

Children and Young People's Committee

Monday, 14 January 2019 at 10:30

County Hall, West Bridgford, Nottingham, NG2 7QP

AGENDA

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2	Apologies for Absence	
3	Declarations of Interests by Members and Officers:- (see note below) (a) Disclosable Pecuniary Interests (b) Private Interests (pecuniary and non-pecuniary)	
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Notes

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

Customer Services Centre 0300 500 80 80

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

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

- (4) Councillors are reminded that Committee and Sub-Committee papers, with the exception of those which contain Exempt or Confidential Information, may be recycled.
- (5) This agenda and its associated reports are available to view online via an online calendar - <http://www.nottinghamshire.gov.uk/dms/Meetings.aspx>

Meeting CHILDREN & YOUNG PEOPLE'S COMMITTEE

Date 17 December 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)

Samantha Deakin
Errol Henry JP
Paul Henshaw
John Peck JP

Liz Plant
Francis Purdue-Horan
Sue Saddington
Steve Vickers

CO-OPTED MEMBERS (NON-VOTING)

4 Vacancies

OFFICERS IN ATTENDANCE

Katharine Browne	Senior Commissioning Manager
Marion Clay	Service Director, Children, Families and Cultural Services
Helena Cripps	Public Health & Commissioning Manager
Steve Edwards	Service Director Young Families & Social Work
Laurence Jones	Service Director, Children Families and Cultural Services
Nichola Reed	Public Health and Commissioning Manager
Dr Victoria Walker	Designated Doctor for Children in Care SFH NHS Trust
Kathryn Higgins	Designated Nurse for Children in Care (CCG)

Noel McMenamin Democratic Services Officer

1. MINUTES OF THE LAST MEETING

The minutes of the meeting held on 19 November 2018 having been circulated to all Members, were taken as read and were signed by the Chairman.

2. APOLOGIES FOR ABSENCE

Councillor Francis Purdue-Horan replaced Councillor John Handley for this meeting only.

Councillor Steve Vickers replaced Councillor Roger Jackson for this meeting only.

The Democratic Services Officer undertook to write to Councillor Roger Jackson, conveying the Committee's best wishes for a speedy recovery from illness.

3. DECLARATIONS OF INTEREST

None.

4. ANNUAL REFRESH OF LOCAL TRANSFORMATION PLAN FOR CHILDREN'S AND YOUNG PEOPLE'S EMOTIONAL AND MENTAL HEALTH

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

RESOLVED 2018/097

That

- 1) the Committee considered the Local Transformation Plan to determine whether any actions were required;
- 2) an update report on implementing the be received in six months' time, to include data on the numbers using the service and an evaluation of the impact of measures taken to date under the Plan, and to include the report on the work programme;
- 3) Councillor Boyd Elliott be nominated as a member of the Children and Young People's Mental Health Executive, which has responsibility for the delivery of the Local Transformation Plan and Action Plan.

5. ELECTIVE HOME EDUCATION - UPDATE

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

RESOLVED 2018/098

That

- 1) a further six monthly report on Elective Home Education be requested;
- 2) approval be given to the Service Director, Education, Learning and Skills, to commission a university to commission a piece of postgraduate research into the academic outcomes achieved, and the employment secured, by young people who have been electively home educated.

6. UPDATE ON SUPPORTING IMPROVEMENTS IN CHILDREN'S SOCIAL CARE

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

RESOLVED 2018/099

That further updates will be submitted to the February 2019 and June 2019 meetings of the Committee.

7. PROPOSED CHANGES TO STAFFING STRUCTURES ARISING FROM THE ESTABLISHMENT OF THE REGIONAL ADOPTION AGENCY, ADOPTION EAST MIDLANDS

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

RESOLVED 2018/100

That approval be given for:

- 1) 1 full-time equivalent Agency Adviser Fostering (Band C) post to be managed within the Fostering Service;
- 2) 2 full-time equivalent Adoption Support Worker (Grade 5) posts to be managed within the Permanence Team;
- 3) 1 full-time equivalent Welfare Rights Adviser Adoption (Band A) post to be managed within the Family Service;
- 4) The establishment of a temporary 1 full-time equivalent Business Support (Grade 2) post within the Adoption Service, funded by the DfE grant, to support Adoption East Midlands development.

8. LOCAL AUTHORITY GOVERNOR APPOINTMENTS TO SCHOOL GOVERNING BODIES

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

RESOLVED 2018/101

That the appointment of Local Authority governors to school governing bodies during the period 1 September – 31 December 2018, as listed in paragraph 4 of the report, be noted.

9. PROMOTING AND IMPROVING THE HEALTH OF LOOKED AFTER CHILDREN

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

RESOLVED 2018/102

That:

- 1) the Committee considered whether further actions were required in relation to efforts to promote and improve the health of Looked After Children;

- 2) that an update on the progress in responding to the recommendation of the Child and Adolescent Mental Health Looked After Children Service Review, incorporating a staffing update, in six months time, and a six monthly update thereafter regarding efforts to promote and improve the health needs of Looked After Children.

10. WORK PROGRAMME

The Chairman introduced the report.

RESOLVED 2018/103

That the Committee's work programme be agreed.

The meeting closed at 11:23 am.

CHAIRMAN

14 January 2019**Agenda Item: 4****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****CHILDREN MISSING EDUCATION****Purpose of the Report**

1. The purpose of the report is to provide an update in relation to Children Missing Education in Nottinghamshire.
2. The report seeks approval to circulate guidance to schools (attached as **Appendix 1**) to clarify the process that Nottinghamshire County Council staff, and education professionals and other partners should follow if they have concerns that a child is missing from education.
3. The report asks the Committee to recommend that the existing Nottinghamshire Children Missing Education Strategy be updated to reflect the conclusions from the ISOS Partnership Report 'The Alternative Provision Market Analysis Research Report', October 2018, on the effective use of Alternative Provision, as detailed in **paragraph 13** of this report, and that the revised strategy be taken to Policy Committee for approval.
4. The report also seeks approval for a Children Missing Education (CME) Dashboard to be presented to the Committee on a six monthly basis to ensure that Committee is updated on progress.

Information

5. This report is presented to Committee within a context that most Nottinghamshire children and young people are educated in good and outstanding schools. 98,087 pupils aged 5 – 15 years at the start of the 2017 - 2018 academic year were educated in Nottinghamshire's publicly funded schools. Currently Ofsted data¹ suggests that 84% of primary aged pupils and 95% of secondary aged pupils were educated in good and outstanding schools. It should be noted, therefore, that this report focuses on a small number of children and young people who are supported by a range of Local Authority service areas to ensure they access an appropriate full time education.
6. Local authorities have a duty under section 436A of the Education Act 1996 to make arrangements to establish the identities of children in their area who are not registered

pupils at a school and are not receiving suitable education otherwise. This duty only relates to children of compulsory school age. Local authorities are expected to have robust policies and procedures in place to enable them to meet their duty in relation to these children, including ensuring that there are effective tracking and enquiry systems in place, and a named person to whom schools and other agencies can make referrals about children who are missing education.

7. The Children Missing Education process focuses on known children and young people who are not accessing their full educational entitlement as a result of failing to secure a school place, facing permanent exclusion from school, refusing or being prevented from attending their school place, on a school roll but accessing less than their full educational entitlement, those unable to access full time education due to their mental or physical health needs, those who are in unsuitable elective home education, as well as any child or young person known to other local authority services without a school place or refusing to attend school.
8. The CME Strategy, originally endorsed by this Committee on 23 April 2014, and approved by Policy Committee on 7 May 2014, has been underpinned by a strong corporate commitment to advocating for vulnerable children and young people. Schools continue to be challenged where there is evidence of 'grey exclusions'; this can be when schools invite parents to remove their child from school as part of an arrangement outside of the formal exclusion processes. Another area where a small number of children and young people can become missing to education is in relation to school admissions to own admission authorities. All applications to academies and other own admission authorities are closely monitored to ensure that these applications are processed within 20 days, in line with the Schools Admissions Code, which was revised in September 2015. Schools and academies which delay admission, even when cohorts are below the Published Admission Number (PAN), are challenged at the monthly locality Fair Access Panels and/or School Behaviour and Attendance Partnership panels by the Fair Access Team.
9. The process introduced in 2015 for identifying children without a school place is now embedded within Nottinghamshire Local Authority practice. The Children out of School (COOS) panel is held weekly and cases are raised where:
 - children and young people are known to be missing from education (CME)
 - children and young people who are on roll but are believed to be inappropriately prevented from accessing their full entitlement to education, identified by Ofsted (November 2013) as 'pupils missing from education' (PME).
10. This meeting is attended by relevant Fair Access and Elective Home Education Officers. There were 593 cases raised at the COOS panel in the academic year 2017-2018. 373 CME children without a school place were allocated a roll through the Fair Access Protocol and in cases where pupils were identified as PME schools and academies were challenged through the School Behaviour and Attendance Partnerships to ensure that appropriate provision was put in place.
11. On the rare occasion that intervention and mediation prove unsuccessful, the cases are referred to the Vulnerable Children Education Commissioning (VCEC) panel, a multi-agency body which seeks to identify solutions for those children and young people with complex lives who are missing from education. This key multi-agency operational meeting is chaired by the Group Manager, School Improvement, Strategic Planning and Admissions,

to ensure that appropriate educational pathways are identified for the children at most risk of remaining CME/PME. There were 90 cases referred to the VCEC panel in 2017-2018. These were predominantly pupils who had been permanently excluded, those who had social, emotional and mental health needs, and those who posed a risk to themselves or others.

12. When pupils are not yet ready to be placed on a mainstream or special school roll the Local Authority has a duty to arrange interim alternative provision. 120 children and young people were provided with interim alternative education provision in 2017-2018. There are currently over 40 different alternative education providers operating in Nottinghamshire providing a range of 1:1 and small group learning opportunities. Nottinghamshire County Council has an effective commissioning, quality assurance and approved provider system in place to ensure that children and young people are offered appropriate alternative provision when this is necessary. In March 2018 the DfE published *Creating Opportunity for All our Vision for Alternative Provision* which states that **every child deserves an excellent education and the chance to fulfil their potential, whatever their background, needs or location in the country. Children in alternative provision deserve these opportunities too.**
13. The ISOS Partnership, working on behalf of the DfE, and the Edward Timpson Exclusion Review Team both visited Nottinghamshire in July 2018 to meet Alternative Providers, School Leaders, parents and young people to gain a clearer understanding of the support that is available to vulnerable and challenging pupils who are unable to learn in a mainstream setting. The Alternative Provision Market Analysis Research Report, October 2018 (page 113), concluded that there is a need to ensure that:
 - a) *There is a clear strategic plan for meeting the needs of pupils who may require AP and that it is situated within a broader framework of inclusion support*
 - b) *There is the right combination of responsibilities between schools, AP providers and the LA and partner agencies for the placements of, funding for and outcomes of pupils placed in AP; and*
 - c) *The role of AP is seen in the context of its connections to and inter-relations with other parts of the local system, including particularly mainstream education, SEND, early help and social care, and local health services.*
14. These conclusions need to be incorporated into the Nottinghamshire CME Strategy which will need to be approved by Policy Committee.
15. Information about Nottinghamshire pupils placed by schools on part-time timetables or in alternative provision are gathered termly and where there are concerns schools are challenged through the School Behaviour and Attendance Partnerships. If children are known to be particularly vulnerable e.g. if they are categorised by Children's Social Care as Child in Need (CIN), Child Protection (CP), Child Looked After (LAC) or if they have an Education Health and Care Plan, letters are directly sent by the Group Manager and/or the Service Director of Education, Learning and Skills, to seek assurances that the part-time education is based on the needs of the child, is monitored by external agencies, is time limited and that no child is being put at increased risk as a consequence.
16. One significant group of CME pupils missing mainstream education are those who have been permanently excluded from school. In recent years, the Schools Forum and Nottinghamshire County Council have taken decisive action to reduce the number of

permanent exclusions following the closure of the pupil referral units (PRUs) in 2014. Funding previously used to support permanently excluded pupils continues to be devolved to primary and secondary School Attendance and Behaviour Partnerships (SBAPs) across the County to spend on a range of innovative strategies to support those identified as being at risk of exclusion. It has become apparent that many of the pupils deemed to be at risk of exclusion have undiagnosed learning needs and/or social emotional and mental health needs. Schools are encouraged to follow a graduated response towards identifying and meeting the needs of such pupils rather than to exclude them. The Local Authority Partnership Team and the Primary, Social and Emotional Development Team are available to provide guidance and challenge to school colleagues as appropriate. It is of note that the number of permanent exclusions has been reduced by approximately two thirds from 165 to 49 during the period from 2007 to 2016 but there has been a small rise in numbers in 2016 - 2017 to 53 pupils from 45 in the previous year. Nottinghamshire's permanent exclusion rate at 0.04% is significantly below the national average of 0.10%. Of serious concern is the fixed term exclusion rate which is 5.50%; this is 0.74% above national average. The Partnership Team will be working with schools and academies who have consistently high patterns of fixed term exclusion to identify alternative sanctions, which do not result in a loss of learning.

Permanent and fixed period exclusions in secondary schools		
2016/17		
	Nottinghamshire	National
Permanent exclusion rate	0.04%	0.10%
Fixed period exclusion rate	5.50%	4.76%

Source: <https://www.gov.uk/government/statistics/permanent-and-fixed-period-exclusions-in-england-2016-to-2017>

Local authority tables: SFR35/2017

17. Based on the 2016-17 academic year figures, overall pupil absence rates are lower in Nottinghamshire (4.4%) compared with the England (4.7%) and regional (4.6%) averages. This is also the case for persistent absence rates. Persistent absence rates in Nottinghamshire during 2016-17 were 9.7% compared with England (10.8%) and regional (10.7%) averages. Overall absence rates have remained stable at around 4.5% over the last three academic years. The Local Authority will continue to work in partnership with the Regional Schools Commissioner to ensure that children and young people in Nottinghamshire are only absent from learning when absolutely necessary.

Pupil absence in secondary schools		
2016/17		
	Nottinghamshire	National
Overall absence	4.4%	4.7%
Persistent Absence rates	9.7%	10.8%

Source: <https://www.gov.uk/government/statistics/pupil-absence-in-schools-in-england-2015-to-2016>

Main tables: SFR14/2017

18. In 2015 the Committee decided to alter the thresholds in the Code of Conduct for issuing fixed penalty Notices. This has resulted in a significant increase in the use of Penalty Notice fines for parents whose children are absent from school without authorisation. In 2017-18 the Local Authority issued in excess of 5,000 fines compared with 184 in 2013/14. Each

year more schools are starting to use fines as a strategy to address unauthorised absences in term time and it is anticipated that the numbers of fines being issued will increase again in 2018-19. Having integrated the delivery of the Council's education welfare service within Early Help provision, the Council is better placed to offer families, where school attendance is a concern, access to support and early intervention. This continues to sit alongside the prosecution of parents where this is required.

Other Options Considered

19. The County Council remains statutorily responsible for ensuring that all children and young people in Nottinghamshire of statutory school age access full-time education. The CME Strategy initially endorsed by the Children and Young People's Committee on 23 April 2014 and approved by Policy Committee on 7 May 2014 continues to be implemented to ensure that every school aged child is placed on a school roll, with the exception of those who are electively home educated. No other options have been considered.

Reason/s for Recommendation/s

20. Members will wish to be assured that the Council's statutory duty to provide full-time education for all children and young people of statutory school age is being fulfilled.

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 directly from this report. However, it should be noted that the increasing numbers of pupils whose education is mediated by Local Authority teams is contributing to the financial strain within the High Needs Block of the Dedicated Schools Grant.

RECOMMENDATION/S

That the Committee:

- 1) approves the circulation of the Children Missing Education guidance, attached as **Appendix 1**, to schools to clarify the process that Nottinghamshire County Council staff, school and education professionals should follow if they have concerns that a child is missing from education.
- 2) recommends that the existing Nottinghamshire Children Missing Education Strategy be updated to reflect the conclusions from the ISOS Partnership Report 'The Alternative Provision Market Analysis Research Report', October 2018, (as detailed in **paragraph 13**),

on the effective use of Alternative Provision, and that the revised strategy be taken to Policy Committee for approval.

- 3) gives approval for a Children Missing Education (CME) Dashboard report to be presented to the Committee on a six monthly basis, with a particular focus upon part-time provision, permanent and fixed term exclusion and alternative provision.

Marion Clay
Service Director, Education, Learning and Skills

For any enquiries about this report please contact:

Karen Hughman
Temporary Group Manager School Improvement, Strategic Planning and Admissions
T: 0115 9772572
E: karen.hughman@nottsgov.uk

Constitutional Comments (CEH 28/12/18)

23. The recommendations fall within the remit of the Children and Young People's Committee as set out in their terms of reference.

Financial Comments (SAS 24/12/18)

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.

Children Missing Education Strategy – report to Children and Young People's Committee on 23rd April 2014

Children Missing Education Strategy – report to Policy Committee on 7th May 2014

Electoral Division(s) and Member(s) Affected

All.

C1184

Appendix 1: Flow Chart for all LA Teams concerned about Children Missing Education (CME) and Pupils Missing Education (PME)

CME pupils are those without a school roll, whilst PME pupils have a school roll but are prevented from, or unable, to access their school place effectively. In both cases the home address of these children will be known. This chart is not relevant to pupils who are simply refusing to attend (Family Service) or when the whereabouts of the child are unknown (Children Missing Officer).

<p>LEVEL ONE</p> <p>Any local authority officer, school, parent, external agency, concerned that a child is either CME or PME can refer the case. E.g. This includes children who have no school roll, pupils accessing inappropriate part-time provision, pupils accessing inappropriate alternative provision, pupils who have unmet SEND or SEMH needs who are not attending their allocated school place, children registered as EHE but not accessing learning.</p>	<p>Refer the case to the Fair Access Team who may:</p> <ul style="list-style-type: none"> • Provide advice and guidance • Refer the case to the weekly Children out of School meeting (COOS) Chair: FA Team Manager • Allocate the case to a Fair Access Officer or the Children Missing Education Officer. <p>Contact details for referral: Fairaccess@nottssc.gov.uk</p>
<p>LEVEL TWO</p> <p>Any local authority team manager who believes that a child known to their service has</p> <ul style="list-style-type: none"> • remained CME or PME for longer than 20 days and • that the current interventions made by the officers involved are not resolving the situation and • that the Local Authority may have a duty to provide interim education 	<p>Refer the case for consideration to the three weekly Vulnerable Children Education Commissioning Panel (VCEC). Chair: Group Manager SISPA. The VCEC panel may:</p> <ul style="list-style-type: none"> • provide advice and guidance to services, schools and families. • provide support and challenge to services, schools and families. • Agree to fund interim education provision until appropriate long term education has been agreed. <p>Contact details for referral: Gill.Bevington@nottssc.gov.uk</p>
<p>LEVEL THREE</p> <p>Any Team Manager or Group Manager who believes that a child or young person has had no education for an unreasonable period of time and that services or schools maybe failing in their statutory duties.</p>	<p>Refer the case for consideration by the CME Board. Chair: Director Education, Learning and Skills. The Board will provide scrutiny and challenge and make recommendations as required.</p> <p>Contact details for referral: Amelia.mckenzie@nottssc.gov.uk</p>

14 January 2019**Agenda Item: 5****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES****CHILDREN MISSING FROM HOME AND CARE: UPDATE****Purpose of the Report**

1. To provide an overview of the current work being undertaken to tackle issues around children who go missing from home and care and to provide an update against the key priorities identified for 2018-2019, as outlined in the annual report presented to the Committee on 17th September 2018.

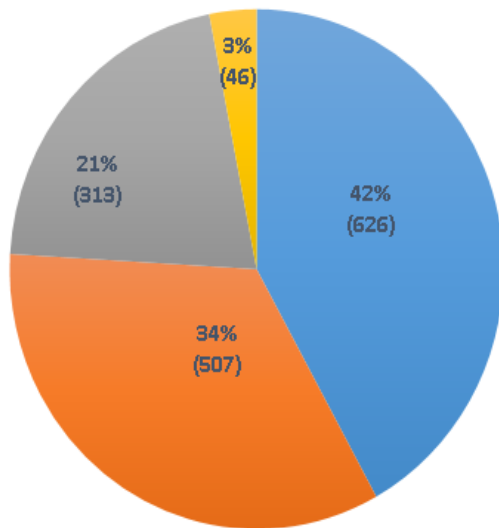
Information**Strategic Partnerships, Governance and Service Provision**

2. Work concerning Children Missing from Home and Care is overseen by the County Missing Children Steering Group. This group reports into the Nottinghamshire Safeguarding Children Board (NSCB). Statistical information for this service area is reported quarterly and annually to the NSCB.

Children Missing from Home and Care

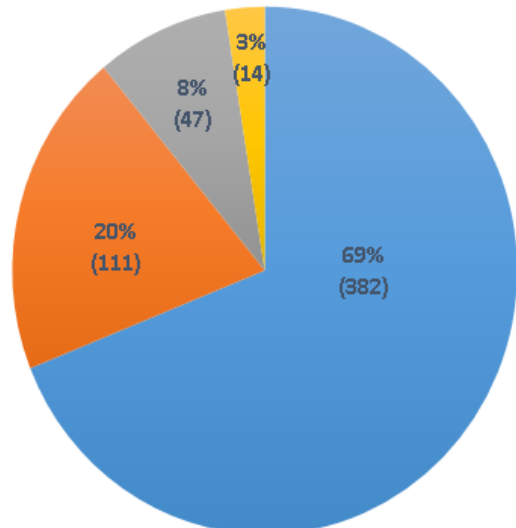
3. There has been a slight increase in notifications for children who have gone missing from home and care between April and September 2018 (against the same period in 2017). Numbers have slowed down however since September 2018 and this shows a similar pattern to previous years where children tend to go missing more in the Spring and Summer months. As can be seen from the charts below, the majority of individual children that these notifications refer to go missing from home. There has been a slight increase in individual children going missing from care, particularly from private residential care homes. So far this financial year there has been an increase in children missing from care who have been placed in Nottinghamshire by other local authorities. Looked after children are more likely to go missing repeatedly whereas children at home are more likely to go missing once. This is reflective of the complex emotional and behavioural issues that children in care are faced with whereas children at home are less likely to have the same vulnerabilities.

Notifications of missing children
April - September 2018 (Total = 1492)



■ Notifications of Children missing from home
■ Notifications of NCC Children Missing from Care
■ Notifications of Other Local Authority Children Missing from Care
■ Notifications of Children Missing from Other

Individual missing children
April - September 2018 (Total = 554)



■ Individual Children missing from home
■ Individual NCC Children Missing from Care
■ Individual Other Local Authority Children Missing from Care
■ Individual Children Missing from Other

4. The Police visit children who go missing upon their return home as soon as possible to discuss the incident. If required, independent return interviews are then completed to provide a narrative as to why children run away and are a tool for preventing future incidents. The national guidance and cross authority procedures are clear in that the worker undertaking the return interview should be independent (i.e. someone not involved in caring for the child) and that it should be completed with the child in a neutral venue where they feel safe. Where required, return interviews are attempted in the majority of cases but interviews are not always completed for a variety of reasons. As previously reported to Committee, 100% completion of required return interviews is very difficult to achieve as older children may refuse to participate or parents may decline the service, particularly where professional services are not already involved. Work to further improve completion rates of return interviews is on-going through training, reminders and advice from children missing officers. The policy, procedures and guidance is also currently under review for Nottinghamshire County Council staff which will reflect the newly published cross-authority procedures. For looked after children these return interviews are particularly important. It should be noted however that additional safeguards are in place for this group, for example, all have a named Independent Reviewing Officer and regular reviews to which they are invited or to contribute to if not wanting to attend. These young people also have allocated social workers who will see them alone on a regular basis.
5. For the majority of children who go missing, this is an isolated occurrence. A small number of children will go missing for a second or third time but the numbers significantly reduce at this stage. For any child who goes missing three times in a 90 day period then a multi-agency meeting is convened to consider the child's circumstances and support needs. The numbers of multi-agency meetings completed has improved since April and it is considered that this is having a positive impact on reducing any subsequent missing incidents.

Performance information regarding return interviews and multi-agency meetings will be provided in the end of year report to Committee.

6. Return interviews continue to identify that the primary causes for children going missing from home and care are due to emotional issues. For children missing from home, this relates primarily to boundary issues and difficult parent and child relationships. For children missing from care, boundary issues are again the main cause for missing episodes but for these children the issues also extend to drugs and alcohol, difficult relationships with family and friends, mental health issues and offending behaviour. These issues have been raised at the County Missing Steering Group and it is recognised that this is a complex issue, particularly for children in care who are more likely to be highly vulnerable with multiple issues that are difficult to address. The monthly multi agency 'Multiple Missing and Hotspots' meeting considers and reviews all children in Nottinghamshire who have been missing five times or more in any one month to ensure all services are working together to reduce the missing episodes.
7. Addressing missing episodes of looked after children placed by other local authorities (OLAs) in Nottinghamshire remains a challenge, particularly for those who go missing repeatedly. A regional protocol has now been agreed regarding the expected response to missing children. Work to promote this within the region is underway. For authorities placing in Nottinghamshire from outside of the region, continued efforts will take place directly with those authorities to encourage compliance with national and Nottinghamshire guidance.
8. As of 5th November 2018, Nottinghamshire County Council had 287 looked after children placed out of area. The response to children missing out of area is the same as for those missing within Nottinghamshire. The Council's Children's Social Care Services are responsible for the care planning and risk assessments for those children and this includes responding to missing episodes and completing return interviews. The majority of these children are seen by their own Social Worker but arrangements are also in place with host authorities for some children who have been placed at a lengthy distance.

Update against key priorities for 2018-19

9. ***Priority to 'Develop early intervention strategies that will reduce the numbers of missing children having multiple missing occurrences'***. The overall strategy to tackle the issue of children missing from home and care is to prevent children from going missing, protect those who do go missing and provide support to children who have gone missing and their families. Given that boundary issues are a primary causal factor for children going missing, the Missing Steering Group has an agreed set of actions for early help services to address these issues when early indicators are present.
10. The children identified as having multiple missing episodes are primarily looked after children with what appears to be a disproportionate number of those placed in residential homes. There was positive engagement from Nottinghamshire County Council residential staff and foster carers with recent training but a review of attendance has identified that there was little engagement from private residential staff or independent foster carers. The Missing Steering Group has therefore agreed an action for a focused piece of work with private care home providers in Nottinghamshire. More children are currently being placed in private residential homes and independent foster homes as opposed to Nottinghamshire County Council foster placements due to there not being enough foster placements

available for children in Nottinghamshire. An initiative to increase the numbers of foster carers is currently being consulted upon with a plan to roll this out in the New Year. As this is one of the possible contributory factors for multiple missing occurrences, it is anticipated that this will have a positive impact upon children going missing repeatedly given that foster placements are more likely to provide a more stable environment for children.

11. ***Priority to 'Increase the quality of Return Interviews by supporting professionals to engage children in the process'.*** Building on the training in April and May 2018, Children Missing Officers have continued to attend team meetings for Children's Social Care teams and the Family Service to reinforce good practice. It remains a priority to increase the numbers of completed return interviews by escalating outstanding work, especially for looked after children. Looked after children are a particularly vulnerable group and listening to them is an important factor in protecting them from the risk of going missing again, from risks they may have been exposed to while missing or from risk factors in their placement.
12. There is a plan to complete audit activity of Return Interviews in the New Year which will focus upon quality of engagement with the child by reviewing how the voice of the child is captured and reviewing the professional's ability to establish an understanding of the child's missing episode.
13. ***Priority to 'Build on existing close multi-agency relationships to further improve information sharing at the earliest opportunity to ensure children are found quickly'.*** Overall, multi-agency working to find children when missing is positive; the Children Missing Officers are in communication with the Police Missing Team on a daily basis upon receiving missing children reports to share information. There are also a number of meetings that take place on a regular basis that has enhanced information sharing and safeguarding arrangements such as the Multiple Missing and Hotspots meeting, Multi-agency sexual exploitation panel (MASE) and Concerns Network meeting. Improved communication between Social Workers and the Police Missing Team would further enhance the search process and work is being done to address this via on-going training within teams and revised procedure and practice guidance.
14. ***Priority to 'Address Missing OLA through developing regional protocols and effective working arrangements with those local authorities who most use Nottinghamshire to place children'.*** A shared protocol has been agreed by senior managers within the East Midlands Region to address these issues. This includes more robust practices around placement notifications, information sharing of children missing risks and escalation processes where procedures are not followed by the placing authority. It is recognised that this will not in itself impact on authorities outside of the region so individual agreements with placing authorities, in line with the East Midlands protocol, will be sought on a case by case basis.

Mid-year summary 2018/19

15. The overall response to children who go missing in Nottinghamshire is dynamic and effective but there are areas for improvement over the next six months. Performance data identifies a stable picture of children going missing from home and care in Nottinghamshire but the completion rate of return interviews needs to improve.

Other Options Considered

16. No other options have been considered

Reason/s for Recommendation/s

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

Statutory and Policy Implications

18. 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

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

RECOMMENDATION/S

That the Committee:

- 1) agrees to receive quarterly performance data included in the quarterly performance reports to the Committee.
- 2) agrees to receive six-monthly reports to provide an overview of the work to address Children Missing from Home and Care in Nottinghamshire.

Laurence Jones

Service Director, Commissioning and Resources

For any enquiries about this report please contact:

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Constitutional Comments (CEH 28/12/18)

20. The recommendations fall within the remit of the Children and Young People's Committee under their terms of reference.

Financial Comments (SAS 02/01/19)

21. 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.

Child Sexual Exploitation and Children Missing from Home and Care: annual report 2017/18 – report to Children and Young People’s Committee on 17th September 2018.

Electoral Division(s) and Member(s) Affected

All.

C1189

14th January 2019**Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****NOTTINGHAMSHIRE OUTSTANDING ACHIEVEMENT 4UTH AWARD 2018****Purpose of the Report**

1. This report describes the recent activity of the Youth Service in facilitating the delivery of Nottinghamshire County Council's eighth annual Outstanding Achievement 4Uth Award and seeks approval to receive an update report on activity following the Awards and celebration event for 2019.

Information

2. This is the eighth year that the County Council has organised the award.
3. From April 2018, through the local media, the Council invited members of the public, professionals, family members and friends to nominate individual young people who have achieved beyond their own boundaries in their lives. This year 74 nominations were received from around the County from a range of individuals and organisations including family members, youth workers, teachers, members of the community, voluntary sector organisations etc.
4. As in previous years there was a wide variety of nominations in terms of the skills, talents and interests of young people. The Council received nominations for young people because of their sporting ability, their contributions to the local community, their achievements at school, their charitable work, and their supportive and caring roles within their families.
5. There has been significant media interest in all of the young people who were nominated, which has led to the raising of a positive profile of all young people in the County, through a consistent stream of high quality articles published in local papers about the positive impact these young people have made with their peers or their local communities.
6. By the time the overall winner of the Outstanding Achievement 4Uth Award was announced, almost 100 young people and adults from all over Nottinghamshire had supported the awards and given their time to making it a success. Local panels of young people, selected from District Youth Forums, and interested adults met in the seven districts to select local winners. These seven district winners were presented with their

awards at the awards evening. The overall winner of the 2018 award was selected by a panel of judges which included elected Members and representatives from the voluntary sector.

7. The formal awards evening took place at County Hall on Friday 26th October 2018; this event was opened by Councillor Sue Saddington, Chairman of Nottinghamshire County Council. The audience was musically entertained by local young singers and song writers.
8. Darren Yemm, the Newark and Sherwood District winner, was confirmed as the overall winner of the County award and received an additional award from Councillor Kay Cutts, Leader of the Council.

Other Options Considered

9. No other options have been considered.

Reason/s for Recommendation/s

10. To ensure the Committee receives information about activity following the Nottinghamshire Outstanding Achievement 4Uth Award and celebration event for 2019.

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.

Implications for Service Users

12. This event has helped to raise a positive profile of young people within communities in Nottinghamshire.

Financial Implications

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

Crime and Disorder Implications

14. Through increased recognition of local communities about the positive impact young people can achieve there may be a high degree of tolerance given to them and therefore a reduction in the reporting of low level nuisance behaviour when young people gather together in open spaces.

RECOMMENDATION/S

- 1) That Committee agrees to receive an update report on activity following the Nottinghamshire Outstanding Achievement 4Uth Award and celebration event for 2019.

Steve Edwards
Service Director, Youth, Families and Social Work

For any enquiries about this report please contact:

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Constitutional Comments (SLB 04/12/18)

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

Financial Comments (SAS 07/12/18)

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

Background Papers and Published Documents

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

None.

Electoral Division(s) and Member(s) Affected

All.

C1186

14 January 2019**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****SUPPORTING IMPROVEMENTS IN THE ASSESSMENT SERVICE****Purpose of the Report**

1. This report seeks approval of the following measures to support improvements in the quality of social work practice within the Assessment Service:
 - a) a reduction of the permanent establishment of current Social Work Support Officer (Grade 4) posts from 41 to 37 full-time equivalent (fte)
 - b) the permanent establishment of 4 fte Business Support Administrator (Grade 3) posts to be assigned to Assessment Teams North and South.

Information

2. In June 2018, Children and Young People's Committee approved the permanent establishment of the existing 20.5 fte Social Work Support Officer (SWSO) posts and the establishment of an additional 20.5 fte Social Work Support Officer posts.
3. In December 2018, Committee received a progress update on recruitment to these posts, and highlighted the need to hold back on recruitment to four of the SWSO posts, with a view to developing an alternative role for supporting work in the Assessment Service. This decision arose following consultation workshops held jointly between frontline safeguarding teams and Business Support. These workshops identified lessons learned and best practice from previous Social Work Support Officer deployment. Consultation between the Assessment Service and Business Support concluded that due to the rapidity of assessments, and the inferred reduced focus on family focussed practice, the Social Work Support Officer role is unsuited to the Assessment Teams.
4. The 2017 diagnostic review of Children's Services undertaken by Newton Europe recognised that the Assessment Service has seen a total caseload increase of 95% since the 2015 Good Ofsted inspection. Consequently average caseloads in the Council's Assessment Service 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.

5. 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 Teams, which are outlined in **Table 1**, exceed 20-21¹:

Team	Total current caseload for the team	Full-time equivalent Social Workers	Average current caseload per worker (fte)
Assessment	927	39	24

6. If social work caseloads are too high, this has a number of potential impacts:
- a) negative impact on the quality of practice
 - b) negative impact on staff retention
 - c) negative impact on staff wellbeing
 - d) children may not be seen by a Social Worker within a timely manner of five working days
 - e) increased duration of casework due to inability to progress tasks in a timely manner
 - f) potential adverse Ofsted inspection outcome.
7. Currently Business Support provides 2 fte agency Business Support Administrators in the Assessment Team South and 2 fte in the Assessment Team North to support Social Workers with non-statutory and administrative tasks. These posts are not part of the staffing establishment. This support enables Social Workers to spend more time progressing work effectively.
8. It is proposed that 4 fte permanent Business Support Administrator (Grade 3) posts are established to undertake administrative non-statutory tasks to increase Social Worker and Team Manager capacity. This would enable Social Workers to manage their caseloads more effectively, which would offer improved progression of cases, improved practice and increased staff morale. These posts will be established within the Business Support Service within the Chief Executive's Department and be assigned to support the Assessment Service.
9. It is proposed that implementation will commence in April 2019 therefore there is no funding required for 2018/19.
10. The impact of the increase in Business Support Administrator full-time equivalents across the Assessment Teams will be measured by a range of indicators including:
- a) Social work retention, as measured through turnover
 - b) Sickness absence levels
 - c) Timeliness of children being seen by a Social Worker
 - d) Staff morale as measured through the health check
 - e) Quality of practice, as measured through case audits.

¹ As at 09.11.2018

Other Options Considered

11. Expanding the Social Work Support Officer rollout to the Assessment Teams would have provided some support to Social Workers, but the disparity between the Social Work Support Officer's pay scale and skillset and that of the tasks required by the Assessment Teams means this option would not represent best value for money.

Reason/s for Recommendation/s

12. The options recommended are considered to be the most cost effective way of supporting Social Workers to manage their caseloads and through this improve quality in terms of social work practice.

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. The cost of 4 fte Business Support Administrator (Grade 3) posts is £92,476 and this will be funded from the budget released by the disestablishment of 4 fte Social Work Support Officer (Grade 4) posts, £106,976.
15. The budget for the posts will be transferred from the Children & Families Department to the Chief Executive's Department.

Human Resources Implications

16. Notice would need to be given to the existing agency staff that these roles will replace. Posts will be recruited to in line with Nottinghamshire County Council's Employment Procedures.

Implications for Service Users

17. 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 Committee:

- 1) approves the reduction of the permanent establishment of current Social Work Support Officer (Grade 4) posts from 41 to 37 full-time equivalent

- 2) approves the permanent establishment of 4 fte Business Support Administrator (Grade 3) posts within the Business Support Service to be assigned to Assessment Teams North and South.

Steve Edwards
Service Director, Youth, Families and Social Work

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Constitutional Comments (SLB 19/12/18)

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

Financial Comments (SAS 02/01/19)

19. The financial implications of the report are contained within paragraphs 14 and 15 above.

HR Comments (BC 20/12/18)

20. The staffing implications are contained within the body of the report. The Business Support Service has been involved in the development of these proposals. The posts will be recruited to in accordance with the Council's Vacancy Control procedure.

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.

Supporting improvement in Children's Social Care – report to Children and Young People's Committee on 18th June 2018.

Electoral Division(s) and Member(s) Affected

All.

C1188

14th January 2019**Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****TEMPORARY CHANGES TO THE STAFFING ESTABLISHMENT IN THE
VIRTUAL SCHOOL TEAM****Purpose of the Report**

1. The report seeks approval to establish an additional temporary 1 full-time equivalent (fte) Achievement Officer (Hay Band A) post in the Virtual School team, in order to provide sufficient resources to successfully deliver the extended statutory requirements related to Children Previously in Care.

Information

2. The *Promoting the education of looked-after and previously looked-after children (February 2018)* guidance has placed extended duties on local authorities for the provision of advice and guidance with regard to Children Previously in Care (CPiC). Whilst these are lesser duties than apply regarding Children in Care, they nonetheless draw down on the existing capacity of the Virtual School team.
3. In the light of these extended statutory responsibilities, the Local Authority has been provided with non-recurrent additional grant funding for two years.

Actions Taken

4. The Virtual School has been through a process to generate an associate list of independent providers from which it could allocate the work arising from these extended statutory duties. However, no interest was generated.
5. The intention is to use the grant funding to generate resources which could satisfy the statutory requirement to provide advice and guidance with regard to Children Previously in Care, to the parents of these children, to schools, and to professional colleagues. A system of access to telephone consultation during working hours would operate over the period of the grant funding with a view to incorporating this service into the ordinary practice of the Virtual School team thereafter.
6. Collaborative work with professional colleagues in the Support After Adoption Team has begun to ensure a coordinated approach to the provision of advice and guidance, including through the establishment of a shared platform to access resources.

7. In the absence of access to associate capacity, the recommendation is to establish an additional 1 fte Achievement Officer post (Hay Band A; £37,554 including on-costs) to join the existing team of 4 Achievement Officers who form part of the Virtual School team. The terms and conditions for this additional fixed term post would be the same as for the existing Achievement Officers.

Other Options Considered

8. No other options have been considered at this time.

Reason/s for Recommendation/s

9. To ensure the Council is able to meet its statutory duty in respect of Children Previously in Care.
10. To support continued development of the Virtual School's service to ensure good outcomes for children and young people in care and previously in care.

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 cost associated with this additional post is £37,554 per annum plus running costs of approximately £1,100 to cover ICT equipment etc. and will be paid for from the Department for Education grant which is £43,728 for 2018-19. A further amount is to be received for 2019-20 and the funding allocation will be notified in February 2019. It is assumed that this will be sufficient to fund the post for the second year.

Human Resources Implications

13. The suggested additional staffing is proportionate to the additional statutory requirements and the need to establish processes and resources which will enable these duties to be carried out by the Virtual School team when the grant funding ends.
14. Recruitment to this proposed post will be subject to the Council's usual recruitment processes.

Safeguarding of Children and Adults at Risk Implications

15. Safe recruitment policy and procedure will be followed and new staff will be subject to the Council's usual safeguarding training and induction processes.

Implications for Service Users

16. Parents, schools and professional colleagues with responsibilities for the education of Children Previously in Care will have timely access to advice and guidance.

RECOMMENDATION/S

- 1) That the establishment of an additional 1 fte Achievement Officer (Hay Band A) post in the Virtual School team, on a two-year fixed term basis from 1st February 2019, be approved, in order to provide sufficient resources to successfully deliver the extended statutory requirements related to Children Previously in Care.

Marion Clay

Service Director, Education, Learning & Skills

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Constitutional Comments (KK 12/12/18)

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

Financial Comments (SAS 19/12/18)

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

HR Comments (BC 11/12/18)

19. The staffing implications are contained within the body of the report. The post will be recruited to in line with the agreed 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.

C1187

14 January 2019**Agenda Item: 9**

REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES

CHANGES TO THE STAFFING STRUCTURE IN EARLY CHILDHOOD SERVICES

Purpose of the Report

1. This report seeks approval to disestablish a 0.7 fte (full-time equivalent) Early Years Specialist Teacher (Teaching Terms and Conditions) post and 1 fte Early Years Business Sustainability Officer (Band A) post with effect from 31st March 2019.

Information and Advice

Background

2. In line with Department for Education (DfE) Statutory Guidance, local authorities are advised to sell support packages to the early years sector which includes training, bespoke support packages and events. The service has developed a traded service 'Training and Development Opportunities' (TADO), whereby early years settings assessed as 'Good' or 'Outstanding' are asked to purchase support packages which will be offered by existing staff or associates commissioned to lead particular pieces of work. Free support packages focusing on education and learning continue to be available for settings with poorer Ofsted judgements. All early years providers regardless of Ofsted judgements are charged to access local early years training and conferences.
3. In February 2018, the Early Childhood Services business case for the creation of an early years traded service was agreed as part of the Council's wider budget saving proposals. The income target in 2018/19 was £50,000, however only £10,000 was generated so a temporary post was disestablished to make this saving. Income targets are set at £75,000 in 2019/20 and £100,000 in 2020/21, and the income was due to offset Council staffing costs. As targets will not be achieved a service restructure is required to achieve the necessary savings.

Proposal

4. Nottinghamshire County Council currently employs 7 fte Early Years Specialist Teachers to provide advice, guidance and training for early years providers to ensure that childcare and early education provision is of a high standard and attainment is improved. Currently there is 1 fte teacher allocated for each district regardless of identified need. The service currently has 1.7 fte vacant Early Years Specialist Teachers posts.

5. The team also employs 1 fte Business Sustainability Officer at Band A, to support local early years providers with their financial and business planning. This post has a role in supporting local providers to sustain their provision by providing guidance regarding accountancy systems, marketing, financial management etc. The role also supports the compliance processes of the Council by auditing early years providers to ensure that funding for childcare is used for the purpose it was intended.
6. The financial pressures facing early years providers since the launch of the 30 hours childcare scheme for 3 and 4 year olds has been widely reported in national media. However the early years settings that have required support from the Business Sustainability Officer have been mostly small pre-schools who have been unwilling or unable to provide the full 30 hours childcare per week for eligible children, so parents are choosing to use alternative childcare where their child can access all of the childcare entitlements in one setting. Surprisingly, since the launch of the 30 hours in September 2018, requests for support from this role have not increased and there is no longer enough work to warrant the continuation of this full-time post. The Council has been informed by representatives from the sector that the larger nurseries are accessing support from their accountants, whilst others are accessing advice from national bodies of which they are members e.g. the Pre School Learning Alliance.
7. Work to develop business sustainability support packages as part of TADO have not been progressed with the exception of a business sustainability toolkit which is currently being developed. In a training needs assessment carried out last year, only six early years providers stated that they wanted to access business sustainability support despite concerns being raised by the early years sector in relation to funding and business sustainability. Their requests focused on management committees and trustees, staff supervision and appraisal, marketing, cash flows and how to save money. Work to support management committees, marketing and staffing is already addressed by 4 fte Early Years Advisors rather than the Business Sustainability Officer.
8. Moving forward, Early Childhood Services are developing an increasingly targeted service model for quality and attainment support, whereby early years providers that are assessed as 'Inadequate' or 'Requires Improvement' are prioritised; as well as those settings who provide places for the most vulnerable children, which include children with Special Educational Needs & Disability (SEND), Looked After Children, children known to social care, 2 year olds from low income groups, and children with English as an Additional Language.
9. Moving towards a targeted model which sells training and support, the Council no longer requires a 1 fte Early Years Specialist Teacher to be allocated in each district and as the service has a 0.7 fte vacancy, this is an ideal opportunity to adapt the service structure to meet the needs of the early years sector and the Council, and achieve savings targets.
10. This report seeks approval to disestablish a 0.7 fte Early Years Specialist Teacher post as dedicated district roles are no longer required, however a named teacher will be identified for each district. Instead, settings across Nottinghamshire will be targeted as described above, releasing capacity of the existing teachers to focus on target settings to improve attainment in addition to their contribution towards the TADO traded service.
11. The early years TADO traded service requires specialist contributions depending on the needs of the sector. In most cases teachers and advisors employed by the Council fulfil this role, however associates and external training facilitators are commissioned to lead on certain issues which cannot be internally resourced such as paediatric first aid and speech and language. The use of external facilitators and associates will continue as the traded

service progresses, offsetting costs through income generation and subsequently reducing demands placed on the Early Years Specialist Teachers employed by the Council.

12. This report also seeks approval to disestablish the 1 fte Early Years Business Sustainability Officer post. Instead, audits can be led by the existing 2.2 fte Early Years Technical Specialists whose role includes the requirement to ensure that funding for the delivery of funded early years provision complies with national and local financial regulations. In addition, activity to support accountancy and financial management will be included in the new Business Sustainability Toolkit. Where support packages are required, Early Childhood Services will commission e-learning and procure associates and external facilitators to deliver support packages on the Council's behalf, and these costs will be off-set through income generation. The creation of a Business Sustainability Toolkit is also being developed for local early years providers to refer to in the first instance.

Other Options Considered

13. Additional work has been taking place to increase income generated through the TADO, however capacity to give this traded service the attention it deserves has been limited. Taking part in the Commercial Development Unit was useful however the process did confirm that income generation targets were unrealistic and would not be achieved.
14. The service model has been adapted over previous years to ensure that new government initiatives are implemented whilst developing a targeted approach with early years settings, as well as the launch of the sold service through TADO. The service model has reduced functions and refreshed roles to ensure that the new and emerging needs of the sector are addressed.

Reason for Recommendation

15. As income targets for the TADO traded service will not be achieved in 2019/20 and 2020/21, Early Childhood Services are required to find savings elsewhere which ultimately has led to a service restructure.

Statutory and Policy Implications

16. 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

17. The Early Years Specialist Teacher (Teaching Terms and Conditions) posts are funded through the local authority revenue budget and this funding remains ring fenced for these posts.
18. The Early Years Business Sustainability Officer (Band A) post is funded by the Dedicated Schools Grant (DSG). The saving made will release DSG funding to offset other salaries currently funded by the local authority revenue budget.

19. Disestablishing the 0.7 fte Early Years Specialist Teacher post will save £39,397, and the 1 fte Business Sustainability Officer post will save £37,554, making an overall saving of £76,951 to contribute towards the overall savings included in the business case.

Human Resources Implications

20. If this proposal is approved, it will result in the deletion of the vacant 0.7 fte Early Years Specialist Teacher post.
21. If approved, the decision to disestablish the Early Years Business Sustainability Officer post will result in redundancy for the post holder unless they can be redeployed into another vacant post within the Council. The post holder will be supported by his line manager to find alternative employment if the post is disestablished.
22. Consultation meetings have been held with the post holder affected. The Early Childhood Services team held a workshop on 27th November 2018 to discuss proposals so they are informed of plans to achieve budget savings targets from 1st April 2019.

Implications for Service Users

23. By making these staffing reductions, children will still be able to access their free childcare entitlements which enable parents to work and to help children achieve a good level of development and be ready for school.
24. Increasing numbers of children from disadvantaged backgrounds will be monitored and supported in early years settings through the new targeted service model. The targeted model allocates capacity from Specialist Early Years Teachers who now prioritise early years settings with higher numbers of vulnerable children. This will help close the attainment gap between children eligible for free school meals and their peers.
25. A greater number of early years providers judged as 'Inadequate' or 'Requires Improvement' will have access to intensive support packages led by Early Years Specialist Teachers and Advisors who will no longer offer free support to settings judged as 'Outstanding' or 'Good'. This will help to increase the number of high quality early years settings which subsequently support children's development and improve social mobility.

RECOMMENDATION

- 1) That the disestablishment of a 0.7 fte Early Years Specialist Teacher (Teaching Terms and Conditions) post and 1 fte Early Years Business Sustainability Officer (Band A) post from the Early Childhood Services staffing structure with effect from 31st March 2019 be approved.

Laurence Jones
Service Director, Commissioning and Resources

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Constitutional Comments (EP 03/01/19)

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

Financial Comments (SAS 03/01/19)

27. The financial implications of the report are contained within paragraphs 17 to 19 above.

HR Comments (BC 03/01/19)

28. The staffing implications are contained within the body of this report. Staff have been consulted on the proposed changes. Any redundancy arising from the proposal will be dealt with in accordance with the Authority's agreed redeployment procedure.

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.

Early Childhood Services structure chart.

Electoral Divisions and Members Affected

All.

C1191

17 December 2018**Agenda Item: 10****REPORT OF THE SERVICE DIRECTOR, CUSTOMERS, GOVERNANCE AND
EMPLOYEES****WORK PROGRAMME****Purpose of the Report**

1. To consider the Committee's work programme for 2018-19.

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.

Marje Toward
Service Director, Customers, Governance & Employees

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 2018-19

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
11 February 2019			
Schools Building Improvement Programme update		Derek Highton	Mick Allen
Basic Need Programme 2019		Marion Clay	Bev Cameron
First admissions applications to Nottinghamshire schools and academies – academic year 2018/19		Marion Clay	Mike Sharpe
Nottinghamshire school admission arrangements 2020-21: determination		Marion Clay	Karen Hughman/ Mike Sharpe
Fair Access Protocol – outcome of consultation		Marion Clay	Karen Hughman/ Sarah Whitby
Strategy for Improving Educational Opportunities for All 2019-2021		Marion Clay	Koni Rakhit
Young People's Service – remodelling proposal		Steve Edwards	Pom Bhogal
Changes to discretionary funding Disabled Children's Access to Childcare (DCATCH) delivered at home		Laurence Jones	Tara Pasque/ Stuart Turner
Troubled Families Programme in Nottinghamshire update	Six-monthly update report	Steve Edwards	Rachel Miller
Early Childhood Services communications plan 2019-2020		Laurence Jones	Irene Kakoullis
Review of the provision of support staff to children's homes		Steve Edwards	Tara Pasque
The Local Offer – Care Leavers		Steve Edwards	Claire Sampson/ Jo Mathieson
Development of the Fostering Service		Steve Edwards	Tara Pasque
Council's commitment to the participation of children and young people		Steve Edwards	Pom Bhogal

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Update on the departmental change programmes		Laurence Jones	Joe Foley/ Lucy Peel
Rota visits to children's homes: 2018		Steve Edwards	Vonny Senogles
18 March 2019			
Children and young people core data set - performance for Quarter 3 2018/19	Quarterly performance report	Celia Morris	Dave Gilbert
Outcomes of Ofsted inspections of schools – termly update	Autumn term report	Marion Clay	Linda Foster
Road safety around schools		Marion Clay	Marion Clay/ Gary Wood
Schools causing concern guidance		Marion Clay	Linda Foster
Child Sexual Exploitation: update	Six-monthly update	Laurence Jones	Joe Foley
Permanent changes to the staffing establishment in the Integrated Children's Disability Service		Laurence Jones	Jill Norman
Remodelling Practice Programme – update on framework for practice project		Steve Edwards	Holly Smitheman
Children's Centre Service contract		Laurence Jones	Irene Kakoullis
Child Employment Awareness Fortnight		Steve Edwards	Rachel Miller
Appointment of Local Authority governors			Linda Walker/ Jane Mansell
Local Authority governor appointments to school governing bodies	For information	Marion Clay	Jane Mansell
Corporate Parenting items:			
National Minimum Fostering Allowances and Fees to Foster Carers	Annual determination	Steve Edwards	Dawn Clark-Cain
Contact Service annual report		Steve Edwards	Denise Martin
Rota visits to children's homes: Autumn 2018	Six-monthly update	Steve Edwards	Vonny Senogles
Foster carers items			
29 April 2019			
School Capital Programme progress report	Six-monthly update	Derek Higton	Mick Allen
Early Years Improvement Plan		Laurence Jones	Irene Kakoullis
Reorganisation of staffing within the		Laurence Jones	Jon Hawketts

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Commissioning and placements Group			
Looked After Children – Placements Budget		Laurence Jones	Jon Hawketts
Children in Care Council report		Steve Edwards	Pom Bhogal
Schools Forum and Education Trust Board officer group report	Annual officer group report	Marion Clay	Linda Foster
20 May 2019			
Outcome of Ofsted inspections of schools – termly update	Spring term report	Marion Clay	Linda Foster
Elective Home Education update	Six-monthly update	Marion Clay	Linda Foster/ Karen Hughman
Children's Centre Service model		Laurence Jones	Irene Kakoullis
Local Transformation Plan for children and young people's emotional and mental health	Six-monthly report	Kate Allen	Kate Allen/ Nic Reed
17 June 2019			
Children and young people core data set - performance for Quarter 4 2018/19	Quarterly performance report	Celia Morris	Dave Gilbert
Principal Child and Family Social Worker - annual report 2018/19		Steve Edwards	Diana Bentley
Work of the Children's Trust – annual report		Laurence Jones	
Children's Workforce Health Check Survey 2018-19		Laurence Jones	Liz Maslen
Virtual School annual report		Marion Clay	Sue Denholm
Leaving Care Service update		Steve Edwards	Claire Sampson/ Holly Smitheman
Local Authority governor appointments to school governing bodies	For information	Marion Clay	Jane Mansell
Corporate Parenting items:			
Independent Reviewing Officer Service annual report		Steve Edwards	Izzy Martin
Fostering Service annual report		Steve Edwards	Dawn Clark-Cain
Adoption Service annual report		Steve Edwards	Tracey Coull
CAMHS Looked After and Adoption team annual report		Steve Edwards	Lucy Peel

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Foster carers items			
15 July 2019			
Children Missing Education dashboard	Six-monthly update	Marion Clay	Karen Hughman
Troubled Families Programme in Nottinghamshire update	Six-monthly update	Steve Edwards	Rachel Miller
Rota visits to children's homes: Spring 2019	Six-monthly update	Steve Edwards	Vonny Senogles