

**This is the joint strategic plan of Nottinghamshire Children's Trust. It is published by Nottinghamshire County Council, as the lead partner with statutory responsibility to make arrangements to promote co-operation to improve children's well-being (Children Act 2004).**

**Organisations that are relevant partners listed in the Children Act 2004 are:**

- Nottinghamshire County Council
- Ashfield District Council
- Bassetlaw District Council
- Broxtowe Borough Council
- Gedling Borough Council
- Mansfield District Council
- Newark & Sherwood District Council
- Rushcliffe Borough Council
- NHS England
- Clinical Commissioning Groups operating within Nottinghamshire County Council's administrative boundaries
- Nottinghamshire Police
- Nottinghamshire Probation Trust
- Nottinghamshire Youth Offending Service
- Jobcentre Plus.

**Other partners in the Children's Trust are:**

- NAVO (Networking Action with Voluntary Organisations)

**The Children's Trust has an active working relationship with the Nottinghamshire Safeguarding Children Board (NSCB).**

# Contents

## **1. Working together for children and young people**

- About the Children's Trust
- About our Children, Young People and Families Plan 2011-2014
- What is included in our Children, Young People and Families Plan
- How our Children, Young People and Families Plan promotes equality

## **2. Nottinghamshire Children's Trust Key Themes**

- About our themes
- The importance of early help
- How we use integrated commissioning to develop our themes

## **3. Our Priorities for Action**

- 3.1 Continue to improve our early help services to ensure that children, young people and families in the greatest need receive appropriate support
- 3.2 Sustain and build on improvements made in safeguarding
- 3.3 Improve the effectiveness of services for disabled children
- 3.4 Implement the Child and Family Poverty Strategy for Nottinghamshire
- 3.5 Reduce achievement gap at all key stages
- 3.6 Raise achievement at age 16-19 and promote the employment of young adults aged 18-24
- 3.7 Improve children and young people's emotional wellbeing
- 3.8 Summary of actions planned for 2013-14

## **4. Other work supported by the Children's Trust**

- Why we support this work
- Initiatives that we will support

## **5. More about our planning and performance management**

- How we developed our Children, Young People and Families Plan
- How we will review and update our Children, Young People and Families Plan
- How we will measure the impact of our Children, Young People and Families Plan

## **6. Children, Young People and Families Plan: Summary of Performance Indicators for 2012-13**

## **7. Equality Impact Assessment**

## **8. References to related planning or policy information**

# 1. Working together for children and young people

## Our Ambition

We want Nottinghamshire to be a place where  
children are safe, healthy and happy,  
where everyone enjoys a good quality of life  
and where everyone can achieve their potential

### About the Children's Trust

Nottinghamshire Children's Trust is a partnership of organisations that provide services to children, young people or families in Nottinghamshire. Children's Trust arrangements enable us to plan and deliver joint working and cooperative arrangements, making best use of resources to achieve our ambition.

We know that children, young people and their families are more likely to do well if they are at the centre of our economic, environmental and social ambitions for Nottinghamshire. To promote this, the Children's Trust reports to the Health and Wellbeing Board for Nottinghamshire.

The Health and Wellbeing Board will have a key role in the strategic planning and coordination of NHS, public health, social care and related children's services. By reporting to this board, the Children's Trust ensures that the needs of children, young people and families influence planning for health and wellbeing improvements across all public services.

The Children's Trust has an active working relationship with the Nottinghamshire Safeguarding Children Board (NSCB). This ensures that safeguarding children is central to our work. The NSCB co-ordinates some safeguarding activities, including training, and scrutinises and challenges the Children's Trust's activities.

Children's Trusts are no longer required to produce a Children and Young People's Plan, but we have opted to continue with a joint strategic plan.

### About our Children, Young People and Families Plan 2011-2014

Our Children, Young People and Families Plan is the foundation of our shared planning to continue improving how we work together. It summarises our priorities and the main activities that we will undertake to improve the lives of children and young people.

This plan sets out the direction of work of the Children's Trust over the next three years from 2011-14, but it will be reviewed and updated annually. It identifies how we will continue with and build on the partnership working described in Nottinghamshire Children and Young People's Plan 2009-11.

We have renamed our plan the 'Children, Young People and Families Plan' to reflect our commitment to supporting children and young people by working with them and their families. Our plan identifies how we will offer support to families as soon as they experience difficulties in their lives, through our early help and prevention work.

Children's Trust planning is aligned with strategic planning for all of Nottinghamshire, which is identified in the Sustainable Community Strategy, as well as in individual partners' strategies. For example, Nottinghamshire County Council's Strategic Plan and its Children, Families and Cultural Services' Business Plan include priorities which are complementary to this plan.

### What is included in our Children, Young People and Families Plan

This plan is a high-level summary of the work of the Children's Trust. It focuses on the key areas where we can work together in partnership to have positive impact on the lives of children and young people, by identifying:

- four key themes that will underpin all of our work during the three years of the plan
- seven partnership priorities for action, outlining specific activities that we will undertake. These priorities will be

reviewed and updated annually, to reflect changing circumstances and to ensure that the plan remains relevant.

Section 3 provides an overview for each of our priorities for action, summarising what we will do and how this will improve the lives of children, young people and families, as well as how we will measure this impact.

Each priority overview has links to detailed strategies or project plans for the relevant work area. These strategies or plans contain more information about impact measures and milestones.

Section 4 provides a summary of initiatives which are actively supported by the Children's Trust. These are in work areas that have an impact on children, young people or families, but for which the Children's Trust is not accountable.

Section 5 provides more information about our planning and performance management activities, and Section 6 has a list of our key performance measures and summarises our performance during 2012-13.

## **How our Children, Young People and Families Plan promotes equality**

We are committed to the promotion of equality and diversity through the work of the Children's Trust, as described in this plan. We promote equality by identifying need and working together to address this, within our available resources. All of our priorities identify how we will work with children or young people who face disadvantages, so that they can be safe, healthy and happy and achieve their potential.

In completing this plan, we undertook an equality impact assessment, considering the plan's impact on those with protected characteristics, as required by the Equality Act 2010. A summary of this is included in Section 7.

Our priorities for action have associated implementation strategies and plans, including Equality Impact Assessments.

We will ensure that we publish this plan in an accessible format, with font size and contrast levels promoting readability. We make use of diagrams to cater for different learning styles, but reproduce key information in the main text, so that it is accessible to those with visual impairments. Our plan will be published on Nottinghamshire County Council's web-site, which allows it to be listened to as well as read.

### **For more information:**

Children's Trust:

[www.nottinghamshire.gov.uk/childrenstrust](http://www.nottinghamshire.gov.uk/childrenstrust)

Nottinghamshire Safeguarding Children Board:

[www.nottinghamshire.gov.uk/caring/protecting-and-safeguarding/nscb](http://www.nottinghamshire.gov.uk/caring/protecting-and-safeguarding/nscb)

Nottinghamshire Health and Wellbeing Board

[www.nottinghamshire.gov.uk/caring/yourhealth/developing-health-services/health-and-wellbeing-board](http://www.nottinghamshire.gov.uk/caring/yourhealth/developing-health-services/health-and-wellbeing-board)

Nottinghamshire County Council Strategic Plan:

[www.nottinghamshire.gov.uk/strategicplan](http://www.nottinghamshire.gov.uk/strategicplan)

Nottinghamshire County Council Equality Impact Assessments

[www.nottinghamshire.gov.uk/thecouncil/democracy/equalities/eqia](http://www.nottinghamshire.gov.uk/thecouncil/democracy/equalities/eqia)

Children Act 2004

[www.legislation.gov.uk/ukpga/2004/31/contents](http://www.legislation.gov.uk/ukpga/2004/31/contents)

National Government's current policy statement on Children's Trusts

[www.education.gov.uk/childrenandyoungpeople/healthandwellbeing/a00202982/anewapproachfor-childrentrustboards](http://www.education.gov.uk/childrenandyoungpeople/healthandwellbeing/a00202982/anewapproachfor-childrentrustboards)

## 2. Nottinghamshire Children's Trust Key Themes

We aim to improve the lives of children, young people and families by achieving continual improvements in:

- Child protection
- Education and attainment
- Health and Wellbeing
- Participation

### About our themes

All the work of the Children's Trust is underpinned by these key themes, which are inter-linked, as improvements in one theme area will produce improvements in others. We believe that our work will be based around these themes for the foreseeable future, as they define the purpose of the Children's Trust.

We have also developed priorities for action. These are reviewed each year, and may change as we review our successes and areas for development. Each year, we will consider if our priorities are still relevant and may decide to add new priorities or remove existing ones.

### The importance of early *help*

We know, from research evidence and from listening to the views of families, that it is best to intervene early to provide support as soon as possible to individuals or groups experiencing problems. This improves their lives quickly, and prevents problems getting worse, which reduces the need for more intensive work from specialist services later on. It is a cost-effective way of working and making best use of resources in challenging economic circumstances.

Early *help* is therefore at the centre of all that we will do to achieve improvements across all our themes. It is one of our priorities for action and it is an approach adopted in working towards all our priorities.

### How we use integrated commissioning to develop our themes

The integrated commissioning of services and interventions is key to achieving our themes. This includes coordinated strategic planning and identifying where services can be jointly purchased or budgets aligned. The Children's Trust leads on integrated commissioning for children's services, with responsibility for specific work delegated to specialist groups. As the Children's Trust reports to the Nottinghamshire Health and Wellbeing Board, its joint commissioning decisions relate to planning for health and wellbeing improvements across all public services.

We have established three joint commissioning groups, responsible for:

- Children and Young People with Disabilities and Special Needs (see 3.3)
- Child and Adolescent Mental Health Services (see 3.7)
- Teenage Pregnancy

*We have now established an Integrated Commissioning Hub to be a single point of accountability and coordination for integrated commissioning related to children's health and wellbeing. The Hub will operate on behalf of Nottinghamshire Clinical Commissioning Groups, NHS England Area Teams (from April 2015) and Nottinghamshire County Council, including Public Health services. The Hub will be a small team hosted in the County Council's Children, Families and Cultural Services Department, accountable to the Health and Wellbeing Board through the Nottinghamshire Children's Trust Board. It will take on the lead for commissioning of children's services in a phased approach and will be fully operational by September 2013. Services within its scope will be:*

- *Public health services for children aged 0-5 (breast feeding, Healthy Start Programme)*
- *Public health services for children and young people aged 5-19 (school nursing, Healthy Schools)*
- *Child and Adolescent Mental Health Service (CAMHS) Tiers 1/2/3*
- *Health services for Looked After Children (CAMHS/nursing/medical)*
- *Services for children with disabilities and SEN (community services)*
- *Elements of community paediatrics (where these relate to wider medical safeguarding, LAC and adoption roles, support to schools, disability and SEN services)*
- *Teenage pregnancy (C-Card Scheme, Teenage Pregnancy Training Programme and links to the commissioning of Contraception and Sexual Health Services)*
- *Substance use services for young people*
- *Health services for young offenders in the community.*

### **Further integration of our services**

*We will explore how we can further integrate and align our activities and services to continue to deliver improved outcomes for children, young people and families, while meeting significant financial challenges. The Children's Trust will identify how partner organisations can align their services with a new operating model for local authority children's services. This new operating model will include targeting services to those in greatest need, with integrated locality*

management alongside centralised specialist services, and will be implemented by April 2015.

### 3. Our Priorities for Action

#### Our priorities for action are to:

- Continue to improve our early *help* services to ensure that children, young people and families in the greatest need receive appropriate support
- Sustain and build on improvements made in safeguarding
- Improve the effectiveness of services for disabled children
- Implement the Child and Family Poverty Strategy for Nottinghamshire
- Reduce the achievement gaps at all key stages
- Raise achievement at age 16-19 and promote the employment of young adults aged 18- 24
- Improve children and young people's emotional wellbeing

We have identified our priorities after reviewing the needs of children, young people and families in Nottinghamshire, and considering how effectively we work together to meet those needs. Our priorities are in work areas where:

- there are identifiable improvements that we can make
- coordinated action by our partner services can deliver these improvements.

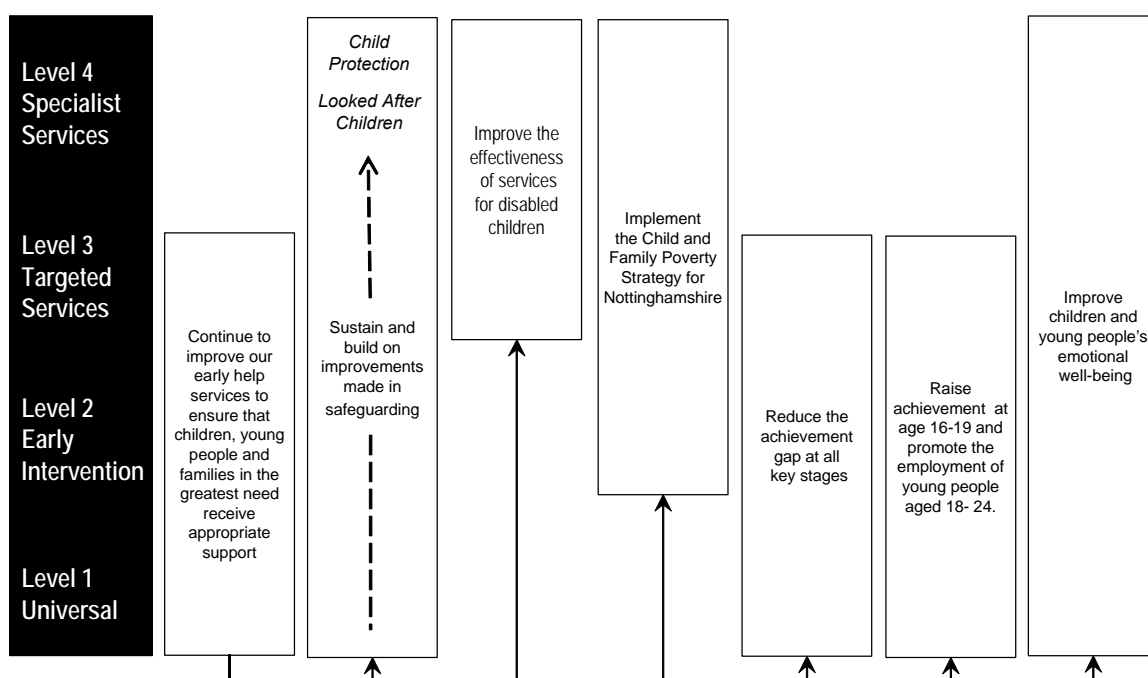
Figure 1 illustrates how all our priorities are related, with the delivery of effective early help services underlying the achievement of all other priorities. It shows the relationship between our priorities for action and services for children and young people who need different levels of support, as identified in Nottinghamshire's Pathway to Provision (see Section 3.1).

The following pages contain overviews for each of our priorities for action. These are updated annually, to reflect our current situation.

For each priority, we identify:

- Why this matters
- What we did *in 2012-13*
- What we will do *in 2013-14*
- When we will do this
- How this will improve the lives of children, young people and families.

We also provide links to further information sources, usually the detailed strategies or plans related to each priority.



### **3.1 Continue to improve our early help services to ensure that children, young people and families in the greatest need receive appropriate support**

#### **Why this matters**

The development of effective early help services is critical at a time of reducing resources across the public sector and rising demand for specialist services. More effective early intervention and prevention services will result in fewer inappropriate referrals to specialist services and in children, young people and their families receiving the support they require much earlier and at a reduced cost.

Our ambition for early help services in Nottinghamshire is that children, young people and their families will receive the most appropriate support to meet their needs at the earliest opportunity, in order to ensure better outcomes and the cost effective delivery of services.

#### **What we did in 2012-13**

In December 2012, we published Version 3 of the Nottinghamshire Pathway to Provision, to be used by practitioners within partner organisations. This identifies Nottinghamshire's offer of early help services to children, young people and families and describes how integrated early help services relate to Nottinghamshire's Multi-agency Safeguarding Hub (MASH), which deals with safeguarding concerns. (See Section 3.2). The services and referral arrangements for the County Council's Early Years and Early Intervention Service and Targeted Youth Support are key elements of the Pathway to Provision.

We are developing our new Early Help Strategy which will provide direction to the further development of early help services across the Children's Trust. Our current Early Intervention and Prevention Strategy was published in 2011 and we have delivered activities to implement this strategy across five key work strands:

- We have developed our **provision of services to ensure the best start in life**, through the development of the County Council's Early Years and Early Intervention service and the establishment of the Family Nurse Partnership programme in Nottinghamshire.
- We have established **the language for life approach** which promotes young children's speech and language development. This is now a mainstream activity in Children's Centres, across private, voluntary and independent childcare, and in schools, at early years foundation stage.
- The new Early Years and Early Intervention service **engages and supports parents**, offering access to specialist and targeted family and parenting support services
- We have **developed our early help structures and processes**, publishing a simplified Pathway to Provision. We have established Locality Management Groups in each district, to support the coordination of services on a district basis. Joint Access Teams (JATs), based around families of schools, continue to provide opportunities for cross-agency conversations about work with children and young people.
- We have reviewed our **use and provision of management information** and recognise that there is more work to do, although there is some data available around the use of the Common Assessment Framework (CAF) and the work of JATs. We are now developing management information about the pathways children and families take through early help services, the MASH and children's social care services and about the outcomes achieved for these families.

#### **What we will do in 2013-14**

We will publish our new Early Help Strategy, to replace the current Early Intervention and Prevention Strategy. This will describe how we will further develop the partnership's range of early help services, working alongside the MASH, so that children receive help at the earliest possible opportunity. We aim to further simplify pathways into services and to improve how organisations work together, so that children and families experience seamless transitions between services. We will also further develop locality-based service delivery of multi-agency support for children, young people and families, working with Locality Management Groups based in districts.

This overarching strategy will include partnership work to close the educational gaps, and to reduce or mitigate the effects of child poverty. Bringing these work areas together in one strategy will enable the Children's Trust to further coordinate action to address the inter-linked factors that impact on children and young people's life chances.

Early help work includes the Teenage Pregnancy Integrated Commissioning Group which brings together partner organisations working together to reduce teenage conceptions, and to support young parents.

We will develop new arrangements for accessing early help services, and establish an early help dataset to provide management information about how early help services impact on outcomes for children and families. We will publish a revised Nottinghamshire Pathway to Provision to support this.

We are also establishing a Quality Framework for Children's Services which will incorporate early help services.



## **When we will do this**

We will:

- publish the Nottinghamshire Early Help Strategy in autumn 2013
- establish an early help unit that will act as the first point of contact for early help services by September 2013
- publish a revised Pathway to Provision by September 2013
- establish an early help dataset, with some data available from June 2013 and full reporting by March 2014
- establish a Quality Framework for Children's Services, to begin reporting in October 2013.

## **How this will improve the lives of children, young people and families**

Key impact measures include:

- reducing the numbers of children requiring statutory child protection intervention
- improving educational attendance and attainment, including reducing the achievement gap
- raising 16-18 year olds' participation in education, training or employment
- improving health outcomes for children and young people
- reducing the number of young people involved in crime
- reducing teenage conceptions

## **For more information:**

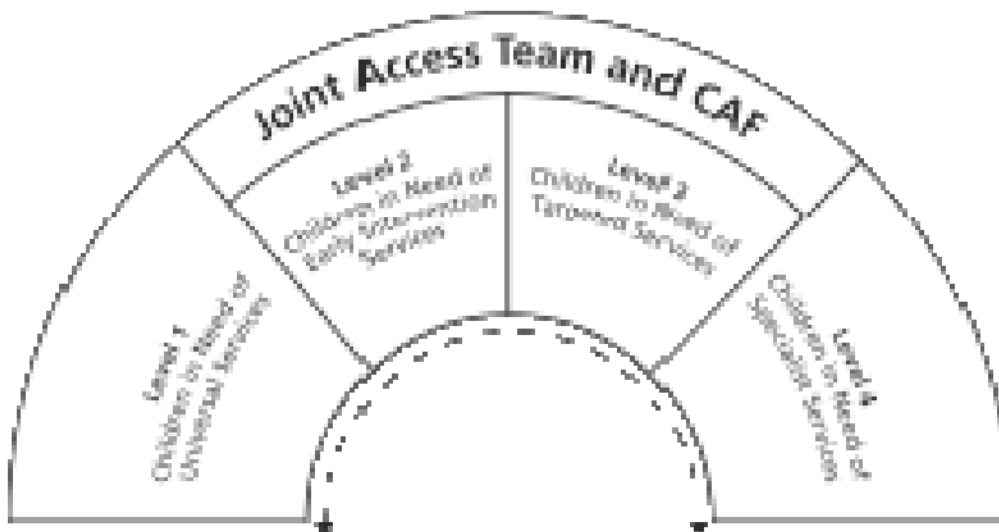
Nottinghamshire Pathway to Provision:

[www.nottinghamshire.gov.uk/pathwaytoprovision](http://www.nottinghamshire.gov.uk/pathwaytoprovision)

Nottinghamshire Early Intervention and Prevention Strategy:

[www.nottinghamshire.gov.uk/earlyinterventionandprevention](http://www.nottinghamshire.gov.uk/earlyinterventionandprevention)

**Figure 2: The Nottinghamshire Continuum of Children and Young People's Needs**



## **3.2 Sustain and build on improvements made in safeguarding**

### **Why this matters**

Children and young people need to feel safe so that they can achieve their full potential. All partner organisations have a role in safeguarding children, with Children's Social Care leading on the protection of the most vulnerable children.

Over the last few years, we have achieved significant improvements in safeguarding performance, through the commitment of social care staff and partners, building on substantial investment by the County Council. To sustain and build on this success, partners will continue to work together, through the Children's Trust and the Nottinghamshire Safeguarding Children Board (NSCB).

### **What we did in 2012-13**

We set up the Nottinghamshire Multi-Agency Safeguarding Hub (MASH), to deal with new safeguarding concerns, using dedicated telephone lines. The MASH is the County's first point of contact for new safeguarding concerns and aims to significantly improve the sharing of information between agencies, helping to protect the most vulnerable children and adults from harm, neglect and abuse. Over 60 staff from the Police, health services, Children's Social Care and Adult Safeguarding work together in the MASH office.

The MASH has been developed alongside arrangements for early help, and forms part of a simplified Nottinghamshire Pathway to Provision, which was published in December 2012. It receives safeguarding concerns from professionals such as teachers and doctors, as well as members of the public or family members. For each concern that meets the threshold for Children's Social Care involvement, representatives from the different agencies will collate information to build up a holistic picture of the circumstances of the risks to the child to inform decision-making about what action to take.

In November 2012, the MASH opened to receive children's safeguarding concerns. In January 2012, it started to receive adult safeguarding concerns as well.

A new operating model for Children's Social Care was fully implemented by December 2012. As well as the MASH, this introduced specialist teams for assessment and child protection and a dedicated service for looked after children. The Children's Trust Board was involved in consultation and planning for this new operating model, to ensure that the new arrangements would operate effectively alongside partner organisations.

The Nottinghamshire Looked After Children Strategy for 2012-15 was published in July 2012, identifying how the County Council, supported by partner organisations, will provide support to children and young people who are in care.

### **What we will do in 2013-14**

The Nottinghamshire Safeguarding Children Board (NSCB) will continue to coordinate partnership activity around safeguarding children, and a MASH Steering Group has been set up to ensure that the MASH way of working is successfully embedded and developed.

The Children's Trust Board will:

- support the embedding of the MASH, focusing on partnership strategy and activities. This will form part of activities to further develop and implement the simplified Nottinghamshire Pathway to Provision, and will be integrated with work to continue to improve our early help services (See Section 3.1)
- identify how it can support activities to promote the wellbeing of looked-after children, linked to the implementation of the Nottinghamshire Looked After Children Strategy
- support the implementation of Nottinghamshire's Child Sexual Exploitation Action Plan.

We are establishing a Quality Framework for Children's Services, which will incorporate safeguarding activities.

### **When we will do this**

We will:

- publish a revised Pathway to Provision by September 2013
- establish a Quality Framework for Children's Services, to begin reporting in October 2013
- Implement Nottinghamshire's Child Sexual Exploitation Action Plan by March 2014.

## **How this will improve the lives of children, young people and families**

Key impact measures of the effectiveness of services in keeping children safe include:

- reduced re-referrals to children's social care
- increased numbers of assessments for individual children carried out within acceptable timescales
- fewer children who have child protection plans that last for more than two years or who need to have a child protection plan more than once

### **For more information:**

Nottinghamshire Safeguarding Children Board:

**[www.nottinghamshire.gov.uk/caring/protecting-and-safeguarding/nscb](http://www.nottinghamshire.gov.uk/caring/protecting-and-safeguarding/nscb)**

Multi Agency Safeguarding Hub (MASH)

**[www.nottinghamshire.gov.uk/caring/childrenstrust/pathway-to-provision/mash](http://www.nottinghamshire.gov.uk/caring/childrenstrust/pathway-to-provision/mash)**

Nottinghamshire Looked After Children Strategy

**[www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/lookedafterchildren](http://www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/lookedafterchildren)**

### **3.3 Improve the effectiveness of services for disabled children**

#### **Why this matters**

Services for disabled children are significant areas of work for partners within the Children's Trust, especially for health services and the County Council's Children, Families and Cultural Services. A review of disabled children's services was commissioned by Nottinghamshire County Council in 2010. This review recommended the development of a joint approach to strategic planning and commissioning. The Children's Trust has taken action in response to this recommendation.

Following the completion of a joint needs assessment for children with disabilities, the Nottinghamshire Joint Commissioning Strategy for Children and Young People with Disabilities and / or Special Educational Needs (2012-14) has been developed. This describes action that will be taken to achieve each priority commissioning area. Key priorities are:

- to develop multi-agency approaches to improve outcomes
- to improve education outcomes
- to improve health outcomes
- to improve outcomes for children and their families
- to sustain and build on safeguarding improvements.

#### **What we did in 2012-13**

The Integrated Commissioning Group for Children with Disabilities and Special Educational Needs is now well-established with key membership committed to partnership planning and the development of services to meet the needs of children and young people with disabilities. This integrated commissioning group reports to the Children's Trust Executive, which in turn reports to the Nottinghamshire Health and Wellbeing Board. This ensures that the needs of disabled children are included in planning for health and wellbeing improvements across all public services.

For 2012-13, this group set itself a number of activities and milestones, and has seen progress against all of these. Key successes include:

- An increase in the number of disabled children accessing Children's Centre services
- Training of front-line staff in the delivery of the multi-agency autistic spectrum disorder (ASD) pathway for 0-19 year olds
- The development of the Integrated Community Equipment Service as a multi-agency adult/children's approach to the commissioning and allocation of specialist equipment for disabled children and young people
- Establishing arrangements to identify and track children and young people in out of authority placements and to monitor that reviews and transition plans are in place.

#### **What we will do in 2013-14**

The Integrated Commissioning Group for Children with Disabilities and Special Needs has identified two priority actions for 2013-14. These are:

- To implement the recommendations of Nottinghamshire's SEN Pathfinder through the 'One Plan' project. This will bring together the support plans for children with SEN and disabilities, so that they have a single plan including assessments of education, health and care needs
- To develop an integrated Children and Young People's Community Healthcare Programme

As the Integrated Commissioning Hub for children's services becomes established, it will take on increasing responsibility for the commissioning of integrated services for disabled children and young people and their families.

#### **When we will do this**

A number of projects and initiatives will be delivered by April 2014.

We will complete the SEN Pathfinder project by September 2014.

The Integrated Commissioning Hub will be fully operational by September 2013.

## **How this will improve the lives of children, young people and families**

Integrated commissioning will drive improvements in services for children and young people with disabilities and their families, through partnership. It will promote:

- a sharper focus on the needs of those who use our services
- a strategic understanding of how all outcomes for children and young people with disabilities and families can be met locally
- a more commercially-minded approach to procurement, promoting the most effective use of resources to meet identified needs.

The effectiveness of the 'One Plan' project will be shown by:

- Increasing numbers of families who have an Education, Health and Care Plan in place (prior to this becoming a statutory requirement). This will include children and young people who have new plans and children and young people who move from existing multiple assessments/plans to one new plan.

### **For more information:**

Integrated Commissioning for Disabled Children:

[www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/disabilitysenintegratedcommissioning](http://www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/disabilitysenintegratedcommissioning)

### **3.4 Implement the Child and Family Poverty Strategy for Nottinghamshire**

#### **Why this matters**

Poverty can have a profound impact on the child, their family, and the rest of society. It often sets in motion a deepening spiral of social exclusion, creating problems in education, employment, mental and physical health and social interaction. We understand that tackling child poverty will improve the life chances of children now and in years to come.

Children who grow up in poverty lack many of the experiences and opportunities that others take for granted, and can be exposed to severe hardship and social exclusion.

The Child Poverty Act 2010 introduces new duties on local authorities and their named local partners to cooperate to reduce, and mitigate the effects of, child poverty. This includes the duties to prepare and publish a local child poverty needs assessment and to prepare a joint child poverty strategy.

Our ambition is for Nottinghamshire to be a place where children grow up free from deprivation and disadvantage, and birth and social background do not hold people back from achieving their potential. We will work together to reduce levels of child poverty and to mitigate the effects of child poverty on children, young people and families, as well as on future generations.

Nationally, government aims to reduce child poverty to 10% or less by 2020.

Nottinghamshire aims to establish a downward trend in levels of child poverty and we will monitor our progress comparing with our statistical neighbours.

We published a child poverty needs assessment in March 2011. Our Child and Family Poverty Strategy was approved by the County Council in September 2011. Our work aims to:

- target localities with greater levels of poverty to ensure outcomes in these areas are improved
- increase educational attainment, employment and skills amongst children, young people and parents in Nottinghamshire and reduce dependency on welfare benefits
- raise aspirations and improve the life chances for children and families so that poverty in childhood does not translate into poor experiences and outcomes
- support families to acquire the skills and knowledge to access responsive financial support services, money management and to avoid debt crisis
- support families with complex problems compounded by poverty and disadvantage.

#### **What we did in 2012-13**

We implemented the second stage of Nottinghamshire's Child and Family Poverty Strategy. This strategy was formed using organisational pledges. There were eighty four pledges covering activity by eighteen different partner organisations, including two district strategic partnerships.

Examples of pledges include:

- additional support for parents to find employment
- increased use of libraries to support skills and employment
- targeting interventions to children and families in the most disadvantaged localities.

Of the 84 pledges made, 19 have been achieved, 42 are on schedule to be achieved. A further 9 pledges are expected to be achieved although progress has been slower than planned.

#### **What we will do in 2013-14**

Work related to child poverty will be included within the new Nottinghamshire Early Help Strategy. This will enable child poverty to be addressed alongside the inter-linked factors that impact on children and young people's life chances.

## **When we will do this**

The Nottinghamshire Early Help Strategy will be published in autumn 2013. Activities related to child poverty will be included in work to implement this strategy.

## **How this will improve the lives of children, young people and families**

Embedding the actions in the Child and Family Poverty Strategy will:

- improve the financial status of children and families in poverty
- reduce the effects of living in poverty through effective service delivery.

These children will have enhanced access to experiences and opportunities. This will result in a better experience of childhood, improve their health and wellbeing and promote their achievement and their participation in society.

The percentage of children living in poverty will be used to illustrate progress.

For more information:

Child and Family Poverty Strategy and Needs Assessment

**[www.nottinghamshire.gov.uk/childpoverty](http://www.nottinghamshire.gov.uk/childpoverty)**

### **3.5 Reduce achievement gap at all key stages**

#### **Why this matters**

Educational attainment gives young people greater opportunities for employment or further or higher education. It enables them to participate in society, contributing to their community and to the economy. Some vulnerable groups of children and young people may need more support to help them achieve. This may be because of barriers caused by social, environmental or medical reasons.

In Nottinghamshire, overall educational attainment continues to improve each year at a higher rate than nationally. In 2012, 60.6% of young people in Nottinghamshire achieved 5 GCSE grades at A\*-C (including English and mathematics), which is higher than the national average of 57.6%. 82% of 11 year olds achieved level 4 in English and mathematics, compared to a national average of 79%.

Attainment by those from vulnerable groups is also increasing, but there are still significant gaps between these learners' attainment and that of their peers. We need to work to reduce these gaps, while continuing to promote achievement for all. The gaps in attainment between pupils taking free school meals and their peers in Nottinghamshire have reduced year on year over the last five years, as they have nationally. In 2012, the attainment gap at age 16 was 31.8% in Nottinghamshire compared with 26.4% nationally and at age 11 it was 22% in Nottinghamshire compared with 17% nationally.

Needs analysis and performance evidence has identified that our priority is the attainment of children with special educational needs and of those who have problems with behaviour or attendance.

Nottinghamshire County Council works in partnership with schools and other providers and agencies to raise the standard of achievement for all children and young people. This includes local partnership working. This work links to early help services, as resolving issues that impact on learning early is cost-effective and promotes better outcomes.

#### **What we did in 2012-13**

The implementation of year 1 of the 'Closing the Gap' strategy is being led by the County Council's Support to Schools Service, working in partnership with schools and other organisations. Work has included information and training for school staff and governors as well as support and challenge work with targeted schools. A locality-based Closing the Gap pilot has been established in Newark town, to operate from 2012-2014, with schools and other partners working together.

The Special Educational Need and Disability Pathfinder project to implement single education, health and social care plans was started in 2012, with a planned completion date of July 2013. This Pathfinder project has now been extended nationally by the Department of Education until September 2014, so this work will continue. Activities so far have included identifying families to be part of the project, and working with stakeholders.

Work to implement the recommendations of the social, emotional, behaviour difficulties (SEBD) review is on schedule. This has included establishing the Nottinghamshire Pupil Referral Unit as three separate schools, as well as work to develop local behaviour partnerships. This is in preparation for devolving funding to schools to enable them to take on more responsibilities for supporting children and young people with educational and behavioural difficulties and special educational needs.

#### **What we will do in 2013-14**

Work will continue to:

- implement year 1 of the 'Closing the Gaps' Strategy by July 2013, and to identify further action beyond this date
- complete the Special Educational Need and Disability Pathfinder 'One Plan' project to bring together the support plans for children with SEN and disabilities, so that they have a single plan including assessments of education, health and care needs. This will include developing: a local service offer, a multi-agency assessment team, a multi-agency co-ordinated assessment process from birth to age 25, and a multi-agency service delivery team. The Integrated Commissioning Group for Children with Disabilities and Special Educational Needs will also work to implement the recommendations of this project (See Section 3.3)
- implement the recommendations of the social, emotional, behaviour difficulties (SEBD) review

Partnership work towards reducing the achievement gaps will be part of the new Early Help Strategy. The County Council will also continue to develop its relationship with schools, to improve educational opportunities for all.



## **When we will do this**

We aim to:

- complete Year 1 of the 'Closing the Gap' strategy by July 2013
- implement the recommendations of the SEBD review by September 2013
- complete the SEN Pathfinder project by September 2014.

Partnership activities towards closing the gaps will be included in the new Early Help Strategy to be published in autumn 2013.

## **How this will improve the lives of children, young people and families**

Our key indicators of progress in reducing the achievement gap are:

- attainment in early years foundation stage
- attainment at Key Stage 4
- the achievement gap between pupils eligible for free school meals and their peers achieving the expected level at Key Stage 4.

The effectiveness of the 'One Plan' project will be shown by:

- Increasing numbers of families who have an Education, Health and Care Plan in place (prior to this becoming a statutory requirement). This will include children and young people who have new plans and children and young people who move from existing multiple assessments/plans to one new plan.

We will use a range of other measures to monitor progress in improving services, including exclusion rates and numbers of pupils in out-of school provision.

For more information:

Nottinghamshire County Council Closing the Gaps Strategy

**[www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/closinggaps](http://www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/closinggaps)**

### **3.6 Raise achievement at age 16-19 and promote employment for young adults aged 18-24**

#### **Why this matters**

It is important for all young people to participate in, and benefit from, education and training. This will:

- provide them with greater work opportunities
- enable them to participate in society, contributing to their community and the economy
- ensure that they do not live their lives in poverty.

While full participation till age 18 is planned for 2015, in Nottinghamshire participation amongst 16-18 year olds has increased but remains below national average. Attainment at Level 2 and Level 3 by age 19 has improved but remains below national and regional levels.

Our 2009-11 Children and Young People's Plan focused on participation, especially for disadvantaged young people. Further needs analysis shows that attainment is more of an issue for young people aged 16-19. At age 16, the proportion of young people in Nottinghamshire who achieve grades A\*-C in English and mathematics is higher than the national average, but fewer young people attain a full level 3 qualification (including A levels and equivalent qualifications) than the national average.

In Nottinghamshire, unemployment among young adults aged 18-24 is increasing, reflecting the national situation. We are developing action to respond to this situation in Nottinghamshire. Improving attainment at age 16-19 will include better preparing young people to enter the workforce. In addition, we will develop actions to directly promote the employment of young adults.

Nottinghamshire County Council is a lead partner with the 14-19 Partnership Board, which includes representatives of schools, colleges and training providers.

#### **What we did in 2012-13**

Work towards our 'Closing the Gap' strategy has included work to promote achievement by young people, through direct work on Key Stage 5 attainment and through promoting higher achievement at earlier stages, which will ensure that young people are better prepared for Key Stage 5. (See Section 3.5)

'Working for Youth - Work for Life', the sustainable Youth Employment Strategy for Nottingham and Nottinghamshire, was published in January 2013.

#### **What we will do in 2012-13**

Work will continue to implement year 1 of the 'Closing the Gaps' Strategy by July 2013, and to identify further action beyond this date. Together with work to reduce the educational attainment gaps at all stages, partnership work towards raising achievement at age 16-19 will now form part of the new Early Help Strategy. Key actions for partnership work will be included in this strategy.

The County Council has allocated £500,000 to implement a Youth Employment Strategy in 2013-14. The additional funding will support a number of initiatives around three themes:

- Creating more employment opportunities
- Preparing young people for work
- Improving transition pathways into work.

#### **When we will do this**

We aim to have implemented year 1 of the 'Closing the Gaps' strategy by July 2013. Partnership activities towards closing the gaps will be included in the new Early Help Strategy to be published in autumn 2013.

In June, the County Council's Children and Young People's Committee will confirm actions to implement the Youth Employment Strategy, including how the £500,000 funding to support this work will be allocated.

## **How this will improve the lives of children, young people and families**

Improvement in participation and attainment in learning up to age 18 will promote:

- higher employment rates for 19-24 year olds
- improved progression to Higher Education, with associated greater opportunities.

Indicators that we have selected to measure achievement are:

- more 16-18 year olds participating in learning and work
- more 19 year olds with Level 3 or equivalent qualifications.

### **For more information:**

Nottinghamshire County Council Closing the Gaps Strategy

**[www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/closinggaps](http://www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/closinggaps)**

Nottingham and Nottinghamshire Youth Employment and Employability Strategy

**[www.nccesb.org.uk/publications/working-for-youth-work-for-life](http://www.nccesb.org.uk/publications/working-for-youth-work-for-life)**

### **3.7 Improve children and young people's emotional wellbeing**

#### **Why this matters**

Positive emotional health and well being in infants, children and young people is essential to enable them to do well in later life. Emotionally resilient children and young people are more able to deal with difficulties in their lives and cope with uncertainty. They are likely to do better at school and to have good relationships with family and friends. They are less likely to take unnecessary risks or behave in an anti-social way.

Research shows that relationships, particularly with family, are most important for children and young people's well being, alongside a sense of freedom, choice and autonomy for young people. Life events also impact on emotional health.

Ensuring positive emotional health very early in life can improve health outcomes, life expectancy, educational and economic outcomes and reduce crime and violence. Untreated mental health problems create enormous distress for children, young people, their families and carers. The negative impact continues into later life, affecting future generations.

We know that children, young people and families who experience disadvantage are more likely to have emotional health needs. Vulnerable children or young people include:

- those in local authority care
- those involved in or at risk of offending
- those with learning and/or physical disabilities
- those who are from Black and Minority Ethnic backgrounds, including Roma and Traveller children
- those who live with vulnerable adults.

When children young people and families have mental health needs, we know that they want mental health services that are accessible, provide support when needed and involve them as service users.

The Children's Trust has established an Integrated Commissioning Group focusing on emotional health and wellbeing, known as the Nottinghamshire County Child and Adolescent Mental Health Services (CAMHS) Integrated Commissioning Group.

This group brings together key partners at a strategic level to plan, agree and monitor the strategic commissioning priorities for CAMHS (including emotional health and wellbeing) across Nottinghamshire. It supports the continued provision of a comprehensive, flexible and responsive CAMHS, building on previous partnership working. The CAMHS Integrated Commissioning Group reports to the Children's Trust, which in turn reports to the Health and Wellbeing Board.

#### **What we did in 2012-13**

The CAMHS Integrated Commissioning Group has worked to achieve the local priorities set out in its CAMHS Strategy 2011-13. Key achievements include:

- Developing new approaches to the delivery of mental health support services in schools, implementing the recommendations from the Targeted Mental Health in Schools (TaMHS) Programme.
- Delivering activities to enable the implementation of the Autistic Spectrum Disorder Pathway (0-19 years), including developing a practitioner toolkit, delivering multi-agency training and developing support materials for parents and carers.
- Developing a community-facing CAMHS Day Service, implementing findings from a pilot project.

#### **What we will do in 2013-14**

Support the development and implementation of Children and Young People's IAPT (Improving Access to Psychological Therapies)

Continue work to implement the Autistic Spectrum Disorder Pathway.

As the Integrated Commissioning Hub for children's services becomes operational, it will take on increasing responsibility for integrated commissioning for child and adolescent mental health services.

## **When we will do this**

The needs assessment for child and mental health in Nottinghamshire will be completed in summer 2013.

A number of activities will be completed by April 2014, developing and implementing Children and Young People's IAPT and the Autistic Spectrum Disorder Pathway.

The Integrated Commissioning Hub will be fully operational by September 2013.

## **How this will improve the lives of children, young people and families**

Joint planning and commissioning will result in services that are: based on an understanding of needs, evidence based, and reflect value for money. This will enhance local outcomes for children, young people and their families.

The group will identify specific commissioning activities, service development opportunities and associated quality or performance measures.

In 2011-12, we decided to monitor the number of children and young people who require an out of area secure CAMHS hospital placement due to the complexity of the case. We aim to reduce this number.

## **For more information:**

Integrated commissioning for emotional wellbeing:

[www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/camhsintegratedcommissioning](http://www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/camhsintegratedcommissioning)

### 3.8 Summary of actions planned for 2013-14

<b><u>Key action for the Children's Trust Board and its integrated commissioning sub-groups</u></b>	<b><u>Children's Trust Priority to which this action contributes</u></b>			
	<b><u>Implement Nottinghamshire's Early Intervention and Prevention Strategy, including:</u></b> <ul style="list-style-type: none"> <li><b><u>Implement the child poverty strategy</u></b></li> <li><b><u>Reduce the achievement gaps at all key stages</u></b></li> <li><b><u>Raise achievement age 16-19 and promote employment for young adults aged 18-24</u></b></li> </ul>	<b><u>Sustain and build on improvements made in safeguarding</u></b>	<b><u>Improve the effectiveness of services for disabled children</u></b>	<b><u>Improve children and young people's emotional wellbeing</u></b>
<u>Publish the Nottinghamshire Early Help Strategy in autumn 2013</u>	✓	✓		
<u>Establish an early help unit that will act as the first point of contact for early help services by September 2013</u>	✓			
<u>Publish a revised Pathway to Provision by September 2013</u>	✓	✓		
<u>Establish an early help dataset, with some data available from June 2013 and full reporting by March 2014</u>	✓			
<u>Establish a Quality Framework for Children's Services, to begin reporting in October 2013</u>	✓	✓		
<u>Further develop locality-based service delivery of multi-agency support for children, young people and families</u>	✓	✓		
<u>Complete year 1 of the 'Closing the Gaps' strategy by July 2013</u>	✓			
<u>Implement the recommendations of the SEBD review by September 2013</u>	✓			
<u>Further develop partnership safeguarding arrangements in line with national guidance and evidence of best practice</u>		✓		
<u>Support the embedding of the MASH</u>		✓		
<u>Deliver activities to promote the wellbeing of Looked After Children</u>	✓	✓		
<u>Implement Nottinghamshire's Child Sexual Exploitation Action Plan by March 2014</u>		✓		
<u>Implement the recommendations of Nottinghamshire's SEN Pathfinder through the 'One Plan' Project by September 2014</u>	✓		✓	
<u>Develop an Integrated Children and Young People's Community Healthcare Programme</u>			✓	
<u>Support the development and implementation of Children and Young People's IAPT (Improving Access to Psychological Therapies)</u>				✓
<u>Continue work to implement the Autistic Spectrum Disorder Pathway</u>			✓	✓
<u>Establish the Integrated Commissioning Hub, to be fully operational by September 2013</u>	✓	✓	✓	✓

## 4. Other work supported by the Children's Trust

### Why we support this work

The seven priorities in this plan identify areas of work where the Children's Trust will take a lead role in coordinating partnership working and in monitoring its effectiveness.

There are a number of other initiatives which the Children's Trust has offered to support. These are in areas of work which will have a significant impact for children, young people and families and where:

- the reporting and accountability for this work is through another partnership group, or
- one partner organisation has an identified lead role, including responsibility for action planning and performance monitoring.

For these initiatives, the Children's Trust will not report on or monitor progress as part of this plan, as to do so would duplicate work done elsewhere. However, we will actively support this work.

Support will include:

- receiving information updates
- identifying how individual partner organisations, or any of the Children's Trust working groups, can contribute to these areas of work.

### Initiatives that we will support

The Children's Trust has agreed to support three initiatives, which are outlined here.

#### Nottinghamshire Youth Crime Strategy for 2010-13

This included targets to reduce the number of young people committing crime, the rate of re-offending and young people in custody. There was a focus on young people's transition to adulthood.

The Safer Nottinghamshire Board was accountable for this work, with Nottinghamshire County Council being the lead organisation through its Targeted Support and Youth Justice Service.

#### Safer Nottinghamshire Board Partnership Plus Areas (15 Priority Wards)

This work aims to align mainstream partnership resources in areas where there is greatest need to reduce crime. It focuses on hotspot areas within 15 priority wards, which have the highest crime rates in Nottinghamshire.

The Safer Nottinghamshire Board is accountable for this work, with Nottinghamshire Police taking a lead role. However, the Children's Trust will provide active support as reduced crime and anti-social behaviour (across all ages) should result in improved communities for families.

The Children's Trust will support this initiative through local working in districts, focusing on particular hotspot areas, and linked to its district partnership arrangements for early intervention work with families.

Work is also being undertaken by children and families services aiming to reduce youth crime.

#### Nottinghamshire Obesity Strategy.

This is a health-led initiative, including targets for all ages, encompassing work on childhood obesity which includes the National Child Measurement Programme for children in school reception year.

The lead responsibility for this work is with Public Health, but all partners have agreed to support it. Work to reduce obesity in children and young people is also undertaken within early help services, and childhood weight is one of the health outcomes used to monitor the success of early help services (See Section 3.1)

As the National Child Measurement Programme requires the active support of schools, there is a role for the county council in promoting this work through its information and events for schools.

## 5. More about our planning and performance management

### How we developed our Children, Young People and Families Plan

The Children's Trust Executive Group managed the production of this plan. This group comprised senior managers from key partner organisations and it coordinates the work of the Children's Trust. This plan is the result of development activities to:

- identify the needs of children, young people and their families in Nottinghamshire, as presented in a revised children's chapter of the Joint Strategic Needs Assessment (JSNA)
- review evidence of how effectively we are meeting these needs (evidence included inspection reports, a final review of performance for the Children and Young People's Plan 2009-11, and other performance data reports)
- consult with key partners through the Children's Trust Board and Nottinghamshire Safeguarding Children Board (NSCB) about priorities for the Children's Trust.

Throughout all our development and consultation activities, we adopted a value-for-money approach, using existing meetings or networks for consultation.

In revising the children's chapter of the JSNA, we combined data already held by individual partner organisations to build a shared picture of the situation in Nottinghamshire. We used information from consultation activities undertaken with children, families or communities, including a survey of young people's views commissioned in 2010.

### How we will review and update our Children, Young People and Families Plan

*A reformed Children's Trust Board has now taken on the responsibilities of the former Children's Trust Executive, and oversees reviews and updates of this plan.*

Our review process is essential to the performance management of our plan. Reviewing our progress enables us to:

- check that we are doing what we planned to do
- assess if this making an impact.

Every year, we undertake two reviews:

- **Six-monthly Review** This assesses if we are making the progress we expected. If not, we may change some activities contributing to our priorities for action, but are unlikely to change the priorities themselves
- **Annual Review** This is a full review of progress and a re-assessment of the information that we have about the needs of children and young people in Nottinghamshire, which may lead to changes in our Children's Trust priorities for action. Following this review, we will publish an update of this plan.

### How we will measure the impact of our Children, Young People and Families Plan

Each of our priorities for action has associated impact measures, including:

- performance indicators, identifying desired outcomes for a group of children or young people, with associated targets defining improvements expected over a period of time
- ways of identifying the quality of our work, for example, feedback from children, young people or families
- milestones to monitor delivery of planned actions.

From these, we have selected key indicators, targets and milestones to provide an overview of performance across all our priorities. These will be reported on every six months to provide information for our review process.

The table in Section 6 summarises our key performance indicators and targets.

#### For more information:

Joint Strategic Needs Assessment (JSNA) children and young people's chapter:

[www.nottinghamshire.gov.uk/thecouncil/plans/strategydevelopment/joint-strategic-needs-assessment](http://www.nottinghamshire.gov.uk/thecouncil/plans/strategydevelopment/joint-strategic-needs-assessment)



## 6. Children, Young People and Families Plan: Summary of Performance Indicators for 2013-14

<u>PERFORMANCE INDICATOR</u>		<u>Reporting Period</u>	<u>Current Performance</u>	<u>Improve early help services *</u>	<u>Sustain and build on improvements made in safeguarding</u>	<u>Improve the effectiveness of services for disabled children</u>	<u>Improve children and young people's emotional wellbeing</u>
<b><u>Key Outcome Indicators</u></b>	<u>First time entrants to the Youth Justice System (per 100,000 aged 10-17) - PH 1.04 (Crime and Community Safety)</u>	<u>2012/13 Q3</u>	<u>292</u>	<u>√√</u>	<u>√</u>		
	<u>Breast-feeding prevalence rates at 6-8weeks (Notts NHS)</u>	<u>2012/13 annual</u>	<u>tbc</u>	<u>√√</u>			
	<u>Breast-feeding prevalence rates at 6-8weeks (Bassetlaw NGS)</u>	<u>2012/13 annual</u>	<u>34.3%</u>	<u>√√</u>			
	<u>Under 18 conception rate</u>	<u>2011 annual</u>	<u>31.9</u>	<u>√√</u>			
	<u>Attainment gap at age 16 between pupils taking free school meals and the rest (FSM during past six years)</u>	<u>2011/12 academic</u>	<u>30.7%</u>	<u>√√</u>			
	<u>Number of families with a single assessment for Education and Healthcare Plan (local indicator) – new assessments plus existing assessments/plans moving to one plan</u>	<u>Quarterly</u>	<u>New indicator</u>	<u>√</u>	<u>√</u>	<u>√√</u>	
<b><u>Supplementary performance indicators</u></b>	<u>The number of children requiring statutory child protection interventions (child protection plans rate per 10,000)</u>	<u>2012/13 Q4 &amp; annual</u>	<u>48.4</u>	<u>√√</u>	<u>√</u>		
	<u>The number of contacts made to Children's Social Care</u>	<u>2012/13 Q4 &amp; annual</u>	<u>15,642</u>	<u>√√</u>	<u>√</u>		
	<u>Percentage of overall absence in primary, secondary and special schools</u>	<u>2011/12 academic</u>	<u>5.00%</u>	<u>√√</u>			
	<u>Dependent children who live in households whose income is below 60% of national average</u>	<u>2010 annual</u>	<u>17.1%</u>	<u>√√</u>			
	<u>Early years foundation stage attainment</u>	<u>2011/12 academic</u>	<u>64.0%</u>	<u>√√</u>			
	<u>Achievement of 5 or more A*-C grades at GCSE or equivalent including English &amp; maths</u>	<u>2011/12 academic</u>	<u>60.6%</u>	<u>√√</u>			
	<u>Percentage of young people in academic years 12-14 not in education, employment or training</u>	<u>2012/13 annual</u>	<u>2.5% (provisional)</u>	<u>√√</u>			
	<u>Percentage of young people who have attained a full Level 3 qualification by 19</u>	<u>2011/12 academic</u>	<u>48.7%</u>	<u>√√</u>			
	<u>Excess weight ages 4-5, 10-11 – PH 2.06i</u>	<u>Annual</u>	<u>New indicator</u>	<u>√√</u>			
	<u>Excess weight ages 10-11 – PH 2.06 ii</u>	<u>Annual</u>	<u>New indicator</u>	<u>√√</u>			
	<u>Initial assessments for Children's Social Care carried out within timescales (single assessment from Q2)</u>	<u>2012/13 annual</u>	<u>78.3% (provisional)</u>		<u>√√</u>		
	<u>Core assessments for Children's Social Care carried out within timescales (single assessment from Q2)</u>	<u>2012/13 annual</u>	<u>79.1% (provisional)</u>		<u>√√</u>		
	<u>Percentage of re-referrals to Children's Social Care</u>	<u>2012/13 annual</u>	<u>25.6% (provisional)</u>	<u>√</u>	<u>√√</u>		
	<u>Children who are subject to a child protection plan for 2 years or more</u>	<u>2012/13 annual</u>	<u>4.8% (provisional)</u>	<u>√</u>	<u>√√</u>		
	<u>Children becoming the subject of a child protection plan on more than one occasion</u>	<u>2012/13 annual</u>	<u>17.8% (provisional)</u>	<u>√</u>	<u>√√</u>		
	<u>Number of children and young people who require an out of area secure Child and Adolescent Mental Health Service hospital placement due to the complexity of the case</u>	<u>2012/13 annual</u>	<u>16</u>				<u>√√</u>

\* This includes child poverty, closing the gaps, achievement at age 16-19 and employment for young adults

√√ Priority for which this is a primary performance indicator

√ Priority for which this is an additional performance indicator

## 7. Equality Impact Assessment

We are fully committed to the promotion of equality and diversity through the implementation of this plan. We will do this by identifying need and working together to address this, within our available resources.

This plan is based on a comprehensive evaluation of the needs of children and young people in the county. In 2010, we undertook a complete refresh of the children's chapter of Nottinghamshire's Joint Strategic Needs Assessment (JSNA). This brings together data from partner services to provide an overview of needs across the county.

The JSNA children's chapter includes analyses based on age, disability, race, religion or belief and social exclusion (we had insufficient data to produce analyses based on gender reassignment or sexual orientation).

We have undertaken an equality impact assessment to consider how this plan impacts on those with protected characteristics, as we are required to do by the Equality Act 2010. Our findings are summarised here.

### **The table below identifies the key findings from our Equality Impact Assessment**

Equality/Diversity Area	Positive Impact	Adverse Impact	Unmet need in relation to equalities	Evidence
Age	Yes	No	No	Services for children and families are by definition aimed at particular age groups and some services have age-related eligibility criteria. Some targeted action in this plan may focus on particular age groups where higher need levels have been identified, e.g. early intervention work with young children and a focus on participation and learning outcomes for 16-19 year olds. This will have a positive impact for these groups.
Disability	Yes	No	No	We have identified areas where our partnership working can improve the provision of services to children with disabilities, and have specific priority areas within this plan to do so. This includes developing joint commissioning for disability and for child and adolescent mental health, and implementing a review of the inclusion service in schools.
Gender/Gender reassignment	Yes	No	No	Our needs analysis considered outcomes for children and young people in relation to gender. Where it is appropriate, targeted or early intervention work will include work to reduce gender-related disadvantage. e.g. some of our early intervention work is aimed at young mothers. We have no direct evidence related to gender reassignment and outcomes, but our partner services have relevant equal opportunities policies.
Race	Yes	No	No	Our needs analysis included demographic analyses by ethnic group, and the strategic plans underlying our priorities consider the impact of race on outcomes for children and young people, and may target resources in response, e.g. in educational attainment work. Our partner services have relevant equal opportunities policies.
Religion or belief	No	No	No	Our needs analysis considered outcomes for children and young people in relation to religion or belief. We have not identified a need for a priority to address this, although it is considered in planning action to deliver our priorities. Our partner services have relevant equal opportunities policies.
Sexual orientation	No	No	No	We have no direct evidence of either particular needs or potential adverse impact. Our partner services have relevant equal opportunities policies.
Other area of social exclusion	Yes	No	No	Partnership working to overcome disadvantage is central to our plan and to the role of the Children's Trust. All of our priorities address disadvantage and promote social inclusion. Our needs analysis has identified where resources should be targeted to improve outcomes.

## 8. References to related planning or policy information

These are the key information sources referred to in this plan. All of these are also referenced within the relevant section.

Children Act 2004

[www.legislation.gov.uk/ukpga/2004/31/contents](http://www.legislation.gov.uk/ukpga/2004/31/contents)

National Government's current policy statement on Children's Trusts

[www.education.gov.uk/childrenandyoungpeople/healthandwellbeing/a00202982/anewapproachfor-childrenstrustboards](http://www.education.gov.uk/childrenandyoungpeople/healthandwellbeing/a00202982/anewapproachfor-childrenstrustboards)

Nottinghamshire Child and Family Poverty Strategy and Needs Assessment

[www.nottinghamshire.gov.uk/childpoverty](http://www.nottinghamshire.gov.uk/childpoverty)

Nottinghamshire Children's Trust

[www.nottinghamshire.gov.uk/childrenstrust](http://www.nottinghamshire.gov.uk/childrenstrust)

Nottinghamshire County Council Closing the Gaps Strategy

[www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/closinggaps](http://www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/closinggaps)

Nottinghamshire County Council Equality Impact Assessments

[www.nottinghamshire.gov.uk/thecouncil/democracy/equalities/eqia](http://www.nottinghamshire.gov.uk/thecouncil/democracy/equalities/eqia)

Nottinghamshire County Council Strategic Plan

[www.nottinghamshire.gov.uk/strategicplan](http://www.nottinghamshire.gov.uk/strategicplan)

Nottinghamshire Early Intervention and Prevention Strategy

[www.nottinghamshire.gov.uk/earlyinterventionandprevention](http://www.nottinghamshire.gov.uk/earlyinterventionandprevention)

Nottinghamshire Health and Wellbeing Board

[www.nottinghamshire.gov.uk/caring/yourhealth/developing-health-services/health-and-wellbeing-board](http://www.nottinghamshire.gov.uk/caring/yourhealth/developing-health-services/health-and-wellbeing-board)

Nottinghamshire Integrated Commissioning for Disabled Children

[www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/disabilitysenintegratedcommissioning](http://www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/disabilitysenintegratedcommissioning)

Nottinghamshire Integrated commissioning for emotional wellbeing

[www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/camhsintegratedcommissioning](http://www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/camhsintegratedcommissioning)

Nottinghamshire Joint Strategic Needs Assessment (JSNA)

[www.nottinghamshire.gov.uk/thecouncil/plans/strategydevelopment/joint-strategic-needs-assessment](http://www.nottinghamshire.gov.uk/thecouncil/plans/strategydevelopment/joint-strategic-needs-assessment)

Nottinghamshire Looked After Children Strategy

[www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/lookedafterchildren](http://www.nottinghamshire.gov.uk/caring/childrenstrust/developmentwork/lookedafterchildren)

Nottinghamshire Multi Agency Safeguarding Hub (MASH)

[www.nottinghamshire.gov.uk/caring/childrenstrust/pathway-to-provision/mash](http://www.nottinghamshire.gov.uk/caring/childrenstrust/pathway-to-provision/mash)

Nottinghamshire Pathway to Provision

[www.nottinghamshire.gov.uk/pathwaytoprovision](http://www.nottinghamshire.gov.uk/pathwaytoprovision)

Nottinghamshire Safeguarding Children Board

[www.nottinghamshire.gov.uk/caring/protecting-and-safeguarding/nscb](http://www.nottinghamshire.gov.uk/caring/protecting-and-safeguarding/nscb)

Nottingham and Nottinghamshire Youth Employment and Employability Strategy

[www.nccesb.org.uk/publications/working-for-youth-work-for-life](http://www.nccesb.org.uk/publications/working-for-youth-work-for-life)