. Rolling recruitment programme. 4. ICT investment to enable staff mobilisation. 5. Extension of Social Work Support Officer programme. 6. Ongoing training and development complemented by input from the D2N2 Teaching Partnership, enabling a) offer a wider range of Continuing Professional Development (CPD) events throughout the year, b) enhanced Assessed and Supported Year in Employment programme, and c) improved Practice Educator training programme. 7. Developed Social Work Career Pathway which clearly outlines the opportunities for development and progression in Children's Services. 8.21% reduction in agency spend from £5.2m in 2016/17 to £4m in 2017/18. 9. Reduction in days lost to sickness per FTE in front line child protection teams from 16.3 days in 2014/15 to 11.2 days in 2016/17. 10. Overall number of vacancies within Children's Social Care has reduced by 70% and staff turnover has reduced from 17% to 5%

18 June 2018**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND
RESOURCES****SAFEGUARDING, ASSURANCE AND IMPROVEMENT GROUP - UPDATE****Purpose of the Report**

1. The purpose of this report is to provide an update to Committee following the establishment of the Safeguarding, Assurance and Improvement group.

Information

2. At its meeting on 20th March 2017, the Children and Young People's Committee approved a new structure for the Children, Families and Cultural Services Department. This included the establishment of a new Safeguarding, Assurance and Improvement Group. Subsequently, on 18th September 2017, Committee approved a detailed structure for this new group. Given this brought two existing groups together, with attached budget reductions, Committee asked for a brief update report to be presented following six months of operation to provide an assurance that particularly the children's safeguarding aspects of the group's work had not been adversely affected by the restructuring.
3. As previously reported, the key safeguarding functions of the new group are:
 - Strategic Safeguarding Services – providing a range of specialist professional services in relation to Child Sexual Exploitation, Children Missing, and investigating allegations against professionals / people in a position of trust
 - Independent Review – providing independent scrutiny of Looked After Children (LAC) and child protection cases
 - Partnerships Planning and Support - bringing together the support for the Nottinghamshire Safeguarding Children Board (NSCB), including child death and Serious Case Reviews, with the coordination of the Children's Trust Board and the Children, Young People and Families Plan.
4. Committee can be reassured that these services have not been adversely affected by the restructuring. The Group Manager enabled into the new role had previously been responsible for these safeguarding functions, thus providing continuity. Staffing levels in these areas have not changed and the benefits (aside from financial, as outlined in the previous report) of bringing a wider group together is beginning to become evident though it is too early to quantify this.
5. Detailed reports regarding specific aspects of the group's work are routinely presented to Committee for scrutiny and are timetabled in as follows:

- Independent Reviewing Officer Service annual report - on the agenda of today's meeting
 - Child Sexual Exploitation and children who go missing - 17th September 2018.
6. The work of the group is also closely scrutinised by the NSCB. In addition to the above reports, the NSCB will receive annual reports covering the work of the Child Protection chairs service and the work undertaken by the Local Authority Designated officer (LADO) in relation to allegations against adults who work with children.
7. Work is ongoing with regard to a review of the role and function of the Children's Trust. There is also detailed work underway to consider Nottinghamshire agencies' responses to the Children and Social work Act 2017, requiring changes to the strategic safeguarding arrangements (currently delivered via the NSCB). Reports on both of these areas will be brought to the Committee in due course.

Other Options Considered

8. No other options have been considered.

Reason/s for Recommendation/s

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

Statutory and Policy Implications

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

Financial Implications

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

RECOMMENDATION/S

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

Laurence Jones
Service Director, Commissioning and Resources

For any enquiries about this report please contact:

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Constitutional Comments (LM 25/05/18)

12. The Children and Young People's Committee is the appropriate body to consider the contents of the report. Members should consider whether there are any actions they require in relation to the report.

Financial Comments (SAS 25/05/18)

13. 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.

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

Proposed structure for the Safeguarding, Assurance and Improvement Group – report to Children & Young People's Committee on 18th September 2017.

Electoral Division(s) and Member(s) Affected

All.

C1121

18 June 2018**Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****PRINCIPAL CHILD AND FAMILY SOCIAL WORKER ANNUAL REPORT
2017/18****Purpose of the Report**

1. This report summarises the work completed by the Principal Child and Family Social Worker.

Information

2. The summary below outlines the key priorities for 2017/18 for Nottinghamshire County Council's Principal Child and Family Social Worker (PC&FSW) and the actions which have been taken to meet these objectives.
3. The Munro Review of Child Protection (2011) recommended that each local authority designate a PC&FSW to lead on developing professional practice and standards to ensure good outcomes for children and young people at an organisation and at a national level.
4. Since September 2016 the PC&FSW has been a member of the Children's Social Care, Divisional Leadership Team.

Recruitment

5. The Department for Education (DfE) *Children and family social work workforce in England (year ending 30 September 2017)* information shows that there are national difficulties recruiting and retaining experienced social workers. Since January 2017 Nottinghamshire's PC&FSW has been working with colleagues to look at how things can be done differently when graduate social workers are recruited and the support offered to them in their first year of employment and beyond.
6. The PC&FSW has been the single point of contact and appointing manager for all of the Council's graduate (newly qualified) social workers. Once verbally offered a job, the PC&FSW contacts the candidates to introduce them to the Council and makes sure they are linked to vacancies most suited to their skills and preferences.
7. In 2017/18, 37 graduate social workers were recruited by the Council's Children's Services. The recruitment of graduate social workers in 2018/19 is also looking positive;

16 new recruits have already accepted positions with the Council (which is nearly double the number at this stage last year).

8. The Assessed and Supported Year of Employment (ASYE) is a DfE sponsored, one year employer led induction programme which develops the skills knowledge and confidence of newly qualified social workers (NQSW). It is expected that all NQSWs entering the Nottinghamshire children's workforce will complete the ASYE programme.
9. Whilst on the ASYE programme NQSWs should have a reduced caseload so they can attend specific training events, have their practice observed and attend 1:1 mentoring / assessment sessions.
10. The Council has a well-established ASYE programme with the 2017/18 cohort marking the 10th anniversary of the programme. New graduate recruits state that the comprehensive ASYE programme offered by the Council is one of the reasons why they have chosen to work for the authority.
11. The PC&FSW and colleagues have monitored the quality and contents of the ASYE programme to ensure that it continues to meet the needs of the workers completing it and the local authority. The satisfaction score given by the 2016/17 cohort was mostly high, some changes have been made to the 2017/18 programme to ensure that there are some additional practical workshops and the less beneficial training days have been changed. Plans for the 2018/19 cohort are now nearly complete.

Social Worker Career Progression

12. The PC&FSW oversees the children's social work career progression process, which is aligned to the national professional capabilities framework (PCF) for social workers.
13. With the support of their managers social workers who are able to demonstrate that they are working at the level of an 'experienced social worker' can attend a career progression panel and apply for progression to salary scale Hay Band B.
14. In the year 2017/18 17 social workers attended the career progression panel and were able to successfully demonstrate that they were working at the level of an experienced social worker.
15. In 2018/19 the PC&FSW and colleagues will be working to align social work career progression process to the new DfE post qualifying standards called the knowledge and skills statements for child and family social work (KSS) .
16. From 2020 experienced child care social workers will be able to complete the national assessment and accreditation (benchmarked against the KSS) to become an approved child and family practitioner. This is not going to be compulsory, but employers of social workers are encouraged to aspire to this standard. In the next 12 months the PC&FSW will be reviewing how prepared Nottinghamshire Children's Services are for this and planning for the launch in 2020.

D2N2 Teaching Partnership

17. Set up in 2016 D2N2 Teaching Partnership's social work academy for excellence is made up of 10 local partners from the social work sector and has been funded, by the Department for Education and Department of Health, to improve and enhance the quality of social work training in the region, as well as providing a research-led and practice-based Continuing Professional Development programme to existing social workers across the region.
18. In 2018 the Teaching Partnership made a successful bid for a further year's funding for 2018/19.
19. The PC&FSW represents the Council's children's social care workforce in the D2N2 Teaching Partnership, is the chair of the Progression & Development Hub, a member of the Knowledge & Skills Hub, and is taking a lead in the development of a regional 'return to social work' programme for qualified social workers who have been out of the profession and who wish to re-gain their professional registration.

Step up to Social Work

20. Step up to Social Work is a DfE funded initiative to encourage people to change their career or take up a career in social work, working with children and families. Step up to Social Work is an intensive, 14-month, full-time, employer-led training programme for trainees to work in a local authority, gaining hands-on practice experience whilst also completing their academic study with Manchester Metropolitan University.
21. The PC&FSW and her team represent the Council at the regional and national Step up to Social Work network, completing the recruitment of candidates, curriculum development and assessment and review of the candidates.
22. In summer 2017, the Council hosted one of the regional assessment centres and a member of the PC&FSW's team is the current chair of the regional practice assessment panel.
23. It is felt that this is a positive programme for the County Council to support, and placements are currently being offered to five step-up students who will be doing their training from January 2018 to April 2019.

Grow our own Social Workers

24. The PC&FSW is currently working with colleagues across the East Midlands looking at the feasibility of collaborating on a 'Grow our own Social Workers' programme, where current employees would be able to complete a fast track social work qualification whilst remaining employed in their substantive post.
25. The PC&FSW is currently working on a proposal for the Council to support up to 10 current employees to undertake this training programme, which is due to commence in September 2018.

Team Managers Support Programme

26. It is widely acknowledged that the role of the first line manager (Team Manager) is crucial in the development and retention of a skilled workforce and for promoting positive outcomes for the children and families the Council work's with. Feedback from team managers showed that newly appointed managers can struggle to adapt to their new role and needed more support. In response to this the PC&FSW and colleagues have developed and launched a Management Support Programme which will run throughout 2018/19.

Social Work Practice Consultants Team

27. The PC&FSW is the manager for the social work practice consultants team made up of 17.5 full time equivalent advanced practitioner level social workers.
28. The role of the social work practice consultant was an innovative development within the Council's Children's Services to respond to a nationally recognised shortage of experienced and high numbers of newly qualified social workers working in child protection teams. The social work practice consultants work in specific teams and share their practice knowledge and experience by co-working complex cases with less experienced social workers and providing mentoring, practice guidance and support.
29. There has recently been a positive recruitment campaign which saw an unprecedented number of high quality applicants to the vacancies in the social work practice consultants team.
30. In 2018/19 members of the social work practice consultant team will be setting up a network of 'practice champions' across all teams, where experienced social workers can learn together, share their own knowledge and expertise and develop 'expert' practice across the workforce.
31. The practice consultant's team will continue to facilitate multi-agency problem solving meetings (MAPS) which support groups of professionals work together and creatively identify different ways of working with a child or family. In 2017/18, 35 MAPS took place with nine meetings already scheduled for 2018/19.

Practice Improvement

32. Following the detailed analysis of the progression of work in the department completed by Newton Europe in 2017 the PC&FSW and the social work practice consultants team have identified a number of improvement opportunities which they are now embedding into practice.
33. The proposed revision to Working Together identifies that the Designated Principal Social Worker should have a key role in developing the practice and the practice methodology that underpin direct work with children and families.

34. The PC&FSW and the practice consultants have already been working across the service to train and support practitioners to use a suite of standardised tools in the assessment, intervention and review process.
35. They have also been working hard to promote the use of the Safeguarding Children Assessment and Analysis Framework (SAAF) which is a structured decision-making tool designed to improve child protection assessments of risk.
36. In 2018/19 the PC&FSW and the practice consultants will continue to work with managers and social workers to ensure these practice methods become embedded into practice.
37. The PC&FSW will also be joining the East Midlands Region Practice Framework & Methodology Group to ensure that Nottinghamshire continues to share and learn from others and develop best practice within their organisation.

National Principal Social Work Network

38. The PC&FSW attends and participates in the quarterly national child and family principal social work network. These meetings are hosted on behalf of the DfE and are attended by principal social workers from England. The meetings offer learning and developmental opportunities, an opportunity for information transfer and networking with peers in other local authorities.
39. The Chief Social Worker for England, and representatives from the Department for Education, attend the meetings and share information regarding national social work reform and agendas for improvement.

Regional Principal Social Work Network

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

Other Options Considered

41. No other options have been considered.

Reason/s for Recommendation/s

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

Statutory and Policy Implications

43. 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

44. The costs of all the initiatives are met from a combination of grant funding (ASYE, D2N2 Teaching Partnership and Step-up to social work training), the existing budget held by the PC&FSW and the existing budget held by the Learning & Organisational Development, Workforce Planning & Development Team.
45. The Grow our own Social Workers scheme would incur no additional cost to the Council; the cost would be met from a combination of placement funding from the University and the existing budget held by the PC&FSW.

RECOMMENDATION/S

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

Steve Edwards

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Constitutional Comments (LM 25/05/18)

46. The Children and Young People's Committee is the appropriate body to consider the contents of the report. Members should consider whether there are any actions they require in relation to the report.

Financial Comments (SAS 07/06/18)

47. The financial implications of the report are contained within paragraphs 44 and 45 of the report.

Background Papers and Published Documents

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

Children and family social work workforce in England - Department for Education February 2018
Knowledge and skills statements for child and family social work – Department for Education May 2018
D2N2 Teaching Partnership
Multi-agency problem solving meetings
Working Together

Safeguarding Children Assessment and Analysis Framework

Electoral Division(s) and Member(s) Affected

All.

C1124

18th June 2018

Agenda Item: 9

**REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND
RESOURCES****CHILDREN'S WORKFORCE HEALTH CHECK 2017-18****Purpose of the Report**

1. The report provides a summary of the responses to the latest Children's Workforce Health Check survey, which was completed between November 2017 and February 2018, and seeks approval for progress with the action plan arising from the responses to be reviewed by the Committee in six months.

Information

2. The 2017-18 Children's Workforce Health Check combines responses from employees across the entire Children and Families department, including Children's Social Care, and therefore encompasses data that would previously have formed part of the Social Work Health Check. The purpose of the Health Check, which is undertaken annually, is to explore key workforce and workforce development issues, and provide a local research base for workforce development and support initiatives.
3. The 2017-18 Children's Workforce Health Check covered the following areas:
 - workforce demographics and stability
 - workforce resources
 - workforce development
 - workforce health, wellbeing and support.
4. The 2017-18 Health Check survey was completed by 240 staff from a frontline workforce of approximately 1,070. With the survey aimed primarily at staff who worked directly with children and families, this still represented 22% of the target workforce (so slightly more than a 1 in 5 response rate). The Health Check data has been combined with Human Resources data, and other workforce data held within the department, to provide an overview of the current workforce. Below is a summary of what is working well, and what may need to be reflected on and addressed.

What's good about working within the Children & Families Department?

There were a good number of improvements in staff responses to the survey this year, which collectively demonstrate a positive trend upwards in terms of how staff perceive their experience of working within the department including:

A stable workforce:

- HR data reveals that 64% of the workforce have been with the department for five years or more (only 50% had that length of service in the last health check), 84% have been with the department for two years or more, and 50% of staff have been in their *current* role for over three years
- turnover within frontline teams is down to just over 5% (from a figure of 17% two years ago)
- 80% of respondents stated that they envisaged being in the same role in 12 months' time (a significant improvement on the 53% who gave this response in the last health check).

Good management support:

- 80% of respondents felt that their managers were accessible whenever they needed them
- 88% of staff felt that they were listened to and supported by their managers
- 80% of staff rated the quality of their supervision between 6 and 10 (with 10 representing 'excellent')
- 84% of staff were offered opportunities for reflective supervision
- a new manager's support programme is about to be launched, to address the specific demands of management in frontline social care.

Personal and professional development options:

- 88% of eligible staff had received an Employment Performance and Development Review (EPDR) during the last 12 months (an improvement on the 82% who gave this response in the last health check)
- 93% of staff stated that they had been able to access training in response to needs identified within their EPDR
- children's social workers have been able to access additional Continuing Professional Development (CPD) opportunities through the Council's lead role within the D2N2 Teaching Partnership
- The department's own workforce development budget has been able to support staff in accessing specialist and role-specific training relevant to their role, but which sits outside of the corporate offer.

Good levels of job satisfaction:

- 79% of staff, when asked to rate how rewarding their jobs were, provided ratings of 3 to 5 – on an 11-point scale where 5 was 'extremely rewarding' and minus 5 was 'not rewarding at all' (again, an improvement on the 62% who offered this level of ratings in the last health check)
- when asked what elements of their working life make their working experience positive, the highest ranked positives were 'supportive colleagues' and 'supporting managers', closely followed by 'job satisfaction', and a 'good work:life balance'.

An appropriate support infrastructure:

- 83% of staff stated that there were adequate processes in place to monitor their personal safety
- 73% of staff felt that they had been kept informed about changes within the department, with 68% of staff who had actually experienced change stating that they had been offered the support they needed
- almost 20% of staff stated that they had accessed the corporate Coaching Network, which is a promising proportion of the workforce, given that the service is relatively new
- children's social workers have been able to access 'self-care' events, organised by the D2N2 Teaching Partnership, helping them to develop their resilience, offering strategies for coping with pressure, and encouraging the use of relaxation techniques.

What might we need to review and address?

A stable workforce:

- whilst statistics around workforce stability are looking very positive, it is important that the department acknowledges the part played by current recruitment and retention initiatives in achieving this. The improvements evidenced over the last two years, have helped reduce agency costs for vacancy cover, attracted high calibre candidates, and encouraged staff to remain with the Council. To sustain this positive trend, there is a need to ensure a continued commitment to these initiatives going forward.

Comment:

The existing initiatives have seen agency costs fall by over 20% in the last 12 months, vacancy levels down to 5%, and length of service figures improving – demonstrating that recruitment and retention activities are working effectively, with Nottinghamshire County Council being in the top seven local authorities nationally for their success with vacancy reduction and improved retention (DfE Social Work census 2017) – an outcome which has been noted by the newly formed Centre for What Works in Children's Social Work.

Good management support:

- whilst the majority of staff stated that their managers were accessible and supportive, between 15-20% of staff were unhappy with the levels of support they were offered. The department may therefore need to ensure that Service and/or Group Managers, provide more regular monitoring of the management cohort's ability to manage their teams effectively, give managers the support they need, and encourage relevant CPD options or peer support, where appropriate, for managers.
- team meetings are an opportunity for managers to engage and inspire their staff, and help sustain a sense of 'team identity' and strength. Whilst, on the whole, this is achieved, there is potential to improve the way in which team meetings are conducted, by providing a template for team meeting agendas which will ensure consistency and encourage action points to be followed up/responded to, and fed back to the team.
- Of the 55 managers who undertook the Health Check survey, only one was from an ethnic minority group – the department would like to investigate this further, to ascertain whether this is simply because of a low-response rate from ethnic minority

managers, or perhaps indicative of an imbalance in progression opportunities for ethnic minority staff.

Comment:

From April 2018, the Children, Families & Social Work division will be rolling out a programme of Manager Support Briefings to its frontline managers – aimed at providing them with additional input on a range of topics pertinent to their particular roles managing frontline practitioners. This will complement the existing corporate CPD offer, but will focus specifically on the nuances of working with children and families, and with staff working in challenging environments. Topics will include practical sessions around use of the Business Management System (BMS) and business reporting, to workload management, performance management – as well as providing input on building resilience teams, and supporting staff.

The issue around Black & Minority Ethnic (BME) management representation will be investigated further, as detailed in the action plan below.

Having the right resources:

- at a more corporate level, access to the ICT network continues to be an issue (at the time of the survey) – with 33% of staff stating they had experienced access problems. These issues may well be ironed out by the introduction of the Smarter Working initiative and the distribution of new ICT kit to the workforce.
- 51% of staff stated that they had not been given, or signposted to, information about Smarter Working.
- the Nottinghamshire Standardised Toolkit is now being accessed and used by most staff for whose role it would be relevant but, as yet, only 39% of relevant respondents stated that they used it regularly.
- a small cohort of staff commented on their working environment being changed (in relation to Smarter Working) and were unhappy with the loss of storage space and display space, as well as feeling that they had lost their 'team' space.

Comment:

Since the completion of this year's Health Check, frontline teams have been issued with new Yoga devices which should help alleviate some of the technical and IT issues that were being experienced with the older devices. There has also been a series of locally delivered workshops on the use of the Standardised Toolkit, and further promotion is planned over the coming months to help embed this further into practice, supported by a monitoring process within the Mosaic system, so that assessment activity can be evidenced over time. The roll-out of Smarter Working was also relatively fresh at the time of the survey, and staff will be more familiar with the changes now being made and the benefits of same, than they might have been when they undertook the Health Check. This will be picked up in the 2018-19 Health Check to ascertain how the experience of Smarter Working has been for the workforce.

Personal & professional development options:

- whilst the uptake of support from the Coaching Network was thus far encouraging, there were some anecdotal comments from staff which suggested that they were not clear about, or appreciative of, the benefits of the corporate coaching offer.

Comment:

As the Coaching Network is still in its infancy, and the benefits of coaching to the organisation have yet to fully embed, it is anticipated that both the take-up and appreciation of the coaching offer will improve over time.

Good levels of job satisfaction:

- 219 respondents stated that they accrued levels of TOIL or Flexi each month – collectively generating 290 additional working days per month/averaging 1.32 days per employee, per month. Even if it is assumed that only half of the whole workforce accrue this average level of TOIL or Flexi, this represents a potential for 706 additional working days per month, with 23% of staff stating that they are unable to take this time back.

Comment:

Family life does not operate on a '9 to 5' basis, so there is an appreciation of the fact that staff may often need to conduct their work with families outside of normal working hours, and these additional hours are not necessarily planned for – rather more they are urgent interventions that cannot be delayed. Hence it might be anticipated that staff will generate additional hours on an ad hoc basis each week. The responsibility for managing their own time sensibly rests with each worker, but it is also important that managers share some responsibility, from a health & wellbeing perspective, for their team members' working patterns. The 'fix' to this situation will never be perfect, but there is a need to ensure that wherever possible, staff are encouraged to balance their hours.

An appropriate support infrastructure:

- whilst frontline practitioners are issued with personal safety devices, there are still some patches of concern about how staff safety is monitored – by managers, and by colleagues, with some teams feeling that there is no consistent process in place to monitor their safety.
- given the percentage of sickness absence that is currently attributed to stress/depression, there was very little uptake of either the Counselling Service or the corporate Personal Resilience course by respondents to this Health Check. Equally, only 22% of respondents were aware of the Council's Health & Wellbeing Champions.

Comment:

The department is currently in the process of reviewing and replacing the existing personal safety devices and, with this change in resource, will be developing a set of new guidelines for managers and staff around the issue of staff safety when working away from the office and/or outside of office hours.

As part of the Council's involvement with the D2N2 Social Work Teaching Partnership, a new Health & Wellbeing Hub is being developed, which will be a "virtual" one-stop shop for a wide range of support services – providing information on issues such as debt, relationships, parenting, healthy life-style choices, counselling, etc. Available via the Partnership's website, and complementing the existing corporate health and wellbeing infrastructure, this resource will be available for all frontline (and other) staff from the late Autumn of 2018.

In addition, the department is building on the current resilience input to teams, by exploring the provision of 'Mental Health First Aid' support across frontline teams and will be developing this initiative further over the coming 12 months, as well as a refreshed awareness raising programme of news items to highlight the corporate coaching, counselling and Health & Wellbeing Champions offer.

5. This year's Health Check has provided some very positive indicators about the workforce's experience of working within Children's Services and it is good to note that the corporate HR data, departmental data and national Department for Education data supports the view that workforce stability is improving. This, against a backdrop of efficiencies, staff reductions and change suggests that the core ethos of the department, and its investment in its workforce, together with an infrastructure of strong managers and strong teams, places the department in a good position to build on its strengths and meet its challenges with confidence.
6. In addressing the responses to the 2017-18 Health Check, an action plan has been developed that will feed through into the Children's Workforce Development Plan for 2018-2020. The key elements of the action plan are:
 - a) that the Council, and senior management within the department, maintain their commitment to the existing recruitment and retention initiatives that are in place, to ensure that the stability of the children's workforce is sustained going forward.
 - b) that Group and Service Managers continue to take a proactive approach to supporting the work of Team Managers – particularly with regard to role-specific skills development and peer support.
 - c) that Team Managers are encouraged to take a consistent approach to the format of Team Meetings, and ensure that actions identified during meetings, are then executed and reported back on to the team to underline the value and credibility of ideas and actions agreed between team members.
 - d) that further data is sought from the HR department with regard to statistics for BME managers across the department, to clarify whether the low representation within the survey cohort was indicative of progression problems for ethnic minority staff, or simply because BME managers chose not to participate in the survey.
 - e) that the purpose of the Smarter Working initiative be re-visited within Team Talk, and/or within Team Meetings, so that all staff understand why these changes are being made and what the benefits will be for them.
 - f) that there is further and on-going promotion of the Nottinghamshire Standardised Toolkit to increase the proportion of frontline practitioners who are making regular use of it.
 - g) that the corporate Coaching Network develops a higher profile across the department's workforce, with the benefits of coaching being more overtly promoted by managers, and through vehicles such as Team Talk and the intranet's News pages. It is felt that feedback from staff who have undertaken coaching and found it beneficial would help to engage other colleagues.

- h) that managers continue to monitor the additional hours being worked by their teams and, wherever feasible, support individual staff in managing their time more effectively, so that they are able to take most of their additional hours back.
 - i) that existing processes for monitoring staff safety are reviewed and a set of guidelines developed to ensure that staff conducting out of office/out of working hours visits have a reliable mechanism for 'checking in' when they are safely back home.
 - j) that the department fully supports the development of a more robust support infrastructure for the workforce, particularly those experiencing, or likely to experience, forms of mental illness, recognising that the nature of the work undertaken by the workforce is, itself, of a stressful nature and that the added challenges of life outside of work can compound an individual's difficulties in coping. There is a clear need to address the significant levels of absence due to stress and depression, and the new initiatives being developed currently will need the endorsement of senior and frontline management if improvements are to be made.
7. Progress on the implementation of the subsequent action plan will be monitored by the Children's Services Leadership Team with key outcomes informing a revised Children's Services Workforce Development Strategy.

Other Options Considered

8. Whilst the department could have continued to employ both a social work health check and a separate children's workforce health check, the move towards a more integrated children's workforce health check supported the option of combining all workforce data to provide clearer comparisons across service areas, rather than them being viewed in isolation from each other.

Reason/s for Recommendation/s

9. The implementation of the Children's Services Workforce Health Check action plan will address the key issues identified by staff across the department and support the development of an informed forward plan that will help meet future workforce needs and aspirations.

Statutory and Policy Implications

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

Financial Implications

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

Implications for Service Users

12. An effective, consistent, and motivated workforce will positively impact on the lives of children and families living in Nottinghamshire.

RECOMMENDATION

- 1) That progress with the action plan arising from responses to the Children's Workforce Health Check survey 2017-18 be reviewed by Committee in six months.

Laurence Jones
Service Director, Commissioning and Resources

For any enquiries about this report please contact:

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Constitutional Comments (EP 24/05/18)

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

Financial Comments (SAS 06/06/18)

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

Background Papers and Published Documents

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

None.

Electoral Division(s) and Member(s) Affected

All.

C1122

18 June 2018**Agenda Item: 10****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING & RESOURCES****IMPLEMENTATION OF REVISED SHORT BREAKS OFFER – TEMPORARY
CHANGES TO THE STAFFING ESTABLISHMENT IN THE INTEGRATED
CHILDREN'S DISABILITY SERVICE AND THE COMMISSIONING &
PLACEMENTS GROUP****Purpose of the Report**

1. The report seeks approval for temporary changes to the staffing establishment within the Integrated Children's Disability Service and the Commissioning and Placements Group, as set out in **paragraph 6**, in order to provide sufficient resources to successfully introduce the revised Special Educational Needs and Disability (SEND) Short Breaks offer from 1 July 2018.
2. The report also seeks approval for a further report to be brought to the Committee in early 2019 to establish the long term staffing structure of the Integrated Children's Disability Service and the Commissioning and Placements Group.

Information

3. The introduction of a revised SEND Short Breaks offer for children and young people aged 5-18 years with a disability who do not require social work intervention but who are in need of early help services at level 2 or 3 on the Pathway to Provision, was approved by the Children and Young People's Committee at its meeting on 19 March 2018.
4. The report presented to the Committee in March sets out the operational implications of the new offer, which was co-produced with parents and carers, including the introduction of graduated eligibility criteria, which would require all existing service users to be reassessed against these new criteria.
5. The report noted that the management and oversight of the revised offer would be provided from current resources within the Integrated Children's Disability Service (ICDS), and that any additional staffing requirements that might be required on a temporary basis to ensure the smooth and effective introduction of the new offer will be the subject of a further report to Committee.
6. Following a detailed analysis of the resources required to implement the revised SEND Short Breaks offer, approval is sought for the establishment of the following additional posts, all on a temporary basis until 31 March 2019.

- 2 fte Reviewing Officers (Hay Band A scp 34 - £40,702 with on-costs)
 - 2 fte Assessment Officers (Grade 5 scp 28 - £33,504 with on-costs)
 - 2 fte Service Organisers (Grade 4 scp 23 £28,376 with on-costs)
 - 1 fte Commissioning Officer (Hay Band A scp 34 - £40,702 with on-costs)
 - 1.5 fte Commissioning Assistants (Grade 3 scp 18 - £23,940 with on-costs).
7. In addition to these posts, an honorarium payment of £3,161 has been agreed for an existing Commissioning Officer in recognition of the postholder taking on a range of additional management responsibilities on a temporary basis until 31st March 2019.
8. The impact of these additional posts will be monitored and reviewed in relation to:
- digitised requests for new and annual renewals for Flexible Short Breaks support, potentially including a digitised Resource Allocation System (RAS)
 - annual review of Target Short Break packages requiring RAS assessments
 - annual review of cases requiring a statutory review under Section 17 (6) of the Children's Act 1989
 - Appeals, Complaints and Compliments
 - annual financial audit of Direct Payments and recoupment of unspent funds
 - monitoring of unused hours with commissioned provider services
 - the extent to which the overall cost of Short Breaks remain in budget and are not overspent.

Other Options Considered

9. Consideration was given to whether the additional work to introduce the revised Short Breaks offer could be subsumed within existing assessment and commissioning team resources. However, colleagues with the required skill set already have time critical commitments in relation to delivery of statutory Education, Health and Care assessments or to commission continuing short breaks and / or specialist education placements, including covering the commissioning team's Duty Desk.

Reason/s for Recommendation/s

10. To ensure that the ICDS has the necessary expertise and capacity to ensure an effective and efficient short breaks assessment and review service, and that there is sufficient capacity within the commissioning team to manage the anticipated increase in the number of referrals and enquiries for a commissioned short break service as a result of families using the new online application process or following a review of existing packages of support

Statutory and Policy Implications

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

Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

12. The additional cost of the posts will be £284,937 and this will be met, in part, by a request from contingency.
13. As part of the 2018-19 budget process a pressure bid of £0.924m for 2018-19 to 2020-21 was submitted for the Flexible and Targeted Short Breaks offer, to deal with the projected increase in demand and the budget overspend. Although a provision for this pressure was made within contingency, should it arise, the amount of any bid may be reduced. Finance and Major Contracts Management Committee or the Section 151 Officer are required to approve the release of contingency funds.

Human Resources Implications

14. Affected teams and recognised trade unions have been consulted on these proposals. Recruitment to the proposed posts will be subject to the Council's usual recruitment processes.

Public Sector Equality Duty implications

15. The revised offer is designed to be a transparent, fair and equitable process for all children and young people with disabilities and their families, however where it does have an effect on specific groups within that cohort there is mitigation in place to reduce the negative impact this may have.
16. An Equality Impact Assessment has been undertaken and is available as a background paper.

Safeguarding of Children and Adults at Risk Implications

17. Due care and attention will continue to be applied in regards to safeguarding, and safeguarding policies will be applied during the development and management of the new process. This includes having relevant and up to date safeguarding information available on the SEND *Local Offer* website to ensure that families are directed to the Multi-Agency Safeguarding Hub if there is a safeguarding concern

RECOMMENDATION/S

That:

- 1) the Committee approves the establishment of the following posts within the Integrated Children's Disability Service and the Commissioning and Placements Group, on a temporary basis until 31 March 2019:
 - 2 fte Reviewing Officers (Hay Band A)
 - 2 fte Assessment Officers (Grade 5)
 - 2 fte Service Organisers (Grade 4)

- 1 fte Commissioning Officer (Hay Band A)
 - 1.5 fte Commissioning Assistants (Grade 3).
- 2) a further report is brought to Committee in early 2019 to establish the long term staffing structure of the Integrated Children's Disability Service and the Commissioning and Placements Group.

Laurence Jones
Service Director, Commissioning and Resources

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Constitutional Comments (EP 24/05/18)

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

Financial Comments (SH 31/05/18)

19. The Budget Report considered by County Council on 28 February 2018 set out that a provision of £4.7m had been made within contingency to fund a number of pressures that had been identified where there was a high degree of uncertainty with regard to likelihood, value and profiling should they arise. Finance and Major Contracts Management Committee or the Section 151 Officer are required to approve the release of contingency funds. Consequently, in approving these proposals it is necessary for the Committee to understand there is a level of risk that bids for additional funding may be reduced. This will need to be mitigated in some respects by underspends elsewhere in the department.

HR Comments (BC 24/05/18)

20. The staffing implications are contained within the body of the report.

Background Papers and Published Documents

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

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

Equality Impact Assessment.

Electoral Division(s) and Member(s) Affected

All.

C1119

18 June 2018**Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****SUPPORTING IMPROVEMENTS IN CHILDREN'S SOCIAL CARE****Purpose of the Report**

1. This report seeks approval for a range of measures to support improvements in the quality of social work practice:
 - a) that a request from contingency referred to in **paragraph 21** is made to Finance and Major Contracts Committee.
 - b) the permanent establishment of current social work support officers and senior social work support officers posts.
 - c) an increase in the permanent establishment of social work support officers and senior social work support officer posts.
 - d) the establishment of a fixed term project team to embed new approaches to supporting improvements in social work practice including case progression.
 - e) that a progress report on implementation and impact is brought to the Committee in December 2018.

Information

2. Late in 2017, a diagnostic review of Children's Services was undertaken by Newton Europe. The review focussed on the following three areas: Safeguarding and Social Work, Looked After Children and Children with Disabilities. Newton Europe found that:
 - the Multi-Agency Safeguarding Hub (MASH) has seen a 70% increase in demand since 2015 that shows no evidence of subsiding. The diagnostic highlighted that this causes significant pressure downstream.
 - in line with the pressures in the MASH, The Assessment Teams have seen a total caseload increase of +95% since the good Ofsted inspection
 - Countywide caseload and durations have increased since 2015 with child protection plan duration having increased by 27%.
3. This increase in demand places pressure on frontline social work teams, with the resulting impact being caseloads that are too high. Average caseloads in the Council's assessment service, children with disabilities and district child protection teams are currently significantly higher than they should be. The Council's position on manageable caseloads is that:
 - <20 potential capacity to manage more

- 20-21 is manageable
- 22-26 is likely to be viewed as high
- >26 is high and must be reduced.

4. This is an indicative scale and there will be variations due to case complexities (i.e. sibling groups) and the experience of the worker, however the current caseloads in the frontline assessment and child protection teams, which are outlined in **Table 1** all exceed 20-21¹:

Table 1

Team	Total Current Caseload	FTE Social Workers	Average Caseload
Assessment	927	36	26
Children's Disability Service (CDS)	389	16	24
District Child Protection Teams (DCPTs)	2054	94	22

5. If social work caseloads are too high, this has a number of potential impacts:
- negative impact on the quality of practice
 - negative impact on staff retention
 - negative impact on staff wellbeing
 - increased duration of casework due to inability to progress tasks in a timely manner
 - potential adverse Ofsted inspection outcome.
6. If average caseloads were reduced to the manageable average of 20-21 identified above, an additional 18 FTE Social Workers would be required, at a cost of £776,000 per annum (excluding the Market Factor Supplement and assuming that all these posts could be filled with experienced and permanent staff, not with agency workers). There are also significant challenges in recruiting social workers, particularly those who are sufficiently experienced to work autonomously without additional support. 47% of social workers in the frontline teams have been qualified for 18 months or less.
7. Due to such difficulties in recruiting experienced social workers, it is proposed that an alternative approach would be to increase the number of Social Work Support Officer (SWSO) posts within frontline teams, and to establish a project team to implement a new approach to supporting case progression. It is believed that this would significantly free up social worker and team manager capacity to progress cases, improve practice and staff morale, and over a period of time, would reduce average caseloads.

Social Work Support Officers (SWSOs)

8. As Committee Members will be aware, SWSO posts were introduced as part of a pilot in 2015 to support the social workers by undertaking tasks that did not need to be undertaken by a qualified social worker. An evaluation of the impact of the posts undertaken in September 2017 found that they had saved an average of 6.5 hours per

¹ As at 13.03.2018

week per social worker, thus enabling social workers to spend more time with families and progress cases in a more timely way, as well as contributing to lower turnover and vacancies in frontline child protection and assessment social work teams. The current deployment of SWSOs in frontline child protection and assessment teams is outlined below:

Team	Number of SWSOs
Assessment North	0
Assessment South	0
Ashfield District Child Protection Team (DCPT)	3
Bassetlaw DCPT	4
Broxtowe / Rushcliffe DCPT	3
Gedling DCPT	0
Mansfield DCPT	3
Newark DCPT	0
Children's Disability Service (CDS)	3
Looked After Children	4.5
TOTAL	20.5

9. There are currently no SWSO posts in the Assessment teams or the Gedling or Newark DCPTs. Furthermore, the initial aspiration was for SWSOs to be allocated on a 1 SWSO:4 social workers basis, rather than the 1:8 basis that is currently the case. If SWSOs were allocated to all of the frontline child protection and assessment teams (Assessment, DCPTs and CDS) (current allocation is ~ 1:8), the number of SWSOs across those teams would need to increase from 16 fte SWSOs (figure excludes Looked After Children SWSOs outlined in the table above) and 2 fte Senior SWSOs to 36.5 fte SWSOs and 3 fte Senior SWSOs at an additional cost of £580,521 and £24,200 set up costs:

	Grade / Cost	Number (fte)	Vacancy Level Turnover	Cost PA (£)
SWSO x 20.5 fte**	Scale 4 £26,776	20.5	6%	548,908
Snr SWSO x 1 fte**	Scale 5 £31,613	1	6%	31,613
Annual non-staffing costs*	£0	22	-	0
TOTAL COST P.A.				580,521
Initial cost (laptop, headset etc.)*	£1100	22	-	24,200 (yr 1 only)

**includes on-costs

*assumption of office base so no need for mileage, mobile phones or 4G SIM

10. It is therefore proposed that the current SWSO posts are permanently established given the strength of the evidence in support of their impact on social work practice.
11. It is further proposed that the establishment is increased as outlined in **paragraph 9**, so that SWSOs can be deployed across all frontline teams. It is anticipated that mobilisation will commence in October 2018 therefore six months of funding will be required in this financial year (£314,461).
12. Impact of the introduction of SWSOs across the teams will be measured by a range of indicators including:
 - a) Social worker caseloads
 - b) Social work retention, as measured through turnover
 - c) Sickness absence levels
 - d) Staff morale as measured through the health check
 - e) Quality of practice, as measured through case audits.

Improving social work practice through a new approach to case progression

13. As outlined in **paragraph 2**, the Newton Europe diagnostic identified drift within child protection casework. This finding is corroborated by an external review of child and family assessments and child protection planning recently commissioned by the Service Director for Youth, Families and Social Work. Reducing drift within casework can be achieved in part by a reduction in social work caseloads, but it has also been identified that there is a need for a more structured approach to progressing cases, through the introduction of a group supervision model. The introduction of such a model will need to align with Nottinghamshire's overall approach to social work, and it is estimated this will take 18-24 months to develop and roll out across the whole service. Feedback from frontline managers obtained through the Social Care Strategy event held in March 2017 suggests that the introduction of such an approach would be welcomed by staff. The introduction of such an approach is also advocated by the evaluation of the Children's Social Care Innovation Programme (July 2017).
14. The introduction of such an approach would represent a significant programme of work and as such additional capacity will be required to facilitate this. It is therefore recommended that a time limited (two year) hybrid project team is established to facilitate the change, with posts to be established both within Programmes and Projects and Service Improvement within Youth, Families and Social Work. The project team will be led by the Group Manager, Service Improvement:

Post	Grade	Number Required (fte)	Existing Available (fte)	Additional Requirement (fte)	Additional Cost p.a.
Practice Consultant	C	3	0	3	£150,642
Project Manager	D	1	0	1	£53,866
Business Change Analyst	C	1	0	1	£50,214
Programme Officer	B	2	1	1	£44,143
Business Support Assistant	4	1	0	1	£26,776

Post	Grade	Number Required (fte)	Existing Available (fte)	Additional Requirement (fte)	Additional Cost p.a.
Annual non-staffing costs (mobile SIM) £145pp					£1,015
TOTAL COST P.A.		8	1	7	£326,656
Initial cost (laptop, headset etc.)		8			£8,800

15. Furthermore, it is recognised that external capacity will be required to contribute to the development of the model, for example psychology or systemic social work capacity. Further scoping work is required to specify the discipline required, as it is critical that this aligns with the overall approach to social work in Nottinghamshire. Establishing this will be an immediate priority for the project team, working with the Principal Social Worker and representatives from social work services. It is anticipated that the project team would commence in October 2018, therefore the cost in 2018/19 would be £172,128.
16. It is considered that the introduction of a model for group supervision will facilitate improvements in social work practice which will be demonstrated through key performance indicators such as duration of child and family assessments and child in need/child protection plans, reduction in re-referrals, as well as wider measures such as social work morale and staff retention.

Other Options Considered

17. The alternative option considered in terms of reducing caseloads was to increase the social work establishment by 18, however as previously noted, experience suggests the Council would be unlikely to be able to recruit experienced social workers and so the option proposed is considered to be more achievable.

Reason/s for Recommendation/s

18. The options recommended are considered to be the most cost effective way of ensuring safe caseloads and through this improved quality in terms of social work practice.

Statutory and Policy Implications

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

Financial Implications

20. The cost of the current 22.5 fte SWSO posts is £0.6m and the continued funding of them will be contained within the Children and Families overall budget.

21. The cost of the additional SWSO posts in 2018/19 is £314,461 and in a full year £580,521. This cost will be met by request from contingency.
22. The cost of the project team is £172,128 for 2018/19, £326,656 for 2019/2020 and £163,328 for 2020/2021. This will be met from the Strategic Development Fund.

Human Resources Implications

23. Posts will be recruited to in line with Nottinghamshire County Council's Employment Procedures.

Implications for Service Users

24. Implementation of the proposals within this report will improve the quality of service to vulnerable children and young people in need of safeguarding.

RECOMMENDATION/S

That the Committee:

- 1) agrees that a request from contingency referred to in **paragraph 21** is made to Finance and Major Contracts Committee.
- 2) approves the permanent establishment of the existing 20.5 fte Social Work Support Officer (Grade 4) and 2 fte Senior Social Work Support Officer (Grade 5) posts.
- 3) approves the permanent establishment of an additional 20.5 fte Social Work Support Officer (Grade 4) and 1 fte Senior Social Work Support Officer (Grade 5) posts as outlined in **paragraph 9**.
- 4) approves the establishment of a two year fixed term project team to develop and implement a group supervision model aligned to the Nottinghamshire approach to social work practice, including the establishment of the additional posts as follows:
 - 3 fte Practice Consultant (Band C) posts
 - 1 fte Project Manager (Band D) post
 - 1 fte Business Change Analyst (Band C) post
 - 1 fte Programme Officer (Band B) post
 - 1 fte Business Support Assistant (Grade 4) post
- 5) receives a progress report on implementation and impact in December 2018.

Steve Edwards

Service Director, Youth, Families and Social Work

For any enquiries about this report please contact:

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Constitutional Comments (LM 08/06/18)

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

Financial Comments (SAS 08/06/18)

26. The financial implications of the report are contained within **paragraphs 20 – 22** above.

HR Comments (BC 07/05/18)

27. The staffing implications are contained within the body of the report. Posts will be appointed to in line with the Authority's vacancy control and recruitment procedures.

Background Papers and Published Documents

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

None.

Electoral Division(s) and Member(s) Affected

All.

C1127

18 June 2018

Agenda Item: 12

REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING & SKILLS

**LOCAL AUTHORITY GOVERNOR APPOINTMENTS TO SCHOOL
GOVERNING BODIES DURING THE PERIOD 6 FEBRUARY TO 30 MAY 2018**

Purpose of the Report

1. To note the appointment of Local Authority (LA) governors to school governing bodies for the period 6 February to 30 May 2018
2. To note the appointment of Additional Local Authority governors to the governing body of Ravenshead C of E Voluntary Controlled School.

Information

3. Under the School Governance (Constitution) (England) Regulations 2012, as amended by the School Governance (Constitution and Federations) (England) Amendment Regulations 2014, governing bodies of maintained schools were required to reconstitute to a skills-based model of governance by September 2015, and are allowed one LA governor on the reconstituted governing body. For this model of governance, governing bodies may set eligibility criteria for, and appoint, the Local Authority governor.
4. Under these Regulations the County Council is responsible for nominating individuals as prospective governors. Nominations are made by the County Council, in accordance with the eligibility criteria provided by the governing body. When nominating new governors or re-nominating existing governors, the County Council must consider the skills and experience the governing body needs in order to be effective.
5. Local Authority governors nominated by the County Council and appointed by school governing bodies during the period 6 February to 30 May 2018 are as follows:

ASHFIELD	
Abbey Hill Primary & Nursery	Mr Karl Simpson New appointment to the category of LA governor
Bracken Hill	Mr Philip Lakin Existing governor, now appointed to the category of LA on the same governing body

Mapplewells Primary and Nursery	Mrs Nicola Howatson New appointment to the category of LA governor
BASSETLAW	
Carr Hill Primary	Mr Anthony Arthur Danny Tromans New appointment to the category of LA governor
Prospect Hill Junior	Mr Alex Alan Terry Shiells New appointment to the category of LA governor
BROXTOWE	
John Clifford	Cllr Eileen Atherton Existing governor, now appointed to the category of LA on the same governing body
Larkfields Infant	Cllr Philip John Owen Existing governor, now appointed to the category of LA on the same governing body
GEDLING	
Abbey Gates	Mr Kenneth George Fellows Existing governor, now appointed to the category of LA on the same governing body
Arnold Mill Primary	Mrs Joanne Rachel Murray Existing governor, now appointed to the category of LA on the same governing body
Arnold View Primary and Nursery	Councillor David Sidney Ellis Existing governor, now appointed to the category of LA on the same governing body
Westdale Infant	Miss Louise Ashby Existing governor, now appointed to the category of LA on the same governing body
MANSFIELD	
Asquith Primary	Mrs Sandra Towson New appointment to the category of LA governor
Eastlands Junior	Mrs Joanne Rush Existing governor, now appointed to the category of LA on the same governing body
NEWARK	
Blidworth Oaks Primary	Mrs Angela Penney Existing governor, now appointed to the category of LA on the same governing body
Southwell Holy Trinity CofE (VC) Infant	Mr Anthony Nigel Ladbury Existing governor, now appointed to the category of LA on the same governing body
St Joseph's Catholic Primary, New Ollerton	Mrs Gala Middleton Existing governor, now appointed to the category of LA on the same governing body

RUSHCLIFFE	
Gotham Primary	Mr Alan John Higgins New appointment to the category of LA governor
James Peacock Infant and Nursery	Mr Gary Choo Existing governor, now appointed to the category of LA on the same governing body
Kinoulton Primary	Mr Chris Foster New appointment to the category of LA governor

6. The appointment of Additional Local Authority governors to the governing body of Ravenshead C of E Voluntary Controlled School are as follows:

Ravenshead C of E Voluntary Controlled School	Mrs Alexandra Raynor
	Mrs Dianne Stendall
	Mrs Deborah White

Other Options Considered

7. No other options have been considered.

Reason/s for Recommendation/s

8. This report is for noting only.

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1). That the Committee notes the appointment of Local Authority and Additional Local Authority governors to school governing bodies during the period 6 February to 30 May 2018 as listed in paragraphs 5 and 6.

Marion Clay
Service Director, Education, Learning & Skills

For any enquiries about this report please contact:

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Constitutional Comments

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

Financial Comments (SAS 06/06/18)

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.

None.

Electoral Divisions and Members Affected

Kirkby North	Cllr John Knight
Ashfields	Cllr Jason Zadrozny
Retford East	Cllr Steve Vickers
Worksop North	Cllr Alan Rhodes
Beeston Central and Rylands	Cllr Kate Foale
Nuthall and Kimberley	Cllr Philip Owen
Newstead	Cllr Chris Barnfather
Arnold North	Cllr Pauline Allen and Cllr Michael Payne
Arnold South	Cllr John Clarke and Cllr Muriel Weisz
Mansfield South	Cllr Stephen Garner and Cllr Andy Sissons
Warsop	Cllr Andy Wetton
Blidworth	Cllr Yvonne Woodhead
Southwell	Cllr Roger Jackson
Ollerton	Cllr Mike Pringle
Leake and Ruddington	Cllr Reg Adair and Cllr Andrew Brown
Cotgrave	Cllr Richard Butler

C1129

18 June 2018**Agenda Item: 13****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND
RESOURCES****ANNUAL REPORT OF INDEPENDENT REVIEWING OFFICER (IRO) SERVICE
APRIL 2017 – MARCH 2018****Purpose of the Report**

1. The report provides an update on the activities and performance of the Independent Reviewing Officer service from April 2017 to March 2018.

Information

2. The Independent Review Officer (IRO) service is set within the framework of the updated IRO Handbook, linked to revised Care Planning Regulations and Guidance which were introduced in April 2011. The responsibility of the IRO has changed from the management of the Review process to a wider overview of the case including regular monitoring and follow-up between Reviews. The IRO has a key role in relation to the improvement of care planning for Looked After Children and for challenging drift and delay. The IRO's role is to ensure that Nottinghamshire County Council acts as a responsible corporate parent and provides good standards of care and services to the children they care for.
3. The annual report, attached as **Appendix 1**, contains information in respect of the structure of the service, the work the IRO service has been involved in throughout the year, the profile of Looked After Children in Nottinghamshire, how many reviews have been conducted and participation of children/young people and partner agencies within these meetings. It also outlines the challenges undertaken by IROs as part of the dispute resolution process and how the service is developing with key findings for the past year and areas of focus during 2017/18.

Other Options Considered

4. No other options have been considered.

Reason/s for Recommendation/s

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

Statutory and Policy Implications

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

Financial Implications

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

RECOMMENDATION/S

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

Laurence Jones
Service Director, Commissioning and Resources

For any enquiries about this report please contact:

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Independent Chair Service

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Constitutional Comments (SLB 30/05/18)

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

Financial Comments (SAS 06/06/18)

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

Background Papers and Published Documents

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

None.

Electoral Division(s) and Member(s) Affected

All.
C1123

NOTTINGHAMSHIRE COUNTY COUNCIL
Annual Report of Independent Reviewing Officer (IRO) Service
April 2017 – March 2018

Independent Chair Service vision statement:

“To ensure that, through the independent review process, protection and care plans for children meet their individual needs and secure better outcomes for children and young people.”

1. Introduction

1.1. The Independent Chair Service (ICS) in Nottinghamshire is part of the Safeguarding and Independent Review Service. The ICS is responsible for quality assuring practice in relation to children in public care and children subject to child protection plans, ensuring that appropriate care/safeguarding plans are in place for these children, and promoting effective interagency working. There are two groups of staff within the ICS and this report will focus on the statutory function of the Independent Reviewing Officer (IRO). A separate report is available in respect of the Child Protection Coordinator part of the service.

1.2. The IRO Handbook, statutory guidance states that the manager of the IRO service is responsible for the production of an annual report for the scrutiny of the members of the Children and Young People’s Committee and for it to be accessible as a public document. This report will provide information and analysis regarding the activity and performance of the IRO service over the past 12 months, and identify areas for development in the coming year. Progress against actions identified in the Annual report 2016-2017 will be addressed in the body of the report.

2. Purpose of service and legal context

2.1. The Independent Review Officers’ (IRO) service is set within the framework of the updated IRO Handbook, linked to revised Care Planning Regulations and Guidance which were introduced in April 2011. The responsibility of the IRO has changed from the management of the Review process to a wider overview of the case including regular monitoring and follow-up between Reviews. The IRO has a key role in relation to the improvement of care planning for children Looked After and for challenging drift and delay. The IROs role is to ensure that Nottinghamshire County Council acts as a responsible corporate parent and provides good standards of care and services to the children they care for.

3. Staffing/workload

3.1. The establishment for the IRO group is 14 (full time equivalent). The IRO team is part of the Independent Chair Service situated within the Safeguarding, Assurance and

Improvement Service. In October 2017 following restructuring within Nottinghamshire's Children and Families department the Independent Chair Service (ICS) has moved away from the newly formed Youth, Families and Social Work service and is now positioned in the Commissioning and Resources service thus improving greater independence for the service. During 2017 we had one experienced IRO leave the service and they were replaced by a new member of staff. The group is a settled and stable group of staff with a variety of previous experience from different fields in social work which benefits the service as a whole.

3.2. Within the IRO Handbook 2010 it states for an IRO to fulfil the overall roles and responsibilities as defined in the Care Planning Regulations a full time IRO should have a caseload consisting of 50-70 children/young people. Caseloads of the IRO group has remained relatively stable with each individual IRO holding cases of 50-70 children, thus within the recommended guidelines (although this can fluctuate in order to develop new staff who have a mentor allocated to them to support them to develop the skills /responsibilities required of the role). In terms of diversity the profile of the service is not the same level as the Looked after population but is representative of a range of gender, age, sexuality, ethnicity and cultural backgrounds. It is important to note due to the stability of the team the IROs are often the person with the longest professional relationship with the child and therefore they are able to recount the child's story and time in care.

3.3. The IROs have specialisms/lead roles within the service which enables them to develop specialist knowledge which is shared with colleagues and creates good working networks with other agencies when striving to achieve good outcomes for looked after children. IROs will attend relevant meetings/forums and training sessions related to their lead role. IROs continue to be mindful of children and young people vulnerable to sexual exploitation, who go missing , with disabilities and UASC (unaccompanied asylum seeking children) and other vulnerable children within the looked after population. The lead roles also involve IROs attending meetings/forums, as described below:

Children Disability Service - there is one IRO who meets regularly with the CDS managers and discusses areas of concern and priorities for the IRO service. The IRO maintains good communication between the Team Managers and the service to ensure there is consistent practice. The IRO has also attended joint training on DOLS (Deprivation of Liberty Safeguards), in order to understand the roles and responsibilities of all involved and shared this with her own colleagues. The IRO also has links with the transition team and works with the group to ensure timely transition planning for each young person involved.

CAMHS - two IROs are linked to this service and workers attended the service meeting last year to discuss what they provide to children and young people it was acknowledged there is limited resources in respect of UASC whom have additional emotional needs due to their experiences of the country they have left because of traumatic situations.

IROs and Foster Carers value the consultation service CAMHS provide and have spoken positively about the support that has been provided when carers have attended the attachment and PACE course.

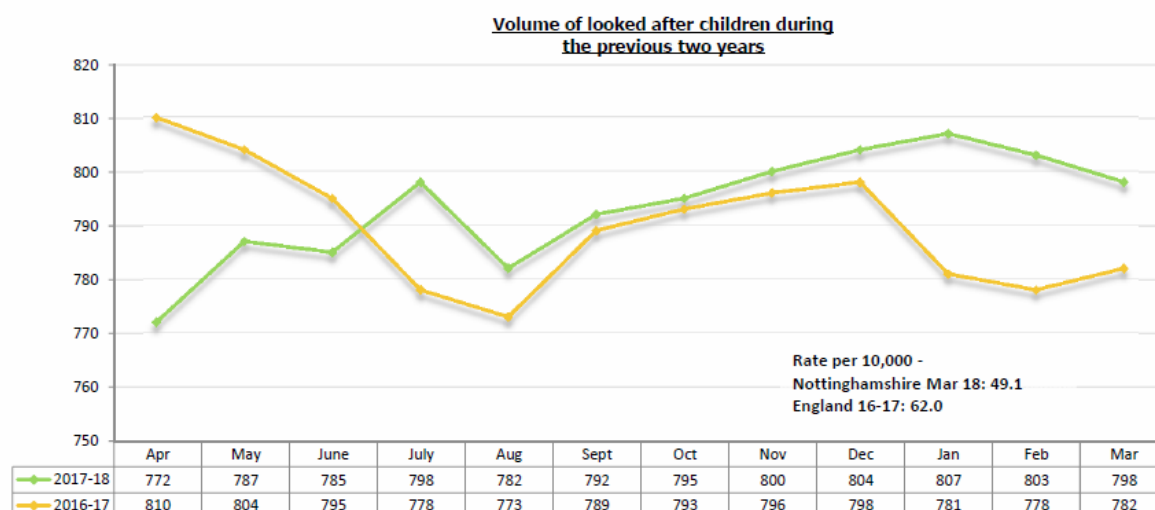
Adoption - two IROs continue to meet quarterly with the Adoption operational Service Manager. When exploring adoption for children many things need to be considered when making the right match between the child and the adopter, however the welfare of the child remains the priority. IROs are conscious of the need to identify matches early and to ensure parallel plans are in place whilst assessments are being undertaken as delay in making decisions can have an impact on the adoption progressing smoothly and this ultimately would not be in the best interests of the child. The IROs communicate any known issues impacting on children awaiting adoption and anything raised at LAC reviews.

Children in Care Council - one of the areas for focus last year was around developing an Annual Report specifically for children and young people. Two IROs have designed an outline of what this report would include in consultation with young people who attended an event at Centre Parcs in October 2017. IROs had a stall at this event and asked young people who came to the stall what their views were about having an annual report just for themselves and what topics they would like to have included. This proved to be very successful and the IROs have worked on producing a template which was presented to the No Labels group on 8th May 2018. Further consultation will take place with the No Labels sub groups before the final document is produced. It is the aim of this service to produce a young person's version of the Annual Report every year.

Participation Group - one IRO and one Child Protection Coordinator contribute to this group, work continues aiming to introduce an App for children and young people to provide feedback, its hoped this work being undertaken in consultation with Children in Care Council, will reach fruition before the end of the year.

4. Profile of Looked After Children in Nottinghamshire

- 4.1.** At the end of March 2018, there were 798 children and young people looked after by the Local Authority. This figure has continued to remain relatively stable throughout this year and has not changed from the previous year. The looked after rate per 10,000 at the end of the year was 49.1 which remains lower than the rates for both our statistical neighbours and the England average as at the end of 2016/17 which were 59.5 and 62 respectively. When considering the differences between our statistical neighbour's audits are undertaken on a three monthly basis and plans overseen by Child Protection Coordinators are viewed and no cases have been raised that would indicate children in need of being looked after are not being identified at an early stage. The role of the Child Protection Coordinators continues to be crucial in ensuring the appropriate action is taking place in respect of children where their needs are not being addressed and alternative care needs to be considered.



4.2. Of the 798 children and young people looked after at the end of March 627 were in foster care, (which comprises of 78.5% of the total LAC population) with 16 placed outside of the county, and 33 were children with a disability. In considering other placements a total of 78 children were placed in different residential settings, whilst 5 were subject to a secure placement on remand and 2 on welfare grounds. Out of the total of 798 children 58 (7.2%) of LAC population) were placed for adoption during the year.

4.3. When considering the age profile of the children who became looked after in Nottinghamshire over the past year 23% were between the ages of 0-11 years, 77% made up the LAC population of 12-18 year olds at the end of March 2018. Of the total number of young people accommodated 56% were male and 44% female, this figure is no different from 2106/17.

4.4. Of the total number of children who became looked after this year the majority were initially accommodated under section 20 of the Children Act 1989 (55.6%). This means that these children were accommodated at the request of and or in agreement with parent/s or those with parental responsibility. Section 20 accommodation is intended as a short-term measure pending either a return home or the commencement of care proceedings. Operational Service Managers send letters to the parents within 5 days of section 20 being agreed and monitor the situation closely thereafter. As soon as the plan changes from the child returning to the care of their parent's then consideration is given to initiating a Legal Planning Meeting. The IROs role is crucial during this period in ensuring there is no delay regarding assessments being completed and to consider the legal status of the child.

4.5. In terms of permanency outcomes during 2016/17, there has been a high number of children returning to the care of their parents (102), with young people progressing onto Independent Living being (96) and 34 children being made subject to a Special Guardianship Order. As previously noted also 58 (7.2%) of LAC population) were placed for adoption during the year. The IROs continue to ensure that a child's Care Plan is meeting their needs and that changes to the plan are made to reflect any change in circumstances.

5. Looked After Reviews

- 5.1.** A total of 1805 reviews were chaired by IROs in the year ending of March 2018, of these 95.4% of these were held in timescale, which is a similar percentage from last year. This performance indicator is calculated on a rolling year basis for the previous 12 months, rather than a year to date figure for the financial year as reported previously.
- 5.2.** IROs complete some reviews in a series of meetings to ensure the relevant people are involved and the meeting remains child focused and friendly. Out of a total number of 379 children of young people became looked after at in 2017/18, neglect or abuse has continued to be the main reason (47%), with family dysfunction or the family being in acute stress also featuring highly, (36%).

6. Children and young people's participation in their reviews

- 6.1.** The IRO service strives to ensure that children and young people participate in their review whether that be in person or through other creative means to include them in the review. Indeed in 2017/8 children aged 4 and over are recorded to have conveyed their views in over 91.6% of reviews, which signifies similar picture from the previous year which was 92%.
- 6.2.** The IRO monitoring data indicates that the majority of children and young people are consulted about the venue of the meeting and who they would like to attend the review. Of the total number of reviews held this year in respect of children aged 4 years and over, 42.4% had the child/young person attending the review meeting or part of their meeting. Of those who did not attend, 6.5% they asked an advocate to speak for them or 42.8% conveyed their views by other means to the review. When you look at the overall picture throughout the year both figures remain relatively consistent therefore children participating by attendance or other means continues to be high. There are examples where young people have been supported by their IRO to either chair or co-chair their own review. IROs are creative with the young people and discuss the best ways in which they can contribute to their review.
- 6.3.** Some children or young people make informed decisions not to attend their review but will participate in other ways such as completing the 'listen to me' document, providing their views in other written or pictorial forms, or alternatively meeting with their IRO prior to the review. IROs are increasingly visiting children and young people prior to reviews, and this can include observing very young children in placement with their carers'.

7. Identifying good practice and Dispute Resolution process

- 7.1.** The IRO handbook sets out that one of the key functions of the IRO is to resolve problems arising out of the care planning process. Where an IRO has significant concerns about practice or other issues affecting a child's care plan then the IRO can instigate an alert. In the first instance, the IRO will initiate an alert and seek to resolve

the concerns with the social work team manager. A record of this alert and outcome is placed on the child's file. If the matter is not resolved within the required 10 working day timescale then the IRO with their manager will then consider taking action by progressing to stage 1; this involves the operational service manager.

7.2. During the year 55 alerts were initiated by IROs to Social Care practitioners, data suggests there has been a reduction in the number of alerts initiated (68 in 16/17 and 91 in 15/16). The themes that have emerged from the alerts relate to a range of issues; lack of agreement plan around expectations of young mother in placement with baby, social work report not being available for the review, concern about lack of education/health plans, decision around placement move in line with young person's wishes and feelings, child placed in an unregulated placement and absence of assessment in respect of the child being placed, visits not undertaken within expected statutory timescales and contact between siblings not acted upon. When alerts are initiated the concerns raised are acknowledged and responded within the period of the next review.

7.3. IROs continue to monitor recommendations made at reviews between each meeting that takes place, if there is evidence of actions not being progressed the IRO will notify the Team Manager and if necessary initiate an alert formally. IROs will also raise concerns informally with Social Workers and Team Managers and will resolve these without initiating an alert. What is evident from the alerts initiated during 2017/18 is that only 7 were escalated to stage 1 which involves the Service Manager for the respective team and often is required when Team Managers does not respond to the alert within 10 working days. No alerts have been escalated to Group Manager level as all have been acted upon and resolved satisfactorily by the teams involved.

7.4. Within the Independent Chair Service it is expected external alerts are also considered with IROs when there are individual concerns about partner agencies contribution and delay in achieving good outcomes for the child/young person. There has only been one external alert initiated and this was around a young person not being offered the appropriate education placement in relation to his specific learning disabilities. This alert involved communication between Nottinghamshire and another Local Authority. IROs report that attendance at LAC reviews from partner agencies is generally good and if there are any concerns about their involvement then IROs will raise this informally in order to get a resolution. IROs report agencies involvement and contribution to the care plan is overall very good. Any intervention from the IRO is then recorded on the child's file to demonstrate IROs role in challenging partner agencies involved in the care planning process.

7.5. Examples of where IRO has challenged educational provision

When it was evident the educational provider was no longer able to meet a child's needs the IRO asked for an updated an assessment and for the educational psychologist to have some input into this as well. In challenging this the 14 year old has moved to a specialist school/residential placement and is now thriving. Included in their timetable is music therapy which is enabling the young person to become more vocal, which is a significant improvement. This means the young person is happier in themselves and their relationship with family has improved somewhat.

Another young person in mainstream school was not progressing so the IRO made links with the virtual school and this young person has moved to a more specialised school, this move has impacted on their presentation and they are now presenting as being much happier. The school are also enabling the young person to progress and are holding a birthday party for them so they feel more included.

8. Learning and development

8.1. In the past year three seminars have been held which has involved IROs from the nine local authorities within the region, a training group which involves some managers from the region work together to pull together topics and arrange speakers to deliver on these. This continues to be a valuable opportunity in respect of IROs sharing their own experiences and offering suggestions with new developments. The topics over the past year have been; Dilemmas in Adoption and challenges for the IRO when agreeing the care plan, The hidden responsibilities of the IRO- the additional tasks they undertake that is not descriptive within the IRO Handbook, working with CAFCASS and challenges between the two roles. Often case studies are integrated within the seminars and this creates much discussion and debate between the IROs and draws out the strength and challenges of their role when working with complex situations. These sessions are extremely valuable and effective in cementing good working relationships across the region.

8.2. National and Regional IRO Managers groups

The ICS service manager chairs the regional IRO managers meeting which takes place four times a year and is now a member of the National IRO managers partnership group which meets at the DFE (Department for Education) office in London. IRO managers from across England meet quarterly at the Dfe building in London. Over the past year consultations has taken place with IRO managers around the Care Planning guidance which was being reviewed. This involved members of the group reviewing certain sections of the care planning guidance individually and then feeding back views to Dfe for consideration. As a group we have individual practice leads send feedback to national group after seeking views from the Regional Groups. We have had speakers from CAFCASS, Head of Practice and Ofsted who have provided feedback about expectations and how IRO services are performing nationally.

During March 2018 the government commissioned a piece of work on foster carers and from this the 'The Foster Care in England' report made a number of recommendations which the government is considering and intends to provide a response to its findings in the summer.

9. Feedback from children, young people, parents/carers and professionals

9.1. Children, their carer's and parents continue to make positive comments about the involvement of the IRO in their lives and for many the IRO has been the most consistent professional. With the number of young people progressing onto independent living some have been sad to end their relationship with the IRO and have appreciated the support and guidance provided whilst in care. The service values the views of children and feedback was sought from those young people aged 9 years and over, parents/carers and professionals who attended a LAC review in February/March

2018. We are in the process of collating the feedback on this and will be considered, initial findings is not dissimilar to the feedback we received during 2016/17

9.2. The Quality and Improvement team however has sought feedback from carers/young people and professionals from April 2017 about the service they have received. The comments below relate to parents;

The IRO came to my house and spoke with me to gain my views

They were fair/polite and nice

Excellent communication and respect for the chair

From Foster Carers:

We all know each other pretty well after 5 years and conversation therefore is easy

Thorough and relaxing

Listened to respectfully

General comments about the IRO

Clear about her role and independence- Supervising SW

Lovely child focused review- Residential SW

Everyone made to feel at ease and welcome- LAC SW

Agenda is really helpful. Included participants throughout- Therapist Fostering Agency

Young person was very well supported- Teacher

Meeting done at a good pace for parents who have learning difficulties- SW

Young person involved in discussions and voiced their views- Advocate

An experienced and excellent IRO who is respectful and listens to participants, good safeguarding skills. Children's Guardian

From Young People

They listened to me

There was good communication

I understood everything and got all the answers I wanted to hear

It's good to know I have all the support

Things happen at the review

What could be done differently?

Earlier discussions about independence as it is scary and hits you like a truck

Find Listen to me booklets babyish

Talk about my flat more and about living independently

Have more choice about venue, meeting to take place at school

Not to invite people that are not welcome.

10. Key findings

- The LAC population has remained stable throughout the year which has enabled IROs to continue to fulfil the wider expectations of their role; including contacting children/young people in advance of reviews and monitoring a child's case on an on-going basis.
- Feedback about the IRO role continues to be mainly positive
- Reviews indicate a good level of child participation and evidence of the voice of the child.

- A draft of the a Child friendly Annual Report has been produced just awaiting feedback from No Labels sub groups
- IROs are continuing to develop their lead roles and taking part with inductions for new SW staff.
- Alerts being initiated continues to be low however there is evidence of IROs having informal discussions with SW/Team Managers and partner agencies.
- IROs continue to be committed to regional seminars and have reflected on discussions and initiatives from other local authorities when exploring their own practice.

11. Areas for focus during 2017-18

- Finalise the child friendly Annual Report and circulate.
- Develop a cohesive relationship with regional Child Protection Coordinators and embed joint seminars with IROS in the future.
- Sustain a strong connectivity with the National IRO Managers Group and the Regional Groups to drive forward initiatives in relation to Looked After Children.
- Review operation and efficacy of the dispute resolution process with internal and external alerts.
- Ensure the IRO service is linked with the Looked After Children and Care leavers Partnership Strategy and is informed by developments.
- Consider independent reviewing of care leavers plans.
- The ICS to be an agent of change by providing a robust and challenging service whilst being clear about its independence now it is located within the Commissioning and Resources service

Izzy Martin
Service Manager
Independent Chair Service
11.05.18

18th June 2018

Agenda Item: 14

**REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****FOSTERING SERVICE: ANNUAL REPORT APRIL 2017 TO MARCH 2018****Purpose of the Report**

1. This report provides information on the activity and performance of the Fostering Service from April 2017 to March 2018.

Information

2. The number of children in the Council's care has increased over the last year from 771 (March 2017) to 807 (March 2018). Of the 807 children in the Council's care, 630 are placed in foster care (78.07% compared with 78% at the end of March 2017). Of these 630 children, 388 (62%) are placed with a foster carer approved by Nottinghamshire County Council. 38% are placed with an independent, external foster care provider. These figures present an increase of children placed with internal foster carers since April 2017 to March 2018 from 58% to 62 %, and a decrease in the number of children placed with external providers from 42% to 38%.
3. Of the 807 children in the Council's care, 388 are placed with a foster carer approved by Nottinghamshire County Council. This equates to 48% of the total looked after population. This is an increase of 2.61% in internal fostering provision since April 2017.
4. The internal fostering service is the Council's highest provider of placements at the lowest cost.
5. There has been an increase in demand for Family and Friends Regulation 24 assessments under the 2010 Care Planning Placement and Review Regulations. The 2011 Fostering National Minimum Standards for Fostering Services also apply. From April 2016 to March 2017, there were 107 referrals to the Family and Friends Team. From April 2017 to March 2018, there have been 126 referrals. This represents an increase of 15%. Of the total number of children placed in the Council's care, 24 are placed with family and friends carers. This equates to 4% of the total number of children placed with internal fostering providers. Despite undertaking significant assessments of family and friends carers, relatively few remain as approved foster carers. This is for a number of reasons; children may be rehabilitated back to their parents' care, carers may withdraw from the assessment process or carers may go on to achieve Special Guardianship Orders/ Child Arrangements Orders. This is the main factor in why foster carers do not remain within the Fostering Service.

6. The expansion of internal fostering is being considered as part of the Review of Children's Care.
7. The recruitment and retention of foster carers is the core activity and focus within the Fostering Service. There was an increase in the number of households approved at fostering panel; 32 households were approved in 2017/18 compared with 25 in 2016/17.
8. The Council terminated the approval of nine foster carers. Of these nine, five were de-registered following allegations/concerns of a safeguarding nature. There was a further loss of six family and friends fostering households due to Special Guardianship Orders being granted. There were a further 16 foster carers who resigned during 2017/18. Of these 16, five resigned following investigations into concerns. The remainder were due to family circumstances/reaching retirement age. This is a higher than average number, which meant a net gain of one fostering household.
9. In terms of recruitment, the performance for 2017/18 has seen a slight decrease in recruitment activity. There were 134 enquiries made which resulted in 128 initial visits. However, of these visits only 32 households proceeded to fostering panel and were approved as foster carers. Recruitment of foster carers remains a significant challenge.
10. Foster care recruitment is currently very challenging and this is a national trend. The Fostering Service works very closely with colleagues from the Council's Marketing and Communications Team to develop the service's recruitment and retention strategy. Recent initiatives include a half day recruitment day for Fostering Service and Marketing and Communication Team colleagues to look at key recruitment drives. Information events are held around the County on a regular basis, including evenings. It is hoped that the frequency will be increased. This activity is further supported by the advocacy group of carers who attend local events to discuss and promote fostering.
11. In 2016, Fostering Support Officers were recruited to the Fostering Service. There are five Fostering Support Officers based in Fostering Teams around the County. They were recruited in order to support Supervising Social Workers and foster carers. Fostering Support Officers have enabled Supervising Social Workers to focus on the key tasks of assessment and supervision of foster carers. The addition of the Fostering Support Officers has been a positive addition to the Fostering Service. This has been endorsed by feedback from both Foster Carers and staff within the Fostering Service.
12. The children and young people for whom there is a continued struggle to find placements are teenagers and siblings groups. The Council's marketing campaigns reflect this.
13. The Fostering Service has strengthened its support strategy to foster carers and children who foster. A Sons and Daughters Council has now been established and a fifth annual event took place in October 2017. The contribution of the foster carers' birth children to the outcomes for a fostered child has long been appreciated and recognised.
14. The Fostering Service has a good reputation in respect of the support it provides to its foster carers. The service continues to engage foster carers in service developments and continues to support its foster carers in their professional development and professional identity through a varied programme of learning, training and developmental opportunities.

15. As part of the service's commitment to supporting the development of foster carers, work is currently taking place with Nottingham City to look at potential joint training ventures. The aim is to share resources and further enhance foster carer developmental opportunities.
16. The Fostering Service is a service for children. The profiles of children who wait for a long term foster family have been featured on the local and regional family finding sites as well as a national site. Due to the complex needs of some of these children, progress is limited but there is a work-stream dedicated to promoting this work. The focus is particularly on the needs of young people currently living in residential care. This has resulted in a positive outcome for a young person who is in the process of transitioning from a residential care home to live with a foster family on a long-term basis.
17. The Council is committed to celebrating the achievements of looked after children and young people. The Fostering Service recently held its third annual 'Fostering's Got Talent' event at which 11 acts performed. The event was attended by looked after children and young people, foster carers and their families and staff from both the fostering and children's service.
18. The Fostering Service has excellent staff retention. The level of passion and commitment the staff demonstrate is outstanding. The service is committed to providing high quality care for children and young people in a family environment and is particularly keen to develop the services offered to children with more complex needs and behaviours.

Other Options Considered

19. No other options have been considered.

Reason/s for Recommendation/s

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

Statutory and Policy Implications

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

Financial Implications

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

RECOMMENDATION/S

That the Committee:

- 1) considers whether there are any actions it requires in relation to the information on the activity and performance of the Fostering Service from April 2017 to March 2018
- 2) agrees to receive a further report on the activity and performance of the Fostering Service in 12 months and that this be included in the work programme.

Steve Edwards
Service Director, Youth, Families and Social Work

For any enquiries about this report please contact:

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Constitutional Comments (LM 21/05/18)

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

Financial Comments (SAS 25/05/18)

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

Background Papers and Published Documents

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

None.

Electoral Division(s) and Member(s) Affected

All.

C1120

18 June 2018**Agenda Item: 15****REPORT OF CORPORATE DIRECTOR, RESOURCES****WORK PROGRAMME****Purpose of the Report**

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

Information and Advice

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

Other Options Considered

4. None.

Reason for Recommendation

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

Statutory and Policy Implications

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

RECOMMENDATION

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

Jayne Francis-Ward
Corporate Director, Resources

For any enquiries about this report please contact:

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Constitutional Comments (HD)

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

Financial Comments (NS)

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

Background Papers

None

Electoral Division(s) and Member(s) Affected

All.

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

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
16 July 2018			
DN2 Social Impact Bond		Laurence Jones	Jon Hawketts
Looked After Children placement costs and projection		Laurence Jones	Jon Hawketts
Restructuring of the Integrated Children's Disability Service		Laurence Jones	Jill Norman
Establishment of posts in the Integrated Children's Commissioning Hub		Laurence Jones	Natasha Wrzesinski
Troubled Families Programme in Nottinghamshire – six-month update	Six monthly update report	Steve Edwards	Rachel Miller
CAMHS Looked After and Adoption team annual report		Steve Edwards	Vonny Senogles/ Shelagh Mitchell
Virtual School annual report		Marion Clay	Sue Denholm
Adoption Service annual report		Steve Edwards	Tracey Coull

