

Policy Committee

Wednesday, 15 January 2020 at 10:30

County Hall, West Bridgford, Nottingham, NG2 7QP

AGENDA

- | | | |
|----|--|-----------|
| 1 | Minutes of the last meeting held on 13 November 2019 | 5 - 10 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 4 | The National Rehabilitation Centre | 11 - 16 |
| 5 | Director of Public Health Annual Report 2019 | 17 - 68 |
| 6 | ICT Operating Model | 69 - 78 |
| 7 | A Strategy for Improving Educational Opportunities for All | 79 - 96 |
| 8 | Financial Support for Students in Post-16 Education and Exceptional Payments for School Clothing and Footwear 2020-1 | 97 - 102 |
| 9 | Rural LEADER Business Growth Programme - Resourcing and Contract Extension | 103 - 106 |
| 10 | Investing in Nottinghamshire - Top Wighay Masterplan | 107 - 116 |
| 11 | Sale of Land adjacent to Skylarks Care Home, Adbolton Lane, Nottingham | 117 - 124 |

12	Proposed Disposal by way of 999 Year Lease of Ollerton Colliery East and West Tips and Shirebrook Colliery Tip	125 - 146
13	Sale of Land at Maun View, Mansfield, for Supported Living Housing	147 - 154
14	Proposed Sale of Land at Rolleston Drive, Arnold, Nottingham	155 - 160
15	Gedling Access Road - Land Acquisitions and Disposals	161 - 174
16	Work Programme	175 - 180
17	EXCLUSION OF THE PUBLIC	

The Committee will be invited to resolve:-

“That the public be excluded for the remainder of the meeting on the grounds that the discussions are likely to involve disclosure of exempt information described in Schedule 12A of the Local Government Act 1972 and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.”

Note

If this is agreed, the public will have to leave the meeting during consideration of the following items.

EXEMPT INFORMATION ITEMS

- | | |
|----|--|
| 18 | Proposed Sale of Land off Rolleston Drive, Arnold, Nottingham - EXEMPT APPENDIX |
| | <ul style="list-style-type: none"> Information relating to the financial or business affairs of any particular person (including the authority holding that information); |
| 19 | Gedling Access Road - Land Acquisitions and Disposals - EXEMPT APPENDIX |
| | <ul style="list-style-type: none"> Information relating to the financial or business affairs of any particular person (including the authority holding that information); |

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 Keith Ford (Tel. 0115 977 2590) 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 **POLICY COMMITTEE**

Date **Wednesday 13 November 2019 (commencing at 10.30 am)**

membership

Persons absent are marked with 'A'

COUNCILLORS

Mrs Kay Cutts MBE (Chairman)

Reg Adair (Vice-Chairman)

Chris Barnfather
Joyce Bosnjak
Nicki Brooks
Richard Butler
John Cottee
Samantha Deakin
Kate Foale
Stephen Garner
Glynn Gilfoyle

Tony Harper
Richard Jackson
Bruce Laughton
Rachel Madden
John Peck JP
Mike Pringle
Alan Rhodes
Sue Saddington

OTHER COUNCILLORS IN ATTENDANCE

Jim Creamer

OFFICERS IN ATTENDANCE

Anthony May Chief Executives Department
Angie Dilley
Keith Ford
Kaj Ghattaora
Nigel Stevenson
Marjorie Toward
James Silverward

Chris Jones Children, Young People's and Culture
Laurence Jones

Adrian Smith Place Department
Andy Evans
Neil Gamble
Derek Higton

The Minutes of the last meeting held on 16 October 2019, having been previously circulated, were confirmed and signed by the Chairman.

2 APOLOGIES FOR ABSENCE

There were no apologies for absence received.

3 DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS.

Councillor Chris Barnfather declared a private, non-pecuniary interest in agenda item 9 – Investing in Nottinghamshire – Top Wighay Masterplan, as the Chairman of the County Council's Planning and Licensing Committee; a Member of Gedling Borough Council's Planning Committee; and as the local County Councillor for the electoral division in which this development was sited, which did not preclude him from speaking or voting on this item.

4 URGENT ITEM – NOTTINGHAMSHIRE FLOODS HARDSHIP FUND

The Chair of the meeting was of the opinion that this item, although not included on the agenda, should be considered as a matter of urgency in accordance with Section 100(b)(4)(b) of the Local Government Act 1972, in view of the special circumstances that the floods had occurred subsequent to the agenda being published and the Chief Executive had set up this Fund using his emergency decision-making powers.

The Chief Executive introduced the report and highlighted the current position and confirmed the number of claims made since the Fund's introduction. It was clarified that the Fund involved stand-alone funding from the County Council (and was not linked to Central Government's proposed scheme) and would be flexible and kept under review should the ongoing recovery phase require a change in response.

RESOLVED: 2019/107

That the decision to set up a hardship fund, as set out in the committee report, be acknowledged.

5 FEASIBILITY FOR A NEW SPECIAL SCHOOL IN NOTTINGHAMSHIRE

RESOLVED: 2019/108

That a feasibility study be undertaken, at a cost of approximately £150,000, to identify a site in the Hucknall and Ollerton areas to build a new special school of 75 places.

6 PROCUREMENT STRATEGY 2019-23

RESOLVED: 2019/109

That the proposed Procurement Strategy 2019-23 be approved.

7 BETTER BROADBAND FOR NOTTINGHAMSHIRE – RESOURCES TO 31 MARCH 2020

RESOLVED: 2019/110

- 1) That the existing Broadband Engagement Officer post be extended to 31 March 2020.
- 2) That, in the event the European Regional Development Fund bid proved successful, authority be delegated to the Corporate Director of Place, in consultation with the Chair of the Policy Committee, to sign the grant agreement.
- 3) That a further report be submitted to Policy Committee should the internal review of the contract performance and emerging opportunities aligned to the Council's digital priorities determine the need for a review of staffing resources.

8 PROGRAMME FOR NOTTINGHAMSHIRE'S 2020 MAYFLOWER COMMEMORATIONS

RESOLVED: 2019/111

That, to enable the Council to develop a county level response which complements and adds value to the Pilgrim Roots and Mayflower 400 plans for 2020, £316,500 be allocated as the Council's contribution towards the Mayflower 2020 Commemoration proposals, the impact of which requires approval for a £130,000 variation to the capital programme, funded from capital contingency.

9 ACQUISITION OF LAND IN THE VICINITY OF TOTON LANE TO DELIVER THE HS2 TOTON GROWTH STRATEGY

RESOLVED: 2019/112

- 1) That the Capital Programme be amended to include the capital expenditure set out in the exempt appendix to the report.
- 2) That the land identified in the exempt appendix be acquired on the terms outlined in that appendix.
- 3) That approval be delegated to the Corporate Director of Place, in consultation with the Section 151 Officer, Head of Legal, Democratic and Complaints and Chair of Policy Committee, to negotiate and finalise the terms of the contract and any necessary legal documentation to give effect to these proposals.

10 INVESTING IN NOTTINGHAMSHIRE – TOP WIGHAY MASTERPLAN

RESOLVED: 2019/113

That the proposed Masterplan for the Top Wighay Farm project be approved to allow a community engagement exercise to be undertaken prior to submission of the planning application.

11 OUTSIDE BODIES REGISTER UPDATE REPORT

RESOLVED: 2019/114

- 1) That the addition of the Midlands Engine Development Corporation Oversight Board be endorsed.
- 2) That the outside bodies listed in paragraph 8 of the report be removed from the Register.
- 3) That no further changes to the Register were required at this stage.

12 GEDLING ACCESS ROAD (GAR) – LAND ACQUISITIONS

RESOLVED: 2019/115

That approval be given to the acquisition of land required for the Gedling Access Road on the terms as set out in the exempt appendix relating to 6.534 acres of land east of Lambley Lane, Gedling and 1.725 acres of land to the north-west side of Ranch Boarding Kennels, Whitworth Drive, Burton Joyce.

13 WORK PROGRAMME

Following discussions, it was agreed that the views of each of the political groups be sought with regard to the possibility of cancelling or rearranging the Policy Committee meeting scheduled for 11 December 2019, in light of its close proximity to the General Election the following day.

RESOLVED: 2019/116

That the Work Programme be agreed, with no amendments required at this point.

14 EXCLUSION OF THE PUBLIC

RESOLVED: 2019/117

That the public be excluded for the remainder of the meeting on the grounds that the discussions were likely to involve disclosure of exempt information described in Schedule 12A of the Local Government Act 1972 and the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

15 ACQUISITION OF LAND IN THE VICINITY OF TOTON LANE TO DELIVER THE HS2 TOTON GROWTH STRATEGY- EXEMPT APPENDIX

RESOLVED: 2019/118

That the information contained in the exempt appendix be noted.

16 GEDLING ACCESS ROAD – LAND ACQUISITIONS – EXEMPT APPENDIX

RESOLVED: 2019/119

That the information contained in the exempt appendix be noted.

The meeting closed at 12.00 pm.

CHAIRMAN

REPORT OF THE LEADER OF THE COUNCIL

THE NATIONAL REHABILITATION CENTRE

Purpose of the Report

1. To inform members of the development of the new National Rehabilitation Centre (NRC).

Information and Advice

2. The National Rehabilitation Centre is being developed at the Stanford Hall Rehabilitation Estate near Loughborough with the opening planned for Summer 2023. Nottingham University Hospitals Trust is the NHS sponsor and leads the NRC Programme.
3. The Council's Chief Executive is a member of the NRC Programme Group, representing the County Council and the Midlands Engine.
4. The Programme Director for the Centre, Miriam Duffy, has provided an update on progress (see **Appendix**) and will be attending the meeting to introduce the update and respond to Members' queries.

Other Options Considered

5. None.

Reason/s for Recommendation/s

6. To update Members on this new programme.

Statutory and Policy Implications

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

Financial Implications

8. There are no direct financial implications arising from this report.

RECOMMENDATION/S

That the Leader of the Council writes to the Secretary of State for Health and Social Care, expressing support for the establishment of the National Rehabilitation Centre and recognising the impact this new facility could have on the lives of those affected and the future of rehabilitation, when taken alongside the already established Defence Medical Rehabilitation Centre at the Stanford Hall Rehabilitation Estate.

Councillor Mrs Kay Cutts MBE
Leader of the Council

For any enquiries about this report please contact:

Miriam Duffy, NRC Programme Director / James Wright, NRC Programme Manager

Constitutional Comments (KK – 21/11/2019)

9. Policy 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 (RWK – 21/11/2019)

10. There are no specific 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

National Rehabilitation Centre

Introduction to the NRC

1. The 'National' element of the DNRC Programme involves creation of the first national specialist clinical rehab capability for the NHS in the UK. It is now in its early stage of development on the 360 acre Stanford Hall Rehabilitation Estate (SHRE) near Loughborough. It involves creating a purpose built 63 bed facility that will deal with a wide range of rehab conditions. The underlying aim is to return people to their former life and some form of worthwhile work. It will also host Research & Innovation and undertake clinical training and education in rehab on a national and international basis.
2. The opportunity sits within the Defence and National Rehabilitation Centre (DNRC) Programme. The Defence element of the Programme (the 'D') is in place and is already treating serving members of the armed forces. The concept of a National component (the 'N') was at the specific request of the then Defence Secretary in 2009. It is well advanced with the capital cost of the patient facility (£70M) being secured in the 2018 autumn budget statement. The NHS process to prove the business case and the operating cost model is underway with a target for completion by the end of this year to fit an (ambitious) target for the 'N' being operational in early 2023 (the design and build probably being procured by NHS Estates). Nottingham University Hospitals Trust (NUH) is the NHS sponsor and leads the National Rehabilitation Centre (NRC) Programme. The range of conditions to be treated is likely to include (patients who require an intensive period of rehabilitation not in an acute setting following major trauma, neurological disease or trauma such as multiple sclerosis or brain injury, traumatic amputees and complex musculoskeletal).
3. It is also the intention that treatment of patients from outside the East Midlands Region will be available on a spot purchase basis.
4. In practical terms, the DNRC (Black Stork) Charity's 'N' deal for the NHS will be:
 - Effectively a free gift of a plot of land valued at £5M on the basis that the Charity will grant it a long lease on a peppercorn rent.
 - The free gift of the detailed planning permission (already granted to the Charity) to build the facility plus the designs, developed with the NHS, that go with it (a gift of about £1.5M).
 - The ability to share facilities and expertise with the Defence establishment 400 metres away on the basis of principles already agreed with the MoD.
 - Use of the rehab facilities (trim trails, hand cycle tracks etc) on the wider SHRE, maintained by the Charity for which there will be a small service charge (as with the MoD).
5. The clinical context for the NHS facility is:
 - The UK has the smallest proportion of rehabilitation consultants in Europe so consultant-led care in clinical rehab is amongst the lowest of all the disciplines in the NHS.
 - Across the NHSE there is a very significant shortfall of rehabilitation beds against the British Society of Rehabilitation Medicine standard. In the East Midlands alone (population 4.6 million) there are 81 rehab beds, a shortfall of 189. The major trauma network in place since 2012 is saving 20% more lives so the shortfall above is even more significant as there has been no additional provision made for these extra patients.
 - In the absence of a national rehab strategy to reinforce the major trauma network success, current commissioning arrangements result in a rehab pathway with long delays and sub-optimal outcomes.

Three months after discharge from hospital, peoples' mental health has deteriorated significantly as they have not returned to almost any aspect of their former life, notably some form of work.

- It is known that after 6 months perhaps 35% of major trauma patients with repairable injury have returned to work. The Defence figure is about 85%.
- The 2016 NHS evidence gathering exercise revealed the positive clinical outcomes of a specialist clinical rehab capability in the East Midlands mix, but also the wider socio-economic benefits of such additional capability across England in due course. It concluded that the payback would be reduction in the overall length of stay in rehab, improved clinical outcomes, increased return to work rates and reduction in the ongoing costs of care. The economic benefits over 30 years were predicted to be very high with net benefits in the first decade and generation of positive cash returns across government, principally to DWP, local government health providers and HMRC.

6. The Health Secretary is very supportive of the NHS facility not least in the context of the NHS transformation programme and the question of whether other private partners would wish to play a part in this development is being explored.

7. In terms of training and education, the intention is to create a centre of excellence that provides medical, other healthcare professionals and all related roles with a full range of training and education in clinical rehabilitation. The Centre would be closely linked to ongoing research and emerging technology and include innovative remote learning platforms. It would promote rehabilitation medicine and other related professions as a career, and enhance recruitment and retention in the specialty. It would be of national, and potentially international, benefit because:

- The British Society of Rehabilitation Medicine has reported that there is a need for an increase of up to 32% in the rehabilitation medicine workforce, from a comparison with Europe's largest economies.
- For most other rehabilitation roles, recognized formal education and training structures are fragmented and incomplete.
- Existing rehabilitation training and education is not integrated between professions.
- Returning people to a normal life and some form of work is not a focus in existing education and training.

Education and training services at the Centre could be based on a skills escalator including apprentices, remedial instructors (a role currently only existing in the MoD), assistant practitioners or associate nurses and healthcare professions such as medicine, physiotherapy and occupational therapy. There would also be continuing professional development. Multi and intra professional training programmes relating to rehabilitation technology and cutting edge remote learning technology could be used to widen access and have impact nationally and internationally.

8. Whilst £70M was earmarked in the 2018 budget for the clinical facilities, the cost of the education and training element and R&D provision has still to be identified. Partners and funders are being sought to ensure that the full potential of a national rehabilitation centre on the SHRE is achieved. This work is being developed with the Midlands Health Innovation group, a collection of research intensive universities in the Midlands.

Current progress

9. The programme is currently being taken through the NHS business case process being supported by both NUH and the Nottingham Clinical Commissioning Groups. The development of a Pre Consultation Business Case (PCBC) is underway ahead of taking the clinical proposal out to public consultation. The consultation is due to be conducted in early 2020.

10. On completion of the public consultation, a Decision Making Business Case will be written and submitted for the views of the County Council's Health Scrutiny Committee. This will assess the merits of the business case against the feedback from the public engagement.
11. The programme team has started to engage with academic partners to now progress the education and research work streams. It is likely that an announcement of partner universities will be announced in early 2020. The partnership will lead to an academic strategy for the NRC being developed before looking to seek additional support from other organisations in regards to funding.
12. The programme is currently on track to open the NRC in summer 2023 before accepting patients in the autumn.

REPORT OF DIRECTOR OF PUBLIC HEALTH**DIRECTOR OF PUBLIC HEALTH ANNUAL REPORT 2019****Purpose of the Report**

1. To seek approval for the publication of the Director of Public Health's Annual Report for 2019.
2. To seek approval to promote the Director of Public Health's Annual Report to Nottinghamshire stakeholders and residents through the local media.

Information

3. The attached report is the independent Annual Report of the Director of Public Health (DPH) for the year 2019.
4. In general, the statutory responsibilities of the DPH are designed to match exactly the corporate public health duties of their local authority. The exception is the Annual Report on the health of the local population, for which the DPH has a duty to write a report, whereas the authority's duty is to publish it (section 73B (5) and (6) of the Health Act 2006 inserted by section 31 of the Health and Social Care Act 2012). The content and structure of the report is something to be decided locally.
5. The Association of Directors of Public Health together with the Faculty of Public Health has published guidance about the production of the independent Annual Report. This identifies the Annual Report as an important vehicle by which Directors of Public Health can identify key issues, flag up problems, report progress and thereby serve their local populations. It is also a key resource to inform stakeholders of priorities and recommend actions to improve and protect the health of the communities they serve.
6. The 2019 DPH Annual Report focuses on the topic of health and work. This topic was selected because participation in 'good work' is a dominant factor shaping our health. Aside from securing an income (critically important as it is), the benefits of work to individuals and communities extend much further: 'good work' provides the potential for positive social interaction and connectedness, purpose, and the capacity for developing human potential and creativity. Numerous academic studies provide evidence of the benefits that these bring to health and wellbeing and the adverse impacts of worklessness.

7. This year my report focuses on some of what can be done to ensure that more people in Nottinghamshire enjoy these benefits. But the opportunity in this is not only for individuals and their families. The opportunity extends to the organisations which employ them and the wider economy because a workforce which participates in good work and enjoys good health and wellbeing is associated with increased productivity and contributes to growth which can benefit everyone in Nottinghamshire.
8. The report emphasises how supporting the best start in life, including tackling adversity in childhood, remains the best investment to positively influence a child's future prospects at school, entering the workforce and throughout life. Additionally, flexible employment practices are an important mechanism to support parents to remain in the workforce and there are opportunities to further develop inclusive routes to employment.
9. The report underlines that a healthy workforce is good not only for employees but also for businesses and the local economy. Through Nottinghamshire County Council's Wellbeing at Work programme, organisations of any size can access free support for improving the health and wellbeing of their workforce.
10. Long-term health conditions or disability may impact an individual's ability to secure and maintain work. Managing long term conditions at work is therefore an important consideration for employers as is the potential benefits to employers and employees of arrangements which secure the participation and skills of people with disabilities. Nevertheless, employment support in Nottinghamshire is often found to be fragmented, difficult to navigate and may not be targeted to those in most need of support.
11. The report closes by setting health and wellbeing, prosperity and economic dynamism in the context of the natural environment, fairness, and the resilience and safety of our communities.

Media coverage to support 2019 DPH Annual Report

12. The Annual Report is intended to be a public document and to be disseminated widely within the local area. The Faculty of Public Health and the Association of Directors of Public Health guidance states that dissemination through a variety of outlets will ensure the widest possible audience. The Annual Report also presents an opportunity to demonstrate to the wider community how the Council fulfils elements of its statutory responsibilities around Public Health.
13. Previous reports have been featured in the local press, in both print media and on local radio.
14. Approval is therefore sought for media activity, including press releases and participation in media interviews as requested, to highlight the Annual Report within the local area.

Other Options Considered

15. The report could be published without a supporting programme of publicity, but this would reduce the potential impact of the report.

Reason for Recommendations

16. Publication of the DPH Annual Report is a statutory requirement. The publication also presents an opportunity to inform partners and the public of Public Health activities being undertaken, and to secure support from partners for contributions to this agenda.

Statutory and Policy Implications

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

Financial Implications

18. Design and print costs and staff time involved in preparing the report form part of the Public Health divisional running costs, which are met from within the Council's allocation of Public Health grant.

Implications in relation to the NHS Constitution

19. In line with the values of the NHS Constitution, the DPH Annual Report highlights work undertaken across organisational boundaries to protect and improve the health and wellbeing of the County's population. The recommendations within the Annual Report are not just for the Council, but for other agencies, including Clinical Commissioning Groups.

RECOMMENDATION/S

- 1) That Members approve the publication of the Director of Public Health's Annual Report for 2019.
- 2) That Members approve the promotion of the Director of Public Health's Annual Report to Nottinghamshire stakeholders and residents through the local media.

Jonathan Gribbin
Director of Public Health

For any enquiries about this report please contact:

William Brealy, Public Health Executive Officer, tel 0115 977 4587, email william.brealy@nottsc.gov.uk

Constitutional Comments (AK 23/12/2019)

20. The recommendation falls within the delegation to Policy Committee under its terms of reference.

Financial Comments (DG 18/12/19)

21. Cost of publication and promotion will be met from the £40.023m Public Health Grant.

Background Papers and Published Documents

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

- Faculty of Public Health and Association of Directors of Public Health, Guidance on production of DPH Annual Report, October 2016; <http://www.adph.org.uk/wp-content/uploads/2013/08/DPH-Annual-Report-guidelines.pdf>

Electoral Division(s) and Member(s) Affected

- All



Nottinghamshire
County Council



DIRECTOR OF PUBLIC HEALTH'S
ANNUAL REPORT
2019



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Foreword

The environments in which we grow, live, and work exert the greatest influence on how many of us get to enjoy good health and for how long. Ensuring that the influence of social, economic and physical environments are positive must remain central to any concerted effort to improve the health and wellbeing of people in Nottinghamshire.

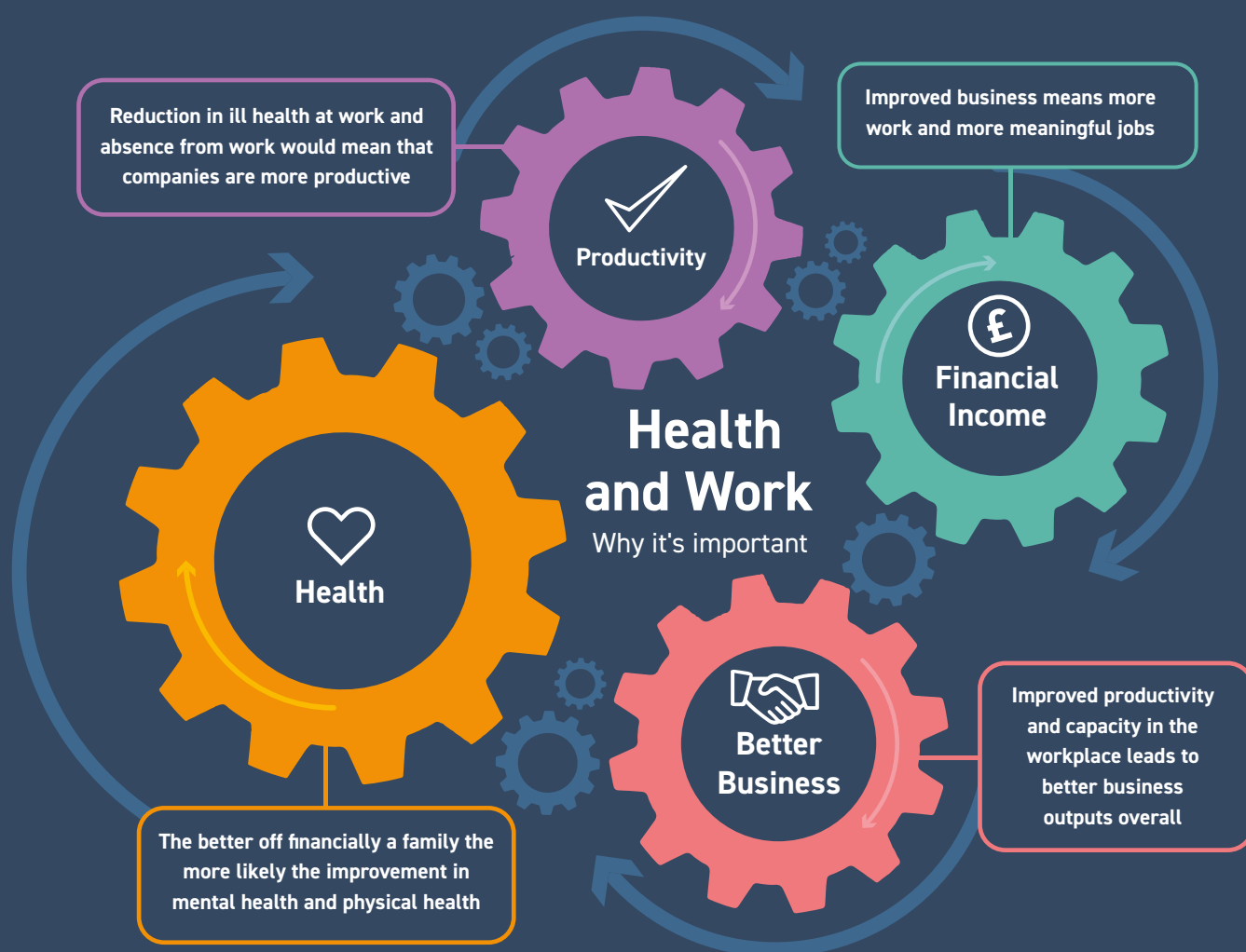
Amongst these influences, participation in 'good work' is a dominant factor shaping our health. Aside from securing an income (critically important as it is), the benefits of work to individuals and communities extend much further: 'good work' provides the potential for positive social interaction and connectedness, purpose, and the capacity for developing human potential and creativity. Numerous academic studies provide evidence of the benefits that these bring to health and wellbeing and the adverse impacts of worklessness.

This year my report focuses on some of what can be done to ensure that more people in Nottinghamshire enjoy these benefits. But the opportunity in this is not only for individuals and their families. The opportunity extends to the organisations which employ them and the wider economy because a workforce which participates in good work and enjoys good health and wellbeing is associated with increased productivity and contributes to growth which can benefit everyone in Nottinghamshire.



Jonathan Gribbin,
Director of Public Health

The Opportunity for Nottinghamshire



Health and work – why it matters

Work is generally good for both mental and physical health. There is a strong link between worklessness and poor health; being out of work can be both a cause and a consequence of poor physical or mental health. Conversely, being in work has a strong positive influence on health, through its provision of income, social interaction, a core role, identity and purpose. For people who have been out of work, securing employment is linked to improved physical and mental health and improved self-esteem.

Health as an asset

Good health is a resource for people, and is essential for a thriving society and economy. Improving health across the whole population represents an opportunity to strengthen communities and the economy.

If we were able to take positive steps to address presenteeism (attending work whilst ill) and absenteeism due to poor health, up to £100 billion annually would be saved across the UK economy.¹ Supporting improved mental

wellbeing could save around £15 billion per year in mental ill-health costs linked to presenteeism.² Within the NHS alone, reducing lost productivity due to ill-health to the average levels experienced in other public sector organisations would save around £500 million a year.³

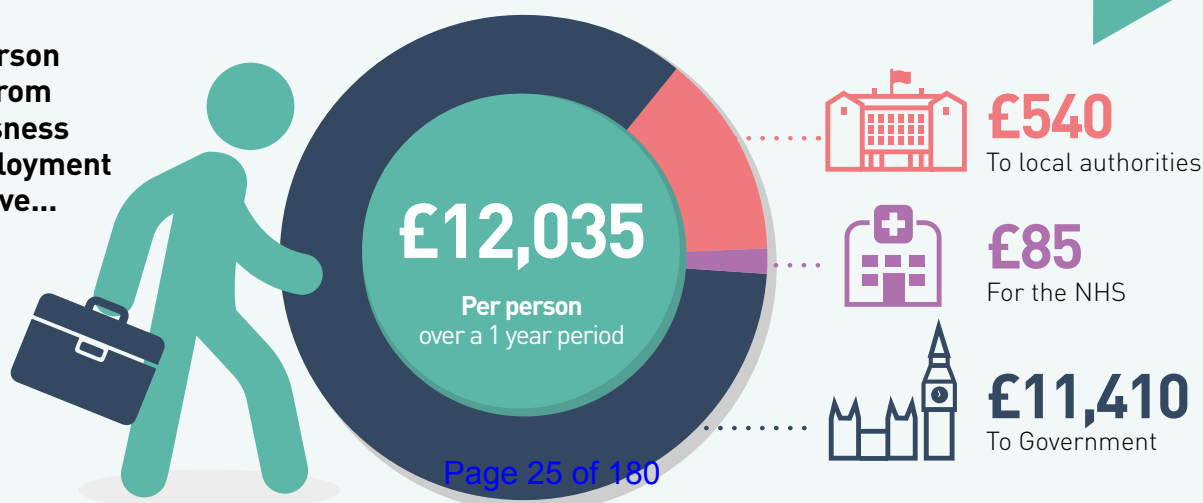
The health and wellbeing of their workforce is an important consideration for employers of any size. Good working environments are linked to improved productivity and staff retention. Another consideration for all employers is that although today's workforce is living longer, it is spending many of those later years in poor health. Taken together with economic and welfare changes requiring people to work for longer, this means that more working age adults are now living with one or more long-term health condition. There is increasing understanding that providing effective adaptations and flexible support in the workplace and through healthcare services can make all the difference in enabling people with a health condition or disability to secure and retain a good job.

Health and financial benefits of moving individuals into employment in Nottinghamshire

With combined costs in Nottinghamshire from worklessness and sickness absence amounting to over

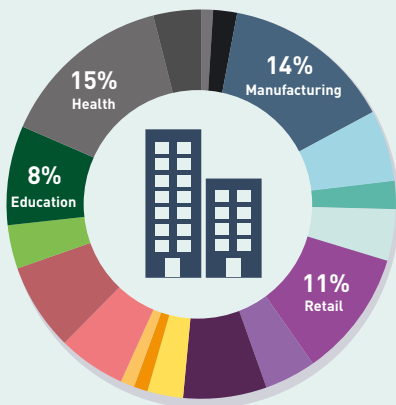
£1.24 Billion annually

Every person moving from worklessness into employment would save...



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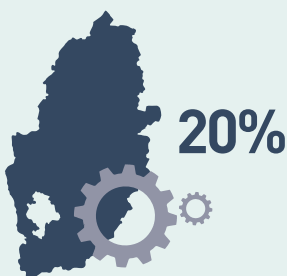
Nottinghamshire businesses by sector and size



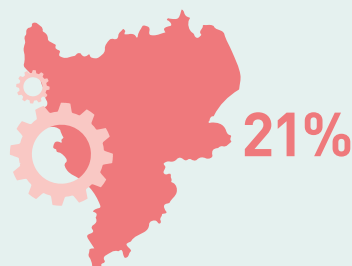
Number of Employees	Micro (0-9)	Small (10-49)	Medium (50-249)	Large (250+)
Number of Businesses	26,220	4,300	905	110

Productivity growth over the past 10 years

Nottinghamshire



East Midlands



England



Nottinghamshire employment, unemployment and economic inactivity

391,200 people
aged 16+ in work



75.4%
16-64 employment rate



5.7%
unemployment rate



19.9%
economically inactive rate

30% of those economically inactive are long-term sick and claim Employment Support Allowance



Unemployed people:

Those who are not working but have been looking for work in the past 4 weeks or are waiting to start a job in the next 2 weeks

Economically inactive people:

Those not employed who have not been seeking work within the last 4 weeks and/or are unable to start work within the next 2 weeks

Health-related worklessness:

Those with the inability to work as a result of a long-term health condition

The Nottinghamshire Economy – Opportunities and Challenges

Strengths and Assets

The health of the population is the primary resource on which this report is focussed. But it would be remiss to overlook that Nottinghamshire is a county brimming with other strengths and resources. Known for its historical and sporting heritage, Nottinghamshire is home to creative and thriving businesses which have helped reshape the economy following post-industrial decline and attract some of the top talent in research, innovation and creativity.

Underpinning further development there is an abundance of potential sites for housing and for new or growing employers. Recent government announcements have signalled fresh investment for our town centres and high streets. Potential future investment in rail infrastructure and highways represent a catalyst for further growth and opportunity.

Demographics

Increasing life expectancy together with the age profile of the population means that the number of people in work who are aged 50 to 64 has grown from 7 million to 9 million over the last decade.⁴ There is a pressing need to consider the design of work, to address the changing needs of workers across the life course and to sustain productivity.

Nottinghamshire has a slightly higher proportion of older adults compared to national average. Based on authoritative demographic forecasts, this pattern is likely to be amplified over the next

decade when many in this group will be reaching retirement age.⁵ The number of older people in this group and those after them who enjoy good health and independence will be influenced by the measures we take now.

To sustain a growing economy and an ageing population, Nottinghamshire will need to attract working age adults who want to stay, develop their careers and raise their families. Alongside working age adults who can contribute their skills to business and commerce, Nottinghamshire will also need to attract and retain a workforce who can deliver high quality health and social care to the population of older people.

The Opportunity for Nottinghamshire

The health and wellbeing of people in all our communities underpins further improvements in productivity. Ensuring that everyone has the opportunity to participate in this aligns with the national Improving Lives Programme which makes the case that “a country that works for everyone needs to help ensure that all who can work or undertake meaningful activity have the chance to do so. And that the right care and support is in place to enable all to thrive in work throughout their working lives”.

In this annual report I identify some of the actions we can take now to realise a vision for growth, prosperity and aspiration that applies to individuals, families, communities and businesses in Nottinghamshire.

First Steps and Preparation for Working Life



Some of the strongest influences on life chances, including employment, relate to our early years. Loving, secure relationships with parents, together with the quality of the home learning environment, support a child's emotional wellbeing, brain development, language development, ability to learn, and capacity to develop and maintain good relationships with others. Positive early experiences that support a child's physical, social and intellectual development, and influence children's readiness to start school and learn, will impact on their life chances as adults. In their early years, during statutory education and at the transition to their working lives, there are opportunities to improve the life chances of children and young people, especially amongst those who will otherwise be most vulnerable to poor outcomes.

Early Years

Parental worklessness is significantly associated with adverse outcomes for children, including poorer academic attainment and not being in education, employment and training (NEET).⁶ Many organisations in Nottinghamshire working with young children exercise an important role in supporting parents towards employment, education or training. Nottinghamshire's Child Poverty strategy identifies employment and skills as an important building block and outlines a range of commitments from partners.

At present there are nearly 13,400 households with dependent children in Nottinghamshire in which there is no adult in employment.⁷ The evidence tells us that an approach that is solely focused on getting parents back into work is unlikely to significantly benefit their children. Other factors that children and their families face need to be addressed alongside worklessness, including substance misuse, mental ill-health or being a teenage parent. The Family Nurse Partnership is an example of a programme which integrates an explicit focus on employment into the support it delivers. The programme delivers to nationally evidenced standards and helps young parents to secure training and work opportunities.

Case Study - Family Nurse Partnership (FNP) in practice:

The Family Nurse Partnership (FNP) programme is a nationally evidenced home visiting service providing ongoing, intensive support to first-time teenage mothers and their babies (plus fathers and other family members, with mother's permission). Structured home visits are delivered by highly trained Family Nurses and start in early pregnancy, continuing until the child's second birthday. FNP is a preventive programme and has the potential to transform the life chances of the children and families in our society, helping to improve social mobility and break the cycle of intergenerational disadvantage.

Family nurses use programme materials and methods to enable young mothers (and fathers) to achieve three main aims:

1. To improve their pregnancy outcomes, so that their baby has the best start in life
2. To improve their child's health and development by developing their parenting knowledge and skills
3. To improve parents' economic self sufficiency, by helping them to achieve their aspirations (such as employment or returning to education).

Although **17%** of clients in Nottinghamshire have no GCSEs, more than a third of all clients are in education, employment or training by the time they leave the programme.

Enabling parents with young children to enter the workforce requires family-friendly, flexible employers and access to high quality funded childcare. According to Timewise's Flexible Jobs Index 2019, only 15% of jobs are advertised flexibly but 87% of people want to work flexibly. Alongside offering flexible working opportunities to potential employees there is a need for high quality funded childcare that will enable parents to take up employment opportunities. Nottinghamshire County Council is establishing a multi-agency, strategic 'Best Start' Group to ensure every child in Nottinghamshire has the best possible start in life, beginning in pregnancy and across their early years. It will recognise the importance of the first 1001 days in supporting child development, school readiness and the life-long impact on health, wellbeing and prosperity. This includes an aim to increase access to, and uptake of, quality childcare for some two year olds and all three and four year olds whose parents work. The group should give consideration to the impact that parental access to flexible working, childcare and employment opportunities can have on long-term outcomes for children. It should also contribute to the development of a strategic framework for inclusive employment which addresses the whole life course.

Statutory Education

Educational attainment is a strong indicator of life chances, so it is important that no child is left behind at the beginning of their school life. Schools have a powerful influence on a child's health, creating protective factors (e.g. coping with stress and overwhelming emotions) which mitigate the adverse impact of risk factors. They can prepare young people for further education or employment by helping them to understand the options available to them and by developing the skills and experience they need to gain the most from these opportunities.

Nationally there is recognition that our statutory education system fails to sufficiently prepare our children and young people to enter the workforce. The introduction of the Gatsby Benchmarks for schools and colleges has the potential to help to support all young people (including those with special educational needs) to gain better employment skills and to access high quality careers advice.



The Gatsby Benchmarks

Benchmark	Description
1. A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.
2. Learning from career and labour market information	Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.
3. Addressing the needs of each pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.
4. Linking curriculum learning to careers	All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
5. Encounters with employers and employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.
6. Experiences of workplaces	Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.
7. Encounters with further and higher education	All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.
8. Personal guidance	Every pupil should have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.

The introduction of the Gatsby Benchmarks reflects the government's recognition of the value which employers themselves can bring to young people's development and employment prospects.

Educational, employment and business sector partners are already working closely together to explore how they can better develop the employability of young people in Nottinghamshire. Examples include the East Midlands Chamber of Commerce's recent introduction of a free membership scheme for secondary schools to encourage links with businesses, and the skills and employability summit hosted by Nottinghamshire County Council in Mansfield and Ashfield which has provided an excellent vehicle to ensure that the skills required in local places are nurtured.

Recommendation: Working with Enterprise Coordinators, schools in Nottinghamshire can improve the work readiness, ambition and aspiration of young people by engaging with businesses, further and higher education using the Gatsby Benchmarks.

A pragmatic but more rigorous approach is needed to track whether school-based programmes are effective for all of our young people including those in groups which are more vulnerable. Tracking the uptake of work experience opportunities is one way that partners can be informed about equity of access for our young people with additional needs. There are opportunities through the Virtual School (for children in care) and special education needs and disabilities (SEND) Triennial Review for children to encourage and track access to work experience opportunities for these groups. Learning from local experience suggests that for those with disabilities and special educational needs, expectation and aspiration for employment must be embedded as the norm, from as early as the primary school setting.

Transition to working lives

Once secondary school education is complete, and a young person is ready to transition to work or workforce-based training, they should have access to the right support and opportunities to enable them to do this. Without this considerable evidence suggests that being unemployed when young leads to a higher likelihood of long-term 'scarring' in later life in terms of lower pay, high unemployment, fewer life chances and poorer health.⁸

There are a range of programmes which provide support options for young people in their move into employment, some of which are shown on the next page.

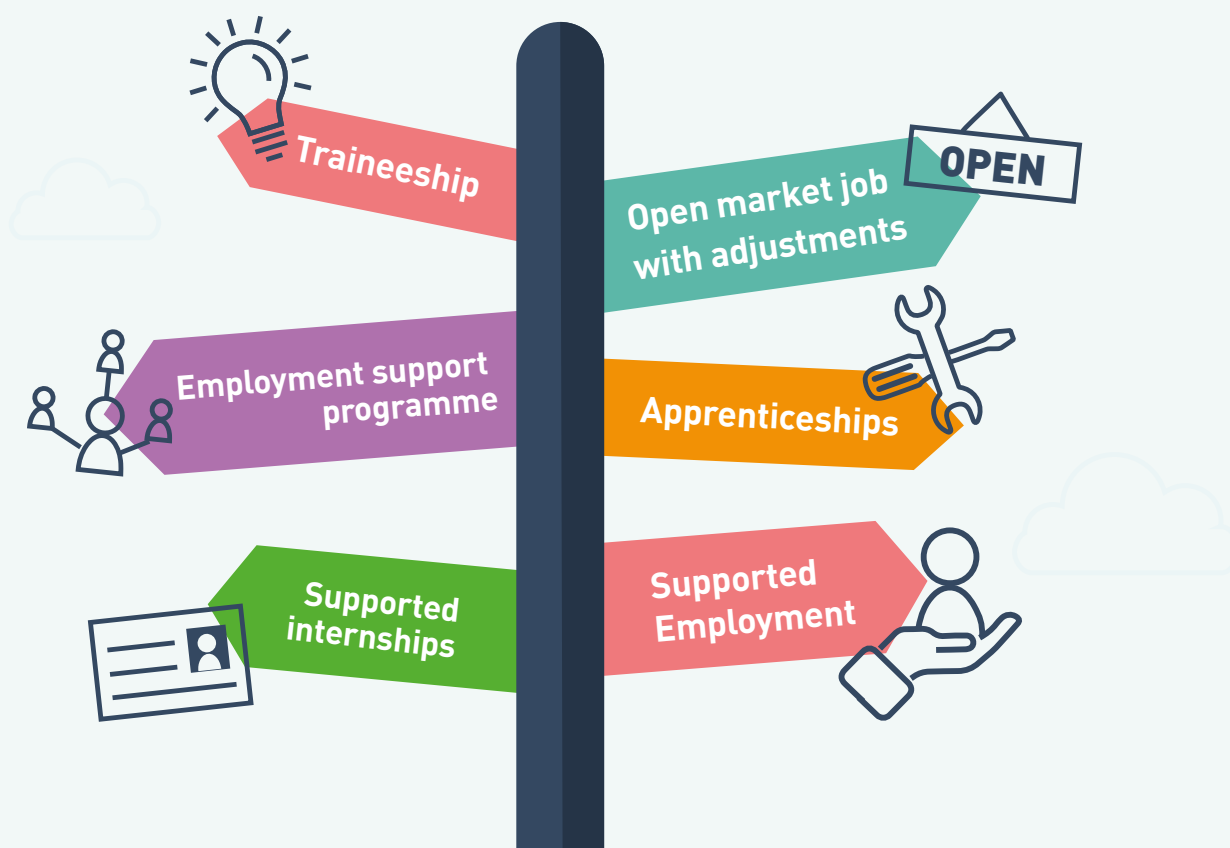
10.5%



of all pupils in Nottinghamshire have a special educational need or disability compared to **14.8%** of all pupils in England

Source: Department for Education 2018

Inclusive routes to employment



Open market job with adjustments	Gaining a job with an employer who is confident in how they can adapt the work to the needs of the worker
Traineeships	Allows people without the qualifications needed for an apprenticeship to work towards them at college and in the workplace
Apprenticeships	Inclusive apprenticeships represent an opportunity for people who are not able to gain the mandatory grades in Maths and English required to gain an apprenticeship
Employment support programme	An end to end programme which takes people who are not working and supports them to understand what they want to do, works with them to apply for jobs and works with the employer to make adjustments
Supported employment	A workplace which has additional funding to employ large numbers of people with additional needs who require workplace adaptations
Supported internships	An unpaid scheme for people with an Education Health and Care Plan to gain long term work experience with an employer who has multiple job opportunities available

Despite these opportunities, there remain a range of barriers to securing good employment. A particular challenge for young people in counties is access to good transport options. Longer travel times, reduced public transport provision and costs of car travel have been noted as social mobility issues which impact on choices for work, training and education.

The Local Transport Plan supports delivery on County Council priorities for economic development and health and wellbeing through a specific objective to improve access to employment and training opportunities. Work includes an annual programme of integrated transport infrastructure improvements (including walking, cycling and public transport improvements), as well as delivery of personal travel planning with a range of audiences.

Personalised travel planning is a long-established behavioural change mechanism to help address congestion and increase healthy, active lifestyles by making people more aware of their travel choices as well and enabling them to make such journeys. This also helps people to access and stay in work and training by providing them with the skills (e.g. through targeted training) and means (e.g. through providing subsidised bus travel, or bicycle/moped loans) to enable them to access opportunities. The programme has delivered targeted work with jobseekers, residents and school leavers in Nottinghamshire.

Available evidence on the experience and outcomes of young people with special educational needs or of care leavers suggests that there is significant room for improvement. For both groups a lack of formal qualifications required to progress to apprenticeships (usually GCSE Maths and English) has been identified as an issue. This has been recognised nationally,

and inclusive apprenticeships (for people with SEN) and traineeships (for care leavers and young people more generally) have been recently introduced. Turning these into real opportunities will require their effective promotion and, for those to whom they are targeted, support in applying for and taking them up.

There is no commonly understood single view about how many of these opportunities are available in Nottinghamshire, nor of how many of our young people have the potential to benefit from each of them. However the number of care leavers not in employment, education or training and the number of adults with learning disabilities not in work suggests that there is a mismatch between these programmes and the underlying need.

Work to address these challenges is ongoing. One example is that Nottinghamshire County Council is working with businesses to create opportunities for traineeships specifically targeted to care leavers.

Recommendation: Building on the strong support secured from local businesses, Nottinghamshire County Council should work with employers to develop traineeships for care leavers

For young people with education health and care plans, Nottinghamshire has secured funding to create supported internships. As set out by the Department for Education, “a supported internship is a study programme specifically aimed at young people aged 16 to 24 who have a statement of special educational needs or an Education Health and Care plan, who want to move into employment and need extra support to do so. Supported internships are structured study programmes based primarily at an employer. They are intended to enable young people with learning difficulties and/or disabilities to achieve sustainable, paid employment by equipping them with the skills they need for work through learning in the workplace. Internships normally last for a year and include unpaid work placements of at least six months.

Wherever possible, they support the young person to move into paid employment at the end of the programme. Although similar in aims to a traineeship or apprenticeship, supported internships differ in key ways. Young people on supported internships are expected to require a higher level of support than a trainee or apprentice, and to be offered workplace support in the form of a job coach, as well as support for their non-workplace learning. A key difference to traineeships is that interns are expected to need a longer programme than a trainee,

103
care leavers



aged 17 or 18 in Nottinghamshire of which **44%** are not in education, employment or training. This compares with **51%** of care leavers in England

Source: Department for Education 2019

for whom the maximum programme length is six months, before they are ready to progress to an apprenticeship or other sustainable employment.”⁹ James’ story, as described on the next page, provides an insight into the value and possibilities of this kind of opportunity.

More effective joint working between educational establishments, local employers, the D2N2 Local Enterprise Partnership and a range of other partners will allow us to fully articulate the needs of young people leaving school for employment and develop a clear and consistent set of options to meet this need. This can best be progressed as part of the development of wider strategic delivery framework to improve access to employment across the life course.



Case Study - Supported Internships

James started at Landmarks Specialist College with no specific vocational aim but knew he wanted to gain employment. Throughout his first year James worked hard to develop his employability and functional skills in order to prepare for work. James undertook a Supported Internship at Sainsbury's in Mansfield where he worked hard to develop his confidence and communication skills with the support of a Job Coach who accompanied him to work two days per week. James initially needed prompts and support but became able to carry out tasks such as re-stocking the fruit and vegetable aisle with minimal support. James has also been working on travelling independently and hopes to take his driving test before leaving college at the end of the academic year.

The manager of Sainsbury's in Mansfield said "James is a very nice young man, always smiling and very polite to customers. I have no worries with how he is working, and I know he always works very hard. He is a pleasure to have here as a colleague and he seems very happy and fits in well".

After the end of his time at Landmarks, James secured a paid position at Sainsbury's and recently passed his driving test. He will also be returning as a Duke of Edinburgh ambassador to support learners on the DofE programme.



A Healthy Workforce



Every **£1** spent on workforce health promotion initiatives delivers a return on investment of between **£1** and **£4**

With about 363,000 people engaged in employment, many of whom spend one third of their life at work, the workplace environment provides a significant opportunity for positively influencing health in Nottinghamshire. Developing the opportunity involves a proactive approach on the part of employers and employees which builds on the idea of 'good work'. Taking a wellbeing at work approach brings benefits for employers as well as employees, and both sustains and increases the prosperity of the local economy.¹⁰ But for some organisations, developing their own approach to this can be challenging. Nottinghamshire County Council's Wellbeing at Work scheme provides a straightforward way for organisations to improve the health and wellbeing of their workforce and to be recognised for doing so.

Good work

Ensuring that everyone can participate in good work benefits employees through their health and wellbeing and our local economy through increased productivity. But 'good work' includes a range of factors and has been defined in various ways. Most of these focus on fair pay, job progression and work life balance. More recently narratives around health and mental wellbeing are becoming integral to how we view good work as a society.

Public Health England's definition of good work demonstrates the multiple factors which positively impact on health and wellbeing. Work which supports healthy living incorporates a living wage, lasting security, provision of relevant training and development, and conditions and patterns of work which promote good health and work-life balance.

A plethora of legislative requirements enshrined within the Health and Safety at Work etc Act 1974 help to ensure good working conditions. The enforcement of this legislation is dependent on the type of workplace and is mostly undertaken by the Health and Safety Executive and local authorities.

These statutory duties are well established and I do not intend to describe them here.

The authoritative Global Burden of Disease study highlights the wider opportunity available to people in Nottinghamshire.¹¹ It identifies that more than one third of the disease and disability which impacts the quality of life and health of employees and erodes productivity is the result of causes which are avoidable. Much of this relates to tobacco, diet and physical inactivity; other contributory factors include harmful levels of drinking and substance misuse. Addressing these risk factors may not be a statutory duty but doing so is of benefit to the individual and wider society.

The Nottinghamshire Wellbeing at Work programme

Sustaining a healthy workforce requires action both with individuals and at the level of the overall environment in which they work. This requires employers to look beyond the statutory duties placed on them and their employees and to consider wider arrangements which create a productive health-promoting environment. Some organisations already have a mature or developing approach to this and, amongst these organisations, some are involved in the Wellbeing at Work scheme offered by Nottinghamshire County Council to organisations in the county. The scheme helps organisations develop a comprehensive approach to health at work.

"The Wellbeing at Work programme has provided a mechanism for Gedling Borough Council to promote health and wellbeing messages to staff and to provide physical and wellbeing activities at lunchtime including Pilates, Mindfulness and fitness sessions in the park. We have also engaged the commissioned services including Let's Talk Wellbeing, Everyone Health and SmokefreeNotts to deliver staff drop in sessions. The services have also attended our annual staff health fair."

Gedling Borough Council



Wellbeing @ Work

Nottinghamshire County Workplace Health Award Scheme

The Wellbeing at Work programme is designed to enable organisations to take an incremental, stepped approach to developing a sustainable health-promoting culture and work environment. As part of this stepped approach, the programme comprises four levels of award ranging from bronze to platinum which recognise and celebrate the measures taken by an organisation.

These stages focus on: Health Promotion & Information by signposting services and resources; Health Development promoting local and national campaigns to raise the profile of healthy choices; Enabling & Increasing Access to local wellbeing services to promote training and learning platforms and link to local wellbeing services; Policy & Culture Change where organisations improve workplace culture to improve employee wellbeing.

Recommendation: Employers should consider programmes such as Wellbeing at Work to improve the health and wellbeing of their workforce and the productivity of the local economy

The programme is free and open to any organisation in Nottinghamshire that wishes to be recognised for their work to improve the health and wellbeing of their workforce. It is grounded in the evidence about what is needed to improve health and wellbeing outcomes in the workplace and is consistent with the national 'Change for Life' and 'One You' programmes. By addressing the most significant risk factors for ill-health and loss of independence, it enables employers to invest in their local communities whilst sustaining and improving the productivity of their own organisation.

The Wellbeing at Work programme also aligns closely with other free, open access services for people in Nottinghamshire who want to make healthy changes. These services are commissioned by Nottinghamshire County Council to provide support relating to:

- Overweight and healthy eating
- Physical inactivity
- Mental wellbeing
- Alcohol and substance use
- Smoking

Case study – Wellbeing at Work

Rushcliffe Borough Council first signed up to the Wellbeing at Work scheme in March 2015 and have since achieved Bronze, Silver and currently working towards Gold. Rushcliffe have recognised for a long time now how important workplace health and wellbeing is for employees and have been very active in providing support and information, however signing up to the Wellbeing at Work scheme has helped in the following way:

- Recruitment of Workplace Health Champions internally who work together to deliver health initiatives
- Access to free training for the Workplace Health Champions
- Networking opportunities with like-minded businesses and sharing of ideas
- Providing a framework to follow to ensure we deliver across all wellbeing health strands

Promoting and developing wellbeing at work

Raising awareness can be a first step on a behaviour change journey. For instance, taking tobacco as an example, 15.4% of adults in Nottinghamshire smoke. The resultant cost to Nottinghamshire businesses due to sick leave and lost productivity is over £119 million per year. Of this, it is estimated that around £44.5 million a year is lost from smoking breaks.¹² Employers have the opportunity to start to address this by raising awareness amongst their staff and by supporting national campaigns.

£119.6m

Of potential wealth is lost from the local economy in Nottinghamshire each year as a result of lost productivity due to smoking



Source: ASH Ready Reckoner 2019

Enabling access to services

Let's stay with tobacco as an example to illustrate the value and relevance to employers of a wellbeing at work approach. There is a need to shift the conversation from smoking as a clinical burden to smoking cessation as a productivity opportunity to which Nottinghamshire County Council is committed by funding free smoking cessation services. Employers should view this as an opportunity to support employees wanting to reduce the harmful impact of tobacco and should sign post workers, and if possible, provide time for workers to access locally commissioned services. Smoking impacts on the health of our workforce and the chance of a person quitting smoking increases by 34% when a co-worker quits. Such interventions within a workplace are found to be effective at supporting people to quit.¹³

Nottinghamshire County Council will launch its new Integrated Wellbeing Service in April 2020. The new provider will integrate the service with Wellbeing at Work to engage with businesses and encourage access to stop smoking support and other healthy lifestyles support for employees.

£44.5m

estimated cost of smoking breaks
to Nottinghamshire businesses



£37.1m

estimated annual cost of smoking
to the Nottinghamshire NHS



Source: ASH Ready Reckoner 2019

Policy and culture

The development of policy and culture are important levers for embedding wellbeing at work in an organisation. Workplace health should be prioritised by senior members of staff with named workplace champions. The Tobacco Control Declaration has provided a practical, step by step approach to becoming free from the harms of tobacco. Any organisation can participate in the declaration.

In addition to tackling smoking, the promotion of mental health represents a significant opportunity for many workplaces.

Around 16% of the adult population of Nottinghamshire have experienced a Common Mental Disorder.¹⁴ An important first step is developing a supportive work environment which does not stigmatise someone who discloses a mental health condition. Thriving at Work; The Stevenson / Farmer review of mental health and employers drew on the accounts of over 200 employers, people with mental health problems and leading experts in mental health and work.¹⁵ Their report sets out core principles and standards that all employers should commit to as detailed as items 1-6 in the table below.

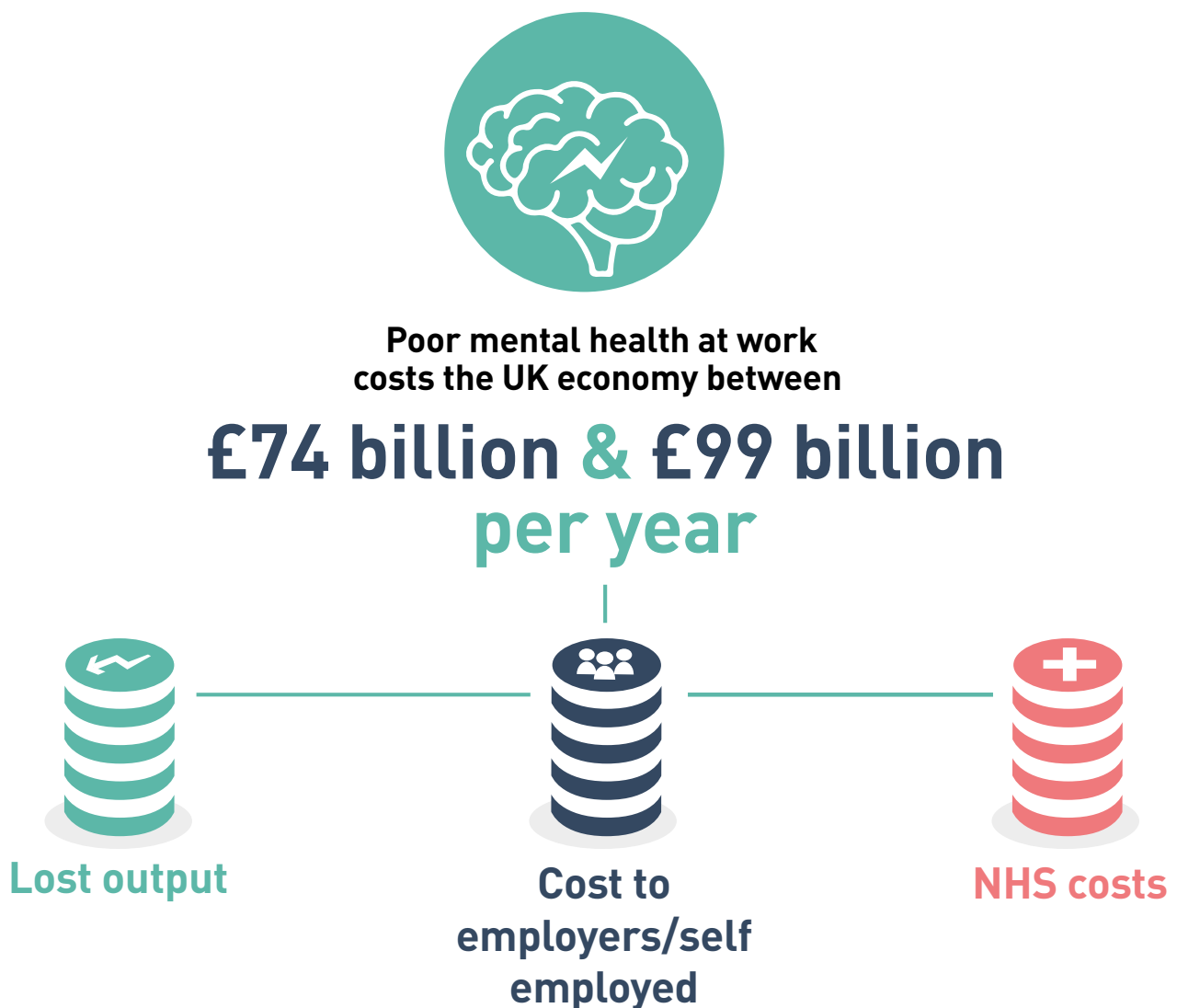
The Stevenson Farmer Review of Mental Health and Employers

An estimated 300,000 people in the UK lose their job every year because of a mental health problem. Many might have remained in employment if they had been given the right support. A key recommendation of the Stevenson-Farmer review is that all employers, regardless of size or industry, should adopt six core standards that lay the basic foundations for an approach to workplace mental health.

1. Produce, implement and communicate a mental health at work plan
2. Develop mental health awareness among employees
3. Encourage open conversations about mental health and the support available when employees are struggling
4. Provide employees with fulfilling work, over which they have control and purpose
5. Promote effective people management
6. Routinely monitor employee mental health and wellbeing

The rollout of the Stevenson Farmer review recommendations has been recognised by the Midlands Engine as a local priority to increase productivity. ¹⁶ A consortium has been established to work across the Midlands Engine geography on the Mental Health Productivity Pilot which will develop and test innovative interventions that seek to:

- a)** mitigate and reduce sickness levels and the impact of reduced productivity for business due to employee absence, or employees working with mental health conditions without appropriate support,
- b)** reduce the numbers of employees who leave employment due to mental illness, and
- c)** support an increase in employee mental wellbeing.



Source: Stevenson / Farmer 2017

Work and Long-Term Conditions



For many people, it is a quiet assumption that our health will remain good throughout our working life and will allow us to get on with doing the things that matter to us, including doing a job that is meaningful, rewarding and provides financial security. Being at work is often treated as a sign that we are healthy, productive and taking part in the economy.

But we know that one in three employees in the UK has a long-term condition. For many, this condition or the obstacles created by organisations and wider society make it harder to come to work and to be productive. For some people, work is the cause of a health condition or exacerbates one. For significant numbers of working age adults, their health condition impacts to such an extent that they are unable to secure or maintain a job.

For many residents facing health-related barriers to maintaining or securing work, the

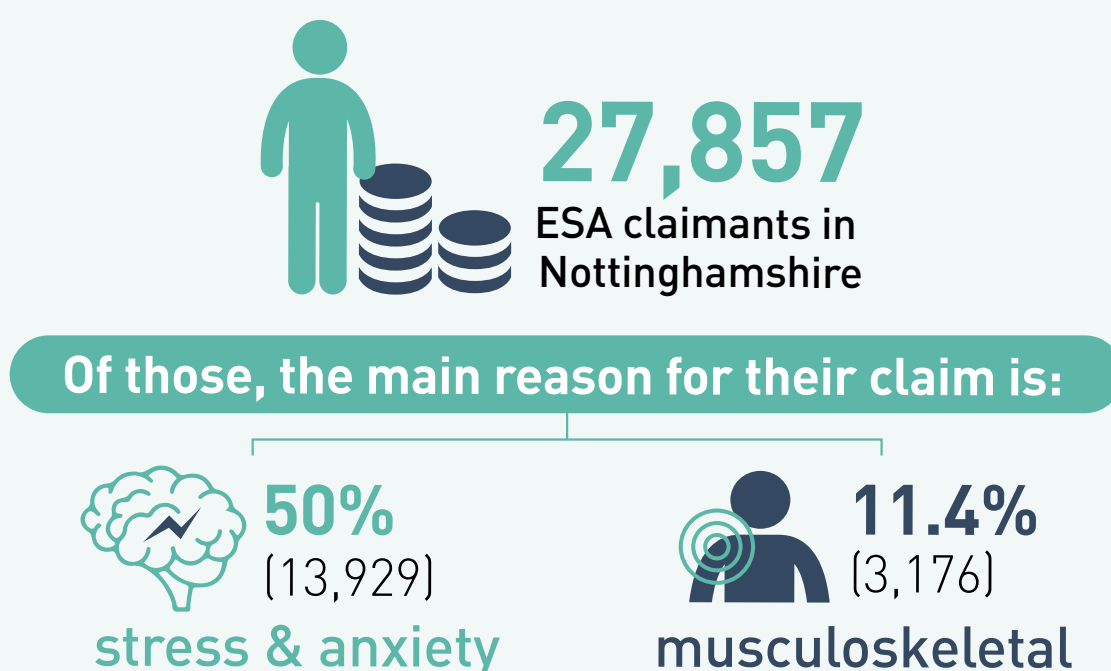
right support would make all the difference. Securing work is particularly important for individuals with a health condition or disability, not only because it promotes full participation in society and independence, but also because it can promote recovery and rehabilitation, and lead to improved health outcomes and a better quality of life.¹⁷

The national Improving Lives Programme has set out a compelling vision and makes the case that

“a country that works for everyone needs to help ensure that all who can work or undertake meaningful activity have the chance to do so. And that the right care and support is in place to enable all to thrive in work throughout their working lives”.

To achieve this goal, we know from emerging evidence that there are three key components which are needed to provide the most effective support to maintain work or return to work.¹⁸

Nottinghamshire residents who have been unable to work due to an illness or disability for at least a year (Employment Support Allowance, ESA)

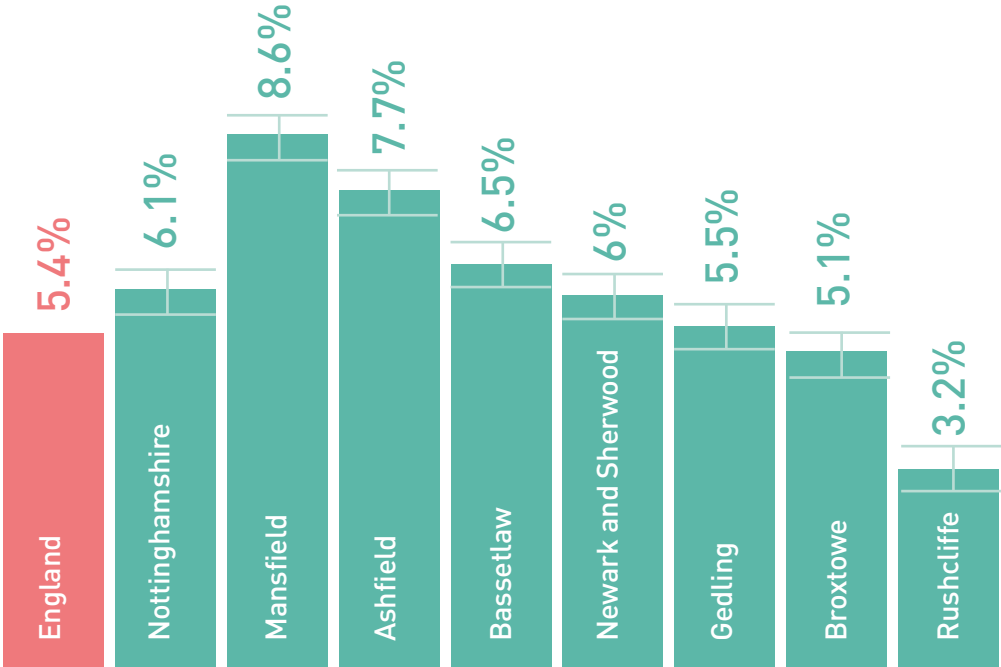


The three components of effective return to work support

- 1. Employer-focussed modifications in the work environment** - flexible working hours, duties or change to physical working environment.
- 2. Health-focussed interventions** – ‘work as a health outcome’, health professionals supporting improvement of mental and physical health.
- 3. Co-ordinated case management or employment support** - facilitating effective links between healthcare and the workplace.

In this context we use the term ‘employment support’ to refer to any service commissioned to support people to secure or maintain employment. Employers, healthcare professionals and employment support agencies each have a role in supporting individuals to secure and maintain good employment. This chapter explores these three elements in more detail and identifies important gaps in the current Nottinghamshire provision which need attention.

Percentage of working age residents in Nottinghamshire claiming Employment Support Allowance



Source: PHOF 2018

The employer’s role in managing health conditions at work

Employers are increasingly recognising the value which employees and wider stakeholders place on the active promotion of the health and wellbeing of the workforce, including those with health conditions. Establishing a strong corporate reputation for this involves developing a supportive culture which does not stigmatise anyone who discloses their health condition. A third of employees with a health condition have not discussed it with their employer and it has

been found, for example, that individuals with musculoskeletal (MSK) conditions will often experience worsening health, presenteeism and negative impacts on productivity through embarrassment or fear of being penalised at work if they were to discuss their condition with their manager.¹⁹

There are now a wide range of evidence-based employer focussed resources, freely available, which provide credible expert advice, information and support. A few examples are highlighted below.

Business in the Community	<p>Business in the Community has partnered with Public Health England to produce a comprehensive, online resource to help every organisation support the mental and physical health and wellbeing of its employees. These include:</p> <ul style="list-style-type: none">• Mental health• Musculoskeletal health• Physical activity, healthy eating, healthier weight• Drugs, alcohol and tobacco• Sleep and recovery• Suicide prevention• Crisis management in the event of a suicide• Domestic abuse
Macmillan Managing cancer at work	<p>Around three quarters of cancer survivors under the age of 50 will return to work, but only a third of survivors over 50 will do the same. Improving support for people living with cancer to return to work would make a significant contribution to their health and wellbeing outcomes and the economy. Macmillan found that most people who were employed prior to a cancer diagnosis want to return to work when they are ready and able. They offer Managing Cancer in the Workplace factsheets²⁰ , and the Macmillan at Work programme, which provides expert training, consultancy, information and support for employers.</p>

Local feedback suggests that many employers are unaware of the information and support available to them, and some employers find employment support programmes difficult to navigate and engage with. An initiative developed in Bassetlaw provides a great example of the progress that employers can make working in partnership with local community and public sector. Whilst further work between partners

would be needed to help develop the integration, accessibility and visibility of the range of good support and guidance that is available currently, a reasonable first step would be the development of an employment support page on the Notts Help Yourself website. This would provide a live resource signposting both residents and employers to available support.

Case Study – Worksoop Works

Emerging from the new Worksoop Town Commission, the 'Worksoop Works' initiative has enabled the NHS and its partners to work with Cerealto, which employs hundreds of local people, to deliver inclusive employment training for managers. The training supports managers to recruit and support employees who live with long-term conditions. Sponsored by Cerealto, 50 places have been offered on the session which is jointly delivered by the NHS-led 'Working Win' programme, the Department for Work & Pensions, D2N2 Building Better Opportunities and Bassetlaw District Council's economic development team.

The role of healthcare professionals

“Working can be considered a health outcome in itself reflecting how well we are supporting individuals to adapt to or recover from their health challenges. The majority of health-related worklessness is not inevitable and with the right advice and support, many individuals can achieve their working potential”

Health professionals have a key role in supporting their patients to secure the benefits of employment. This extends beyond medical care and fit note certification. The 2019 Healthcare Professionals' Consensus Statement on Health and Work outlines 4 principles which are relevant for all health and care professionals, and their patients.²¹

2019 Healthcare Professionals' Consensus Statement on Health and Work

We will work together, as individual organisations and collaboratively, to enable every health and care professional to:

1. Understand the health benefits of good work, and the long-term effects of avoidable health related worklessness
2. Have the skill to incorporate discussions about working in the context of a health outcome with patients in their care, as appropriate to the health or disability of that individual
3. Feel supported to understand and interact with the wider health and work system employers, occupational health services and other bodies that have a role in assisting individuals who are not working for health-related reasons
4. Recognise their own role to support healthy and safe working environments, looking after their own health and wellbeing and those of their colleagues.

In support of these principles the 'Work as a Health Outcome' (WAAHO) programme is a vocational rehabilitation approach being led by national partners.²² It aims to support health care professionals to better understand and support their patients with health and work issues. The programme offers e-learning modules for health care practitioners as well as a standardised training package (delivered by the regional work and health champion) to healthcare professionals working across NHS Trusts to give them skills and confidence to discuss the benefits of work in their routine clinical practice.²³ GP specialist registrar schemes in Nottinghamshire have the opportunity to access the same training which has benefitted schemes in other areas across the East Midlands.

Supporting people with long-term conditions to stay in work involves a mix of employer adaptations, specialist employment support, and effective medical care which is oriented to work as a health outcome. An acknowledged weakness of existing programmes is the relatively limited role they secure from healthcare professionals in promoting positive employment outcomes, and the lack of specialist employment support roles which can work effectively across both health and employment sectors. Notable exceptions to this include the embedding of employment advisers within

Recommendation: Primary Care Networks and GP specialist registrar training schemes should incorporate professional development on 'promoting work as a health outcome' (such as that available from Public Health England's 'Work as a Health Outcome' clinical champion) in Protected Learning Time events (PLTs) and GP training

Improving Access to Psychological Therapies (IAPT) provision, and the Individual Placement and Support programme (IPS) described later in this chapter.

The new GP contract is an opportunity to strengthen the role of primary care doctors in supporting access to work. There are opportunities to expand the primary care workforce through the 'Additional Roles Reimbursement Scheme', which can expand the multi-disciplinary team in primary care.

This will result in social prescribing navigators and allied health professionals (AHPs) being employed by every primary care network. AHPs could include First Contact Physiotherapists, Occupational Therapists and Physician Associates. The national Work and Health Unit (a cross-government unit, jointly sponsored by the Department for Work and Pensions and the Department of Health and Social Care) is preparing the way for the use of the fit note in their consultations.²⁴ This will add capacity to primary care to engage in positive health and work conversations and support the delivery of vocational rehabilitation initiatives at scale.

Social prescribing is an NHS funded initiative to provide better support for people engaging with primary care. With the help of a link worker, individuals are supported to identify what matters to them and how these personalised goals might be met by engaging with groups and activities of interest to them. With appropriate training and development of local systems, link workers can provide an additional opportunity to connect individuals with effective employment support provision.

Recommendation: Primary Care Networks should ensure that social prescribing link workers and first contact practitioners take account of work as a health outcome and are equipped to refer people into employment support

The Role of Employment Support

There is a range of support available in Nottinghamshire, which helps people to seek and secure employment. Tailored condition-specific support, and support beyond recruitment are known to be important in helping people to overcome health barriers to finding paid work. These support individuals not only to get a job, but to maintain it.

The Individual Placement and Support programme (IPS) is a good example of tailored support, which is underpinned by a strong evidence base. It is an employment support service integrated within community mental health teams for people who experience severe mental health conditions. No one apart from the service user is given a say in whether or not the individual is 'ready', or whether a particular work outcome is 'appropriate'. It works on a 'place and train' model which supports the employee and employer in the real-world workplace environment. A review of 15 randomised control trials found a 36 percentage point improvement in competitive employment outcomes for participants receiving IPS type versus traditional interventions.²⁵ The evidence increasingly points towards the effectiveness of 'supported employment' based on a place and train approach involving intensive pre and post-employment support to the employee and employer.

The 8 principles of Individual Placement and Support

1. Everyone who wants to work is eligible for employment support
2. Employment specialists and clinical teams are located together
3. Competitive employment is the primary goal
4. Job search is consistent with individual preferences
5. Job search is rapid beginning in a month
6. Support is time unlimited and individualised to employee and employer
7. Welfare benefits advice supports the person through the transition from benefits to work
8. Employer engagement



Case study – ‘M’, as recounted by their IPS employment advisor

“M is computer programmer who was off work after a particularly difficult episode of bipolar disorder. IPS became involved through a case conference led by her community psychiatric nurse.

I had a one-to-one meeting with M where we looked at her employment history, training and skills etc. Out of this conversation we built a vocational profile. M is a highly experienced Senior Web Designer and had been undertaking large scale projects. Her current role was far from challenging, but her domestic situation was becoming fraught with escalating debt. She was travelling to work via three buses involving approximately four hours travel per day. With the vocational profile in place and knowledge of her travel and domestic situation, I began to get a stronger sense of what is available and how the whole system of recruitment functions in M's highly specialised, competitive area of work.

Addressing the distance she had to travel was a central issue. M accepted that upwards of twenty hours of travel per week was excessive and a source of stress. Her debt could be relieved somewhat by saving on travel. I helped her contact Step Change, a debt advice/management service, and M said she felt a burden had been lifted and that it was more manageable than she first thought.

After 3 weeks of effort, M landed a role with a more local company. We discussed disclosure of her health condition. I explained that I would advocate on her behalf if she wished, but she was happy to speak up for herself.

At the most recent appointment, M reported a sense of stability and that domestically, things were once more manageable with Step Change acting on her behalf making her debt more bearable.

Employment support in Nottinghamshire

Currently, employment support for people with health and complex social needs comes from a range of national, regional, local and micro programmes. Even so, detailed mapping and stakeholder engagement has shown that there are systematic issues which limit the impact of these programmes.

Commissioning and delivery are fragmented with multiple employment programmes, support offers, providers and commissioners operating more or less independently. As a result some programmes may be duplicating if not actively competing with one another. It is unclear whether people are always aware of the support to which they are entitled and whether people are always enabled into the support most suitable for their needs. The landscape is difficult for employers too, who are likely to be approached by a range of employment support providers requesting their participation.

There is some evidence that services commissioned to provide employment support are inadvertently incentivised to prioritise work with those closest to gaining employment, rather than furthest from the labour market and in greater need of support. Added to this, there is a lack of agreed metrics to monitor need and demonstrate outcomes. Commissioner and provider organisations do not routinely share performance metrics with local partners, leading to missed opportunities for local scrutiny and targeted action.

A crucial first step for Nottinghamshire is the development of a strategic delivery framework for employment support which identifies where investment will have the biggest impact. Without this, it seems likely that provision will continue on a fragmented basis, and it will remain unclear whether good outcomes or value for money are being achieved for Nottinghamshire.

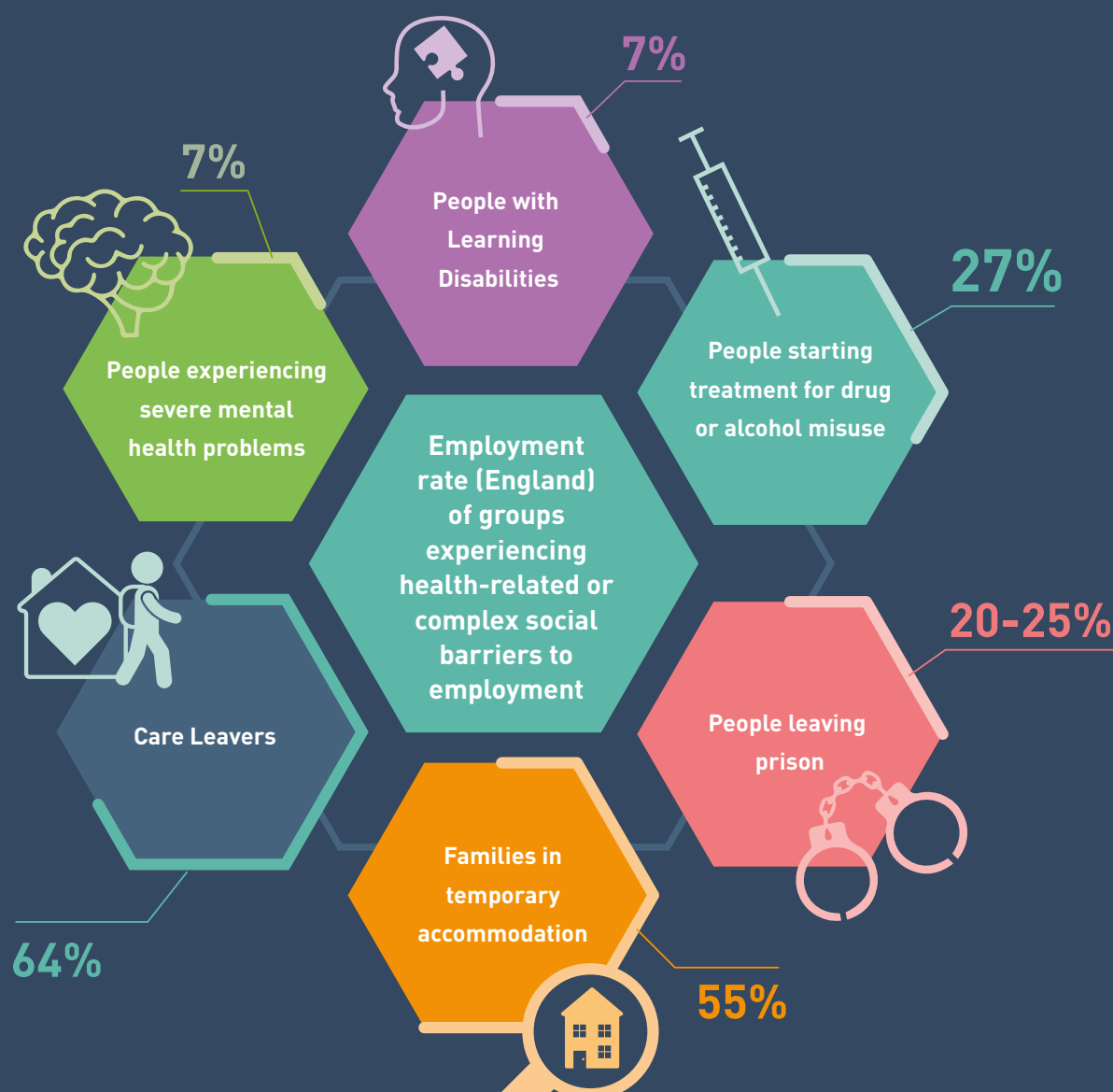
Recommendation: Nottinghamshire County Council should develop a single narrative and pathway for the range of employment support the Council provides, to improve engagement with employers and other partners.

Recommendation: Through a partnership of local councils and other key stakeholders in Nottinghamshire, a task and finish group should be set up to develop a strategic delivery framework which will act as a guide to prioritise future investment. The framework should identify need amongst key groups, the evidence of what works and gaps in current delivery across the whole life course and for people who are furthest from the workforce.

Recommendation: Public Health England should work with partners to develop an analytical approach bringing together health status with economic and employment data, to better understand which groups face specific health-related barriers to employment and would benefit from support.

Inclusive Employment - Overcoming Barriers to Work

England employment rate - **75.6%**



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Source: ASCOF 2017/18, Centre for Mental Health 2019, Shelter 2018, Department for Education 2019 & PHE 2019

Connecting people with learning disabilities to jobs

The barriers to work faced by people with a disability of any sort vary from person to person but can be multiple and complex. Some barriers may be directly linked to a health condition which impacts a person's capability and capacity in a particular role. For some people, the progression or treatment of a health condition may have disrupted education. Others experience increased challenges relating to stigma, and sometimes self-stigma which discourages them from turning their abilities into employment outcomes. In other instances, people experience barriers which arise from arrangements and expectations which it may be in everyone's interest to review and adapt.

Some people find that some additional support enables them to overcome challenges and barriers such as these and to turn their ambitions into employment. The main learning disability employment support provision in the

local area is Nottinghamshire County Council's i-Work service which has supported more than two hundred people with learning disabilities into employment.²⁶

Specialist providers such as i-Work have knowledge and skills which should be shared with specialist providers of employment support and through the development of a practitioner led network.

We know that at present i-Work does not have the capacity to meet the current demand for its services. In the longer term we must look at a new model for delivering and securing inclusive employment, this will take time to understand, articulate and put into practice.

Partners from educational establishments, local employers, the D2N2 Local Enterprise Partnership and Nottinghamshire County Council should share collective knowledge about the needs of people with learning disabilities and complex social needs and feed this into the development of a strategic delivery framework.

Case Study – i-Work

B attended a local college and had completed work experience at a Food Production Factory. College provided a job coach to support travel and throughout the day on work experience.

On completing his college course, the factory offered B a job as a Production Operative. The college also referred B to iWork to provide in-work support.

iWork staff met with B, the employer and college to ensure a smooth transition and to find out what adjustments and support were required. The employer was very supportive and gave B the option to commence working 3 days per week, with the option to increase their hours later.

iWork staff attended an induction week with B, observing difficulties with completing paperwork, noting B's anxiety that others would notice his difficulties. iWork continued to provide support during working hours by phone and text communication. iWork identified that B would sometimes miss some of the employer's communications and become stressed and anxious. Sometimes B had to leave the factory floor because he felt "about to pop". At these times iWork liaised with the employer who was then better able to communicate certain changes. This three-way liaison became the foundation for effective support, enabling B and the employer to communicate well.

Complex social challenges

The complex and multi-faceted social challenges experienced by some people is also reflected in the barriers to work which they face. Amongst the diverse groups and circumstances, the employment data for some is very sparse (e.g. for survivors of domestic abuse). For other groups, we know much more.

A national review by Dame Carol Black found that alcohol misuse may be a cause or a consequence of unemployment and is a predictor of unemployment and future job loss.²⁷ People who are in work when they start alcohol treatment tend to maintain employment and have better chances of successful completion. But few who are unemployed when they enter treatment go on to secure work during or after treatment. This highlights the critical role for support that is multi-faceted and is reflected in the way that alcohol and substance misuse outcomes for Nottinghamshire County are framed more holistically than the rather narrow, clinically oriented national measures of successful completion.

Homelessness may result from loss of employment, or from work which is chronically precarious or remunerated at levels insufficient to meet essential living costs. Being homeless

presents an additional barrier to staying in work. Even when temporary accommodation can be accessed, it may be far from the place of work making it uneconomic to stay in employment and exacerbating a loss of confidence and erosion of self-esteem.

Accordingly, people with complex social barriers can benefit from support to gain employment. One such local programme is Building Better Opportunities, which is delivered by a partnership of providers and co-financed by the National Lottery Community Fund and European Social Fund (ESF).

We do not know the numbers of people with complex social needs seeking employment in Nottinghamshire so it is hard to accurately estimate the potential need for services such as Opportunity and Change. However, as with i-Work, current demand appears to outpace supply. Furthermore, we do not yet know the full range of interventions which are effective in enabling people with complex social needs to win and keep employment. Public Health and employment support commissioners will need to keep under review the findings of the ongoing pilot into the delivery of IPS provision to people experiencing substance misuse to understand whether this should be considered for Nottinghamshire.

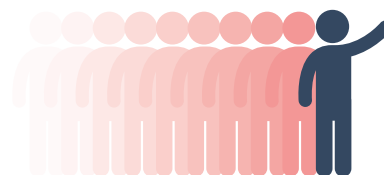
To close the gap between the Nottinghamshire and English average, we would need to support:

Source: ASCOF 2017/18

36 more adults in secondary mental health care into employment



111 more adults with learning disabilities into employment



Case Study - 'Opportunity and Change'

Opportunity and Change, is one strand of the Building Better Opportunities programme which, supports people with multiple and complex needs, including some of the most socially isolated and marginalised people in our local communities, to move towards employment, education and training. By engaging in a holistic range of one-to-one and group support, training and therapeutic interventions, individuals broaden their social networks, increase self-confidence and motivation, learn new skills and improve their health and wellbeing. A selection of group-based therapeutic interventions are available to help participants overcome barriers relating to mental health, housing, domestic abuse, substance misuse, and offending. One example is Equine Assisted Therapy.

Equine Assisted Therapy is a ten week programme involving care for horses and horsemanship alongside opportunities for self-care and self-management of emotions. Working with the horses, participants engage in experiential learning about how they can change the way they behave with the horse to get a positive reaction from the horse.

"When I first came I was scared of horses so I said I'd just sit and watch. Within 20 minutes I was walking around with a horse even though I was scared of them. My psychologist said she's never seen such a massive change – it was like 2 weeks and the change was massive. So now I don't take any medications at all. Nothing. None at all. Since I've been to the horses I've had nothing - no depression, no anxiety. I don't wake up in the night no more, I don't have any night terrors which was a big problem for a few years. All of them are gone."

Watch the video here: https://www.youtube.com/watch?v=_Rr2ljiSZzw&feature=youtu.be

As part of developing a strategic delivery framework, providers already delivering services for vulnerable individuals with complex social needs should engage in the development of a common data collection on employment needs and outcomes. The Local Industrial Strategy (LIS) provides an opportunity for the collective Nottinghamshire commitment to this agenda to be strengthened at a strategic level to provide the framework in which this can be achieved. Local Industrial Strategies are coproduced by Local Enterprise Partnerships in conjunction with national government. They should set out clearly defined priorities for how cities, towns and rural areas will maximise their contribution to UK productivity by allowing places to make the most of their distinctive strengths. Nationally the government has described the need for Local Industrial Strategies to ensure better

coordination of economic policy at the local level and ensure greater collaboration across boundaries. Influencing the LIS for our local area therefore represents a unique and vital opportunity.²⁸

Recommendation: The D2N2 Local Enterprise Partnership should build on its strong commitment to health and wellbeing within the developing Local Industrial Strategy, by supporting a streamlined and integrated approach to commissioning employment support for those furthest from the labour market.

Opportunities for good work

Widening access to the benefits of good work requires new work opportunities as well as people who can fill them. Many initiatives focus on supply-side initiatives which seek to develop the employability of individuals. Relatively little attention and resource is applied to shaping the employment landscape to encourage the development of appropriate opportunities. This does not involve the creation of jobs which is neither economically viable nor indicated as a need. Instead we need to ensure that every job in the labour market is shaped to be an inclusive employment opportunity.

Doing so benefits existing employees as well as potential employees who experience barriers to employment.²⁹ But it is also employers who benefit from the access which this gives them to the largely untapped resource comprising people with suitable skills who are living with a disability or complex social need. By bringing more of these people into the workforce, or enabling them to stay in the workforce, employers can access and appeal to new talent, increase employee retention and, by becoming more inclusive, enhance their appeal to new customers.³⁰

Nottinghamshire employers should be encouraged to take meaningful steps to ensure their job vacancies are recruited to in a way which provides inclusive opportunities for all. Some examples of such steps include:

- be explicit about being open to employing people with barriers to employment through signing up to the **Disability Confident Scheme** which will be included in the new government Get Ahead scheme.³¹

- ensure jobs are created which address the tasks required and not the people required. This gives an opportunity to consider **job carving or job design**.
- ensure recruitment practices means all jobs are considered for part time or flexible working, and selection procedures enable all residents to showcase their talents (for example considering **work trials** in place of interviews)
- make use of national support to make adaptations in the workplace for example the **'fit for work' resources, BiTC toolkits**, and **Access to work scheme**
- engage with local inclusive employment support when looking for employees for example **i-Work** and Individual Placement and Support (IPS) schemes in **Nottinghamshire** and Bassetlaw
- work with nationally commissioned local employment support schemes such as **Building Better Opportunities** and **Better Working Futures** when looking for employees.
- consider if vacancies, at all levels of the organisation, could become opportunities for **apprenticeships, traineeships** or **supported internships**.

Recommendation: Nottinghamshire County Council, as part of their work towards Disability Confident Leader status, should collate and share best practice on inclusive employment and health for Nottinghamshire employers.



Afterword

For some people, the clear links between work and the wellbeing of so many of us provide reason enough for turning the recommendations into action. For others, it is the link between the health of people in Nottinghamshire and our productivity and economic prospects as a county. Others will be motivated by the opportunities here because our participation and experience of work is an overarching driver of other inequalities. Although we may identify differences of policy and approach, many of us will agree that all of these - wellbeing, economic

growth and fairness - comprise essential parts of the mental picture we can paint of a thriving Nottinghamshire.

A picture like this helpfully reminds us that health, or work or the economy are not sufficient ends in themselves but serve a broader vision of what it means to thrive. I would like to leave you with one such picture - or, at least, the broad structure of it. It proposes what a sustainable economy looks like, capturing a range of aspects. It underlines the need to pursue all of these aspects in the round.



Source: Grant Thornton 2019

Looking at these indices you will identify some of the links between them. In last year's report I described the links between wellbeing and violence and the ways that investing in health contribute to making Nottinghamshire a safe place for everyone. In this report I have explored some of the ways that improving health and wellbeing supports productivity and inclusion. In the coming year, my team will be undertaking work which highlights the links between improving health and environmental sustainability. Each of these provides an example of how a rigorous consideration of health and

wellbeing enhances the impact of policy and decision-making in matters which, on the face of it, do not present themselves as related to wellbeing.

Therefore, my final recommendation is that organisations of all sorts identify the links between health and wellbeing and the challenges they face – and of how addressing the former can contribute to the latter. Many organisations are doing just that. If you would like to explore the potential benefits of this for your organisation, please contact me at **director.publichealth@nottscc.gov.uk**.

Summary of Recommendations

1	Working with Enterprise Coordinators, schools in Nottinghamshire can improve the work readiness, ambition and aspiration of young people by engaging with businesses, further and higher education using the Gatsby Benchmarks
2	Building on the strong support secured from local businesses, Nottinghamshire County Council should work with employers to develop traineeships for care leavers
3	Employers should consider programmes such as Wellbeing at Work to improve the health and wellbeing of their workforce and the productivity of the local economy
4	Primary Care Networks and GP specialist registrar training schemes should incorporate professional development on 'promoting work as a health outcome' (such as that available from Public Health England's 'Work as a Health Outcome' clinical champion) in Protected Learning Time events (PLTs) and GP training
5	Primary Care Networks should ensure that social prescribing link workers and first contact practitioners take account of work as a health outcome and are equipped to refer people into employment support
6	Through a partnership of local councils and other key stakeholders in Nottinghamshire, a task and finish group should be set up to develop a strategic delivery framework which will act as a guide to prioritise future investment. The framework should identify need amongst key groups, the evidence of what works and gaps in current delivery across the whole life course and for people who are furthest from the workforce.
7	Nottinghamshire County Council should develop a single narrative and pathway for the range of employment support the Council provides, to improve engagement with employers and other partners.
8	Public Health England should work with partners to develop an analytical approach bringing together health status with economic and employment data, to better understand which groups face specific health-related barriers to employment and would benefit from support.
9	The D2N2 Local Enterprise Partnership should build on its strong commitment to health and wellbeing within the developing Local Industrial Strategy, by supporting a streamlined and integrated approach to commissioning employment support for those furthest from the labour market.
10	Nottinghamshire County Council, as part of their work towards Disability Confident Leader status, should collate and share best practice on inclusive employment and health for Nottinghamshire employers.

Annex 1: update on progress against recommendations from 2018 Annual Report on Prevention of Violence

Recommendation	Update on progress
18/1 Police, health and voluntary sector stakeholders should incorporate the identification and support of past and potential victims of violence in services for high-risk groups	<p>Leading body: Safer Nottinghamshire Board (SNB).</p> <p>Progress: The County was successfully awarded funding alongside Nottingham City to develop the Violence Reduction Unit (VRU) in 2019. The VRU are completing a Joint Needs Assessment in 2019/20 to identify the needs and support for victims and perpetrators which will inform a County/City action plan.</p> <p>Outcomes: Evidence base will be shared across the County, gaps will be identified, funding will be focused to areas of highest need.</p>
18/2 County Council Public Health Team should pilot work to empower services users to exercise increased control by equipping frontline staff to enquire about experience of childhood adversity	<p>Leading body: NCC Public Health</p> <p>Progress: Funding and implementation of the 'Routine Enquiry about Childhood Adversity' (REACH) programme. Staff delegates from 8 organisations across the public care and protection system have been recruited.</p> <p>There are another 4 services to be recruited and 53 training places to fill meet the total of 900 training places which will run until April 2020. Implementation leads in each organisation will receive a further six months post-training support to ensure a sustainable implementation and integration into the existing services.</p> <p>Outcomes: REACH will evaluate improved service users' engagement with services and changing demand for services. The independent evaluation by Liverpool John Moores University will produce an interim Evaluation Report in January 2020.</p>
18/3 Community Safety Partnership and A&E departments should ensure data from A&E departments is routinely shared and is used to improve community safety	<p>Leading body: Safer Nottinghamshire Board (SNB)</p> <p>Progress: SNB continues to bring together data from the police, Community Safety Partnerships (CSPs) and health partners in order to improve community safety. This aggregated data is being applied to the hospital emergency information to improve each organisation's response to alcohol related violence. Alongside these developments in April 2020 the hospital's emergency care dataset will also be able to include fuller information on the causes of injuries including identifying factors assessed as the influential causes of the injury.</p> <p>Outcomes: This work will contribute to and be further shaped by the newly established Nottingham and Nottinghamshire Violence Reduction Unit (Autumn 2019) as it develops the leadership and strategic coordination role of the local response to serious violence.</p>
18/4 Reduce knife crime in Nottinghamshire through piloting and rigorous evaluation of Public Health approaches	<p>Leading body: NCC Public Health/ Nottinghamshire Violence Reduction Unit (VRU)</p> <p>Progress: Councillors approved use of the Public Health grant to co-fund a targeted youth work programme for high-risk individuals. Nottinghamshire has made a successfully bid for additional funding to establish a Violence Reduction Unit across the City and County. This funding will enable the development of public health approach to violence and a Joint Strategic Needs Assessment of violence reduction.</p> <p>Outcomes: New targeted interventions for high-risk young people. A clear statement of the need and about the evidence of what works in violence reduction to guide future investment and activity.</p>

Recommendation	Update on progress									
18/5 Ensure all frontline staff working with children, young people and families have opportunity to access training that will equip them with skills to recognise and respond appropriately to ACEs in young people	<p>Leading body: NCC Public Health.</p> <p>Progress: Public Health has provided input on Adverse Childhood Experiences (ACE) and their impact on the 'What's New in Safeguarding' updates training, available to all frontline staff and was attended by 507 delegates during 2018/19. An on-line learning module on ACE's is now available on the Nottinghamshire Safeguarding Children Board (NSCB) learning platform for all staff in organisations registered with Safeguarding Children Procedures. This was accessed by 337 staff since its launch in March 2019 to end of October 2019 and has evaluated very positively.</p> <p>Outcomes: The children and young people workforce is trained to recognise ACE's</p>									
18/6 Improve resilience of young people by evaluating and improving schools-based resilience programmes in Nottinghamshire	<p>Leading body: NCC Public Health.</p> <p>Progress: The resilience building programmes delivered by Each Amazing Breath CIC, 'Take 5 at School' programme and Young Minds 'Academic Resilience Programme' has funded engagement with a total of 60 Nottinghamshire schools. The evaluation is being provided by Nottinghamshire County Council Education Psychology Services. An interim evaluation was completed in June 2019 with early qualitative findings; Schools staff and pupils/students for both programmes said that it was a positive and enjoyable experience, identified positive changes in psychological wellbeing and coping skills.</p> <p>The Take 5 programme emphasised ownership and was inclusive; the Academic Resilience Approach emphasised staff wellbeing and learning and engagement.</p> <p>Outcomes: The resilience programmes aim to develop inner resources for self-awareness, self-confidence, self-esteem and self-efficacy; provide early identification of and intervention of children with emotional mental health and wellbeing difficulties; and improved relationships and sense of belonging. Attendance and achievement are also being monitored and evaluated.</p>									
18/7 Reduce incidence and impact of cyberbullying through schools-based work with Schools Health Hub (SHH) and the Tackling Emerging Threats to Children team (TETC).	<p>Leading body: NCC Public Health and the TECT/SHH team</p> <p>Progress: The specialist worker role supporting schools with cyber-bullying has been extended to 2021. The websites are being widely promoted which aim to provide key information on a range of Public Health issues including cyber – bullying. The monthly averages for both website usage/views per page over the last year, (1st January 2019 – 30th November 2019), are noted in the table below:</p> <table><tr><th>Monthly averages</th><th>Health for Kids</th><th>Health for Teens</th></tr><tr><td>Average number of users per month</td><td>74</td><td>104</td></tr><tr><td>Average number of page views per month</td><td>116</td><td>210</td></tr></table> <p>The impact and effectiveness of the websites is being evaluated as part of the 'You're Welcome' exercise where young people carry out reviews for Health for Teens and parents/carers review the relevant sections for the Heath for Kids website. There is currently an interim report available on findings to date and a final report ready by July 2020.</p> <p>Outcomes: Children and young people can recognise signs of being bullied and be aware of what action to take to access support and address the issue.</p>	Monthly averages	Health for Kids	Health for Teens	Average number of users per month	74	104	Average number of page views per month	116	210
Monthly averages	Health for Kids	Health for Teens								
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Recommendation	Update on progress
<p>18/8 Schools Health Hub (SHH) and Tackling Emerging Threats to Children (TETC) teams should support schools to deliver evidence based appropriate Personal, Social, Health & Economic education (PSHE)</p>	<p>Leading body: Public Health and the TECT/SHH team</p> <p>Progress: Completion of assessment of gaps and needs. The teams are now preparing a package of support for schools for the implementation of Department of Education Relationship & Sex Education (RSE) guidance. Education provision of RSE is compulsory for all Secondary schools Countywide from September 2020, and Relationship Education for primary schools. Within this agenda signs of abuse, Child Sexual Exploitation (CSE), bullying, and understanding what a 'healthy' relationship is will be covered.</p> <p>Outcomes: Schools independently and confidently delivering quality assured PSHE/RSE sessions including information to ensure children and young people understand and can recognise signs of grooming, signs of an unhealthy relationship including domestic violence and emotional abuse and be aware of what action to take.</p>
<p>18/9 Reduce the incidence of suicide and self-harm in Nottinghamshire by prioritising the highest impact interventions set out in the Notts Suicide Prevention Framework for Action</p>	<p>Leading body: NCC Public Health</p> <p>Progress: Public consultation on an updated Suicide Prevention Strategy and Action Plan was completed on 7th August. The Nottinghamshire Suicide Prevention Group adopted the strategy in October. NHS England has provided funding to initiate postvention bereavement support for those bereaved by suicide across the Nottinghamshire ICS footprint during 2019/20. It is anticipated that around 260 referrals for postvention bereavement support will be made in 2019/20, based on the previous year's rate of suicide deaths. In September promotion as part of World Suicide Prevention Day enabled an NCC social media campaign reach c305K people with twelve posts. Real Time Surveillance has commenced.</p> <p>Outcomes: Reducing the number of suicides in the County. The most recent available data shows mortality by suicide in Nottinghamshire decreased between 2017 (72) and 2018 (47) and this decrease was seen across all districts. Source: Suicides in the UK: 2018 registrations, Office for National Statistics.</p>
<p>18/10 Reduce the incidence and impact of mental health problems through widespread promotion of 'Every Mind Matters' self-care guide</p>	<p>Leading body: NCC Public Health/Integrated Care System Nottingham and Nottinghamshire (ICS) Mental Health Prevention Workstream</p> <p>Progress: The promotion of 'Every Mind Matters' campaigns through workplace health schemes; promotion during Mental Health Awareness week 2019; and the community and voluntary sector providers accessing the Public Health Commissioned service which delivers Mental Health and Suicide Prevention awareness and training.</p> <p>Outcomes: In Feb 2019 a contract for Mental Health and Suicide Prevention awareness and training commenced; between July and September 160 people participated in the training from a wide range of community and voluntary sector groups and providers.</p>
<p>18/11 Increase the number of people able to access social prescribing interventions to help recover from mental health problems</p>	<p>Leading body: NCC Public Health/ICS Mental Health Prevention Workstream.</p> <p>Progress: A countywide, community asset-based approach to reduce social isolation and loneliness has been launched. This Community Friendly Nottinghamshire is focusing engagement in the areas of identified need, helping communities to come together to act on shared visions, enhancing neighbourhoods and overcoming concerns.</p> <p>Outcomes: Community Friendly Nottinghamshire, currently funded by Public Health Grant for 2 years 2019-20, has recently adopted a community development approach called "Community Organising". This approach will enable more people, citizens and the wider workforce, to be trained facilitating greater reach and impact. A monitoring approach for "Community Organising" is being developed.</p>

Recommendation	Update on progress
<p>18/12 Reduce the impact of self-harm by ensuring that every A&E department provides NICE compliant assessment and interventions for every individual admitted following self-harm</p>	<p>Leading body: NCC Public Health</p> <p>Progress: Self-harm audit at Nottingham University Hospital (NUH) is complete. The audit is being reviewed by clinical experts from Nottinghamshire Healthcare NHS Foundation Trust before circulating more widely to the Suicide Prevention Group.</p> <p>Outcomes: Following clinical review the findings of the audit at NUH will be reviewed by Nottinghamshire Suicide Prevention Steering Group to identify follow-up actions.</p>
<p>18/13 Improve the response to domestic violence and abuse (DVA) by promoting awareness and training to help communities professionals and specialist services to respond appropriately</p>	<p>Leading body: NCC Public Health and Domestic and Sexual Abuse Executive.</p> <p>Progress: A new prevention, promotion and training service contract has been developed to be accessible to all partners and professionals working on the domestic abuse agenda in the County. The contract will be awarded in December 2019 with a launch date of April 2020. In addition, the new survivor information cards and posters in ten languages are being circulated by the specialist provider Equation including information cards for men and the LGBT population. A targeted "Help a friend" campaign has been delivered and the National Women's Aid Federation England pilot 'Change That Lasts' will continue through to 2021.</p> <p>Outcomes: The breadth of professionals trained (including Domestic and Sexual Abuse practitioners, family support workers, housing officers); other professionals briefed (including GPs, Magistrates), all contributing to improving knowledge and skills and referrals enabling improved support in DVA situations.</p>
<p>18/14 Reduce the incidence of domestic violence by improving early intervention and prevention for example by working with the Tackling Emerging Threats to Children (TETC) team to enhance prevention activity in schools and other settings.</p>	<p>Leading body: NCC Public Health and Domestic and Sexual Abuse Executive.</p> <p>Progress: In addition to the initiatives highlighted in recommendation 18/8 and 18/13, support to develop early intervention work and prevention has been enhanced with resourcing an initiative to support Children Affected by Domestic Abuse (CADA) using the Public Health grant</p> <p>Outcomes: Schools and family workers taking up the opportunities and developing their knowledge, awareness and skills in engaging with domestic abuse. This is being assessed through formal training evaluation assessments.</p>
<p>18/15 CCGs should make specialist provision for the therapeutic support of victims and survivors, both children and adults, especially in relation to sexual abuse</p>	<p>Leading body: Domestic and Sexual Abuse Executive and Office of the Police and Crime Commissioner</p> <p>Progress: Discussions between the Office of the Police and Crime Commissioner (OPCC) and the NHS Clinical Commissioning groups have agreed on pilot service models. In addition, the OPCC has commissioned a specialised provider to prepare a Nottinghamshire sexual abuse needs assessment report.</p> <p>Outcomes: Following completion of the needs assessment, Autumn 2019, the OPCC will look to make the commissioning decisions. A Nottinghamshire model for the specialist therapeutic support will be sought, to be commissioned as part of CCG mental health services budgets.</p>

Recommendation	Update on progress
<p>18/16 Evaluate the Nottinghamshire Integrated Offender Management pilot and review other national and international evidence to reduce the risk of re-offending by perpetrators.</p>	<p>Leading body: Domestic and Sexual Abuse Executive</p> <p>Progress: The evaluation report was completed in August 2019 outlining fourteen recommendations. These recommendations include for the Domestic Violence and Abuse Integrated Offender Management (DVA IOM) teams to be maintained and function in a multi-agency manner and to be co-located. The recommendation is also for the Independent Domestic Violence Advocates (IDVAs) to continue as an integral part of the programme.</p> <p>Outcomes: The final evaluation will be tabled at the Executive meeting in December 2019 and future developments agreed.</p>
<p>18/17 Secure funding to expand programmes for working with young people, including young people that harm.</p>	<p>Leading body: NCC Public Health and Domestic and Sexual Abuse Executive</p> <p>Progress: As highlighted in 18/14, Funding accessed from Public Health reserves.</p> <p>Outcomes: Specialised, preventative work with vulnerable young people developed</p>
<p>18/18 Health and Wellbeing Board (HWB) partners should write to Ministers and local MPs to alert them to the cost of harmful drinking to communities in Nottinghamshire and the evidence about the beneficial impact of Minimum Unit Pricing (MUP) for residents and communities</p>	<p>Leading body: Health and Wellbeing Board</p> <p>Progress: In July the Health & Wellbeing Board held an alcohol themed workshop around the eight points alcohol ICS plan. The focus concentrated on the role board members can do within their own organisations championing alcohol as a public health concern. Further work is required to mobilise HWB partners to advocate for the beneficial impact of MUP.</p> <p>Outcomes: Local actions which demonstrate leadership and commitment to reducing alcohol-related harm in Nottinghamshire were identified, including the opportunities for Board members to take on a role as 'Alcohol Champions' within their own organisations.</p>
<p>18/19 Ensure that local licensing policy is fully informed by public health intelligence about the full extent of the local impact of alcohol</p>	<p>Leading body: NCC Public Health</p> <p>Progress: The intelligence team have provided data to the District Councils' for informing alcohol licencing decisions.</p> <p>Outcomes: District Councils are informed on the local impact of alcohol</p>
<p>18/20 Public Health commissioned services should include the delivery of Alcohol Identification and Brief Advice (IBA), targeting individuals who are drinking at levels presenting a risk to health</p>	<p>Leading body: NCC Public Health, ICS and Alcohol Pathway Group</p> <p>Progress: An alcohol IBA training model and implementation plan in partnership with the Nottinghamshire Alcohol Pathways Group has been established. Public Health has commissioned Change, Grow, Live (CGL) to deliver this alcohol identification and brief advice (IBA) training. CGL have recruited a training post to engage organisations across the ICS and train professionals within these organisations.</p> <p>Outcomes: The train the trainer approach has been implemented amongst a breadth of the targeted audiences. Alcohol Champions are being established within organisations in order to sustain the training capacity longer term. Health and Wellbeing members discussed at the September alcohol workshop their role in supporting the delivery of the IBA.</p>

Annex 2: References and Notes

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- 30 The 'purple pound' is a term used to describe the spending power of disabled people and their families. Estimates from the Department for Work and Pensions state that the 'purple pound' is worth around £212 billion to the national economy a figure Nottinghamshire business' should not ignore. With three quarters of disabled people and their families leaving a shop or business because of poor customer service or lack of disability awareness, employing staff with disabilities is surely a good first step to changing both culture and service delivery. (Department for Work and Pensions (2014) High street could be boosted by £212 billion 'purple pound' by attracting disabled people and their families [Press Release] Available from: <https://www.gov.uk/government/news/high-street-could-be-boosted-by-212-billion-purple-pound-by-attracting-disabled-people-and-their-families> [Accessed 4th December 2019].
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DIRECTOR OF PUBLIC HEALTH'S
ANNUAL REPORT
2019

Health
& Work



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REPORT OF THE CHAIRMAN OF IMPROVEMENT AND CHANGE SUB-COMMITTEE

ICT OPERATING MODEL

PURPOSE OF THE REPORT

1. To approve a new Operating Model for ICT Services including the establishment of a Design Authority governance model.

Information and Advice

2. The creation of the Chief Executive's Department, and the subsequent restructure at Group Manager level within Finance, Infrastructure and Improvement Service approved at Policy Committee on 17 October 2018, left the structure of ICT unaltered whilst reviews into the Council's approach to Transformation and Change and continued work on the 'Journey to the Cloud' nears its completion.
3. The current operating model for ICT services is split into 3 Groups to focus on Architecture and Technical Design; Build, Change and Engagement and Operational Delivery with a hybrid operating model which consisted of in-house teams comprising a mix of permanent, temporary and fixed-term contracted employees, together with private sector supplier teams and contractor resources. This model has been effective in flexing resources up and down to respond to business demand and available budget.
4. The changes in October 2018, resulted in the creation of the Transformation and Change team. This brought together the corporate Programmes and Projects team and the Build, Change and Engagement team from ICT services under a single Group Manager, and offered the opportunity to review the approach to transformation and change within the organisation to ensure it would enable and support the delivery of the Council Plan, Departmental Strategies and transformation of services to deliver savings and respond to legislative changes. A report to Policy Committee in October 2019 approved the Council's future approach to Transformation and Change. This left the completion of the operating design for ICT to be concluded.
5. In addition, the Council has been reviewing its approach to the governance of change to its ICT infrastructure. The approach of a Design Authority is aimed at resolving the

challenges of delivering a portfolio of programmes focussed on transformational change, business priority, technical reliability and cross cutting capability.

6. It is important to remember that the service currently supports over 60,000 users, in over 400 sites to more than 600 systems and applications. More than 11,000 corporate hardware devices are supported, and many users are assisted to work flexibly from their home, in transit or with our residents. The demand for our ICT support is increasing and, as public services become more joined up around the needs of users, then so is the technology with integration with health trust systems.
7. Given the degree of change across the Council and our move to off-premise (Cloud) solutions, it is timely to review the ICT services to ensure that we have ICT at the heart of our organisation and systematically embedded in all our operations, designed to deliver services efficiently in a manner increasingly demanded by both our evolving workforce and more crucially the service users. Our vision for the ICT Service is to use technology to enable the delivery of the Council Plan and its commitments to improve outcomes for our citizens, communities and businesses.
8. A new ambitious phase of transformation and change in the Council was approved in the Policy Committee in October. This approved the procurement of external strategic partner to support the council in future transformation and change work. A key feature and early deliverable of the external support would be to help redefine the Council's approach to intelligence and insight led transformation and build a new model to move the organisation forward. One of the features of transformation will be digitally enabled services with technology playing a more active role in the design of new service models.

Key service outcomes

9. Key service outcomes which will be achieved by the review of the ICT operating model are set out below:
 - Provision of an effective, robust and resilient ICT infrastructure which supports the delivery of departmental strategies, key priorities and front-line services.
 - An ICT service that gives confidence to services that the infrastructure will meet their requirements and ensure our technology is current and fit for purpose.
 - Provide the latest tools and technology to workforce to improve their effectiveness and implement, develop and support solutions that enable the front-line services to be delivered differently.
 - Robust arrangements for business continuity, governance and security of information are in place.
 - Flexibility of delivery by empowering users to do more themselves, through the exploitation of stable iterative productivity solutions.
 - Stronger supplier management and service user support.
 - Embed a Design Authority approach across the authority.

Principles

10. A set of high-level principles have been identified below to underpin the development of the new ICT service model and approach to ensure that the ICT service will:
 - Be **fit for purpose** to support Council to deliver services to its customers, suppliers, partners and citizens.
 - Be **resilient and secure**. As a primary enabler of Council business, ICT systems must be designed to be highly available and secure.
 - Increase **organisational confidence** in the use of technology.
 - Consider the overarching approaches that are set out in our **Digital Strategy**.
 - Adopt a **business-led approach** which means that focus will be firmly on meeting business objectives and outcomes with the technology selected to meet these requirements, rather than implementing technology first in the hope of using functionality to drive change.
 - Promote **digital by default** approach. ICT will promote the maximum uptake of technology to be embedded in our culture. The service will have a focus on developing the competencies, systems and infrastructure to respond effectively to the digital era.
 - Be affordable and **provide value for money**.
 - **Optimise benefits**. Existing ICT assets will be reviewed, rationalised and fully exploited to maximise benefits and eliminate waste.
 - Proactively **offer innovation** and ICT market knowledge to the services.
 - Be **sustainable and scalable** to reflect changing organisational, departmental and relevant external needs and priorities.
 - Be flexible/agile, dynamic and **responsive to specific service and organisational needs**.
 - Have the **capacity and capability** to identify, exploit and support new technology.
 - **Comply** with corporate policies, decisions and approaches.
11. Considering the above principles, the high-level organisation design and operating model for ICT service has been developed.

Proposed operating model for ICT

12. The advancements in thinking, technology and process combined with the adoption of cloud services determines that the authority is now best positioned to develop its operating model.
13. It is proposed to establish a Design Authority approach to support the role of the Transformation and Change Group and provide a vehicle by which appropriate oversight of the viability, alignment and priority of significant ICT change can be achieved. Design Authority will help to resolve the challenge of delivering a portfolio

of programmes focussed on transformational change, business priority, technical reliability and cross cutting capability. Draft terms of reference for the Design Authority governance model are attached in **Appendix 1**.

14. In designing the new operating model, the Head of ICT will support the Service Director in embedding the Design Authority approach across the authority. The post holder will fulfil the role of enterprise architect and will recommend the technical solutions to be considered, ensuring alignment with the current ICT strategy, the future technical capabilities required by the organisation and any technical dependencies or opportunities the solutions presents. The Head of ICT will sit on the Transformation and Change Governance Board and provide a link between ICT service and departmental digital development leads, transformation and change team and will be responsible for translating business outcomes into technology solutions. This will aid the joining up of organisational digital developments, resilience of service delivery and exploiting new technology.
15. The segments which are identified to design and develop a new operating model for the ICT service are summarised in **Appendix 2** and briefly described below:

Architecture and Infrastructure

- This function exists to ensure a coherent, consistent approach to delivery of information technology capabilities. It will research, develop and assist the Council to exploit technical solutions, ensuring alignment with the current ICT strategy, the future technical capabilities required by the organisation and any technical dependencies or opportunities the solutions present.

Innovation and Design

- This function will assist the Design Authority and Transformation agenda to provide professional lead and management in key areas. An Innovation and Design function will be responsible to create and manage technical roadmaps and provide technical assistance and assurance to project teams. It is also imperative that an architecture function remains rooted in ICT so that priorities don't become confused and that the ongoing ownership of the authority's technical design doesn't get misplaced or misused.

ICT Governance and Compliance

- A well-ordered and managed service provision leads to increased customer satisfaction and reduced operating costs, driven on a platform of continual service improvement.
- As such a Governance and Compliance function is required to engender ITIL (industry standard best practice for management of ICT services) and ICT operational controls and standards – putting 'service value' at the heart of delivery. The function ensures that services that are fit for purpose, compliant, consistent, manageable and affordable.

Development and Operation

- Noting the change to the delivery of services through the adoption of Cloud principles it is proposed to create a Development/Operations function promoting the use of 'Dev/Ops' concepts throughout the development, support and maintenance of the Council's entire ICT infrastructure. This involves a recoupling of support and development staff to allow shortening of the application (or product) development life cycle and to make changes more iterative, delivering features, fixes, and updates frequently in close alignment with business objectives, while sustaining a reliable infrastructure.

Customer Support and Enablement

- Building on the successful adoption of Pop up Shops, the VIP service and the Pop in Point at County Hall it is proposed to strengthen the Customer Support and Enablement function.
 - A strong Service Support Desk remains essential as even with self service solutions the end user is still going to need directly delivered support. However, this function will also enable customers to self-serve through development of support communities and resources. This will be delivered via knowledge bases, online tutorials, You-tube videos, access to vendor support material, workshops, specialised training, moderated collaboration TEAM rooms, expert user groups etc.
16. At the high-level structure, the implementation of a new operating model will result in the deletion of the two Group Manager posts in the current structure and the establishment of a new post of Head of ICT. This new post also plays a vital role on the Transformation and Change Governance Board and work closely with technology partners to drive forward the new departmental digital strategies.
 17. The existing posts of technology partners play a pivotal role which brings together the understanding of the cross cutting and departmental aspirations and requirements, of the opportunities that existing technology may offer and "horizon scanning" of the new technologies. Their role therefore brings together three aspects of intelligent client on behalf of the departments, the management of programmes of developments on behalf of the Council and supporting the Head of ICT through the architecture and infrastructure function. To ensure they maintain an independent voice in their role the proposal is to leave these posts with the Transformation and Change Group. As we embed the new operating model and the design authority approach it will be important to more clearly define the responsibilities of these posts to ensure they best fit with the requirements of the Council.
 18. A two phase approach to the ICT restructure is proposed. Phase 1 will focus on the high-level structure and the establishment of the Head of ICT post. Once the consultation process is complete and the new post has been recruited to, the new appointee will take the lead on the second phase to design and populate the rest of the ICT structure which is fit for purpose with the right skillsets and roles.

19. The proposals for the adoption of the Design Authority and the organisational design for the ICT Group have been subject to a 4 week consultation that concluded on the 12 November 2019. Trade Unions were consulted and two staff consultations held together with discussions with Corporate Leadership Team and managers across the Council. No concerns were raised by the Trade Unions. Having received responses, further consideration was given to the proposals and a formal response was issued on the 29th November 2019.

Other Options Considered

20. Other operating models have been considered, however the one proposed within this paper is considered the most appropriate to support the organisations requirements and gain most value from skillsets within the team.

Reason for Recommendation

21. To update the committee on progress on the development of a new operating model and organisational structure and seek approval for the proposed way forward.

Statutory and Policy Implications

22. 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

23. There will be financial implications resulting from the Phase 1 ICT restructure namely the deletion of the two Group Manager posts and the establishment of the new post of Head of ICT (grading subject to job evaluation).
24. The financial implications from this will be incorporated into the wider second phase to populate the rest of the ICT structure which will be incorporated into a further report to Committee.

Recommendations

That Policy Committee approves:

- 1) a new Operating Model for ICT Services;
- 2) the disestablishment of the two Group Manager Posts and the establishment of the new Head of ICT post;
- 3) establishment of a Design Authority governance model.

Councillor Reg Adair
Chairman of Improvement and Change Sub-Committee

For any enquiries about this report please contact:

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Constitutional Comments (CEH 22/11/19)

25. The recommendations fall within the remit of Policy Committee.

Financial Comments (SES 19/11/19)

26. Although there are no specific financial implications arising directly from this report, the financial implications resulting from the deletion of the two Group Manager posts and the establishment of the Head of ICT will be incorporated into the wider second phase to populate the rest of the ICT structure.

HR Comments (JP 18/11/19)

27. The proposals have been subject to formal consultation with staff and the recognised trade unions. The implementation of the recommendations will be undertaken in accordance with the County Councils agreed employment policies and procedures, including enabling, redundancy and redeployment.

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

Design Authority – Draft terms of reference

Overview

The Design Authority (DA), acting on behalf of the extended corporate leadership team, acts at the project and programme approval level for projects and programmes referred to it. By considering the priorities laid out in the overall council plan, individual service plans, current legislation and statutory responsibilities, the DA will ensure that project and programme proposals have received the appropriate level of corporate priority, technical input and subject matter expertise.

Role and Purpose

The DA provides governance and critical review of project and programme solution design proposals, while making high-level decisions on those proposals. Critically, the DA acts as a design governance check point for the Technical Design Authority (TDA), Transformation and Change programmes and digital initiatives. Reporting on priority, design and delivery decisions that have been taken on behalf of the extended corporate leadership team. Typically, the DA: -

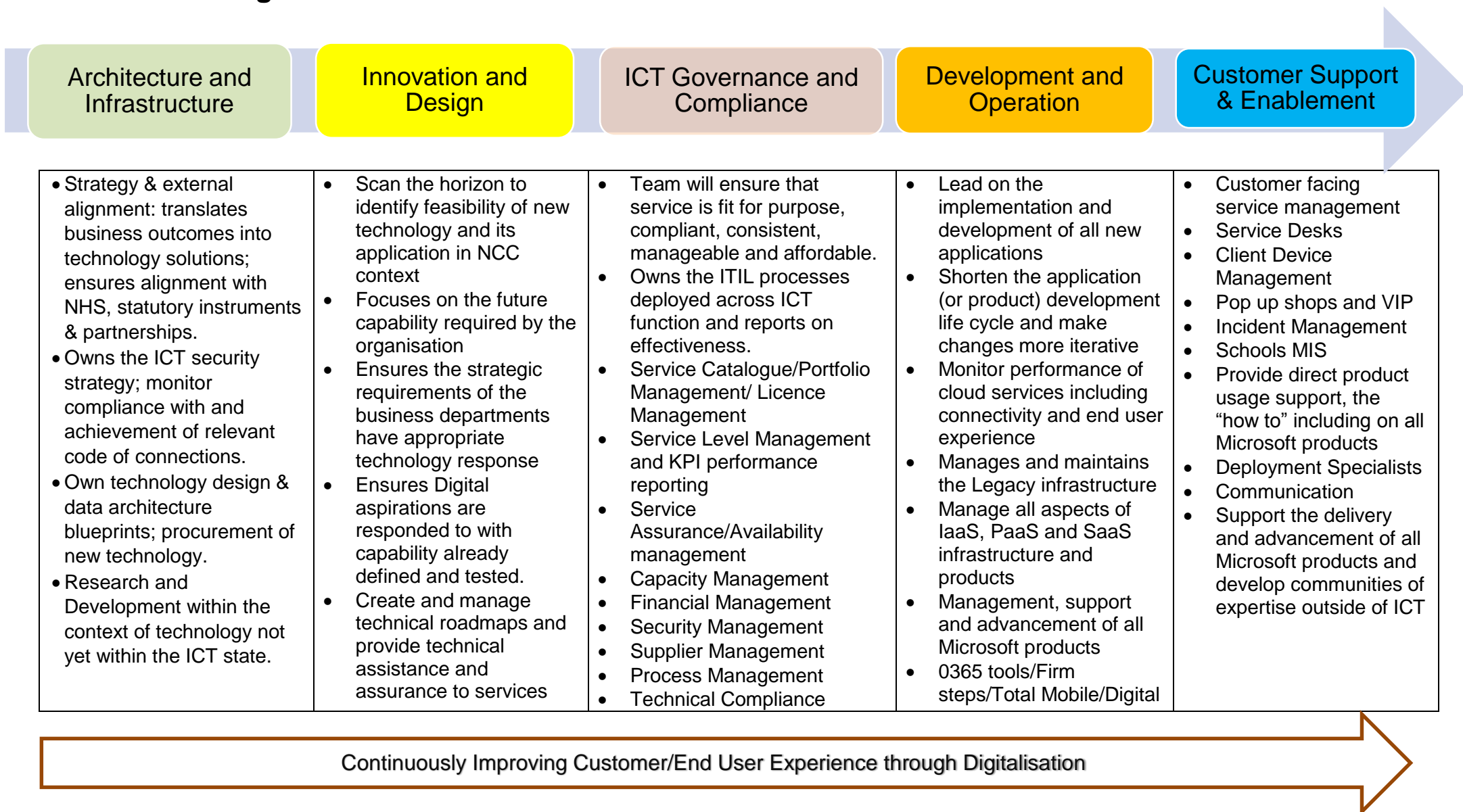
- Considers for approval, projects or programmes referred by either the transformation and change group, the chair of the technical design authority in their capacity as Head of ICT or the ICT project review group. Referrals will have triggered one or more thresholds:
 - Strategic technology fit – the proposal is inconsistent with current technical or digital strategies and will require significant new capability. Recommendations from the Head of ICT will be included in the referral.
 - Resources – the proposal will consume more than 40 days of transformation and change or ICT resource and will therefore either impact on delivery of the existing portfolio or require additional funds to increase capacity.
 - Corporate alignment - The proposal requires or aspires to deliver similar functionality to existing capability but using different solutions or technology.
 - Priority – The proposal will require a re-alignment of current priorities in order to be delivered.
- Acknowledges business change projects delivered within service departments that fall below trigger thresholds and notes any interdependencies on transformation and change projects.
- Reviews proposals for projects or programmes that require resources above defined thresholds from Transformation and Change group, ICT and business teams to make sure they are clear and have the appropriate level of detail and clarity.
- Ensures that the requirements of the solution are being met by the proposed solution design.

- Engages with the TDA and Transformation and Change team to build and maintain the design pipeline to ensure capability is available when required.
- Engages with projects, programmes and workstreams to ensure that the correct design governance is being applied (e.g. suitable authorship of design and expert input).
- Reviews the technical input and subject matter expertise input into the proposed solution design, covering areas such as the definition of requirements, legal compliance, security considerations, functional fit, technological capability, cost, support modelling (such as skill and resource requirements) and delivery capability.
- Assesses the strategic fit of the proposed solution to ensure alignment with corporate, digital and ICT strategies.
- Ensures technical and information risk is being managed.
- Reports back to extended leadership team on progress, risks and issues.
- Progress and oversight of the work of the Transformation and Change Governance Board is reported to the Improvement and Change Sub-Committee, including progress on departmental improvement & change plans, Council savings plans and monitoring of ICT developments.

Membership

Service Director FI&I	Chair
Service Director ASCH&PP	Dept representative
Service Director CFCS	Dept representative
Service Director Place	Dept representative
Service Director CG&E	Dept representative
Head of ICT	Advisor – Chair of Technical Design Authority
Group Manager T&C	Advisor - Transformation & Change representative

ICT Service Segments at a Glance



**REPORT OF THE CHAIRMAN OF THE CHILDREN AND YOUNG PEOPLE'S
COMMITTEE****A STRATEGY FOR IMPROVING EDUCATIONAL OPPORTUNITIES FOR ALL****Purpose of the Report**

1. To seek approval of the proposed Strategy for Improving Educational Opportunities for All (IEOfA), attached as **Appendix 1**, which will have a focus on the most vulnerable and disadvantaged, particularly those children and young people with Special Educational Needs and Disability, children and young people who are looked after as well as care leavers. The proposed Strategy will replace the existing Closing the Educational Gaps Strategy (2012).

Information

2. At the Children and Young People's Committee meeting on 11th February 2019, the development of, and consultation on, a new Strategy for Improving Educational Opportunities for All in Nottinghamshire was approved.
3. This decision reflected new national priorities surrounding social mobility, recognising that disadvantaged children and young people are less likely to fulfil their academic potential, secure employment and gain a sense of future emotional and financial security.
4. In addition, the Social Mobility Commission's "*State of the Nation Report*" (November 2017) ranked all English local authorities into hotspots and coldspots based on social mobility outcomes from early years through to working lives. The East Midlands was the country's lowest performing area and, in Nottinghamshire, six of the seven districts were ranked as coldspots.
5. The Strategy reflects issues outlined in national reports (referenced in background papers), which recognise the central role that education plays in breaking down the barriers to social mobility. It also builds upon the successes of the Closing the Educational Gaps Strategy (2012) by continuing to bring together County Council services and key partners to further improve both opportunities and outcomes for all, including the most vulnerable groups of learners.
6. The Strategy will contribute to the delivery of the following key ambitions of the Nottinghamshire County Council Plan 2017-2021, 'Your Nottinghamshire, Your Future':

“A great place to bring up your family” acknowledges the importance of giving children the best possible start in life and the opportunity to attend good schools. The IEOfA Strategy has an enhanced focus on the “readiness to learn” agenda, striving to ensure the development of emotional health and wellbeing, independence, self-esteem and the desire to learn.

“A great place to fulfil your ambition” aims to increase the number of young people who leave education with better qualifications and skills, and are thus able to find higher paid, more skilled jobs. The IEOfA Strategy focusses particularly on maximising partnership working across the secondary and post 16 sectors to improve pathways into adulthood and employment.

“A great place to start and grow your business” acknowledges the need for a skilled workforce. It identifies the importance that the skills taught in our schools and colleges match the needs of local businesses and so support the ambitions of our young people. The IEOfA Strategy will develop active partnership links with Council services and key partners, especially learning providers and employers. A successful and well attended ‘Skills and Employability Summit’ was held in November which brought together business leaders and learning providers from both Ashfield and Mansfield.

7. The Strategy was considered at Children and Young People’s Committee on 14th October 2019 and was recommended to Policy Committee for approval. It was also agreed that six-monthly updates on progress towards the IEOfA Strategy’s success criteria will be reported to the Children and Young People’s Committee.

Process

8. The IEOfA Strategy has been developed by Nottinghamshire County Council officers in partnership with key stakeholders.
9. An extensive and productive consultation was conducted between 7th June and 5th July 2019, the outcomes of which are set out in **Appendix 2**.

Other Options Considered

10. A new strategy is required in light of changing national priorities. It is inappropriate to continue to use the Closing the Educational Gaps Strategy (2012) because it focusses insufficiently upon improving educational opportunities and preparation for adulthood.

Reason/s for Recommendation/s

11. To provide an effective response to new national priorities and ensure improved educational opportunities and outcomes for all of Nottinghamshire’s children and young people.

Statutory and Policy Implications

12. 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

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

RECOMMENDATION/S

- 1) That Committee approves the proposed Strategy for Improving Educational Opportunities for All, attached as **Appendix 1**, which will have a focus on the most vulnerable and disadvantaged, particularly those children and young people with Special Educational Needs and Disability, children and young people who are looked after as well as care leavers, and replacing the existing Closing the Educational Gaps Strategy (2012).

Councillor Philip Owen

Chairman of the Children and Young People's Committee

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Constitutional Comments (LW 01/11/19)

14. Policy Committee is the appropriate body to consider the content of the report.

Financial Comments (SAS 05/11/19)

15. 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.

[Strategy for Improving Educational Opportunities for All – report to Children and Young People's Committee on 14th October 2019](#)

[Strategy for Improving Educational Opportunities for All - report to Children and Young People's Committee on 11th February 2019](#)

Bercow 10 Years On (March 2018)

<http://www.bercow10yearson.com/wp-content/uploads/2018/03/337644-ICAN-Bercow-Report-WEB.pdf>

Closing the Educational Gaps Strategy (2012) <http://home.nottsgov.uk/working/policies-performance/policy/policy-library/closing-theeducational-gaps>

Nottinghamshire County Council Plan 2017-20, 'Your Nottinghamshire, Your Future'

<http://www.nottinghamshire.gov.uk/council-and-democracy/plans-policies-andassessments/council-plans-and-policies/strategic-plan-2017-2021>

Social Mobility in Counties - County Councils Network (CCN) (October 2018)

<https://www.countycouncilsnetwork.org.uk/download/1811/>

State of the Nation - Social Mobility Commission Report (November 2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/662744/State_of_the_Nation_2017_-_Social_Mobility_in_Great_Britain.pdf

Unlocking Talent Fulfilling Potential - Department for Education (December 2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/667690/Social_Mobility_Action_Plan_-_for_printing.pdf

Electoral Division(s) and Member(s) Affected

All.

C1316

A Strategy for Improving Educational Opportunities for All



Foreword

I am pleased to provide a foreword to Nottinghamshire's Strategy for Improving Educational Opportunities for All. The new Strategy builds on the past successes of Nottinghamshire schools in raising attainment and increasing progress for all students, underpinned by the Closing the Gap Strategy 2012.

The new Strategy reflects current national priorities, which recognise the central role that education plays in breaking down the barriers to social mobility that too many young people face. Disadvantaged children and young people are less likely to achieve their academic potential, secure employment and gain a sense of future emotional and financial security.

It is intended that the new Strategy will deliver key ambitions in the Nottinghamshire County Council Plan 2017-2021, 'Your Nottinghamshire, Your Future', with a particular focus on:

"A great place to bring up your family", which acknowledges the importance of giving children the best possible start in life and the opportunity to attend good schools.

"A great place to fulfil your ambition", which aims to increase the number of young people who leave education with better qualifications and skills, thus able to find higher paid, more skilled jobs.

"A great place to start and grow your business", which acknowledges the need for a skilled workforce. It identifies the importance of teaching employability skills in our schools and colleges to match the needs of local businesses and so support the ambitions of our young people.

Your Nottinghamshire, Your Future recognises that everyone deserves a chance to go as far as their hard work and talent can take them. It is proposed that the new Strategy for Improving Educational Opportunities for All will act as a driver for this plan and its vision where 'all children have the same opportunities and life chances.'

We will continue to work in partnership across the Council with learning providers, alongside key services and partners and, of course, with children, young people and their families.

Cllr Philip Owen
*Chairman of the Children and
Young People's Committee*



Context

The “State of the Nation” report from the Social Mobility Commission (November 2017) ranked all English local authorities into hotspots and coldspots for every life stage from the early years through to working lives. The East Midlands was the lowest performing area in terms of social mobility in the country. In Nottinghamshire, 6 of the 7 districts were ranked as coldspots (worst social mobility outcomes), where Ashfield, Newark and Sherwood and Mansfield were ranked in the lowest 10 of the 324 local authority areas assessed.

A subsequent report, “Social Mobility in Counties”, was produced by the County All Party Parliamentary Group (APPG), supported by the County Councils Network (CNN) and Localis. This considered what opportunities were available to counties and their partners to begin to solve some of the issues identified by the government’s Social Mobility Commission.



The Department for Education’s ‘Unlocking Talent, Fulfilling Potential’ (December 2017) set out the government’s national plan to improve social mobility through education. The report outlined four key life-stage ambitions:

- close the word gap in the early years
- close the attainment gap in school while continuing to raise standards for all
- provide high-quality post 16 choices for all young people
- ensure everyone achieves their full potential in rewarding careers

An independent review “Bercow: Ten Years On” (March 2018) considered the provision for children and young people with speech, language and communication needs (SLCN) in England. It recognised that the ability to communicate is fundamental to learning, to relationships and to life chances. The review found that too many children and young people receive inadequate, ineffective and inequitable support, impacting on their education, their employability, and their mental health.

Five key recommendations emerged from the review:

- communication is crucial
- a strategy for system change
- an accessible and equitable service for all families
- support that makes an impact
- early identification and intervention are essential

The Nottinghamshire Strategy for Improving Educational Opportunities for All aims to ensure that the full range of Nottinghamshire County Council services and partners work coherently with learning providers and businesses to maximise the impact of available resources in further improving both opportunities and outcomes for all, including the most vulnerable groups of learners.

The vision

Our vision is for Nottinghamshire to be a place where children increasingly grow up free from deprivation and disadvantage and where birth, social background and special education needs and disabilities (SEND) do not hold people back from achieving their potential.



The rationale

There remains a need to accelerate the progress of all children from their starting points, with a particular focus on those children and young people who have special educational needs and disabilities (SEND), as well as those eligible for Free School Meals (FSM), looked after children (LAC) and those ethnic minority groups whose progress is below expectation.

The new Strategy will focus on:

- Improving outcomes in Early Years Foundation Stage, speech and language, phonics and reading to ensure the best possible start in life for all Nottinghamshire children and young people
- Developing emotional health and well-being, independence, self-esteem as well as the desire to learn
- Maximising partnership working across the secondary and Post 16 sectors to improve pathways into adulthood and employment



Multi-agency working

The County Council is fully committed to working in partnership to improve educational opportunities and outcomes for all. To achieve this, we will continue to work collaboratively with learning providers and partners, including parents and carers, to increase the progress for all children and young people whatever their starting points.

We recognise that the majority of Nottinghamshire learning providers serve communities that have

low social mobility outcomes and will need to work collaboratively with a range of children's services, employers and partners to reach the ambitious goals within this Strategy. This means that the County Council, in its role as strategic champion for children, families and communities, will support all educational settings to embrace their responsibility and accountability to improve educational opportunities for all.

Our partners include:

- Early Years Settings, Primary, Secondary, Special Schools, Alternative Education Providers, Independent Non-Maintained Schools, Colleges of Further Education and Universities
- Children's Social Care
- Clinical Commissioning Groups, Public Health and Health Providers
- District Councils
- Early Childhood Services
- Economic Development
- Education, Standards and Inclusion Services (Education Improvement Service, Schools and Families Specialist Service, Governing Body Services)
- Education, Access and Partnership Services (Fair Access, Partnership, School Admissions, Strategic School Place Planning, Elective Home Education and Health Related Education)
- Educational Psychology Service
- Employers
- Family Service
- Integrated Children's Disability Service
- Local Enterprise Partner
- Parents / Carers
- Performance, Intelligence & Policy
- Voluntary Sector and Charities
- Young People



The role of the County Council

The County Council can make a significant contribution to improving educational opportunities for all by providing strong strategic leadership. In its role as champion of children and families, the County Council can facilitate, broker, commission and influence existing and new ways of working to support learning providers to improve progress, wider outcomes and employability skills for all children and young people in Nottinghamshire.



We can support effective implementation of the strategy for improving educational opportunities for all by:

- ensuring that the voice of the child and family is heard and their views are used to shape our work
- re-focusing and, where appropriate, integrating Nottinghamshire County Council services, to improve collaborative working within localities
- working with key services and partners to bring closer alignment to the ways in which County Council services work with learning providers to improve educational opportunities for all
- using data to analyse where Nottinghamshire children and young people make least progress from their starting points to inform work with all learning providers as well as targeting resources where the need is greatest and where collaborative work could potentially make the biggest difference
- ensuring that children, young people and families receive the most appropriate intervention and support to meet their needs, including the use of multi-agency approaches to prevent underachievement of the most vulnerable learners at all phases in their education
- promoting the use of specific, evidence-based language and skills programmes to accelerate progress at the earliest opportunity
- working with learning providers, key services and partners to support a whole system approach to planning and commissioning in order to raise aspirations, build school readiness and academic resilience, promote health and economic well-being to ensure accelerated progress and good attainment for all
- working with employers and learning providers to pilot innovative approaches to develop and embed employability and preparation for adulthood in learning programmes from the earliest opportunity
- evaluating the impact of locality-working to improve educational opportunities for all and sharing any identified successful strategies across the county

Action planning and resources

In conjunction with our partners, actions have been agreed to support all learning providers to use data and target resources more effectively to improve educational opportunities for all.

Key actions include:

- continuing to use the Improving Educational Opportunities for All Performance Board to hold key partners/teams to account for the impact of their contribution to the Strategy
- sharing data and relevant research with learning providers and employers
- providing guidance on the most effective strategies to improve educational outcomes
- using data to identify localities for prioritised, targeted action
- sharing new ways of working at locality level to inform further developments in other areas of Nottinghamshire
- brokering and commissioning access to key resources, research and strategic partners
- developing quantitative and qualitative datasets to describe how new ways of collaboration at locality level are impacting positively on learners' achievements and employability



Accountability

Learning providers are closely monitored and held to account for the attainment and progress of all learners, including their most vulnerable groups through Department for Education (DfE) performance tables and the Ofsted inspection framework. Schools are required to publish on their website details of how they are spending the Pupil Premium funding and the effect this is having on the attainment of eligible pupils in their school.

Local systems of accountability are in place and operate to hold individual schools to account where additional “high needs” funding is sought in regard to children and young people with SEND.

The Improving Educational Opportunities for All Performance Board holds key partners/teams to account for the impact of their contribution to the Strategy and reports to the Children, Family and Cultural Services Leadership Team, the Children’s Trust Board and the Children and Young People’s Committee.

“ Leaders take on or construct a curriculum that is ambitious and designed to give all learners, particularly the most disadvantaged and those with SEND or high needs, the knowledge and cultural capital they need to succeed in life ”

Quality of Education Judgement, Education Inspection Framework, OFSTED (May, 2019)



How we will measure success

We will be successful if:

- There is an increase in the take up of funded places for eligible 2-year olds
- The percentage of children receiving a 2 -2.5 year old health and development review increases
- The proportion of disadvantaged children (FSM, LAC) who achieve the expected level of development in literacy in the Early Years Profile increases
- There is an increase in the take up of supplementary funding targeted at the most vulnerable
- There is an increase in the number of children with SEND and known to EYSFSS who are accessing full time school at statutory school age
- The progress from KS1 to KS2 of disadvantaged children (FSM6 - those eligible for free school meals in the last 6 years, LAC) in reading is at least in line with national outcomes for comparable groups
- In schools where SFSS are involved, there will be an increase in the number of schools who use appropriate tools to measure progress of children and young people with SEND over time
- There is an increase in the number of Emotional Literacy Support Assistants trained and working in Nottinghamshire schools, so children and young people receive timely emotional literacy support within their school setting
- There is an increase in the number of schools involved with the Attachment Aware Schools Project including supervision networks, so school staff use an evidence-based relationship-based approach
- The percentage of pupils with whom SFSS have had involvement during the current academic year, who have requested an EHCP and who remain in mainstream school increases; and so enables pupils with SEND to access education in their local community alongside their peers
- The progress of disadvantaged children (FSM6 and LAC) at KS4 is above national outcomes for comparable groups
- The percentage of young people in the Academic Age Years 12/13 Cohort whose Education, Employment and Training (EET) status is not known is reduced
- The percentage of young people in the Academic Age Years 12/13 Cohort who are not in Education, Employment and Training (NEET) is reduced
- The percentage of young people aged 19 qualified to level 3, who attended a Nottinghamshire school at age 16, is at least in line with national outcomes
- The percentage of young people not achieving a level 2 qualification in English and Maths in a Nottinghamshire school at age 16 who go on to achieve this by age19, is at least in line with national outcomes
- The number of young people with SEND who secure sustained employment, following a supported internship, increases

Summary

This strategy cannot be fixed in stone. It will evolve over time as learning providers embrace their collective responsibility for meeting the needs of all children and young people, including the most vulnerable and disadvantaged.

As champion for children and families, the County Council has a duty to ensure that all services which are provided, brokered or commissioned are informed by latest research and best practice, whilst providing good value for money. This will require effective partnership working based on a shared moral purpose to raise aspirations and maximise life chances for all children and young people, but particularly for the most vulnerable.





**Nottinghamshire
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IMPROVING EDUCATIONAL OPPORTUNITIES FOR ALL STRATEGY CONSULTATION OUTCOMES

1. Public consultation was conducted between 7 June and 5 July 2019, with responses being received from 81 participants representing 17 stakeholder groups.
2. Stakeholders included parents and carers, children and young people, learning providers, school governors, employers and local enterprise partners, Public Health and Clinical Commissioning Groups, voluntary organisations and Nottinghamshire County Council employees. Some respondents identified partners and stakeholders that were missing from the consultation survey. Further analysis has since indicated that these 'missing' partners were in fact contained within the broader groups consulted (see above).
3. The consultation survey questions were as follows:
 - Do you agree with the rationale which underpins the new Strategy for Improving Educational Opportunities for All, in relation to the focus on specific groups?
 - Do you agree with the rationale which underpins the new Strategy for Improving Educational Opportunities for All, in relation to provision and outcomes from Early Years to Adulthood?
 - Nottinghamshire County Council will continue to work collaboratively with learning providers and partners, as proposed in the Strategy. What suggestions do you have for how we can do this better?
 - In your view, are there any significant partners missing from the list below?
 - Do you agree with the following statement? Data should be analysed where Nottinghamshire children and young people make least progress from their starting points to inform work with all learning providers.
 - Do you agree with the following statement? Resources and capacity should be targeted where the need is greatest and where collaborative work could make the biggest difference?
 - Do you agree that Nottinghamshire County Council should work with employers and learning providers to pilot innovative approaches to develop and embed employability and life skills in learning programmes from the earliest opportunity?
 - We are keen to gain a broad range of views, so please indicate all from the following list that apply to you? (Tick each applicable response)
4. The majority of respondents (88.39%) supported the Strategy's rationale and main aims.
5. Overall, the consultation received 196 free-text comments, which have since been analysed and, where appropriate, used to inform the final amendments to the IEOfA Strategy. Where respondents have made suggestions in relation to the implementation of the Strategy, these will be shared with key partners who will use them to shape ways of working and provision for all children and young people accessing education with Nottinghamshire learning providers.

6. For analysis purposes, comments and queries have been grouped under the following themes:

- **Resource Targeting and Allocation.** On average 86.83% of respondents supported the IEOfA Strategy's rationale for targeting resources at specific groups and at areas of the county where need is greatest. Some commented on the method of targeting. For example, two respondents suggested that "we need to be careful that we don't solely rely on data, but also use intelligence "on the ground" when targeting resources and capacity." Moreover, in relation to SEND, respondents indicated that resources should be "targeted at individuals rather than solely putting resources in one geographical area over another" based on socio-economic factors.
- **Collaboration and Partnerships.** The question relating to collaboration and partnerships was open only to free-text comments. The majority of respondents felt that NCC works well in collaboration and partnership with stakeholders. Some respondents suggested that this can be improved further by providing "planned opportunities for information sharing and collaborative solution seeking on a regular basis between LA and learning providers and partners". Other respondents, making similar suggestions, argued that these measures would help to establish a more "joined-up approach" and challenge the perceived "them and us" separation between the Council, its partners and Nottinghamshire schools.
- **Educational approaches.** On average 89.71% of respondents supported the Strategy's rationale for educational approaches. Some respondents were concerned that "the heavy push on academic work and phonics in early years may alienate children with SEND from education".
- **Early Years and Preparation for Adulthood.** On average 88.48% of respondents supported the Strategy's rationale in relation to provision and outcomes from Early Years to Adulthood. Some respondents, however, suggested that "improving outcomes at the EYFSP stage is too late for many children and intervention should be earlier, between 0-3 years of age." Others stated that they "would like to see more impact around post-16 and employment/value added outcomes". Some recognised the developing relationship with our alternative education providers in the statement "NCC has the opportunity to enhance the support provided to the most vulnerable young people from Year 10 to aged 19 by working closely with alternative provision." Piloting innovative approaches to employability and preparation for adulthood by working more closely with businesses was recognised as important as one respondent felt that "university is a very overrated target and limits the development of key skills by not teaching the basics of how to save, cook, pay bills, get a mortgage, set up your own business etc"
- **Accountability.** Some respondents commented on accountability and monitoring arrangements in schools and Council services.

7. Responses to the specific comments raised above will be provided in the form of Frequently Asked Questions (FAQs), to be made publicly available online via the NCC Consultation Hub.

**REPORT OF THE CHAIRMAN OF THE CHILDREN AND YOUNG PEOPLE'S
COMMITTEE****FINANCIAL SUPPORT FOR STUDENTS IN POST-16 EDUCATION AND
EXCEPTIONAL PAYMENTS FOR SCHOOL CLOTHING AND FOOTWEAR
2020/2021****Purpose of the Report**

1. This report seeks approval of the proposed policy for the 2020/21 financial year in respect of discretionary financial support for post-16 students following courses in educational institutions.
2. The report also seeks approval to continue to adopt an agreed scale of payments as a guide for school clothing and footwear allowances paid under the category of exceptional circumstances, subject to discretion. Approval is sought to apply the same scale guide to all primary age children to replace the existing scale which differentiates between infant and junior school children.

Information**Financial support for students in post-16 education**

3. Legislation introduced in March 1999 identified three categories of post-16 students:
 - (i) school-based students
 - (ii) students following courses of further education in colleges funded primarily by the Further Education Funding Council (FEFC), now the Education Skills Funding Agency (ESFA) as of 1 April 2017
 - (iii) students following non-designated courses (not attracting support under the national system of student financial support) in higher education.
4. The legislation requires that local authorities should determine annually their policies in respect of their discretionary powers to assist students, who fall within the scope of these three categories.

5. The County Council's Formula Spending Share was reduced following the introduction of the legislation in March 1999, with the element identified to support students in further and higher education institutions (categories 2ii and 2iii above) transferred via the then Learning and Skills Council to further and higher education institutions, which now have responsibility for providing discretionary learner support to their students.
6. Local authorities continued to have a responsibility for providing exceptional financial support to post-16 students in schools, via Learner Support Funds allocated through the then Young People's Learning Agency (YPLA). However this responsibility ceased with the withdrawal of Learner Support Funds with effect from the end of the 2010/11 academic year (see **paragraph 11**). The County Council continues to have responsibility for home to school/college transport for post-16 students.
7. Local authorities retain the power to make discretionary awards to post-16 students in schools and to students in further and higher education, but the relevant regulations allow them to determine a policy under which no financial support would be offered to these students. Local authorities are not held to be fettering their discretionary powers as long as they make such an annual 'determination' before 31 March of the year preceding the financial year to which the determination applies.
8. Committee must therefore determine, before 31 March 2020 in respect of the financial year 2020/21, how to exercise the power granted by the regulations to make post-compulsory education awards. There are three options:
 - (a) to make no such awards in any circumstances and not make any provision for considering applications; or
 - (b) to make such awards generally and consider applications from all students; or
 - (c) to make such awards only in respect of certain groups or categories of students.
9. The transfer of the functions of the County Council's Student Finance Service to the national provider Student Finance England with effect from 31 March 2011 meant that there was no longer an obligation upon the County Council to consider requests for funding from higher education students following non-designated courses, or in other specific circumstances, such as transfers of course or repeat periods of study.
10. Colleges of further education and universities receive funding to provide financial support for students on full-time courses. It is proposed that the County Council should continue with the existing policy, that is not to make any awards in any circumstances to further education (FE) and higher education (HE) students. This includes not making any provision for considering applications, other than for children and young people for whom the Council acts as corporate parent as described in **paragraph 12** below.
11. The national scheme of Education Maintenance Allowances closed to all students studying in England at the end of the 2011/12 academic year. The annual allocation of Learner Support Funds allocated to the County Council by the YPLA to assist students in post-16 education in schools was withdrawn with effect from the end of the 2010/11 academic year. These funds have been replaced by the 16-19 Bursary Fund, administered by schools,

colleges and training providers. There are also other sources of funding for post-16 students, such as the 16-18 Residential Bursary.

12. The Council reserves the right, in its role as the corporate parent for those children and young people within its care, to make an award to such children and young people where there are exceptional circumstances. Such an award will only be made when approved by the Service Director with responsibility for Children's Social Care.

Exceptional payments for school clothing and footwear 2020/21

13. School clothing allowances are discretionary and any allowance scheme must be funded by the County Council. Discretionary school clothing allowance has not been available since 2010/2011 for families living in Nottinghamshire. However, the County Council retains discretion to consider requests from families for support with clothing and footwear under exceptional circumstances. Discretionary payments of £118.15 were made during the 2019/2020 financial year (correct as at 30 December 2019).
14. The County Council must consider, under Section 510 of the Education Act 1996 and Section 2 of the Local Government Act 2002, requests for assistance from families in exceptional circumstances. This applies to all school age children and to families living outside the County if their children attend County schools.
15. Exceptional circumstances are defined as "families who have experienced and can demonstrate severe hardship which has resulted in the family being unable to afford the cost of school uniform and where this affects the ability of the children attending school". Included in this category would be families who have lost clothes in a fire, a flood, theft, have been made homeless or are fleeing domestic violence.
16. In order to ensure that there is consistency and fairness in the amounts paid out under the category of exceptional circumstances, it is proposed to continue to adopt, as a guide only, a scale of payments up to a maximum allowance of £50 per qualifying pupil.
17. It is proposed to increase the amount for infant school children from 25% to 50% in order to apply a consistent value for all primary age children. The proposed scale of payments are:
 - 50% of the full allowance for primary age children
 - 75% of the full allowance to other secondary school children.
18. This is a guide only, as the County Council must consider the circumstances of individual cases in order not to fetter its discretion.

Other Options Considered

19. It is open to the County Council not to make a determination in respect of their discretionary powers to assist post-16 students under the regulations. This would mean the Council would have to consider any applications for financial assistance on their individual merits or through a specific scheme of support. In either case additional budget provision would have to be made available to underpin such arrangements but this is not regarded as a funding priority for the Council at the present time.

20. No other options have been considered in respect of school clothing and footwear allowances.

Reason/s for Recommendation/s

21. As explained in the report, if it is to limit the use of its discretionary powers to offer support to students entering school sixth form, further education college courses or non-designated courses of higher education in the 2020/21 financial year, the County Council has to make an annual 'determination' by 31 March 2020 in accordance with the Local Education Authority (Post-Compulsory Education) Awards Regulations. In recent years the County Council has made such a determination each year, reflecting the fact that it no longer has any specific budget provision available for new cases that fall under these discretionary powers. A survey of 14 local authorities around the country in 2011 found that none of them made awards to these students and had not done so for many years.
22. In line with the County Council's financial regulations, school clothing and footwear allowances are reviewed annually and as explained in this report it is proposed to continue to provide a fair and consistent approach for determining the amount of allowances paid under the exceptional circumstances category.

Statutory and Policy Implications

23. 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

24. The proposals set out in this report limit the extent to which the County Council is able to assist with the costs students incur in following post-16 education courses. The arrangements proposed do not, however, differ from those that currently apply and which have applied since 1999.

Financial Implications

25. The draft budget for Children and Families Services for 2020/21 anticipates that a determination will be made in respect of discretionary powers not to assist post-16 students as recommended in this report.
26. There may be a small amount of funding claimed to support families with the cost of school clothing and footwear under exceptional circumstances. Based on the claims made in 2019/20, the cost is likely to be under £500 (see **paragraph 13**).

Public Sector Equality Duty implications

27. The provision of clothing and footwear allowances remains an important element of the County Council's overall programme to overcome social and educational disadvantage and the County Council will continue to consider requests for provision of clothing assistance support for pupils from financially disadvantaged backgrounds in exceptional cases.

RECOMMENDATION/S

That Committee:

- 1) approves the proposed policy for the 2020/2021 financial year in respect of discretionary financial support for post-16 students following courses in educational institutions as set out in **paragraphs 10 - 12** of this report.
- 2) approves the following guide scale of payments for school clothing and footwear allowances granted under the category of exceptional circumstances, subject to consideration of the individual circumstances of each application:
 - Primary age children to be eligible for 50% of the full allowance of £50 per qualifying pupil
 - Secondary age children to be eligible for 75% of the full allowance of £50 per qualifying pupil.

Councillor Philip Owen

Chairman of the Children and Young People's Committee

For any enquiries about this report please contact:

Karen Hughman
Group Manager
Education Access and Partnership Service
T: 0115 9772572
E: karen.hughman@nottsgov.uk

Constitutional Comments (AK 09/12/19)

28. The report falls within the remit of Policy Committee under its terms of reference.

Financial Comments (SAS 30/12/19)

29. The draft budget for Children and Families Services for 2020/21 anticipates that a determination will be made in respect of discretionary powers not to assist post-16 students as recommended in this report.
30. There may be a small amount of funding claimed to support families with the cost of school clothing and footwear under exceptional circumstances. Based on the claims made in 2019/20, the cost is likely to be under £500 (see **paragraph 13**). There will be no specific

budget for this but as the cost is minimal it can be contained within the overall Education, Learning & Skills budget of £5.8m.

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.

The Local Authority (Post-Compulsory Education Awards) Regulations 1999.

<http://www.nottinghamshire.gov.uk/education/financial-support/financial-support>

Electoral Division(s) and Member(s) Affected

All

C1329

REPORT OF THE LEADER OF THE COUNCIL**RURAL LEADER BUSINESS GROWTH PROGRAMME – RESOURCING AND
CONTRACT EXTENSIONS TO 31 DECEMBER 2021****Purpose of the Report**

1. This report sets out the Nottinghamshire LEADER Rural Business Growth Programme performance and seeks Policy Committee approval to adjust the level of temporary resources to ensure enough cover for the remainder of the Programme.

Information

2. The Council Plan: Your Nottinghamshire, Your Future (2017 to 2021), sets out the authority's intention to create new jobs, boost tourism and unlock growth in Nottinghamshire. The Council and businesses both benefit from a strong working relationship which has seen services adapted to help and support small and medium sized enterprises. There is a significant amount of valuable business engagement taking place in Nottinghamshire. The Council is particularly successful in engaging with key employers, for example through Summit events and 1:1 meetings. There is also a good range of business networks and business representative organisations active around the County.
3. In recognition of the importance of the rural economy to the County as a whole, since 2015 Nottinghamshire County Council has been managing the North and South Nottinghamshire LEADER Programmes (hereafter referred to as a single programme – LEADER). This Programme is fully-funded by the European Agricultural Fund for Rural Development. As a rural fund, LEADER provides support to businesses and organisations to create jobs and economic growth and opportunity in eligible rural areas.
4. LEADER is managed nationally by the Department for Environment, Food and Rural Affairs (DEFRA), with grants awarded by Local Action Groups (LAGs) to projects that support delivery of the approved Local Development Strategy. As the Accountable Body, Nottinghamshire County Council has been responsible for delivering LEADER on behalf of the LAGs, in partnership with local communities.
5. Following the last progress report to committee in December 2018, two key changes have occurred. Firstly, additional monies have been secured and allocated to Nottinghamshire businesses and organisations. Secondly, the Programme period has been extended by a year meaning the costs of the Council's Accountable Body role can be met in full until 31 December 2021.
6. LEADER works to leave a legacy within our rural areas. A total of 63 projects have been approved and contracted to the value of the £4.3 million to deliver:

- 137 new jobs – of which 42 are in tourism
 - £4,636,974 of private sector investment
 - 127,099 additional day visitors
 - 33,051 additional overnight stays
7. In December 2018, Policy Committee approved contract extensions for fixed term staff involved in LEADER marketing, contracting, claims and compliance functions. This resulted in a staged reduction in staffing resources from 5.5 to 2.5 Full-time equivalents (FTE), each of which is currently contracted to 31 March 2020.
8. The last LEADER grant contract was signed on 25 October 2019. This means the needs of LEADER are now focused on ensuring applicant claims are submitted, processed and defrayed by the deadline of 31 December 2020. A further period of monitoring of activity is also contractually required up to 31 December 2021.
9. Therefore, to guarantee contractual compliance, subject to Policy Committee approval, it is proposed that the existing LEADER posts (for which the costs will be fully met by the Programme) are extended as set out in Table 1 below:

Table 1				
LEADER role	Contract	Current End Date	Proposed End Date	Variation
Business Support Officer #1	1 FTE	31 March 2020	30 April 2020	+1 month
Programme Manager	0.5 FTE	31 March 2020	31 May 2020	+2 months
Business Support Officer #2	0.5 FTE	31 March 2020	30 June 2020	+3 months
Business Support Officer #3	0.5 FTE	31 March 2020	31 Dec 2021	+21 months

10. Up to 31 December 2026, the obligation remains to ensure any outstanding contractual requirements and reporting are met, along with stringent document retention requirements. As this prerequisite is expected to be minimal, it is proposed that these requirements are met from substantive members within the Growth and Economic Development Team.

Other Options Considered

11. In recognition that Nottinghamshire County Council has consistently demonstrated an ability to deliver quality projects to target, through a combination of favourable Sterling/Euro exchange rate adjustments and a reallocation of national resources from under-performing programmes, Nottinghamshire received a grand total of over £4.3 million. Whilst there are resource implications aligned to these extra resources, all costs are fully recoverable from LEADER, which resulted in discounting of the 'do nothing' option.

Reasons for Recommendation

12. Subject to Policy Committee approval, this proposal will ensure that all contractual obligations are met, with resources being fully recovered from LEADER.

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. Funding for the proposed temporary extensions will be contained within the existing grant provision. There is no additional cost to the Council. A staff overhead provision of 15% of defrayed staff costs is also recoverable.

15. Redundancy costs will apply to each of the posts which have been budgeted for in approved financial profiles submitted to DEFRA. Redundancy costs will be met by the LEADER Programme.

Human Resources Implications

16. Timely decisions need to be taken to adhere to Nottinghamshire County Council's "at risk" and re-deployment staffing policies and procedures. All members of staff have been appropriately consulted.

RECOMMENDATIONS

It is recommended that Policy Committee:

- 1) Approves the post extensions set out in paragraph 9, to ensure compliance with the contractual processes involved in the LEADER Programme closure.

COUNCILLOR MRS KAY CUTTS MBE
Leader of the County Council

For any enquiries about this report please contact: Nicola McCoy-Brown, Growth and Development Tel: 0115 977 2580

Constitutional Comments [CEH 12/11/2019]

17. The recommendation falls within the remit of Policy Committee under its terms of reference.

Financial Comments [SES 27/11/2019]

18. The financial implications are set out in paragraphs 14 and 15 of the report. The funding for the proposed temporary extensions and applicable redundancy costs will be contained within the existing grant provision. There is no additional cost to the Council.

HR Comments [JP 27/11/2019]

19. Contracts of employment will be extended in line with the provision set out in Table 1. Consultation with staff has taken place and staff will be supported by the relevant HR policies and 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.

- *Rural LEADER Business Growth Programme- Management and Resources to 31 March 2020* – Report to Policy Committee, published 19 December 2018

Electoral Division(s) and Member(s) Affected

All

REPORT OF THE LEADER OF THE COUNTY COUNCIL

INVESTING IN NOTTINGHAMSHIRE: TOP WIGHAY MASTERPLAN

Purpose of the Report

1. To approve the submission of the application for outline planning permission at Top Wighay Farm for mixed-use development comprising; 805 homes, land for employment purposes (up to 49,500m² of B1/B8 uses), a local centre comprising A1-A5, B1(a) and D1 uses (up to 2,800m²), a 1.5 form entry primary school and associated infrastructure, open space and landscaping.

Information

2. The Council Plan “Your Nottinghamshire, Your Future” sets out an ambitious vision for the future of Nottinghamshire in which the county is at the forefront of modern Britain. We want Nottinghamshire to stand out as: a great place to bring up a family; to fulfil your ambition; to enjoy your later life, and, to start and grow your business.
3. The Council has further defined its ambitions in its Place Strategy 2019-21. By investing in opportunity areas the Council aims to unlock new jobs and deliver better housing. Key activities identified for Investing in Nottinghamshire in 2019/20 in particular will be to begin the development of Top Wighay Farm near Hucknall, including new County Council offices as anchor tenant of the employment space alongside new housing and infrastructure.
4. By embracing the ethos of working with Government in order to bring forward new housing, the Council has been very successful in securing substantial Homes England grant funding to kick start development at Top Wighay Farm. Making the best possible use of the surplus land at Top Wighay Farm will make a critical contribution towards fulfilling the Council’s ambitions for the County and for the housing needs of its communities.

Evolving the Masterplan and the route to secure Outline Planning Permission

5. Gedling Borough Council has identified land at Top Wighay Farm as a strategic location for growth, and as such the land is allocated for residential and employment development in the Greater Nottingham Aligned Core Strategy (Part 1 Local Plan) September 2014. The Gedling Local Planning Document (Part 2 Local Plan) July 2018 also refers to Top Wighay Farm as a strategic site. In addition, the Linby Neighbourhood Plan was ‘Made’ on the 27th June 2019 following the referendum held on the 2nd May 2019. The application for outline planning permission will refer to the relevant policies including the Linby Neighbourhood Plan. The development site is not located in the Green Belt.
6. Further to the planning policy, Gedling Borough Council produced a Supplementary Planning Document (SPD) February 2017, which provides a development brief for the Top

Wighay Farm site. Following the guiding principles of the SPD, Arc Partnership working with the Pegasus Group have developed an Illustrative Masterplan for Top Wighay Farm as shown in Appendix Two of this report. The Masterplan builds upon the work included within the SPD.

7. The vision for the site is to create a distinctive, new development to meet the needs of the local area, and presents the opportunity to create an attractive, sustainable mixed-use community that provides additional housing, new employment opportunities and a new primary school. The guiding principles of the Masterplan are:
 - Build upon the existing landscape character of the site, to create an extensive and diverse framework of green infrastructure throughout the development. This encourages biodiversity and quality landscape creation, alongside a range of play areas.
 - Provide a linear, north-south, green spine along the route of the TWF Drive, connecting a series of green spaces and infrastructure from Wighay Road through to Top Wighay Farm.
 - Create a permeable movement network, with the provision for walking routes within the streets and leisure routes throughout the green infrastructure. This encourages walking and cycling, enhancing connectivity throughout the development
 - Create a multi-purpose green space, including playing fields, equipped play and allotments, that is easily accessible from the surrounding residential parcels
 - Create a vibrant, mixed-use community by positioning the Local Centre with a Primary School at its focal point.
 - Provide appropriate employment development parcels, adjacent to Annesley Road, with the potential for a gateway office building at the site entrance
 - Create desirable frontages onto green spaces, and the open space surrounding the site
 - Provide a mix of housing densities, that responds to the site's setting and immediate context, whilst achieving the required number of dwellings. Higher densities will be positioned along the spine road and adjacent to the other uses, whilst lower densities will be posited overlooking the existing, rural countryside/
 - Create residential parcels that are deliverable and show a commitment to integrated, high-quality landscape and design.
8. Policy Committee (13 November 2019) approved the proposed Masterplan for the Top Wighay Farm project to allow a community engagement exercise to be undertaken prior to submission of the planning application. This engagement exercise entailed a public exhibition which took place on the 19 November 2019. The exhibition material displaying the approved Masterplan which was presented at the Exhibition was also available on the dedicated website. A summary of the responses received from the exercise is provided in Appendix One of this report.
9. The Masterplan presents a vision of the proposed development and, as far as is possible, has included amendments based upon comments provided during the public engagement exercise and observations from County Council members. The Masterplan and associated details are key elements of the application for outline planning permission which is now sufficiently advanced to be submitted to Gedling Borough Council for determination in accordance with Regulation 4 of the Town and Country Planning General Regulations 1992 (as amended).

Other Options Considered

10. As Top Wighay Farm has a planning designation for various forms of development, predominately residential, no other options for the site are being considered at the present time. Top Wighay Farm is identified in the Council's strategic land disposal programme with the opportunity for significant capital receipts over forthcoming years. If the scheme is not undertaken, then the housing numbers for the local plan will be jeopardised by 805 units; the Council's asset will not realise any benefit; the new proposed office will not be delivered and the Council's policy objectives will not be realised.

Reason/s for Recommendation/s

11. To enable the sale of a surplus asset and to secure capital receipts to the County Council and to provide much needed housing for this location.

Statutory and Policy Implications

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

RECOMMENDATION

1) To approve the submission of the application for outline planning permission at Top Wighay Farm for mixed-use development comprising:

- 805 homes;
- land for employment purposes (up to 49,500m² of B1/B8 uses);
- a local centre comprising A1-A5, B1(a) and D1 uses (up to 2,800m²);
- a 1.5 form entry primary school and
- associated infrastructure, open space and landscaping.

Councillor Mrs Kay Cutts MBE
Leader of the County Council

For any enquiries about this report please contact: Derek Highton, Service Director, Place & Communities, Tel: 0115 9773498

Constitutional Comments (SDS 20/12/2019)

13. The recommendation falls within the remit of the Policy Committee under its terms of reference.

Financial Comments (GB 19/12/2019)

14. A variation to the capital programme of £10.3m was approved at Policy Committee in June 2019 to undertake detailed design and construction of highways infrastructure and related work associated with the Top Wighay Farm project. Any further capital expenditure

required to be undertaken as a result of the Masterplan set out in this report will be subject to the usual capital approval processes.

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.

Electoral Division(s) and Member(s) Affected

- Electoral Division(s): Newstead
- Member(s): Councillor Chris Barnfather

Appendix One

Summary of Responses

1. A Statement of Community Involvement containing the views expressed during the community engagement exercise will be submitted as part of the application for outline planning permission. A summary of the main comments raised and how these may be addressed is presented below.

Transport

2. Out of the comments received, the majority were in relation to transport. The topics which reoccurred throughout the comments were: amount of traffic increase/congestion; lack of safe pedestrian crossing points; and, pressure on public transport. The majority of comments were concerned about the increase of cars on the existing roads. Comments stated that there was already congestion on the roads and that the proposed development would only exacerbate it. Comments queried what infrastructure would be put in place to alleviate congestion in the area that would be increased by the proposed development. Comments highlighted an issue with speeding, with some asking what traffic calming would be implemented. The Transport Assessment produced in support of this application indicates that the proposals would not result in significant adverse impacts on the local highway network, subject to mitigation measures.
3. Comments particularly highlighted transport issues along Annesley Road and Wighay Road, not only due to traffic, but due to the lack of a safe pedestrian crossing facility. The proposed development will be accessed via the A611/Annesley Road roundabout and a new signal controlled junction on the A611 to the northwest. The infrastructure for the access from the existing road network is currently under consideration by Nottinghamshire County Council as a separate planning application.
4. Comments were concerned that there appeared to be no public transport provision. It was stated that the bus services cannot cope and that the Tram Park and Ride was running at full capacity. As part of the proposed development, discussions will take place with operators to ensure bus services are provided through the site in order to provide services for the residents, school, shops and employment sites.
5. Residents from the adjacent Strata housing development raised concerns about the proposed pedestrian accesses into the site from their development. During revisions of the masterplan these points have been considered.

Planning and design

6. There was only one comment relating to planning and design, questioning whether similar sized houses would be built near the existing Strata development. Housing details will be considered at the Reserved Matters stage of the planning process.

Environment

7. The main concern raised was flooding, including: how the development will reduce the risk of flooding, concerns that the land already floods, and any proposed development will also flood, and will the drainage areas hold enough water to prevent flooding in existing developments. One comment asked for the drainage areas to look attractive.

The planning application is supported by a Flood Risk Assessment, which demonstrates how the development can take place without increasing flood risk for existing and future residents. Multiple surface water attenuation ponds are shown across the site on the illustrative masterplan.

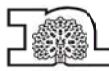
8. Some comments were against the development on undeveloped land, particularly green belt land. Comments also queried whether certain trees and hedgerows were to be retained. Concerns were raised over the impact of the proposals on the environment through: the loss of fields, loss of trees, pollution and the impact on wildlife. The application has taken into account the concerns raised regarding trees and hedgerows. There are no Tree Preservation Orders on site, and hedgerows are to be retained where possible, except when to allow for access and highway safety purposes. Whilst some comments raised concern over development in the green belt, the site is not situated within the green belt.

Housing

9. Most comments were against the increase of new housing particularly in Hucknall. One comment did support new housing. One comment suggested renovating existing vacant houses, and another comment suggested reusing boarded up council estates. This site is allocated in the development plan for residential development and therefore can be considered as policy compliant.

Facilities and Services

10. Most comments highlighted the current pressure on services and how the new development will increase this, particularly secondary schools and doctors. Comments were asking whether the new residents would be directed to Hucknall (Ashfield) services, as Hucknall's services have already taken an increase in population. Comments believed new development in Gedling should use services in Gedling. Questions were raised about what was being done to increase the provision of services and facilities in the area.
11. Discussions have taken place with the Local Education Authority with regard to the proposed location of the primary school which is an integral element of the development proposed. Further discussions will take place regarding secondary school capacity. Local Health Providers will be consulted in order to assess the most appropriate way to consider health care provision.
12. Land within the site is set aside to form part of a new local centre to provide services and facilities for the proposed development. Occupiers would be identified at a detailed stage, subject to planning permission being granted.





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REPORT OF THE LEADER OF THE COUNTY COUNCIL**SALE OF LAND ADJACENT TO SKYLARKS CARE HOME, ADBOLTON LANE, NOTTINGHAM****Purpose of the Report**

1. To seek approval to the surrender from existing tenancy and disposal of a strip of land adjacent to Skylarks Care Home, Adbolton Lane, Nottingham as shown edged and hatched on the attached plan.

Information

2. Church Farm Care, the owner of the Skylarks Care Home has obtained planning consent to enable the extension of their existing care home which to implement requires the acquisition of adjacent Council owned land for provision of car parking. The land forms part of the larger Kentrigg Farm holding which is let on a tenancy and indicated shaded grey on the plan.
3. Church Farm Care has therefore approached the Council with a view to acquiring this land and terms have been agreed as follows.
4. Purchaser : Church Farm Care, Church Lane, Cotgrave, Nottingham

Property: Approximately 0.82 acres (0.33 Hectares) of land at Adbolton Lane as indicated edged and hatched on the attached plan.

Tenure: Freehold with vacant possession.

Sale price: £300,000 (three hundred thousand pounds).

User/development conditions: For the extension of the care home only, in accordance with planning consent.

Fencing: The purchaser to provide and maintain a suitable boundary fence, in accordance with planning requirements.

Access: The Council to retain permanent vehicular and pedestrian rights of access across the site for the benefit of its retained land, namely Kentrigg Farm, ensuring that access is retained at all times during the period of works.

Costs: Each party to bear their own costs incurred.

5. The sale is subject to the Council providing vacant possession of the site and terms have been agreed with the tenant of Kentrigg Farm to surrender the subject land

from their tenancy retaining rights of access with both parties being responsible for their own costs incurred.

6. The Council has an obligation under s123 Local Government Act 1972 to obtain the best price reasonably obtainable for the disposal of its assets. The terms have been negotiated on a one to one basis with Church Farm Care with no recourse to the market due to their status as a special purchaser as adjoining owner potentially able to pay more than any other party. An independent valuation report has been undertaken by a specialist in the valuation of care homes which confirms that the value of the Council's strip of land having the benefit of planning consent for the neighbouring site would significantly increase the value above the market value in its existing use and the price agreed is acceptable. While the existing tenancy of the land is being surrendered the independent valuation has confirmed that due to the proximity of the care home, the central positioning of the road and size and shape of the site suggests that alternative development opportunities are extremely limited, and therefore it is highly unlikely that interest or offers for purchase would be gained from other parties on the open market. The proposed terms are therefore considered to represent best value to the Council.
7. The valuation advice has confirmed that the impact on the rental and capital value of the retained land at the Kentrigg Farm would be negligible.
8. As a private treaty disposal to one party, in accordance with the Council's constitution, the Group Manager of Legal Services and the s151 Officer have been consulted in respect of this proposed transaction and whether it is appropriate to proceed. They are satisfied that it is appropriate to proceed on the basis of the conditions of sale.

Other Options Considered

9. The option of not progressing with a sale. However, this would restrict the potential to extend the neighbouring care facility and delay a potential capital receipt for a parcel of land with otherwise limited value.

Reason/s for Recommendation/s

10. The disposal of the strip of land adjacent to Skylarks Care Home provides the County Council with a capital receipt and enables the extension of a local established care facility without greatly impacting on the County Council retained land.

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.

RECOMMENDATION/S

- 1) To approve the sale of the freehold interest with vacant possession in land at Adbolton Lane as indicated edged black and hatched on the attached plan to Church Farm Care for £300,000 with other terms as set out in this report;
- 2) To approve the taking of surrender of the subject site from the existing tenant of Kentrigg Farm.

Councillor Mrs Kay Cutts MBE

Leader of The Council

For any enquiries about this report please contact: Derek Higon, Service Director, Place and Communities, Tel: 0115 9773498

Constitutional Comments (CEH 02/02/2020)

12. The recommendations fall within the remit of Policy Committee under its terms of reference.

Financial Comments (GB 19/12/2019)

13. The report sets out that the proposed disposal terms are considered to represent “best value “ to the Council. In line with the Council’s current policy the capital receipts will be used either to fund transformation costs or will be set against the principal of previous years’ borrowing.

Background Papers and Published Documents

- None.

Electoral Division(s) and Member(s) Affected

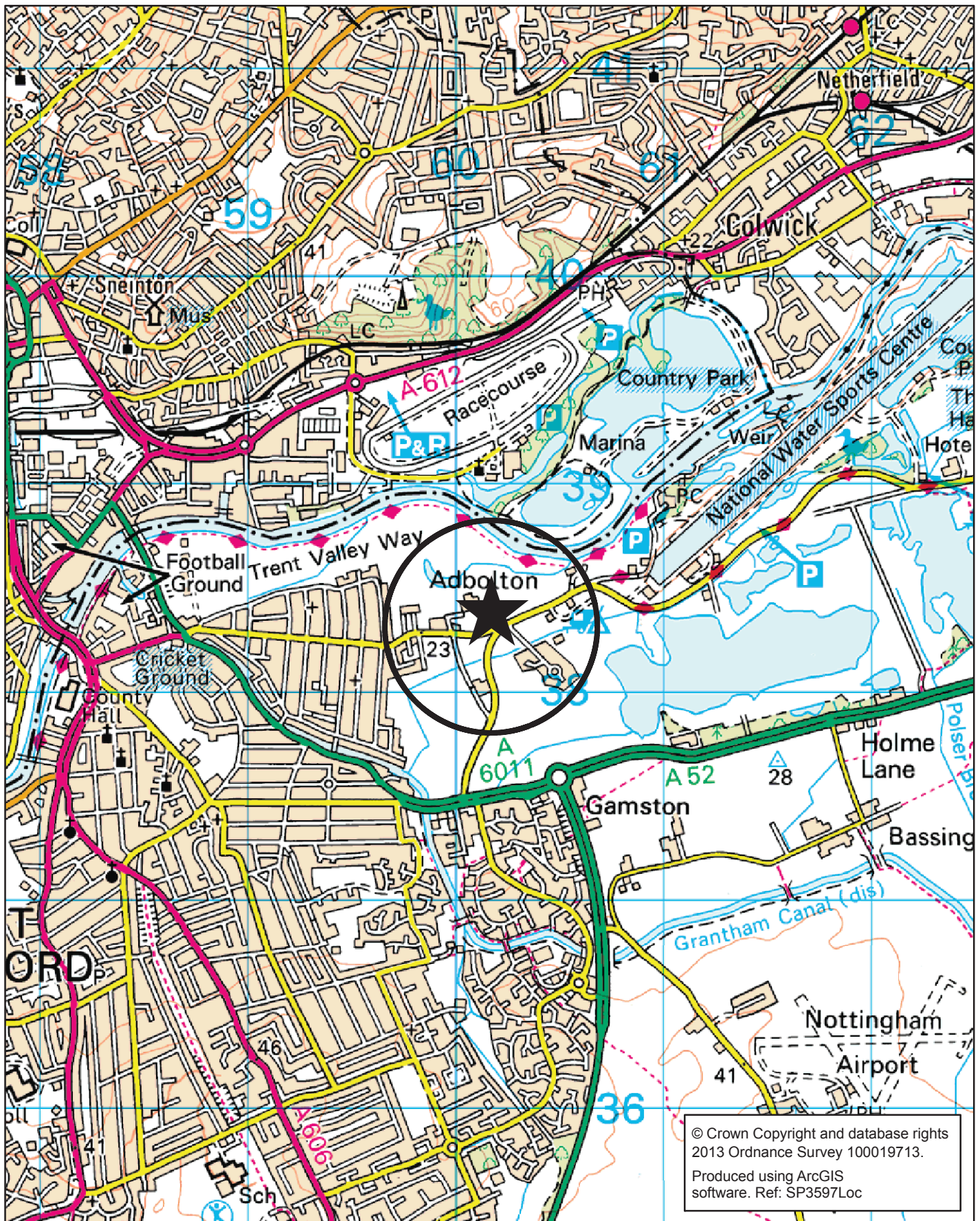
- Ward(s): Radcliffe on Trent
Member(s): Councillor Mrs Kay Cutts MBE

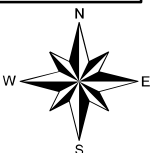
File ref.: /JP/SB/00254

SP: 3597

Properties affected: 00254 - Kentrigg Farm

20191202 NG





REPORT OF THE LEADER OF THE COUNTY COUNCIL**PROPOSED DISPOSAL BY WAY OF 999 YEAR LEASE OF OLLERTON COLLIERY EAST AND WEST TIPS AND SHIREBROOK COLLIERY TIP****Purpose of the Report**

1. To seek approval to Ollerton Colliery East and West Tips and Shirebrook Colliery Tip being let on 999 year leases to Forestry England on the terms detailed in this report.

Information

2. On 13th November 1997 The Council acquired 8 colliery sites from the Coal Authority in what became known as the 'British Coal Deal'.
3. The un-restored spoil heaps were transferred to the Council with a dowry of £14m; with the Council undertaking the design work and undertaking the restoration of the sites on behalf of the Coal Authority and according to the approved Mineral Planning Consents.
4. The un-restored spoil heaps at Ollerton and Shirebrook were both reclaimed according to the same prescription by NCC Landscape and Reclamation Team, using civil engineering contractors. All of the restoration costs were paid out from the dowry from the Coal Authority.
5. Once the tips had been shaped to achieve final landform, and the slurry lagoons (from coal washing) capped and sealed - the colliery shale was de-compacted by excavator to a depth of 500mm and lime added to reduce the acidity of the colliery shale. 500mm of 'soil' (mainly sands and sub-soils) was then tipped over the de-compacted shale and dug again to mix the soil and shale and achieve the final finished levels. Given that the soils were of poor quality, in those areas where trees were to be planted sewage cake was also added to provide nutrient for the trees to grow.
6. A network of surfaced forestry grade tracks (to provide future access for harvesting vehicles) were constructed and the tree plots fenced to provide the young trees with protection against rabbits.
7. Trees were planted by hand and maintained annually to reduce competition by weeds.
8. Both Ollerton and Shirebrook were planted with broadly the same species of trees: Approximately 80% was Corsican Pine, a fast-growing conifer species well suited to the Sherwood area. The remaining 20% was comprised of native broadleaf species including oak, birch, ash, hawthorn and hazel; with willow and alder planted in the wetter areas. All are able to cope with poor soil conditions.

9. The mix of species was chosen with the Corsican Pine to be managed as a commercial tree crop to provide an income stream for the Forestry Commission to manage the sites going forward; and native species to be managed for their biodiversity and visual amenity. Large areas of grassland and extensive wetlands were also created as part of the final restoration.
10. Grassland areas were sown with a simple native wildflower or grass seed mix, with the impoverished nature of the soils helping to control growth and allowing a flowery sward to develop in many places, as well as reducing the need for grass cutting.
11. To date four of the sites have been leased to Forestry England, but with Cotgrave Country Park being retained by the Council to be managed as a Country Park. As a result of planning and other land related issues the completion of the leases for Ollerton (East and West) and Shirebrook were delayed.
12. Formal Approval is required to enable the completion of the leases for Ollerton Colliery West Tip, Ollerton Colliery East Tip and Shirebrook Colliery Tip.
13. Currently, Forestry England provide a dedicated Community Ranger for both Ollerton (East and West) and for Shirebrook. The Rangers work with local groups from the community and run a range of volunteer conservation projects on the three sites, undertake regular facility checks, litter picks and provide a site presence and point of contact. It is likely that Forestry England would withdraw their support should the leases not proceed.
14. The Council do not have the capacity or resources necessary to provide the level of support currently dedicated to these sites by Forestry England, and therefore the level of community engagement and visitor amenity would be significantly reduced.
15. Ollerton Colliery Pit East and Ollerton Colliery Pit West currently have a very basic twice yearly maintenance programme, although this is not sufficient to maintain the sites adequately long term.

If these sites were retained the minimum expenditure is likely to be:

Shirebrook

- Annual maintenance of £3000 (bare minimum required)
- Re-active maintenance of £4500 (based on last two years expenditure plus likely tree safety works)

Ollerton

- Actual annual twice yearly maintenance c. £2500 (bare minimum required)
- Re-active maintenance £4000 (based on last two years expenditure plus likely tree safety works)

16. In addition, given that the sites are now reaching 20 years since restoration there will be an increasing requirement to replace site name boards, gates, barriers, bridges and maintenance of approximately 15km of forest road.
17. The Council is responsible for ensuring the safety of the public using these sites; there will be the ongoing requirement to regularly inspect and react to any

maintenance requirements to ensure the safety of visitors - a significant commitment of officer time. Expenditure on replacement and repair will only increase as fixtures and fittings reach the end of their natural life. Once the leases are completed these responsibilities will transfer to Forestry England.

18. The proposed 999 year leases have been negotiated on a one to one basis with Forestry England without recourse to the market. The Council's financial regulations allows the matter to be dealt with in this way provided that special circumstances exist that identify there is only likely to be one potential party to enter into the transaction. Forestry England is a major land owner in Nottinghamshire and manage land for Forestry, biodiversity, carbon sequestration and the benefit of the public of Nottinghamshire. They already provide Rangers who are involved in a range of diverse volunteer and conversation events with schools and local community groups.
19. Under S.17.5.5.2 of the Council's Financial Regulations the Service Director Place and Communities has sought approval from the Section 151 Officer and Group Manager of Legal Services to the proposed 999 year lease being by private treaty.
20. The Council has an obligation under s123 Local Government Act 1972 to obtain the best price reasonably obtainable for the disposal of its assets. The proposed terms are considered to represent best value to the Council. The sites are reclaimed tips and therefore have severe constraints around any future development. At present the liabilities associated with the sites outweigh any value that could be attributed to them and they are considered to be of nil value. In addition, there are restrictions on the leases regarding future use resulting in no development potential and little commercial value.
21. In addition to the above, under Section 123 of the Local Government Act 1972, there is a requirement to advertise the proposed 999 year leases due to the sites being designated as Public Open Space. Members of the public are then able to comment on the proposal.
22. Forestry England will be taking on full responsibility for all aspects of sites including insurance, repair, management and all other liabilities except land slip and deep drainage issues. Forestry England will maintain access and provide recreational and sporting facilities for the public at nil cost. Therefore, the transaction will also secure the long term use and future of the sites and protect public open space for generations to come.
23. The following heads of terms have been provisionally agreed subject to contract and formal approval

Lessor:	Nottinghamshire County Council
Lessee:	Forestry England
Term:	999 years
Premises:	Ollerton Colliery East Pit, Ollerton Colliery West Tip and Shirebrook Colliery Tip
Use:	For the management of trees and supply of timber pursuant to the

	Forestry Act. To conservation and enhancement of natural beauty. Provision of recreational and sporting activities including facilities for walking, cycling, horse riding and fishing by the public. Open space for public recreation, conservation management and commercial forestry purposes.
Rent	£1.00 per annum if demanded
Other Matters	No development of the site. Only to be use for the uses specified.
Costs	Each party to cover their own costs.

Other Options Considered

24. The Council to continue managing the sites

Reason/s for Recommendation/s

25. To remove the maintenance liability from the County Council and allow Forestry Commission to manage the sites as public open space and preserve its conservation interest.

Statutory and Policy Implications

26. 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) To approve disposal, by way of 999 year lease, of Ollerton Colliery East and West Tips and Shirebrook Colliery Tip to Forestry England on terms detailed in the report, subject to consideration by the Corporate Director Place (in consultation with the Chair of Policy Committee) of any representations received from the public to the advertised disposal of these public open spaces.

Councillor Mrs Kay Cutts
Leader of the County Council

For any enquiries about this report please contact: Derek Higton, Service Director Place and Communities, Tel: 0115 9773498

Constitutional Comments (CEH 3/12/2019)

27. The recommendations fall within the remit of Policy Committee under its terms of reference. [CEH 03.12.19]”

Financial Comments [RWK 18/12/2019]

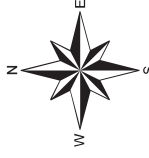
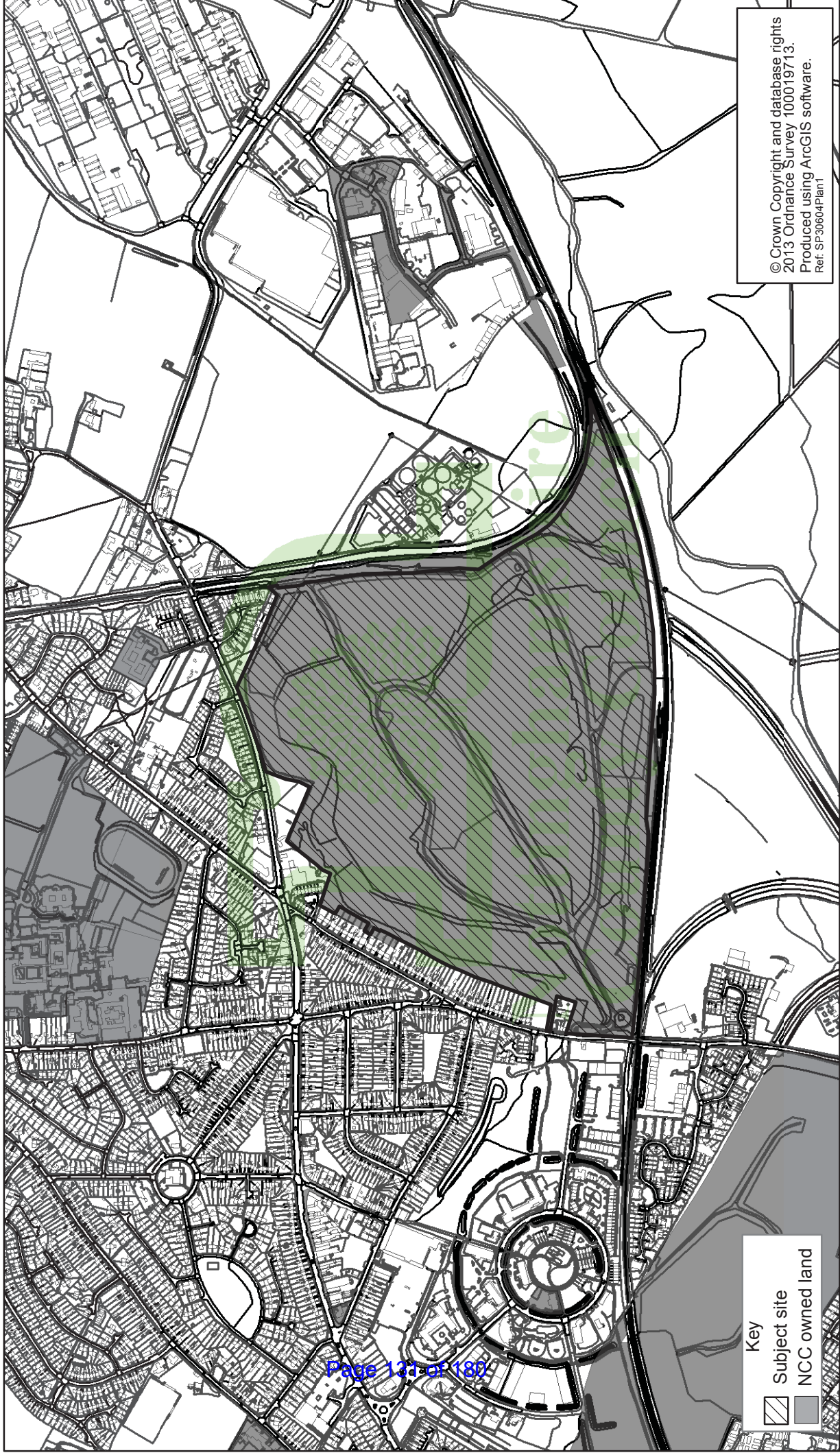
28. The report proposes the disposal by lease of a number of tips. The annual maintenance costs for the tips are set out in paragraph 15 of the report and are estimated to be a minimum of £14,000 per annum. If disposal of the tips is approved the responsibility for maintaining the tips will be passed to the lessee and the County Council will no longer need to fund these costs.

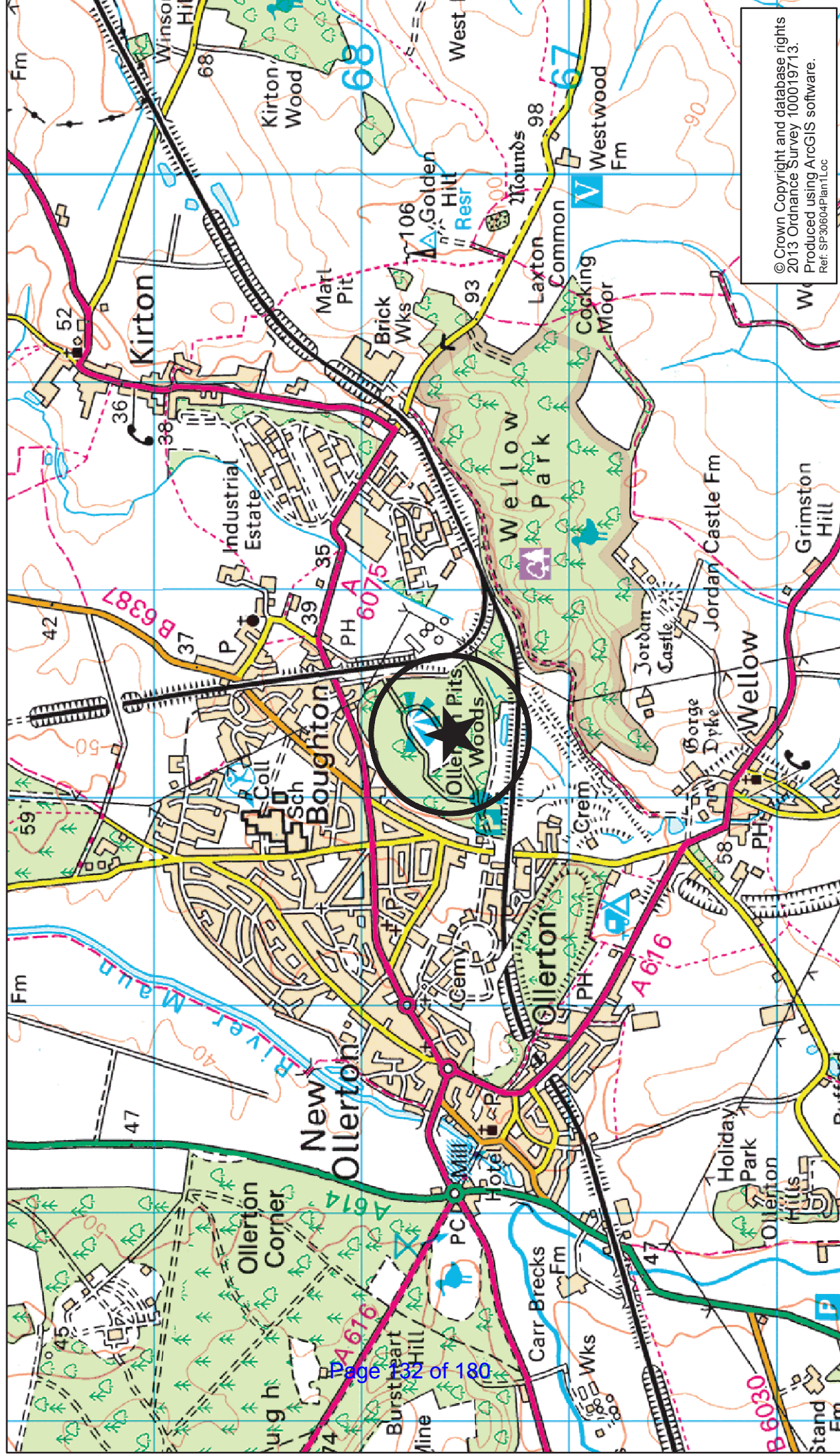
Background Papers and Published Documents

- None.

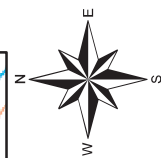
Electoral Division(s) and Member(s) Affected

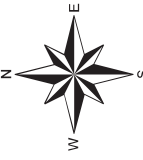
- Electoral Division(s): Ollerton, Warsop
Member(s): Councillor Andy Wetton, Councillor Mike Pringle





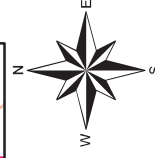
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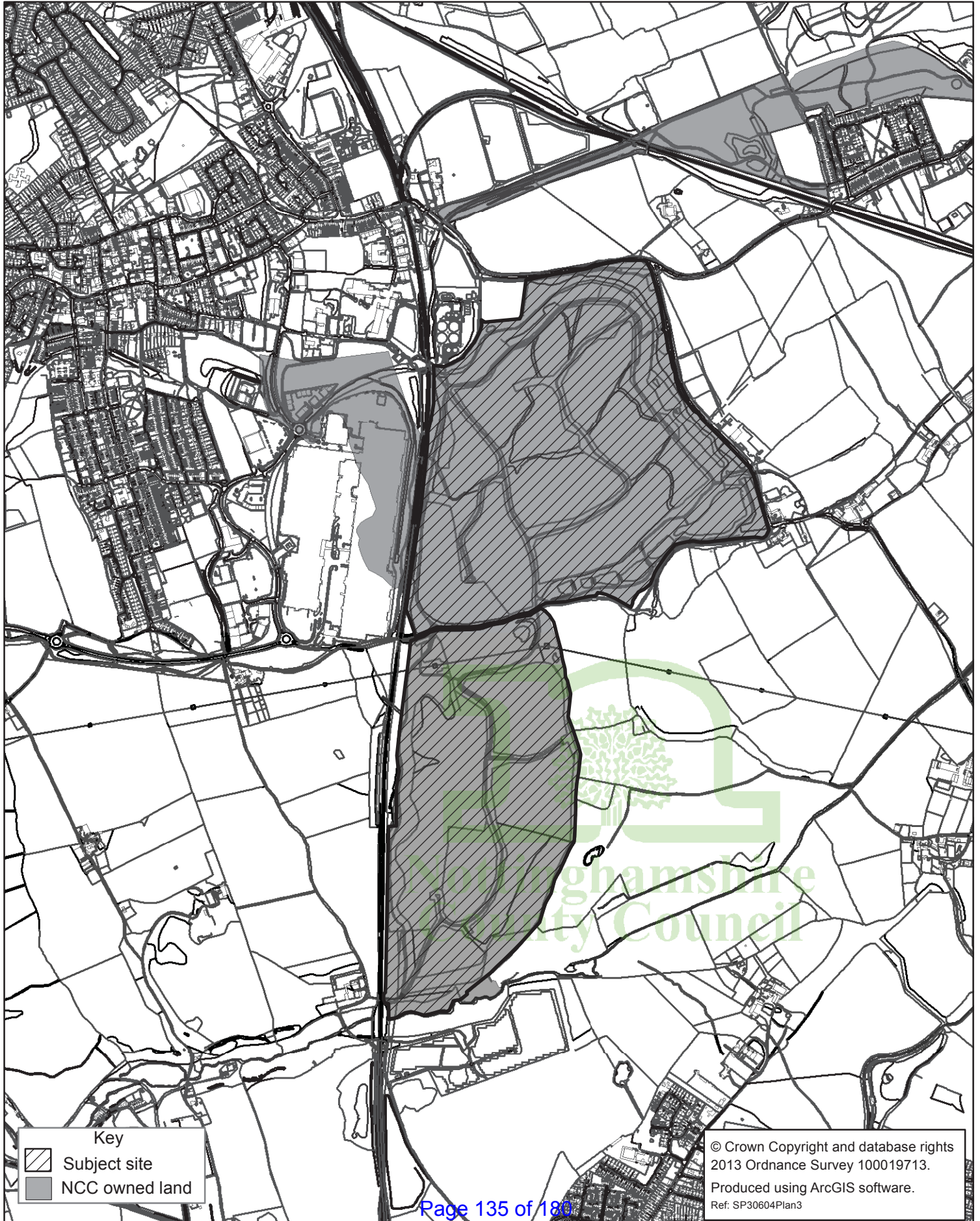


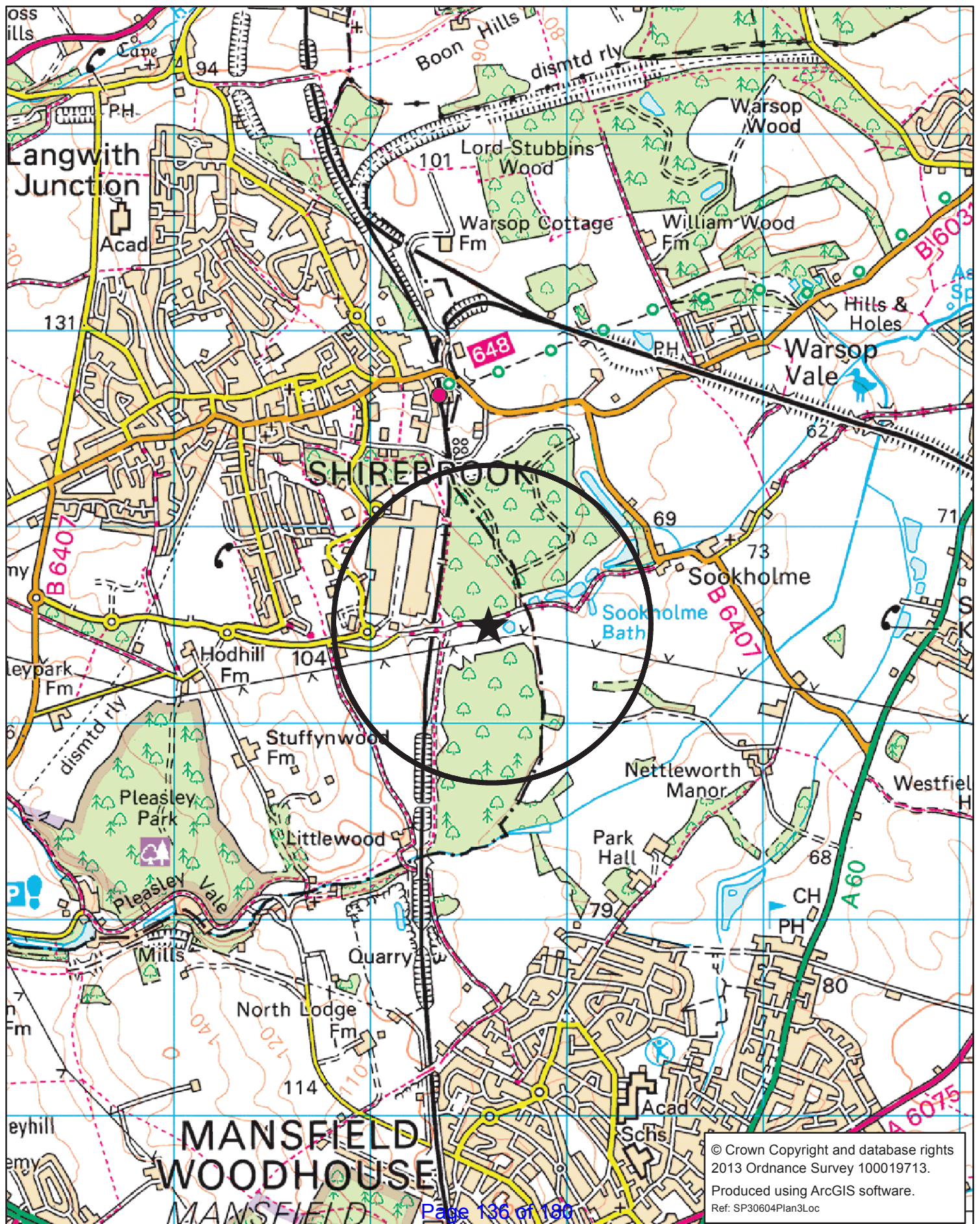


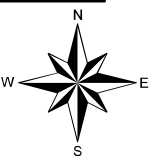
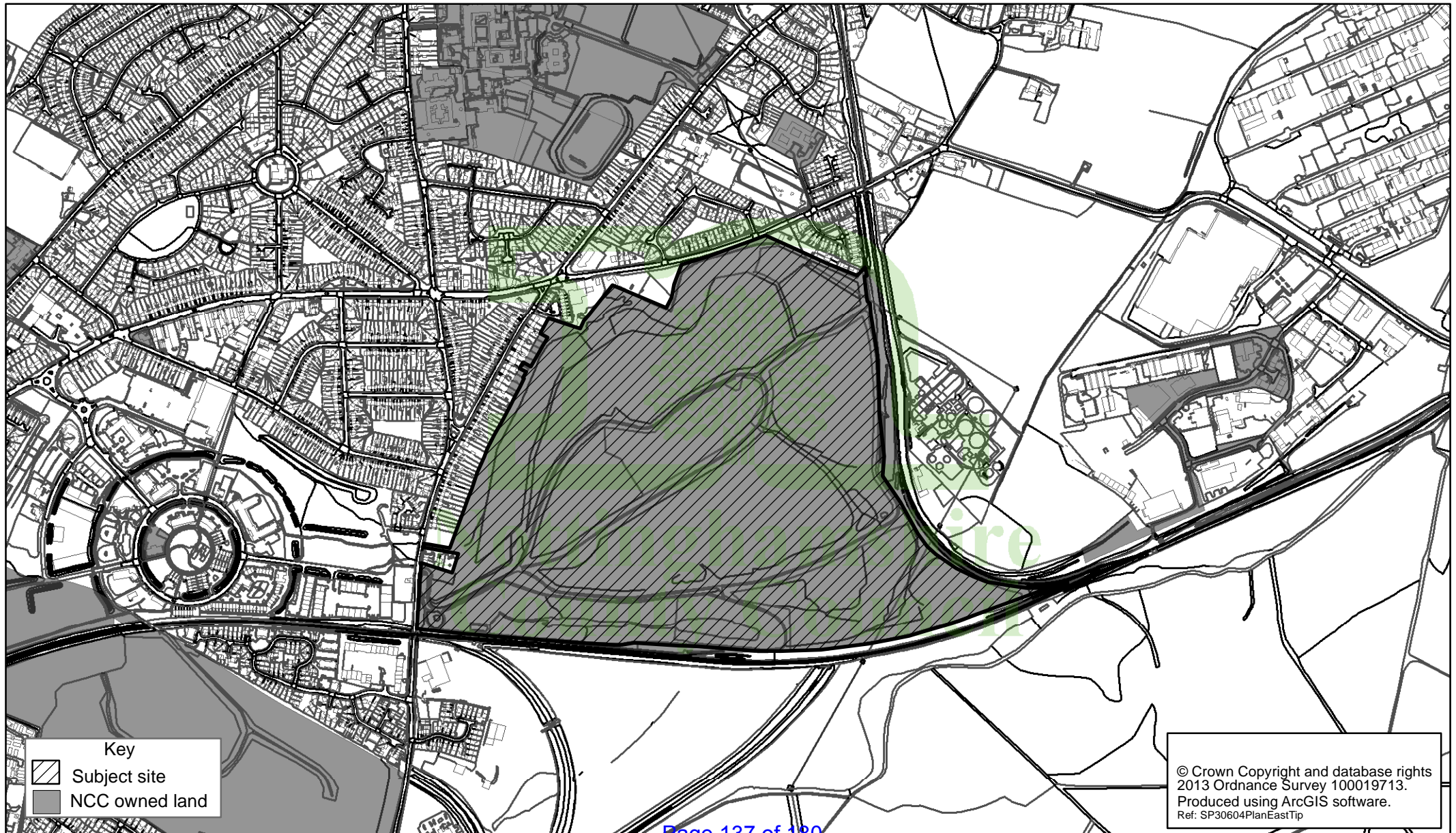
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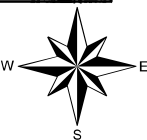
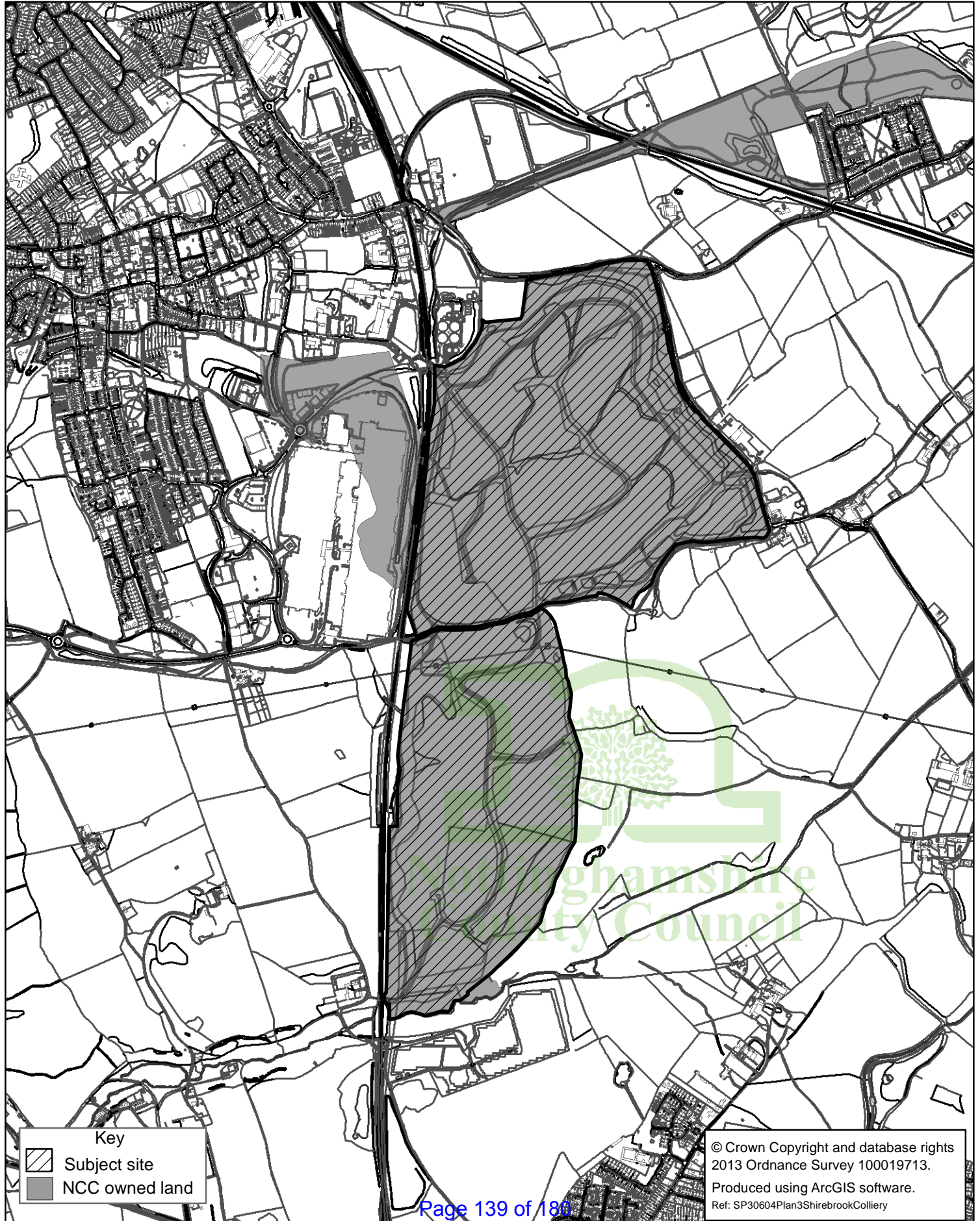


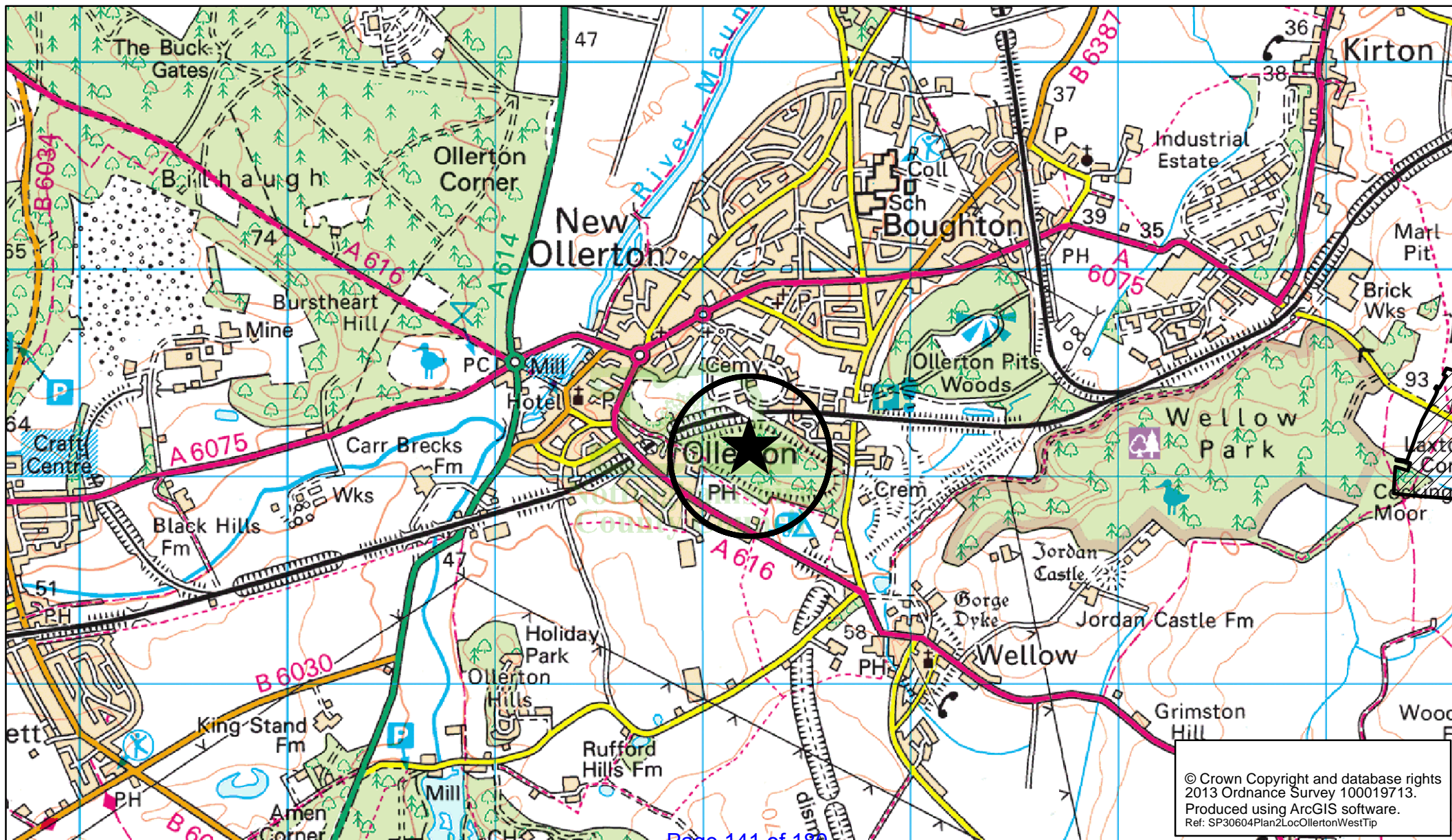
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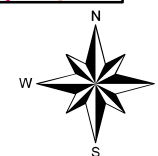


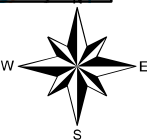
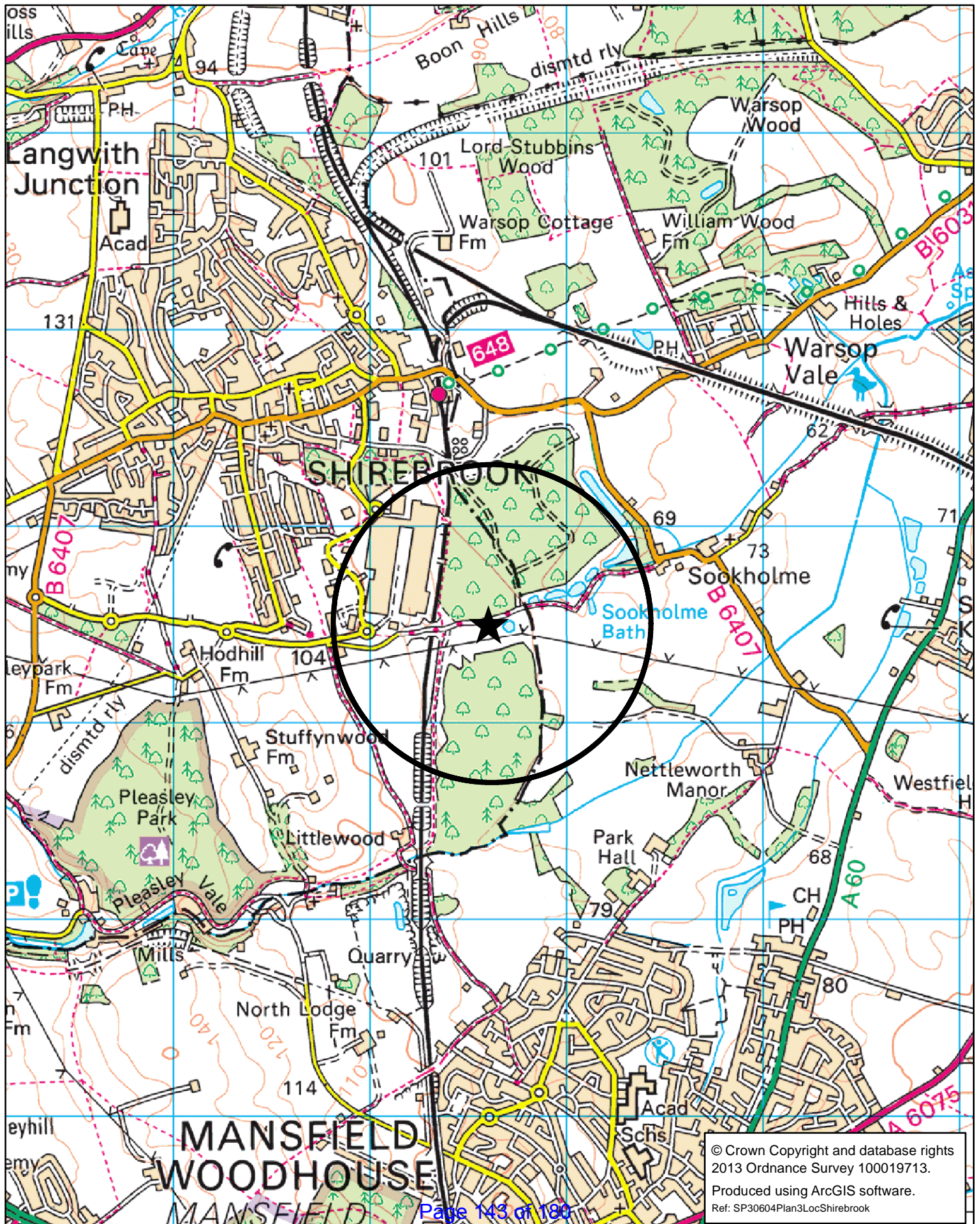






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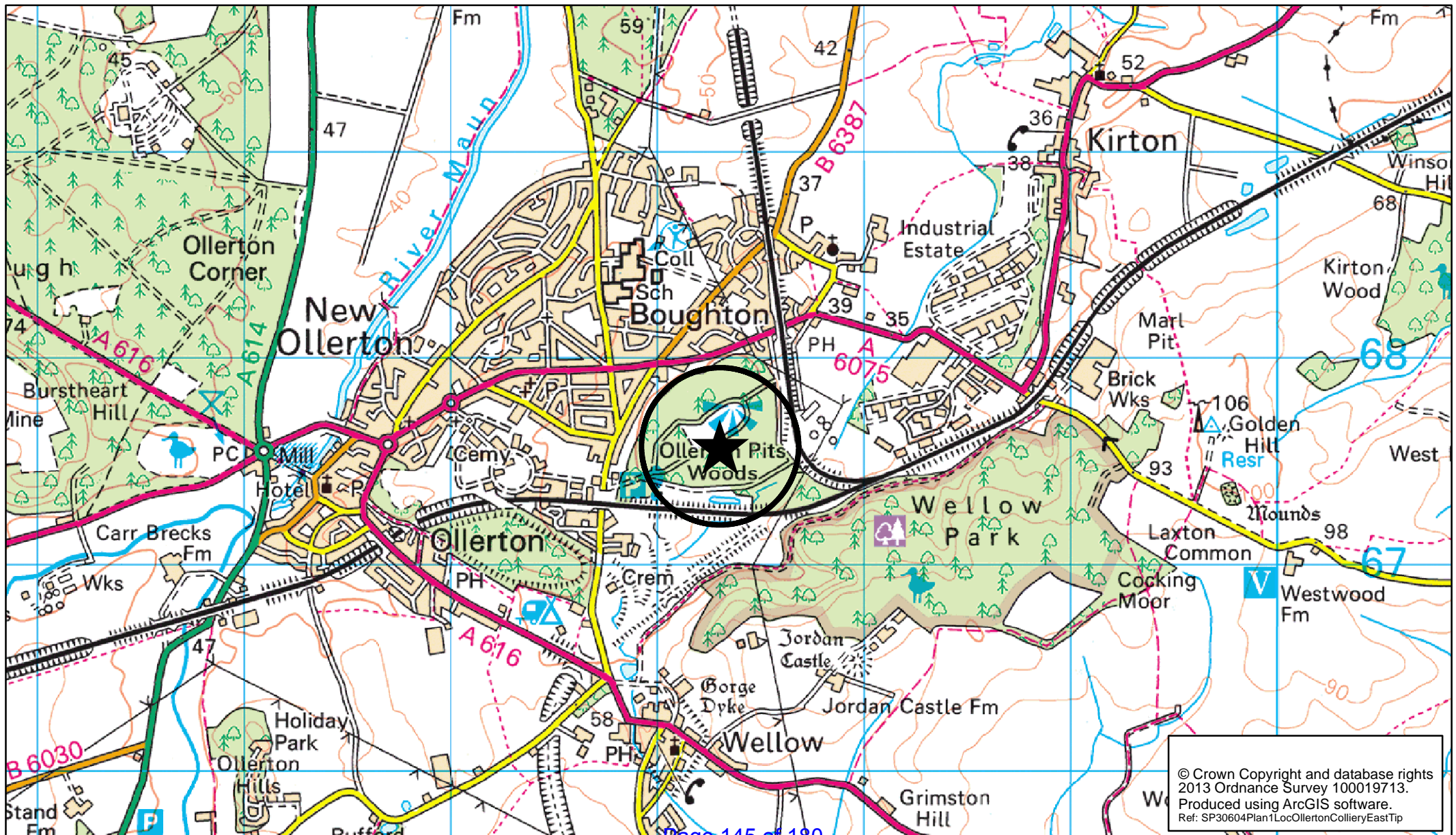






SP3604 Ollerton Colliery East Tip - Location Plan

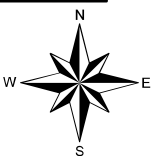
Plan provided by: dlc



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Ref: SP30604Plan1LocOllertonCollieryEastTip

Place

Scale 1:25,000
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REPORT OF THE LEADER OF THE COUNTY COUNCIL**SALE OF LAND AT MAUN VIEW, MANSFIELD FOR SUPPORTED LIVING HOUSING****Purpose of the Report**

1. To seek approval for a capital grant contribution of £25k from an approved capital allocation for Adult Social Care Supported Living projects, towards the development of a new housing scheme for people with complex needs.
2. To seek approval to sell an area of land of approximately 1.39 acres at Maun View, Chesterfield Road South, Mansfield, Nottinghamshire for Supported Living housing on the terms outlined in the report.
3. To seek approval for the Group Manager, Legal, Democratic and Complaints to enter into an appropriate commercial agreement in order to protect the Council's interests and investments in this matter.

Information**Capital Grant Contribution**

4. Under the Transforming Care programme, the Council wishes to reduce the number of younger adults inappropriately placed in long stay hospitals. This is a duty placed on the NHS and Local Authorities following the Department of Health review into the failings of the Winterbourne View private hospital in 2012. It is also in line with the current Adult Social Care policy (updated Dec 2017) to support people to maximise their independence.
5. As a result of the Council's objectives and duties described in paragraph 4, the Council procured a partner to work with Adult Social Care to develop a bid for NHS England capital funding to be used to design, build, finance and operate a bespoke housing scheme for adults with complex learning disabilities and Autism. Choice Support was appointed as the successful partner.
6. The accommodation is required to be highly adapted to be robust and designed with key features and technology which will support people to be able to live safely within their local community. Ordinary housing options are not suitable for this cohort and without the additional NHS capital funding the alternatives to hospital accommodation are limited.
7. The ASCH team have a pre-approved capital allocation budget for investment in Supported Living Projects. As part of the bid development process for the NHSE capital grant, Choice Support and the Council will need to make their own financial

contributions to the scheme to ensure it is viable. The Council contribution would come from the approved budget. Committee Chair for Adult Social Care and Public Health Committee has been consulted and approves this approach and use of the funds.

8. The bespoke housing scheme will be deliverable if the NHSE capital bid of £1.9 million is successful together with contributions from Choice Support of £150,000 and £25,000 from the approved capital allocation for Adult Social Care Supported Living projects. Each party's investment in the scheme will be protected as a percentage of the asset by a commercial agreement. NHSE will take a legal charge over the property and ASCH will have 100% nomination rights to enable referrals to be made for those with the highest priority need. The three funding sources together will enable the project to go ahead and for Nottinghamshire residents to benefit from the significant investment of national capital.

Land Sale for Supported Living

9. The subject site, which is adjacent to the former Maun View Residential Care Home was retained by the Council when the care home was sold as a going concern in 2012. The land is shown hatched black on the attached plan.
10. Following its appointment as successful partner, Choice Support identified the area of land at Maun View as being suitable for the housing scheme subject to planning. Choice has approached the Council to purchase this land. The sale of Council land to Choice Support would assist the Council and Choice in securing the NHS funding as it is difficult for Choice to source land elsewhere without a successful funding bid.

11. Terms for the sale of the land have therefore been agreed as follows:

Site: Land at Maun View as identified on the attached plan.

Purchaser: Choice Support.

Tenure: Freehold interest with vacant possession.

Sale price: £375,000 (three hundred and seventy five thousand pounds).

Condition: The sale will be subject to (i) the purchaser achieving a satisfactory planning consent for the proposed development (ii) Choice being successful with their NHSE Capital Funding sufficient to undertake the scheme (iii) the land to be used for support living housing (iv) Choice enter into an agreement with NCC for the provision of such housing (in accordance with the tender exercise) and for NCC to have nomination rights.

User: Supported living housing.

Nomination rights: The Council will retain nomination rights (as set out in paragraph 8).

Costs: Each party to bear their own costs incurred.

12. An independent market valuation of the site has been provided by Innes England. This valuation states that the market value of the site is £375,000. This valuation confirmed the Council's in-house valuation of the site. The Council's Estates team are satisfied the agreed disposal price complies with the Council's statutory duty on land disposal.

13. As a private treaty disposal to one party, in accordance with the Council's constitution, the Group Manager of Legal Services and the s151 Officer have been consulted in respect of this proposed transaction and whether it is appropriate to proceed. They are satisfied that it is appropriate to proceed on the basis of the conditions of sale and the Council's investment being protected by appropriate agreement.

Other Options Considered

14. Other options considered include selling the site on the open market. This option would mean the housing scheme could not proceed as the funding application would fail without suitable land on offer and therefore fail to deliver the service benefits associated with Supported Living accommodation.

Reason/s for Recommendation/s

15. To make best use of surplus land by delivering both a capital receipt whilst also meeting pressing service need and discharging the Council's duty to commission Supported Living accommodation in line with their Adult Social Care Strategy (updated December 2017) to support people to maximise their independence. The Council and Choice have the opportunity to bid for £1.9m of funding for vulnerable people for the County and the sale will help secure the funding.

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.

RECOMMENDATION/S

1. That approval is given to invest £25,000 from the ASCH supported living capital allocation in a new housing scheme for people with complex needs.
2. That approval is given for the sale of the freehold interest of approximately 1.39 acres of land at Maun View, Chesterfield Road South, Mansfield to Choice Support on the terms set out in the report.
3. That the Group Manager, Legal, Democratic and Complaints is authorised to enter into an appropriate commercial agreement in order to protect the Council's interests and investments in this matter.

Councillor Mrs Kay Cutts MBE

Leader of The Council

For any enquiries about this report please contact:

Derek Higton - Service Director - Place and Communities
Tel: 0115 9773498

Constitutional Comments (AK 12/12/2019)

17. The recommendation falls within the remit of Policy Committee under its terms of reference. The Council is under a statutory obligation when disposing of land or buildings to obtain the best price reasonably obtainable on the open market. Therefore, Members should satisfy themselves of this.

Financial Comments (KRP 24/12/2019)

18. As set out in the report the Council contribution of £25,000 will be funded from the approved capital allocation for Adult Social Care Supported Living projects and will be fully protected. The sale of the land is at market value, as confirmed by both in house and external valuation.

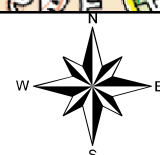
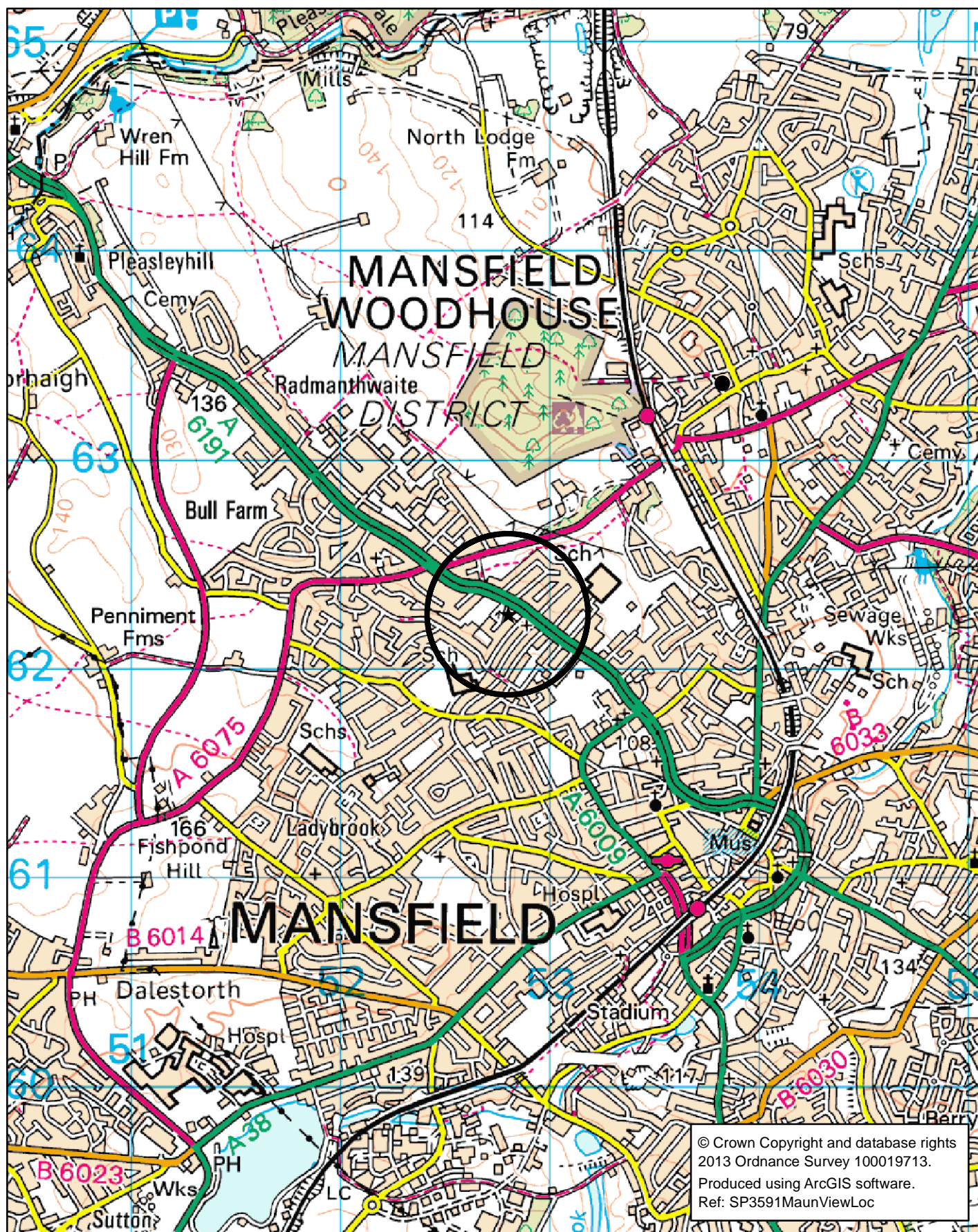
Background Papers and Published Documents

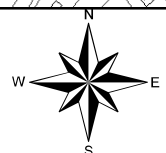
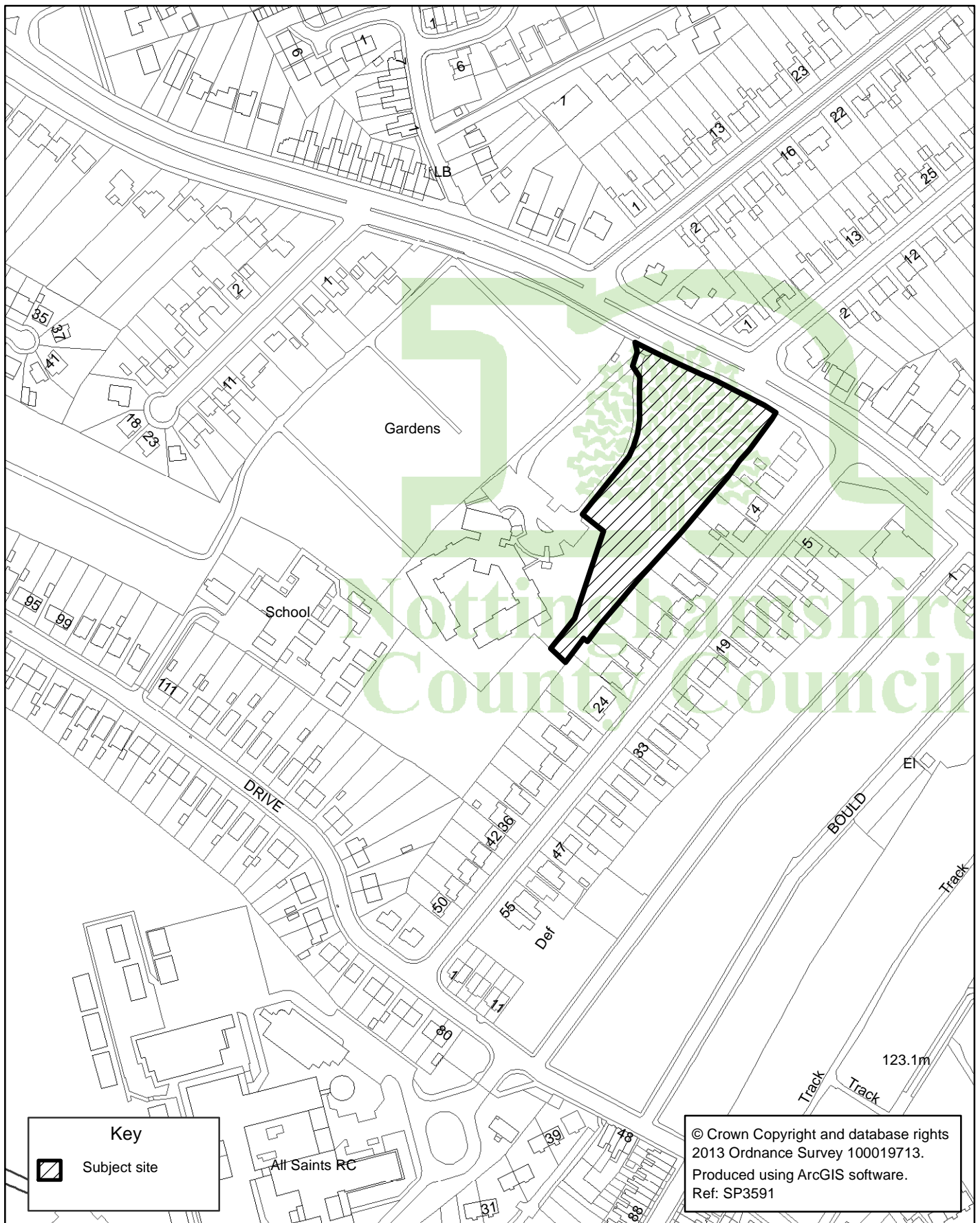
- **None. Electoral Division(s) and Member(s) Affected**
- Ward(s): Mansfield West
Member(s): Councillor Paul Henshaw, Councillor Diana Meale

File ref.: /ST/SB/50047

SP: 3591

Properties affected: 50047 - Remaining land at former Maun View site





REPORT OF THE LEADER OF THE COUNTY COUNCIL**PROPOSED SALE OF LAND OFF ROLLESTON DRIVE, ARNOLD,
NOTTINGHAM****Purpose of the Report**

1. To seek approval to the disposal of the Former Highways Depot at Rolleston Drive Campus, Rolleston Drive, Arnold on terms as detailed in this report and its appendix.

Information

2. This report contains an exempt appendix, which is not for publication by virtue of paragraph 3 of Schedule 12A of the Local Government Act 1972 (as amended) (Information relating to any individual and the business affairs of a particular person (including the authority holding that information)). The exempt appendix provides details of the terms agreed. Disclosure of this information would prejudice the parties' commercial interests.
3. The site as indicated edged on the attached plan, is currently vacant with former buildings having been demolished to slab level. There is no rent passing or any other form of income from the asset. The site extends to approximately 9 acres (3.64 hectares) being prominent with extensive road frontage located to the east of Arnold Town Centre.
4. A development brief has been prepared by Gedling Borough Council which indicates that the site has scope for the provision of 140 homes with access off Rolleston Drive together with affordable housing provision of 20%.
5. The site has been openly marketed and several proposals to purchase have been received on a like for like basis, all being conditional upon ground conditions (contamination and abnormal foundation depth), the grant of planning permission and Section 106 contribution. The cost of these would be deductible from the purchase price.
6. Following an extensive marketing period and informal tender, the Council has identified a suitable purchaser for the site being a well-established housebuilder with suitable funding arrangements in place. Details of the proposed terms of sale are outlined in the appendix to this report.
7. The Council has an obligation under s123 Local Government Act 1972 to obtain the best price reasonably obtainable for the disposal of its assets. Given the current use designation for the land and the method of marketing, the proposed disposal terms are considered to represent "best value" to the Council.

Other Options Considered

8. The Council has considered the site for operational use without identifying a viable proposal.

Reason/s for Recommendation/s

9. To deliver new housing and a substantial capital receipt upon disposal and to release the Council from ongoing maintenance and security obligations.

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.

RECOMMENDATION/S

- 1) To approve the sale of land site at Rolleston Drive as indicated edged black on the attached plan on the terms as set out in the appendix to this report;
- 2) To delegate approval to the Corporate Director Place in consultation with the S.151 officer, Head of Legal and Democratic Services and Chair of Policy Committee to agree the final sale price (within the parameters set out in the appendix to this report), negotiate and finalise the terms of the contract and any necessary legal documentation to give effect to these proposals.

Councillor Mrs Kay Cutts
Leader of the County Council

For any enquiries about this report please contact: Derek Higton, Service Director - Place & Communities, Tel: 0115 97 73498

Constitutional Comments (CJ 08/12/2019)

11. The recommendations fall within the remit of Policy Committee under its terms of reference. The Council is under a statutory obligation when disposing of land or buildings to obtain the best price reasonably obtainable on the open market. Therefore Members should satisfy themselves of this. If the Council has any retained land the effect on the value and use of it must be considered.

Financial Comments (GB 19/12/2019)

12. The report sets out that the proposed disposal terms are considered to represent “best value “ to the Council. In line with the Council’s current policy the capital receipts will be used either to fund transformation costs or will be set against the principal of previous years’ borrowing.

Background Papers and Published Documents

- None.

Electoral Division(s) and Member(s) Affected

- Electoral Division(s): Arnold North
- Member(s): Councillor Pauline Allan, Councillor Michael Payne

File ref.: 06177/00027/MB/SB/new

SP: 3614

Properties affected: 06177 - Beck Meadow, 00027 - Rolleston Drive Campus





REPORT OF LEADER OF THE COUNTY COUNCIL**GEDLING ACCESS ROAD (GAR) – LAND ACQUISITIONS AND DISPOSALS****Purpose of the Report**

1. To seek approval to the acquisition of land required for the Gedling Access Road on the terms as set out in the exempt appendix relating to 0.025 acres of land to the south of Mapperley Plains, Mapperley and 0.862 acres of land that forms part of the 3rd Woodthorpe Scouts Group at Mapperley.
2. To seek approval to dispose of land as part of the delivery of the Gedling Access Road as required under a Section 106 Unilateral Undertaking dated 23 December 2014 on the terms as set out in the exempt appendix relating to 1.75 acres of land to the north of Arnold Lane, Mapperley.

Information

3. This report contains an exempt appendix, which is not for publication by virtue of paragraph 3 of Schedule 12A of the Local Government Act 1972 (as amended) (Information relating to any individual and the business affairs of a particular person (including the authority holding that information)). The exempt appendix provides details of the terms agreed with private landowners and forms part of confidential negotiations and disclosure of this information would not be in the public interest. To disclose this financial information would prejudice the parties' commercial interests and those of third parties.
4. The role of the Gedling Access Road is twofold. Primarily, the new road will enable the sustainable redevelopment of the former Gedling Colliery site for mixed-use purposes by providing safe and adequate access to the proposed residential, employment and community related uses proposed for the site. Secondly, it will also provide a 'bypass' around Gedling, providing improved connectivity to the wider road network. In doing so, the Gedling Access Road will ease traffic congestion on other roads surrounding the former colliery site that at present are either at or nearing capacity.
5. Without acquiring the parcels of land detailed in this report, either through agreement or via the Compulsory Purchase Order process, the proposed works cannot be delivered. Previous Committee approvals stipulate that wherever possible; land will be acquired by agreement. The last report seeking approval to acquire a further two private land interests by agreement was considered at the Policy Committee meeting on 13th November 2019, this report gave details of guidance published by the Ministry of Housing, Communities and Local Government (MHCLG), the Orders confirmed by the Secretary of State for Transport and funding. The previous report is listed as a background paper.

6. Works commenced to construct the Gedling Access Road on 6th January 2020 and the construction programme takes into account the status of acquisitions for the two private land interests described in this report.

Acquisition - Land south of Mapperley Plains, Mapperley

7. The route passes through 100 sq. metres (0.025 acres) of scrubland to the south east of Lambley Lane, designated as Plot 5 in the Order. The land required is part of a wider land parcel 918 sq. meters (0.227 acres), title NT362748 that is an Above Ground Installation in the ownership of Cadent Gas Limited.
8. The area of land required is shown on drawing HW00590/332 and a location plan of the site on HW00590/323.

Acquisition - Land that forms part of the 3rd Woodthorpe Scouts Group at Mapperley

9. The route passes through 3,490 sq. metres (0.86 acres) of land that is part of the 3rd Woodthorpe Scouts Group. This consists of 0.01 acres of public highway, 0 .02 of yard / accessway and 0.83 acres of wooded area. The land being acquired is part of a wider land parcel, title NT85204.
10. The area of land required is shown on drawing HW00590/335 and a location plan of the site on HW00590/336.

Disposal - Land North of Arnold Lane to the Scouts Group

11. The Homes and Communities Agency, now Homes England, at the time of submitting the original planning application for the Gedling Access Road (reference 2014/0915) were required by Gedling Borough Council to execute a Section 106 Unilateral Undertaking. With reference to the Scouts Group this included measures relating to land exchange and replacement of facilities as a result of part of their land being acquired by the County Council as set out above. The County Council are the successor body for the Unilateral Undertaking for the delivery of the Gedling Access Road.
12. As part of a Grant Funding Agreement in place between Homes England and the County Council, various areas of land owned by Homes England that is required to deliver the Gedling Access Road are to be transferred to the County Council. This transfer includes land that is outside of the road corridor but is required in exchange of other land, such as the land to be acquired from the Scouts as set out in paragraphs 9 and 10. Arrangements are currently being made between Homes England and the County Council for the transfer of these land areas.
13. Part of the land that will transfer from Homes England to the County Council is an area of land north of Arnold Lane consisting of 1.75 acres as shown on drawing HW00590/337. This land forms part of a wider land parcel registered with title number NT511048. This land has previously been identified and once transferred from Homes England to the County Council it is agreed that this land will be disposed to the Scouts as part of the Unilateral Undertaking and funding agreement. The disposal to the Scouts will be completed once all construction works related to the Gedling Access Road have been completed.

Other Options Considered

14. Cadent Land - In response to notice that the Order had been made, Cadent submitted a 'holding objection' to the Department for Transport on 11th December 2018. In their objection Cadent advised that the objection would be maintained until an Asset Protection Agreement (APA) was put in place. Terms for the APA were agreed and Cadent's objection to the Order was withdrawn. A provision in the APA included that Cadent's Land would not be compulsorily acquired and would be acquired by agreement at market value.
15. Scouts Land – The land required to deliver the Gedling Access Road and land to be disposed of in exchange is linked to requirements of a Grant Funding Agreement and part of the Section 106 Unilateral Undertaking. Whilst included originally in the Orders, the intention was to acquire by agreement and no objections were made by the Scouts to the Orders.
16. Acquisition by agreement is consistent with both the Asset Protection Agreement and requirements of the Unilateral Agreement.

Reason/s for Recommendation/s

17. To secure the land necessary to deliver the GAR in a timely and cost effective manner.

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 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.

Finance Implications

19. This land acquisition will be funded from an external grant.

RECOMMENDATION/S

It is **recommended** that:

- 1) That approval is given to the acquisition of land required for the Gedling Access Road on the terms as set out in the exempt appendix relating to 0.025 acres of land to the south of Mapperley Plains, Mapperley and 0.862 acres of land that forms part of the 3rd Woodthorpe Scouts Group at Mapperley.
- 2) That approval is given to dispose of 1.75 acres of land to the north of Arnold Lane, Mapperley as part of the delivery of the Gedling Access Road as required under a Section 106 Unilateral Undertaking dated 23 December 2014.

Councillor Mrs Kay Cutts
Leader of the County Council

For any enquiries about this report please contact:

Mike Barnett, Team Manager Major Projects and Improvements (Via East Midlands)
T – 0115 977 3118

Constitutional Comments (CEH 17/12/2019)

20. The recommendation falls within the remit of Policy Committee under its terms of reference.

Financial Comments (GB 2/12/2019)

21. The costs associated with the purchase of land set out in this report will be funded from the £40.9m Gedling Access Road capital budget which is already included within the Communities and Place capital programme.

Background Papers and Published Documents

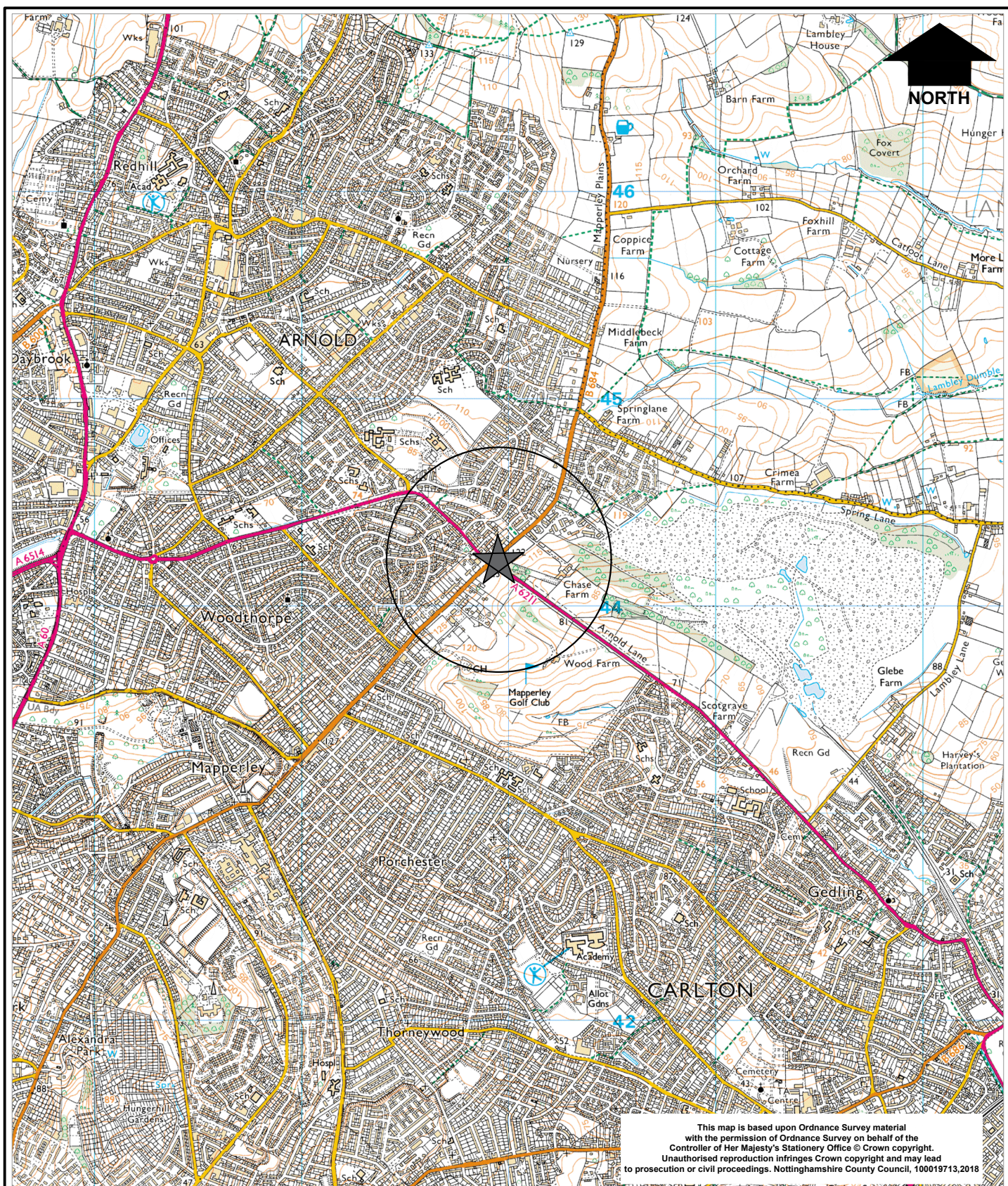
Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- Communities and Place Committee Report dated 5th December 2019
Gedling Access Road – Progress Report
- Communities and Place Committee Report dated 5th December 2019
Gedling Access Road – Progress Report
- Policy Committee Report dated 13th November 2019
Gedling Access Road (GAR) – Land Acquisitions
- Communities and Place Committee Report dated 4th July 2019
Gedling Access Road – Progress Report
- Finance and Major Project Committee Report dated 14th February 2019
Gedling Access Road – Update Report
- The Nottinghamshire County Council (B684 to A612 Link Road) A6211 Gedling Access Road (Side Roads) Order 2018 and The Nottinghamshire County Council (Gedling Access Road) Compulsory Purchase Order 2018 – Available at:
www.nottinghamshire.gov.uk/GAR
The Order can be found on the above link, together with the statement of case, proof of evidence and core documents produced for the Public Inquiry
- Communities and Place Committee Report dated 8th March 2018 – Scheme Update
Gedling Access Road – Scheme Update
- Transport and Highways Committee Report dated 16th March 2017
Gedling Access Road – Scheme Update, Compulsory Purchase Orders and Side Roads Orders
- Finance and Property Committee Report dated 19th September 2016
Gedling Access Road - Scheme Update and Funding Agreement
- Transport and Highways Committee Report dated 21st September 2016
Gedling Access Road – Scheme Update, Compulsory Purchase Orders and Side Roads Orders
- Greater Nottingham (Broxtowe Borough, Gedling Borough, Nottingham City) – Aligned Core Strategies Part 1 Local Plan – Adopted September 2014
- Finance and Property Committee Report dated 24 March 2014
Gedling Access Road, Scheme Development and Funding Agreements
- Report to County Council dated 27 February 2014
Capital Programme 2014/15 to 2017/18

- D2N2 Local Growth Fund – Local Assurance Framework – Available at:
http://www.d2n2lep.org/write/Local_Assurance_Framework_final_version.pdf

Electoral Division(s) and Member(s) Affected

Arnold North	Councillors Pauline Allan and Michael Payne
Arnold South	Councillors John Clarke and Muriel Weisz
Carlton East	Councillors Nicki Brooks
Carlton West	Councillors Errol Henry and Jim Creamer
Calverton	Councillor Boyd Elliott
Newstead	Councillor Chris Barnfather



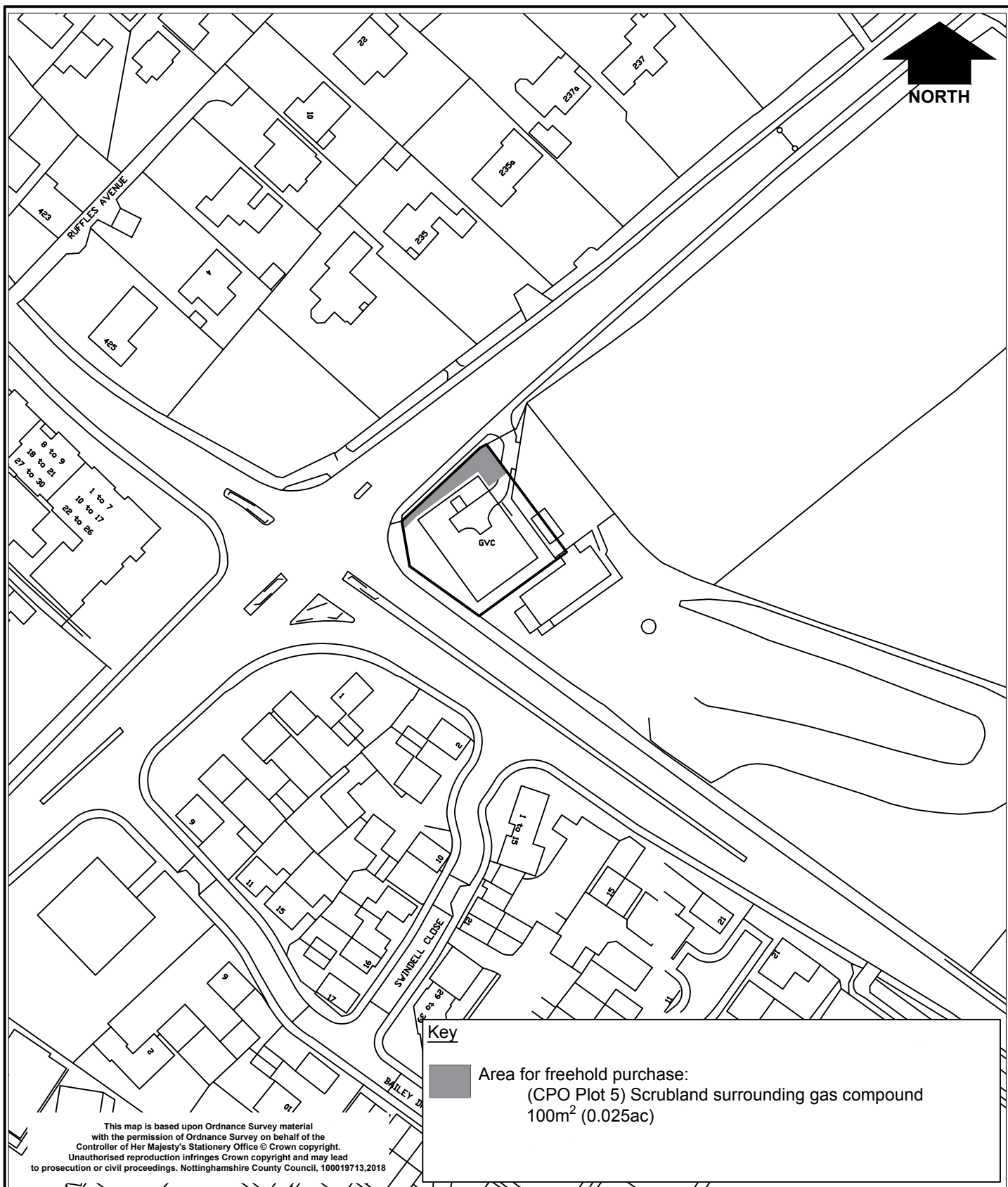
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Project		Drawn	Date
Gedling Access Road		AL	29/11/19
		Ch'kd MB	Date 29/11/19
Status	Project No. HW00590	Auth MB	Traced
Title			Scale
Land surroung gas compound, Mapperley Plains, Gedling: Location Plan			1:25,000 @ A4
Page 167 of 180			
Drawing No.	HW00590/333		Rev



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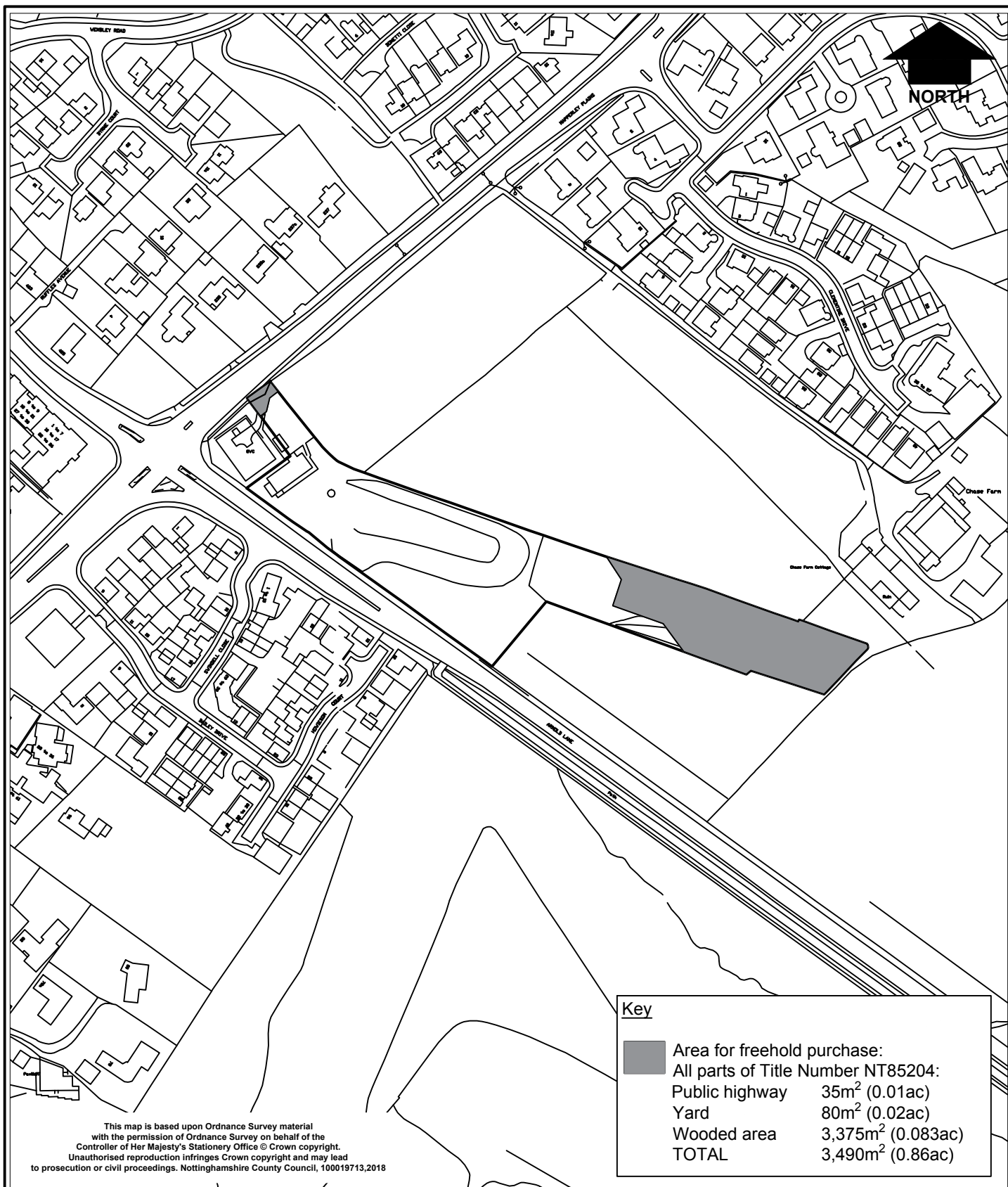


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Project		Drawn	Date
Gedling Access Road		AL	29/11/19
		Chkd	Date
		MB	29/11/19
Status	Project No.	Auth	Traced
	HW00590	MB	
Title			Scale
Land surrounding gas compound, Mapperley Plains, Gedling: Land Acquisition			1:1,250 @ A4
Drawing No.			Rev
HW00590/332			

Page 169 of 180



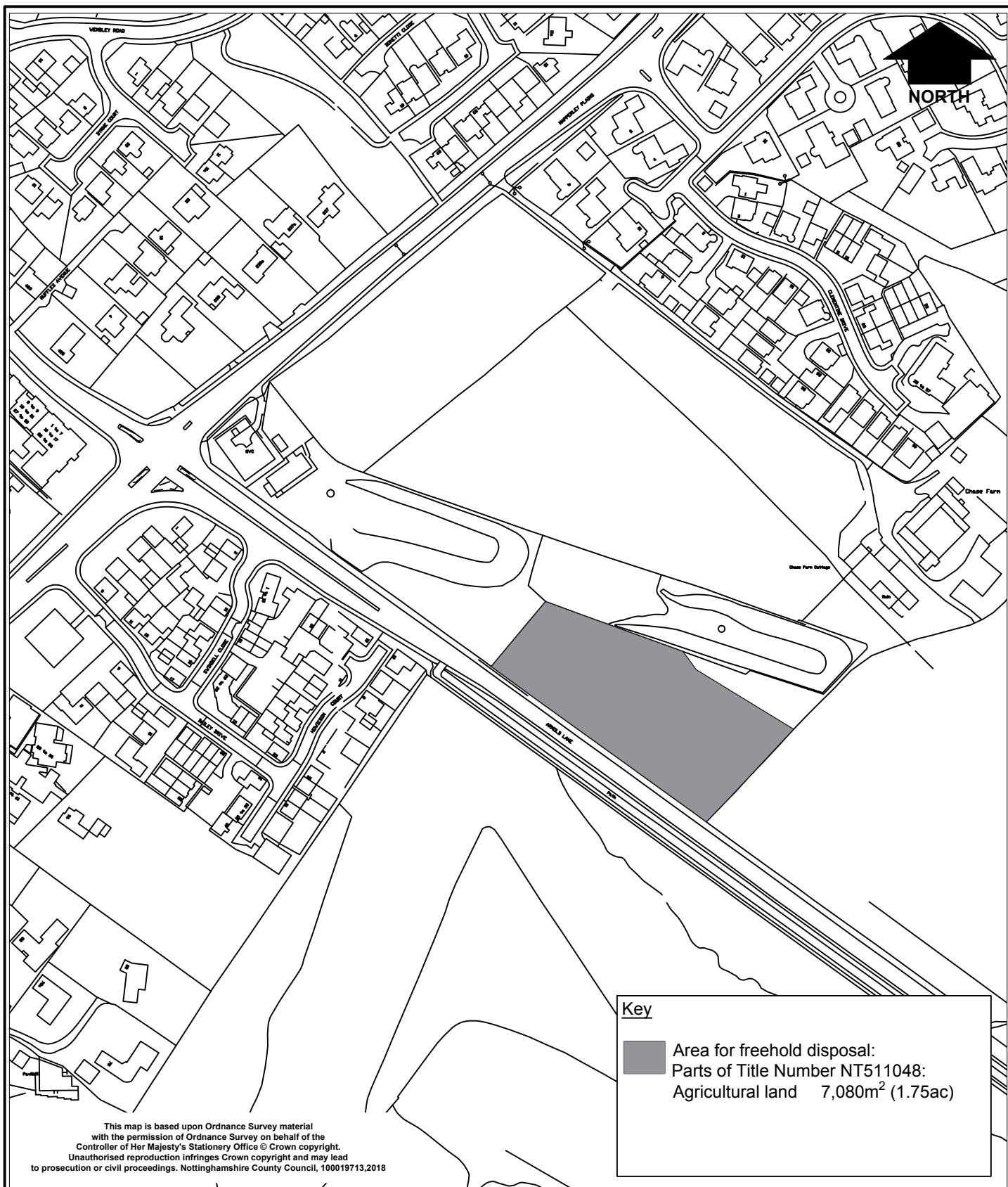
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Project Gedling Access Road		Drawn AL	Date 29/11/19
		Ch'kd MB	Date 29/11/19
Status	Project No. HW00590	Auth MB	Traced
Title Land off Mapperley Plains, Gedling: Land Acquisition Page 171 of 180			Scale 1:2,500 @ A4
Drawing No. HW00590/335			Rev



Key

Area for freehold disposal:
Parts of Title Number NT511048:
Agricultural land 7,080m² (1.75ac)

 in partnership with  Nottinghamshire County Council www.viaem.co.uk Tel 0115 804 2100 Bilthorpe Depot, Bilthorpe Business Park, Bilthorpe, Nottinghamshire NG22 8ST		Project		Drawn	Date
		Gedling Access Road		AL	29/11/19
	Status	Project No. HW00590		Chkd MB	Date 29/11/19
	Title	Land off Arnold Lane, Gedling: Land Disposal			Traced
		Page 173 of 180 Drawing No. HW00590/337			Scale 1:2,500 @ A4
				Rev	

**REPORT OF THE SERVICE DIRECTOR, CUSTOMERS, GOVERNANCE AND
EMPLOYEES****WORK PROGRAMME****Purpose of the Report**

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

Information

2. The County Council requires each committee to maintain a work programme. The work programme will assist the management of the committee's agenda, the scheduling of the committee's business and forward planning. The work programme will be updated and reviewed at each pre-agenda meeting and committee meeting. Any member of the committee is able to suggest items for possible inclusion.
3. The attached work programme includes items which can be anticipated at the present time. Other items will be added to the programme as they are identified.
4. The Policy Committee will be asked to determine policies, strategies and statutory plans developed or reviewed by other Committees of the Council. Committee Chairmen are invited to advise the Policy Committee of any additional policy reviews that are being considered.
5. The following changes have been made since the work programme was published in the agenda for the last meeting:-
 - a. The following items were added to the agenda for January 2020:-
 - Sale of land at Maun View, Mansfield;
 - Disposal of part of land at Kentrigg Farm, Adbolton Lane, Nottingham;;
 - Proposed disposal of Ollerton Colliery East and West Tips and Shirebrook Colliery Tip;
 - Gedling Access Road – Land Acquisition
 - Investing in Nottinghamshire Top Wighay Masterplan
 - Sale of land at Rolleston Drive
 - b. The following items were removed from the work programme:
 - Tourism Sector Deal – Response
 - Accessibility Strategy;
 - Ofsted Inspection of Children's Services (to be submitted to Children & Young People's Committee).

- c. The following items were added to the work programme:-
- Results from 2019 Nottinghamshire Residents' Survey – added to February 2020
 - Release of Funding for Feasibility Study for proposed West Bridgford Secondary School – added to February 2020
 - Schools and Early Years Funding – agreement of the local funding formula for 2020-21 – added to February 2020
 - Health and Employment Strategy – added to March 2020.
- d. The following items were deferred from January to February 2020:-
- Disposal of Abbey School site, Mansfield
 - Property Operational Decisions – Quarterly Update;
- e. The following item was deferred from January 2020 to March 2020:-
- Working with Nottinghamshire's Universities.

Other Options Considered

6. None.

Reason for Recommendation

7. To assist the Committee in preparing and managing its work programme.

Statutory and Policy Implications

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

RECOMMENDATION

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

Marjorie Toward

Service Director, Customers, Governance and Employees

For any enquiries about this report please contact: Keith Ford, Team Manager, Democratic Services, Tel: 0115 9772590

Constitutional Comments (EH)

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

Financial Comments (NS)

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

Background Papers

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

None

Electoral Division(s) and Member(s) Affected

All

POLICY COMMITTEE - WORK PROGRAMME (AS AT 7 JANUARY 2020)

<u>Report Title</u>	<u>Brief summary of agenda item</u>	<u>Lead Officer</u>	<u>Report Author</u>
12 February 2020			
Results from 2019 Nottinghamshire Residents' Survey	To consider the findings of the latest Residents' survey.	Marjorie Toward	Paul Belfield
Release of Funding for Feasibility Study for proposed West Bridgford Secondary School		Adrian Smith	Neil Gamble
Property Operational Decisions Quarterly Update Report	To consider the latest update on operational decisions taken by officers.	Adrian Smith	Sue Blockley
Disposal of Abbey School site, Mansfield	To approve the disposal of this site.	Adrian Smith	Steve Keating
Children Missing Education Strategy and Elective Home Education Policy		Colin Pettigrew	
Schools and Early Years Funding – agreement of the local funding formula for 2020-21		Colin Pettigrew	Sue Summerscales
Special Educational Needs and Disability Policy		Colin Pettigrew	
Nottinghamshire Knife Crime Strategy Update	Update on the activity of the newly established posts and the outcomes for Nottinghamshire's young people (as agreed by Policy Committee on 22 May 2019)	Colin Pettigrew	Rachel Miller
18 March 2020			
Working with Nottinghamshire's Universities		Anthony May	Nicola McCoy-Brown
Health and Employment Strategy		Melanie Brooks	
22 April 2020			
13 May 2020			
Outside Bodies Update Report	To notify Committee of any changes to the Council's Outside Bodies Register and to seek approvals where appropriate (in line with new processes agreed by Policy Committee on 22 May 2019).	Marjorie Toward	Keith Ford

Use of Urgency Procedures	Six Monthly Update report on the use of the Council's procedures for taking urgent decisions.	Marjorie Toward	Keith Ford
County Council Civic Service	To seek approval for the funding for the 2020 annual Civic Service	Marjorie Toward	Keith Ford
17 June 2020			
County Councils Network Conference 2020	To seek approval for attendance at this annual conference.	Marjorie Toward	Keith Ford
Property Operational Decisions Quarterly Update Report	To consider the latest update on operational decisions taken by officers.	Adrian Smith	Sue Blockley
15 July 2020			
September 2020			
Property Operational Decisions Quarterly Update Report	To consider the latest update on operational decisions taken by officers.	Adrian Smith	Sue Blockley