

Children and Young People's Committee

Monday, 23 May 2016 at 10:30

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

AGENDA

- | | | |
|----|--|---------|
| 1 | To note the appointment by the County Council on 12 May 2016 of Councillor John Peck as Chairman of the Committee, and Councillors Kate Foale and Liz Plant as Vice-Chairmen | |
| 2 | Minutes of the last meeting held on 25 April 2016 | 3 - 6 |
| 3 | Apologies for Absence | |
| 4 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 5 | Principal Child and Family Social Worker Annual Report 2015 | 7 - 14 |
| 6 | Court Team Social Worker Support Officers | 15 - 18 |
| 7 | Proposed Staffing Changes in Children's Residential Services | 19 - 22 |
| 8 | Performance Reporting Quarter 4 2015-16 - Services for Children and Young People | 23 - 32 |
| 9 | Strategy for Closing the Educational Gaps in Nottinghamshire | 33 - 44 |
| 10 | Special Educational Needs and Disability Reform Grant 2016-17 | 45 - 50 |
| 11 | Exceptional Payments for Clothing and Footwear | 51 - 54 |

12	Troubled Families Programme in Nottinghamshire - Update	55 - 70
13	Delivering Thirty Hours of Free Childcare	71 - 78
14	Work Programme	79 - 82

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 Alison Fawley (Tel. 0115 993 2534) or a colleague in Democratic Services prior to the meeting.

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

Meeting CHILDREN & YOUNG PEOPLE'S COMMITTEE

Date 25 April 2016 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

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

Jim Creamer
Boyd Elliott
Keith Longdon
Philip Owen

Sue Saddington
Andy Sissons
John Wilmott
Yvonne Woodhead

Ex-officio (non-voting)
A Alan Rhodes

CO-OPTED MEMBERS (NON-VOTING)

Vacancy
A Mr David Richards JP

OFFICERS IN ATTENDANCE

Marion Clay	Children, Families and Cultural Services
Steve Edwards	Children, Families and Cultural Services
Jon Hawketts	Children, Families and Cultural Services
Derek Higton	Children, Families and Cultural Services
Chris Jones	Children, Families and Cultural Services
Liz Maslen	Children, Families and Cultural Services
Pip Milbourne	Children, Families and Cultural Services
Colin Pettigrew	Children, Families and Cultural Services
Sarah Williams	Children, Families and Cultural Services
Paul Davies	Resources

MINUTES OF THE LAST MEETING

The minutes of the meeting held on 21 March 2016, having been circulated to all Members, were taken as read and were confirmed and were signed by the Chair.

APOLOGIES FOR ABSENCE

An apology for absence was received from Mr D Richards JP.

DECLARATIONS OF INTEREST

None

CHILDREN, YOUNG PEOPLE AND FAMILIES PLAN 2016-18

The Chair introduced the report and lead officers responded to questions and comments from Members.

RESOLVED 2016/022

That:

- 1) the proposed Children and Young People and Families Plan for 2016-18, attached as Appendix 1 to the report be noted.
- 2) the proposed Children and Young People and Families Plan for 2016-18 be recommended to Policy Committee for approval at its meeting on 18 May 2016.

SCHOOL CAPITAL PROGRAMME PROGRESS REPORT

The Chair introduced the report and lead officers responded to questions and comments from Members.

RESOLVED 2016/023

That the progress in delivering the Schools Capital Programme be noted.

CHILDREN'S WORKFORCE HEALTH CHECK 2015-16

The Chair introduced the report and lead officers responded to questions and comments from Members.

RESOLVED 2016/024

That the summary of the responses to the Children's Services Workforce Health Check Report 2015-16, and the recommendations made, be noted.

WORK PROGRAMME

RESOLVED 2016/025

That the Committee's work programme be noted.

The meeting closed at 11.15am

CHAIRMAN

23 May 2016**Agenda Item: 5****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****PRINCIPAL CHILD AND FAMILY SOCIAL WORKER ANNUAL REPORT
2015/16****Purpose of the Report**

1. This report summarises the work completed by the Principal Child and Family Social Worker (PC&FSW).

Information and Advice

2. The summary below outlines the key priorities for 2015/16 for Nottinghamshire County Council's Principal Child and Family Social Worker, Diana Bentley, and the actions which have been taken to meet these objectives.

Maintain and develop a clear line of communication between frontline staff and senior management, championing best practice and encouraging a 'reflective approach' to social workChildren's Social Care Practice Forum

3. The Principal Child and Family Social Worker is responsible for facilitating the Children's Social Care Practice Forum which enables staff to communicate directly with the service director and to participate in service development. The forum is now well established, has terms of reference and meets on a quarterly basis. All forum meetings are attended by Steve Edwards, Service Director, Diana Bentley and representatives from all Children, Families and Cultural Services (CFCS) service areas. Issues which have been discussed at the Children's Social Care Practice Forum have included: the development of a new assessment model; Practice Education; office environments; and the training and developmental needs of staff.
4. Members of the Children's Social Care Practice Forum feel that they have been listened to, that their views are valued and that they are able to bring issues from their team and service area to the attention of the Service Director and PC&FSW.

Social Work Practice Consultant Team

5. Diana Bentley is the Manager for the Social Work Practice Consultant Team (17.5 posts). In September 2015 Diana Bentley did a detailed review of the roles and responsibilities of the practice consultants which drew on the feedback from the Ofsted inspection in July 2015, information provided by Newly Qualified Social Workers, Social Workers and

Managers in fieldwork teams (Survey monkey) and Practice Consultants. This resulted in some adjustments being made to the operating model to meet the needs of the service.

6. During 2015/16 the Social Work Practice Consultant Team has continued to co-work, mentor and provide supplementary reflective case supervision with social workers and to develop best practice guidance and workshops for staff which have included completing child and family assessments, writing reports for court (s.7, s.37 and Care Proceedings), direct work with children and working with children and families where there is sexual abuse.
7. For the first time in 2015/16 the Social Work Practice Consultant Team became fully staffed, this now provides an excellent opportunity for increasing the presence of Practice Consultants in field work teams and developing lead roles.

Report the views and experiences of the front line to all levels of management including the Chief Executive, Director of Children's Services and Elected Members

Scrutiny of Safeguarding Meetings

8. Diana Bentley represents CSC social work staff at three monthly Scrutiny of Safeguarding Meetings which are chaired by the Chief Executive and attended by the Elected Member with the lead responsibility for Children's Social Care and the Chair of Nottinghamshire Safeguarding Children's Board (NSCB). These meetings are arranged to inform the Chief Executive of children's social work services in Nottinghamshire from a practice perspective.

Work directly with children, young people and their families in a consultation and research role and articulate these experiences across the organisation as part of an evidence base

Service User feedback

9. Diana Bentley and the Social Work Practice Consultant Team work alongside the Quality Improvement Team to ensure that feedback is received directly from children and young people about the service they have received. This included 1:1 meetings with children and young people and also the development of innovative child participation group sessions. The valuable feedback given by the children and young people helps to inform the future development of tools and working practices for social workers to use.
10. When giving feedback, children and young people are invited to also write a letter ("message in a bottle") to Steve Edwards, Service Director. Steve Edwards responds in person with a letter to all children and young people who choose to send a message in a bottle. This process enables the Service Director to maintain a direct channel of communication with children and young people.

Academic research projects

11. In 2014 Diana Bentley provided The Centre for Child and Family Research, Loughborough University, with support in gathering evidence for their Department for Education (DfE) funded research: Children who return home from care: improving

practice. This research has recently been published by the DfE and the research team will be coming to the local authority to present their findings.

12. A member of staff at Sheffield Hallam University has recently completed a Doctoral thesis examining the impact of fatal child abuse upon social work practitioners; Diana is working with Sheffield Hallam University to arrange a session where this learning can be disseminated to managers within Nottinghamshire County Council Children's Social Care.

Act as a 'critical friend' providing quality assurance on social work practice

NSCB Audit

13. Diana Bentley is Children's Social Care's lead representative on the Nottinghamshire Safeguarding Children Board (NSCB) Multi-agency audit sub-group. Diana was the lead auditor for the multi-agency audit of Initial Child Protection Conferences in October 2015 and a Multi-agency audit of Child Sexual Abuse referrals in February 2016. These audits have provided a valuable learning opportunity for colleagues within the department and also partner agencies.

Adoption panel

14. Diana Bentley is a member of the newly formed dual fostering and adoption panel. This is a monthly commitment which enables Diana to remain involved in direct practice and decision making whilst also providing a new and challenging experience.

Career Progression

15. Diana Bentley has developed a revised social worker career progression process, which is aligned to the national professional capabilities framework for social workers and clearly outlines how and when social workers can apply for progression. Diana is a member of the career progression panels which are going to meet on a bi-monthly basis, making this more accessible and more equitable to all staff.

Assessment and Accreditation of child care social workers

16. In 2015 Nottinghamshire County Council was invited to participate in the DfE trial of the new assessment and accreditation test for social workers. Diana Bentley worked with the DfE to ensure that social workers in Nottinghamshire were able to participate in the trial and has represented the department, attended consultation events with the DfE and ensured that staff in Nottinghamshire remain informed.

Induction briefings

17. Diana and the Practice Consultant Team facilitate induction briefings every two weeks for new starters to the department. The purpose of these briefings is to offer a consistent oversight of the structure of the department, role and responsibilities of different teams and services. The contents of the induction workshop are reviewed and updated to ensure that they remain relevant.

Lead the piloting and implementation of new ways of working for the Social Work Team across Children's Social Care

Ofsted inspection 2015

18. The Ofsted inspection of Nottinghamshire County Council services for children in need of help and protection, children looked after and care leavers, 11 May 2015 – 4 June 2015 recognised that Diana Bentley and the Social Work Practice Consultants working within teams has improved consistency of practice and has had a positive impact on improving morale and social work practice in front line teams.

Child and Family Assessment

19. In accordance with Working Together 2015 (Statutory Guidance) Children's Social Care implemented the new Child and Family Assessment (Single Assessment) on 29th February 2016. Prior to the implementation of this assessment model Diana Bentley worked closely with colleagues from the Family Service and the Framework Development team to develop a consistent assessment model and toolkit to be used by both service areas.
20. Diana Bentley and the Social Work Practice Consultant Team provided an opportunity for all staff to attend an information sharing workshop prior to the implementation (29 workshops).
21. The implementation of the Child and Family Assessment as a new model of working has been efficient, with social workers and managers mostly feeling that they were provided with the information and guidance they needed.
22. Diana Bentley is going to continue to work with a working group of managers and the assessment delivery team to ensure that there continues to be communication and problem solving so that there is consistency of practice.

Child and Parenting Assessment

23. It was identified that there were inconsistencies in the quality and format of reports and statements written by social workers for court proceedings. In October 2015 Diana and solicitors from the Safeguarding and Social Care, Legal Services, designed a template for completing Child and Parenting Assessments for court and also wrote detailed guidance for social workers writing reports and statement for care proceedings. Diana arranged workshops for social workers and managers in all teams, so that this could be constantly adopted into practice.

Children's Services Workforce Development Commissioning Forum

24. Diana Bentley is the Children's Social Care representative on the Children's Services Workforce Development Commissioning Forum. Diana has communicated with staff and managers at all levels to identify priorities for future learning and development and worked closely with the Learning & Organisational Development Team to ensure that a range of training and continuing professional development opportunities are available.

Champion professional social work practice and development both within the organisation and at a regional and national level

National Principal Social Work Network

25. Diana Bentley attends and participates in the quarterly National Child and Family Principal Social Work network meetings. These meetings are hosted by Daisy Bogg Consultancy on behalf of the DfE and are attended by principal social workers from England. The meetings offer learning and developmental opportunities, an opportunity for information transfer and networking with peers in other local authorities and also for Isabelle Trowler, the Chief Social Worker for England, to communicate with practitioners. Attendance at these meetings has provided useful information and has enabled Nottinghamshire County Council to participate in the debate regarding:
- Development and progress made by other local authorities
 - Ofsted inspection
 - Education of social workers
 - National agenda for the reform of social work.

Regional Principal Social Work Network

26. Diana Bentley attends and participates in the Regional Child and Family Principal Social Work network meetings. These are normally held every two or three months and are hosted by Diana Bentley on behalf of Nottinghamshire County Council. This group is regularly attended by representatives from Derbyshire, Lincolnshire and Leicestershire.

Universities

27. Diana Bentley and the Social Work Practice Consultant Team have collaborated with the University of Nottingham and Nottingham Trent University to provide practitioners to do teaching sessions with students and assessments of students.
28. Diana Bentley will continue to liaise with local universities to provide expert input into undergraduate and post graduate training courses and participate in research projects.

Strategic oversight of Assessed and Supported Year of Employment (ASYE)

29. In 2015 it became a requirement of the DfE that the principal social worker or senior manager had strategic oversight of the Assessed and Supported Year of Employment scheme for newly qualified social workers.
30. In this role Diana Bentley has been liaising with the Business Partner within Learning & Organisational Development who leads the ASYE programme to ensure that the programme is compliant with the requirements of the DfE and Skills for Care by meeting the learning objective of the DfE knowledge and skills for child and family social workers.

Provide professional individual and group supervision to social workers to improve practice

Multi-agency Problem Solving Meetings (MAPS)

31. In October 2014 Diana Bentley and the Social Work Practice Consultant Team started to offer teams of professionals working with a children and families the opportunity to have facilitated reflective case discussions using a circle of adults methodology.
32. MAPS meetings are designed to allow a group of professionals who feel that despite their best efforts the plan for the child/ family is not progressing and the case is “stuck” an opportunity to think in a creative way and consider different and new ideas.
33. The Ofsted inspection 2015 identified the positive impact the development of the social work practice consultant role has had on multi-agency problem solving meetings (reflective sessions) for challenging cases or cases that social workers regard as ‘stuck’.
34. The team has been asked to present this innovative way of working to social work events in Birmingham and Manchester.

Nottinghamshire County Council Coaching Network

35. Diana Bentley successfully completed the ILM Level 5 certificate in coaching and mentoring and has become a member of the Nottinghamshire County Council coaching network.

Other Options Considered

36. The report is for noting only

Reason/s for Recommendation/s

37. The report is for noting only

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the Committee notes the progress which has been made by the Principal Child and Family Social Worker.

Steve Edwards
Service Director, Children’s Social Care

For any enquiries about this report please contact:

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Constitutional Comments

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

Financial Comments (SS 05/05/16)

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

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C0822

23 May 2016**Agenda Item: 6**

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE

COURT TEAM SOCIAL WORK SUPPORT OFFICERS

Purpose of the report

1. To seek approval to extend the Social Work Support Officer pilot to include 2 full-time equivalent (fte) Social Work Support Officer posts (Grade 4) within the Court Team for a period of 12 months.

Information and advice

2. The recruitment and retention of qualified child protection social workers and team managers is a national issue, resulting in Councils across the UK spending millions on high cost agency staff. In the last five years, agency spend has increased in Nottinghamshire's Children's Social Care by 22%, with the majority of this spend in the frontline child protection and Court teams. In addition to the financial cost, high numbers of agency staff creates instability within teams and means that vulnerable young people and families may have many changes of social worker.
3. The Council has undertaken a number of initiatives to improve the recruitment and retention of staff, including the Social Work Support Officer (SWSO) pilot, which was introduced in spring 2015 to evaluate the deployment of a new role within front-line social work teams. The pilot was based on the 'Reclaiming Social Work' model of child protection, which was successfully pioneered in Hackney and praised in the Munro Report¹.
4. The SWSO pilot aimed to free up social work capacity and was based on the following success criteria:
 - a) social workers will be able to spend more time with the children and families they are supporting
 - b) improved outcomes for children
 - c) improved morale of social workers, which will improve retention rates and create a more stable workforce
 - d) improved throughput of social work cases
 - e) reduced spend on agency social workers.
5. The model has been running for approximately one year in four social care teams: Bassetlaw District Child Protection Team (DCPT), the Looked After Children (LAC)

¹ The Munro Review of Child Protection: Final Report, A Child –Centred System, May 2011.

team, Children's Disability Service (CDS) frontline social work team and Broxtowe & Rushcliffe DCPTs.

Progress to Date

6. The SWSO pilot has evidenced progress towards four of the five above success criteria as summarised below:
 - a) social workers spend less time on administrative tasks
 - b) social workers are able to undertake more direct work with the children and families they are supporting
 - c) work / life balance has improved
 - d) sickness absence rates have reduced
 - e) staff turnover rates have reduced
 - f) staff morale has improved.
7. There is no substantive evidence to show that the pilot has positively impacted on agency spend; however, there has been a reduction in two of the pilot teams, with one team remaining the same. However, the reduction in agency spend is expected to take effect over a longer period of time and needs to be further scrutinised.

Proposed Extension

8. It is proposed that the SWSO model is extended to include the Court Team initially for 12 months. This will be alongside the previously agreed roll out to the other District Child Protection Teams, as approved by the Children and Young People's Committee on 21 March 2016.
9. The expansion would require an increase of 2 fte SWSO posts (Grade 4), and would not affect the number of senior SWSOs.

Other Options Considered

10. Not extending the SWSO pilot would place the Court Team at a high disadvantage in terms of improvements to practice and the recruitment and retention of social workers in Nottinghamshire. Staff morale would also be negatively impacted.

Reason/s for Recommendation/s

11. The SWSO pilot has demonstrated many positive outcomes as detailed in **paragraph 6**. Therefore, an extension of the pilot is recommended to include the Court Team and improve practice and potentially impact on agency spend and the recruitment and retention of social work staff.

Statutory and Policy Implications

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

Financial Implications

13. The projected cost of two Social Work Support Officers to the Court Team is £50,000.
14. This will be funded from a vacant post in the Throughcare Service staffing budget, £42,000, and the balance from grant monies.
15. If the SWSO role was extended beyond 12 months, it is anticipated that it could contribute to a further reduction in agency spend. Additionally, over time, there may be the potential to reduce the number of social worker posts, as the skills mix of the workforce changes.
16. The effectiveness of this investment will be monitored through a range of measures on a quarterly basis. If monitoring of the SWSO pilot indicates that progress is not being made to reduce spend on agency staff, the pilot will need to be re-evaluated and potentially cease.

Human Resources Implications

17. Recruitment to the new posts will be in accordance with the Authority's recruitment and selection policy.

Implications for Service Users

18. The SWSO role provides increased support for social workers and positively impacts on the service provided to children and their families.

RECOMMENDATIONS

- 1) That the Social Work Support Officer pilot is extended for 12 months to include 2 fte Social Work Support Officer posts (Grade 4) within the Court Team.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

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Group Manager, Social Work Services
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Constitutional Comments (SMG 28/04/16)

19. The Committee has the responsibility for approval of departmental staffing structures as required. The proposals in this report fall within the remit of this Committee.
20. The Employment Procedure Rules provide that the report to Committee include the required advice and HR comments and that the recognised trade unions be consulted on all proposed changes to staffing structures (and any views given should be fully considered prior to a decision being made).

Financial Comments (SS 04/05/16)

21. The financial implications of the report are contained within paragraphs 13 – 16 above.

Background Papers and Published Documents

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

Children's Social Care Transformation Programme – Social Work Support Officer Pilot update – report to Children and Young People's Committee on 16 November 2015.

Social Work Support Officers – Pilot Extension - report to Children and Young People's Committee on 21 March 2016.

Electoral Division(s) and Member(s) Affected

All.

C0814

23 May 2016**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****PROPOSED STAFFING CHANGES IN CHILDREN'S RESIDENTIAL SERVICES****Purpose of the Report**

1. To seek approval for proposed staffing changes in Children's Residential Services.

Information and Advice

2. The Council currently runs seven Children's Residential Homes:

3 Children's Disability Homes	36 Beds/Placements: 20 Learning Disability 16 Complex Health Needs/Disability
3 Mainstream Homes	12 Beds/Placements
1 Secure Children's Home	18 Beds/Placements: 14 Remand 4 Welfare
3. The Secure Children's Home, Clayfields, is not impacted by the recommendations of this report.
4. Over the past 18 months the Children's Disability Service (CDS) has adopted a strategic approach which seeks to provide support for children and young people with disabilities in their home environment wherever possible. This has enabled the service to adjust the number of beds required with a reduction in the staffing requirement at each of the homes.
5. Having looked at realigning current staffing structures outlined in this report, approval is now sought to make existing 'temporary' post reductions across CDS homes permanent by dis-establishing the vacant posts. There will also be a need to realign the number of Residential Care Worker (RCW) posts which will replace the Residential Social Care Worker (RSCW) posts in both CDS and mainstream homes, as the number of RSCW staff is reduced and the number of RCW staff is increased.
6. This report requests formal establishment and dis-establishment of the following posts across the CDS and mainstream residential homes:

Establish: 12 FTE Residential Care Workers (RCW)

Dis-establish: 1 FTE Deputy Group Homes Manager
 3.5 FTE Assistant Care Managers
 28 FTE Residential Senior Care Workers (RSCW)
 0.5 FTE Cook
 0.5 FTE Driver/Handyman/ Gardener
 0.5 FTE Laundry Assistant
 0.9 FTE Domestic

7. With the exception of the RSCW and RCW posts, all posts relate to CDS positions. Table 1 shows the breakdown of established and dis-established post at RSCW and RCW level across the CDS and mainstream residential homes.

Table 1

	Grade	CDS Homes	Mainstream homes
Establish	RCW 4	8	4
Dis-establish	RSCW 5	24	4

8. This proposal reflects changes in staffing requirements arising from Options for Change (OfC) B05 and B06, approved by Full Council in February 2016. OfC B05 and B06 detail proposals to save £266,000 from CDS and £153,000 from Mainstream Children's Homes respectively.
9. Additionally, following the decision to close down the review of the Children's Disability Service, which had been considered under Outline Business Case C16 (February 2014) and OfC C08 (February 2015), savings of £407,000 were identified and removed from the CDS budget for 2015/16.
10. £747,000 of these £826,000 of savings will be made through the proposed revised staffing structure, with the remaining £79,000 made through increasing bed income and further efficiencies in the homes.
11. The proposals will be mainly achieved through the removal of existing vacancies against established complement, although there will be a small number of voluntary redundancies, which will be managed through the corporate process.

Other Options Considered

12. A number of costed options were developed and presented to Children's Social Care Transformation Board between April 2014 and May 2015.

Reason/s for Recommendation/s

13. The proposal will maintain an internal residential service offer from all existing locations, meet current service demands, and moves towards the staffing structures operated by external providers.

Statutory and Policy Implications

14. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at

risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

15. With Full Council approval, the savings proposals amount to £826,000 across all homes. Of this, the report identifies £747,000 through a staffing restructure. The remaining saving of £79,000 will be found through increasing bed income and finding further efficiencies in the homes.

Human Resources Implications

16. The affected staff teams and recognised trade unions have been consulted on these proposals over the last 12 months. Post reductions will be achieved by deleting existing vacant posts and through the redundancy selection process as appropriate.

Safeguarding of Children and Vulnerable Adults Implications

17. Staff within Children's Residential Services will continue to receive tailored training alongside their current workforce development offer in order to ensure that they are fully able to support children and young people and identify any safeguarding needs.

Implications for Service Users

18. The posts will maintain the current service offer for vulnerable children and offer a continuation of the internal support to vulnerable children and their families/carers.

RECOMMENDATION/S

- 1) That the dis-establishment/establishment of the posts in Children's Residential Services be approved as detailed in paragraphs 6 and 7 of the report.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

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Group Manager Access to Resources,
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E: shelagh.mitchell@nottsgov.uk

Constitutional Comments (SMG 29/03/16)

19. The Committee has the responsibility for approval of departmental staffing structures as required. The proposals in this report fall within the remit of this Committee.
20. The Employment Procedure Rules provide that the report to Committee include the required advice and HR comments and that the recognised trade unions be consulted

on all proposed changes to staffing structures (and any views given should be fully considered prior to a decision being made).

Financial Comments (SS 31/03/16)

21. The financial implications of the report are contained within paragraph 15 above.

Background Papers and Published Documents

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

Annual Budget 2016-17 – report to Full Council on 25 February 2016

Electoral Division(s) and Member(s) Affected

All.

C0800

23 May 2016**Agenda Item: 8****REPORT OF THE CORPORATE DIRECTOR, RESOURCES****PERFORMANCE REPORTING (QUARTER 4 2015/16) - SERVICES FOR
CHILDREN AND YOUNG PEOPLE****Purpose of the Report**

1. The purpose of this report is to provide the Committee with a summary of the performance of the Council's services for children and young people between 1 January and 31 March 2016.

Information and Advice**Performance Reporting for 2015/16**

2. This report forms the fourth quarterly report of 2015/16, reporting on quarterly performance for the 2015/16 financial year.
3. At its meeting on 16 July 2012, the Committee agreed to receive a report each quarter, reviewing performance across the full range of services provided to children and young people. Quarterly reports would be in addition to other reports that might be presented to the Committee from time to time, providing detailed performance-related information about specific initiatives, projects or services. As agreed at this meeting, quantitative performance reporting to the Committee is measured via key performance indicators (KPIs), which cover the full range of services to children and young people.
4. Performance data is set out in the appendices. **Appendix 1** shows those measures which have received updates since the previous quarter. **Appendix 2** shows those measures which have not changed.
5. There has been one change to the indicator set this quarter with the removal of the 'Percentage of Children's Centres achieving good or better in Ofsted inspections' measure. The Ofsted Children's Centres inspection framework has been suspended pending the outcome of a consultation on children's centres provision. There has been no update to this measure this year and this will remain unchanged until a decision has been made regarding the future of this.
6. For each KPI, current performance is compared with the national average for England, and that of the Council's children's services statistical neighbours, where this data is available. Nottinghamshire's statistical neighbours changed in October 2014 and are:
 1. Derbyshire

2. Staffordshire
3. Lancashire
4. Worcestershire
5. Cumbria
6. Northamptonshire
7. Essex
8. Kent
9. Cheshire West and Chester
10. Warwickshire

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

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

8. It is positive to note that performance in quarter 4 for initial and core assessments completed within timescales remains well above target and significantly better than England and statistical neighbour averages, despite a slight dip in performance for initial assessments, since quarter 3. From quarter 1 2016/17, performance for the single Child and Family Assessment will be provided.
9. There has been a slight deterioration in performance for re-referrals compared with the last quarter and the current value of 25.6% is slightly over target. Performance will continue to be closely monitored to ensure that children who need the support of children's social care receive it.
10. At the end of March 2016, there was a total of 703 children subject to a child protection plan (CPP). This is a decrease from the total of 745 at the end of December 2015. At the start of the year there were 697 children subject to a CPP and this number rose steadily to 859 in August 2015. The decision to progress cases to an initial child protection conference (ICPC) was assigned to operational service managers in October 2015 which has resulted in a decrease in the number of ICPCs since then.
11. The year-end performance of 43.2 children subject to a CPP per 10,000 children in 2015/16 is in line with the year end rate for 2014/15. This is slightly higher than the national average and statistical neighbours average of 42.9 and 38.3 respectively. Neglect continues to be the most frequent category of harm, featuring in over 50% of plans, with emotional abuse second accounting for over 30%.
12. A total of 248 children had their child protection plans ended during this quarter. Nine of these children had been subject to a child protection plan for more than two years, representing 3.63% of the total. This includes six children whom were under the category of emotional abuse and three children under neglect.
13. For the overall year, 23 children (4.1%) have been subject to a child protection plan for over two years at the point that their plan was ended. This has remained within the target figure for the past two years and suggests that plans are being progressed in a timely manner. Child Protection Coordinators (CPCs) are initiating alerts with the children's service managers when the plan reaches the 15 month stage and then monitor

the case to see if it has progressed; if there continues to be a delay then the CPCs will escalate with their own managers. This performance should also be considered alongside the performance for the number of repeat plans.

14. During the quarter, a total of 208 children became subject to a child protection plan; of these 28 (13.5%) became subject to a plan for a second or subsequent time. Overall for 2015/16 a total of 18.6% of children becoming subject to a CPP did so for a second or subsequent time. This is a reduction on the year before but remains above the Council's set target.
15. It should be noted that since October 2015 the number of children becoming subject to a repeat plan *within two years* of the previous plan ending has significantly decreased to single figures in each month. It is also noted that Domestic Violence features significantly in repeat plans. Child Protection Coordinators continue to monitor operational managers' oversight on the case file when there is a repeat plan. If this has not occurred then the CPC will initiate an alert. The outcome of the social care Quality Management Framework audit last year concluded that a repeat audit should take place around May 2016, to review repeat Child Protection Plans initiated once the Family Service has embedded its own practice with social care when stepping cases up and down.
16. During quarter 4 a total of 540 children had their plans reviewed at a child protection conference, with a total of 272 conferences being held. The percentage of cases reviewed in timescale for the year is 96.6%, which is a drop from last year's figure of 99.6% and is just below the current target of 98%. This is a rolling figure and if one meeting throughout the year is not held within timescale then this impacts on the end of year figure. Although the percentage is lower than the Council's set target it remains higher than Nottinghamshire's statistical neighbours. Managerial attention has been given to this drop in performance and there have been discussions on how the child protection process as a whole can ensure the reviews can be held within timescale.
17. For those adopted children, the average number of days between their admission and placement has decreased to the lowest level in over two years and is now well below the levels of the national average and statistical neighbours. The Council continues to be ambitious in its plans for children, placing older children and larger sibling groups. Nationally 5% of older children are placed for Adoption whereas in Nottinghamshire 9% are placed. Placements for older children take longer. In quarter 4 there have been some placement disruptions pre-order which have also increased the number of days.
18. The average days between a local authority court authority to place and a decision to match has also fallen and is at its lowest in two years. The Council makes ambitious adoption plans for older children and sibling groups who are harder to place. However the Council is tenacious and successful in finding homes for these children. Time from placement order to match varies greatly from 27 days for one child to 383 for another child. Pre-order disruptions continue to affect this data set for the period where a child is being prepared for a second adoption (if applicable).
19. As at the end of March 2016, a total of 839 children were looked after by Nottinghamshire. This figure continues to remain stable throughout the year and is in line with the 851 looked after children reported in March 2015. The rate per 10,000 to date is

51.6 which remains lower than England and statistical neighbour averages of 60 and 57.7 respectively.

20. This quarter has seen a slight increase in the percentage of looked after children with three or more placements. Placement stability for looked after children remains an area of focus and an area that requires close monitoring to ensure that where placements are at risk of disruption a placement support meeting is being held.
21. The percentage of children remaining in long-term placements has fallen very slightly this quarter but has been consistent throughout the last 12 months at between 72% and 74% and continues to be well above the national and statistical neighbours average.
22. The percentage of care leavers in suitable accommodation has seen an increase this quarter to 79.5% (from 75.2% in quarter 3) and is now above the statistical neighbours average and close to the national average of 80.7%.

Educational standards and closing the attainment gap

23. The percentage of young people qualified to Level 3 (2 or more passes at A-Level or equivalent) has witnessed a fall from the previous academic year. Data for young people aged 19 years at the end of the 2014/15 academic year shows 50.4% of those who attended a Nottinghamshire school at age 16 years attained this compared with 51.0% the previous academic year. Nottinghamshire remains at the bottom of its statistical neighbours on this measure behind Northamptonshire (where 53.4% attained Level 3) while Lancashire is placed first (60.6%). Against all authorities nationally Nottinghamshire is placed 129th (out of 151) with only city / unitary authorities with lower outcomes. The statistical neighbour average is 56.8% (an increase of 0.5 percentage points from the previous year), while nationally the figure for the state sector is 57.4% (an increase of 0.4 percentage points).
24. The number of primary schools in an Ofsted category (as at the end of December 2015) shows no change from the previous quarter. The two schools judged Inadequate by Ofsted are Muskham Primary (Newark and Sherwood district; LA maintained) and Wainwright Primary (Mansfield district; a sponsored academy which converted in September 2012 under the leadership of the School Partnership Trust). Latest information shows Muskham Primary has since been re-inspected and is now rated Good. This change will be reflected in the next quarterly update to Committee.
25. The number of secondary schools in an Ofsted category has reduced to one (from two in the previous quarter). Queen Elizabeth (Mansfield district; a sponsored academy which converted in January 2012 under the leadership of School Partnership Trust) remains Inadequate from the previous quarter. Arnold Hill (Gedling district; a converter academy which converted in October 2011), which was judged to be Inadequate as at the previous quarter, is now judged to Require Improvement.
26. Final Key Stage 4 (GCSE and equivalent outcomes) figures show a widening of the attainment gap for pupils who were eligible for free school meals at any point in the past 6 years (FSM6) against other pupils in Nottinghamshire schools. In 2015, 33.8% of FSM6 pupils achieved 5 or more A*-C grades including GCSE English and mathematics (a fall from 35.5% achieving this in 2014) compared with 64.0% (a slight fall from 64.4%

in 2014) who were not FSM6. The FSM6 gap for Nottinghamshire schools is 30.2 percentage points which represents a widening of the gap (1.3 percentage points) from 28.9 percentage points reported in 2014. A similar widening of the gap was witnessed nationally with the national gap now standing at 27 percentage points (an increase of 1 percentage point from 2014).

27. The percentage of young people not achieving a Level 2 (A*-C or equivalent) qualification in English and mathematics in a Nottinghamshire school at age 16 who go on to achieve this by age 19 years has seen an increase of 0.7 percentage points to 17.0% (from 16.3% in 2013/14). Nationally over the same period there has been an increase of 5.4 percentage points to 22.3% of pupils achieving this threshold. Nottinghamshire is placed 10th (out of 11 local authorities) amongst its statistical neighbours in this measure and 132nd nationally (out of 150). This represents a fall on national rankings compared with last year when Nottinghamshire was placed 88th. This cohort would have completed key stage 4 in 2012 and with improvements in English and mathematics outcomes in Nottinghamshire schools, it could be argued, make it more challenging to perform well on this measure as more pupils achieve the threshold at age 16 years. However, amongst Nottinghamshire's statistical neighbours, Warwickshire (34.2%) and Lancashire (37.1%) had the closest proportion of pupils at 16 who failed to achieve A*-C grades in English and mathematics when compared with Nottinghamshire (36.2%) and both of these areas witnessed a greater proportion of pupils achieve A*-C grades in English and mathematics by the time these young people turned 19 (21.0% and 27.1% respectively compared with 17.0% for Nottinghamshire).
28. The percentage of sessions missed in all Nottinghamshire schools (primary, secondary and special schools) due to overall (authorised and unauthorised) absence remains static compared with the last academic year at 4.5%. Nationally over the same period there has been an increase of 0.1 percentage point to 4.6% with a similar increase witnessed amongst the Council's statistical neighbours (to 4.5%) making Nottinghamshire now in-line. Comparisons by type of Nottinghamshire school show primary phase schools has witnessed an increase to 4.0% of sessions missed (an increase of 0.2 percentage points from last academic year), this is in-line with national, secondary phase a fall (of 0.2 percentage points) to 5.2% while nationally the figure is 5.3%, and special schools an increase (of 1.0 percentage point) to 8.8% with a national figure of 9.4%.
29. The percentage of young people aged 16-17 years who are in Education, Employment or Training (EET) has increased in quarter 3 from the same quarter the previous year. 94.0% of young people are now in EET, an increase of 1.3 percentage points. Improvements have also been seen in the proportion of young people whose activity is unknown. Quarter 3 data shows this has fallen to 4.6% (from 6.1%). Those Not in Education, Employment or Training (NEET) has witnessed a slight increase to 1.4% (from 1.2% this quarter last year).

Youth Offending & Early Help Support

30. During quarter 3 there were 54 first time entrants to the Youth Justice System (or 76 per 100,000 10-17 population). This is higher than the same period last year where there were 49 first time entrants (or 68 per 100,000 population). Year to date there are 175 first time entrants (247 per 100,000 population) compared with 144 (201 per 100,000 population) for the same period last year.

31. Children's Centre registrations performance remains high with 100% of all children under 5 years who live in low income areas registered with a Children's Centre at the end of quarter 3. There is also an improvement in the number of these who had been seen at a Children's Centre. At the end of quarter 3, 67.0% of children living in low income areas were seen in Children's Centres, an improvement on the same quarter last year of 58.0%.

Education, Health and Care (EHC) Plans

32. EHC plans bring together a child's education, health and social care needs into a single, legal document. The document sets out what extra support they will get to meet those needs. From 1 September 2014 EHC Plans started to replace statements of special educational needs as part of a major transformation of the way services for children and young people (0-25 yrs) with special educational needs and/or disabilities are delivered. Nottinghamshire was a pathfinder for this area of work and implemented the EHC Plan ahead of it becoming a National requirement. There was a total of 70 EHC Plans finalised during quarter 4 2015/16, compared with 46 in quarter 3 2015/16.

Other Options Considered

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

Reason/s for Recommendation/s

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

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the Committee notes the performance of the Council's services for children and young people during the period 1 January – 31 March 2016.

Jayne Francis-Ward
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Constitutional Comments

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

Financial Comments (SS 05/05/16)

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

Background Papers and Published Documents

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

Performance reporting (Quarter 3 2015/16) – services for children and young people – report to Children and Young People’s Committee on 22 February 2016.

Electoral Division(s) and Member(s) Affected

All.

C0819

Appendix 1 - Indicators updated from previous report

Children and Young People's Committee: Quarter 4 Performance for 2015/16

For Nottinghamshire, the performance data available at the end of quarter 4 2015/16 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value

Update	Key Performance Indicator	Nottinghamshire						Comparator Data	
		Current Value	Best to be	Current Reporting Period		Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
Indicators updated from previous report	Initial assessments for Children's Social Care carried out within timescales	76.5%	(-)	High	2015/16 Q4	82.8%	75.8% (2014/15)	69.6% (2013/14)	67.2% (2013/14)
	Core assessments for Children's Social Care carried out within timescales	83.2%	(+)	High	2015/16 Q4	79.3%	85.5% (2014/15)	72.8% (2013/14)	70.7% (2013/14)
	Percentage of assessments leading to an on-going children's social care involvement	54.8%	(-)	High	2015/16 Q4	55.3%	56.1% (2014/15)	63.2 (2014/15)	50.3 (2014/15)
	Percentage of child protection cases reviewed within timescale	96.6%	(+)	High	2015/16 Q4	96.3%	99.1% (2014/15)	94.0% (2014/15)	95.1% (2014/15)
	Re-referrals to Children's Social Care	25.6%	(-)	Low	2015/16 Q4	23.7%	24.0% (2014/15)	24.0% (2014/15)	25.1% (2014/15)
	Children subject to a Child Protection Plan – Rate per 10,000	43.2	N/A	N/A	2015/16 Q4	45.8	43.0 (2014/15)	42.9 (2014/15)	38.3 (2014/15)
	Children who are subject to a child protection plan for 2 years or more	3.6%	(-)	Low	2015/16 Q4	3.5%	2.6% (2014/15)	3.7% (2014/15)	3.8% (2014/15)
	Children becoming the subject of a child protection plan on more than one occasion	13.5%	(+)	Low	2015/16 Q4	20.7%	26.6% (2014/15)	15.2% (2014/15)	16.6% (2014/15)
	Average time between a child entering care and moving in with its adoptive family, for those adopted children (days)	554	(+)	Low	2015/16 Q4	623	606 days (2011-14)	593 days (2013-15)	594 days (2013-15)
	Average time between a LA receiving court authority to place a child and deciding on a match to an adoptive family (days)	278	(+)	Low	2015/16 Q4	326	254 days (2011-14)	223 days (2013-15)	231 days (2013-15)
	Looked after children with 3 or more placements in any one year	10.4%	(-)	Low	2015/16 Q4	9.3%	12% (2013/14)	10.0% (2014/15)	10.0% (2014/15)
	Percentage of looked after children remaining in long-term placements	73.8%	(-)	High	2015/16 Q4	74.6%	72% (2013/14)	68% (2014/15)	68% (2014/15)
	Percentage of care leavers in suitable accommodation	79.5%	(+)	High	2015/16 Q4	75.2%	92.8% (14/15)	80.7% (2014/15)	75.3% (2014/15)
	Number of primary schools in an Ofsted category (Inadequate)	2	(=)	Low	As at Dec 2015	2	n/a	–	–
	Number of secondary schools in an Ofsted category (Inadequate)	1	(+)	Low	As at Dec 2015	2	n/a	–	–
	Attainment gap at age 16 between pupils taking free school meals and the rest (<i>FSM during past six years</i>)	30.2%	(-)	Low	2014/15 academic	28.9%	28.9%	27.0% (2014/15)	–
	Percentage of young people who have not attained a Level 2 qualification in English & maths at age 16 who go on to attain Level 2 or higher in both by the end of the academic year in which they turn 19	17.0%	(+)	High	2014/15 academic	16.3%	16.3% (2013/14)	22.3% (2014/15)	21.5% (2014/15)
	Participation in education, employment and training (EET) aged 16-17	94.0%	(+)	High	2015/16 Q3	92.7%	93.2% (14-15 Q4)	–	–
	Percentage not in education, employment or training (NEET) aged 16-17	1.4%	(-)	Low	2015/16 Q2	1.2%	1.3% (14-15 Q4)	–	–
	Percentage whose destination is not known aged 16-17	4.6%	(+)	Low	2015/16 Q2	6.1%	5.5% (14-15 Q4)	–	–
	Percentage of children aged 0-4 living in low income areas registered with children's centres (snapshot)	100%	(+)	High	2015/16 Q3	98.7%	100% (2014/15 Q4)	–	–
	Percentage of children aged 0-4 living in low income areas seen at children's centres (cumulative)	67.0%	(+)	High	2015/16 Q3	58.0%	70.9% (2014/15 Q4)	–	–
	Percentage of two year olds taking up their free entitlement	66.0%	(-)	High	Spring Term 2016	72.8%	63.5% (Spring 2015)	–	–
	Numbers of individual children and young people engaged in positive activities delivered by the Young People's Service (cumulative)	24406	(+)	High	2015/16 Q4	18100	31836	–	–
	Numbers of children and young people accessing Outdoor and Environmental Education (cumulative)	33871	(+)	High	2015/16 Q4	25300	31602	–	–

Update	Key Performance Indicator	Nottinghamshire					Comparator Data	
		Current Value	Best to be	Current Reporting Period	Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
	Percentage of overall absence in primary, secondary and special schools	4.5%	(=)	Low	2014/15 academic	4.5%	4.5%	4.6% (2014/15) 4.5% (2014/15)
	First time entrants to the Youth Justice System aged 10-17 (per 100,000) (cumulative)	247	(-)	Low	2015/16 Q3	171	269	–
	Numbers exiting substance misuse treatment in a planned manner	98%	(+)	High	2015/16 Q3	95%	85.00%	79% (2014/15) –
	Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Nottinghamshire NHS)	37.0%	(-)	High	2015/16 Q4	40.6%	40.20%	43.8% (2014/15) 42.3% (2012/13)
	Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Bassetlaw NHS)	33.0%	(-)	High	2015/16 Q4	36.0%	34.40%	47.2% (2012/13) 42.3% (2012/13)
	The number of new Education, Health and Care Plans finalised (a statutory requirement from 1 September 2014)	70	N/A	N/A	2015/16 Q4	46	n/a	–

Appendix 2 - Indicators that remain unchanged from previous report

Children and Young People's Committee: Quarter 4 Performance for 2015/16

For Nottinghamshire, the performance data available at the end of quarter 4 2015/16 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value

Update	Key Performance Indicator	Nottinghamshire					Comparator Data	
		Current Value	Best to be	Current Reporting Period	Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
Indicators that remain unchanged from the previous report	Early years foundation stage attainment (Reaching a 'Good Level of Development' - at least expected in all early learning goals in all prime areas and in the specific areas of literacy and mathematics)	65.3%	(+)	High	2014/15 academic	61.7%	61.7%	66.3% (2014/15) 67.6% (2014/15)
	Pupils achieving Level 4 in reading, writing & mathematics at age 11	80.8%	(+)	High	2014/15 academic	78.8%	78.8%	80.0% (2014/15) 80.1% (2014/15)
	Achievement of 5 or more A*-C grades at GCSE or equivalent (including English & maths)	57.0%	(-)	High	2014/15 academic	58.0%	58.0%	57.3% (2014/15) 57.6% (2014/15)
	Percentage of young people qualified to Level 3 (2 passes at A-Level or equivalent) by age 19	50.4%	(-)	High	2014/15 academic	51.0%	51.0% (2013/14)	57.4% (2014/15) 56.8% (2014/15)
	Percentage of A level entries at A*-E grades	98.4%	(=)	High	2014/15 academic	98.4%	98.4%	98.8% (2014/15) –
	Percentage of A level entries at A*-B grades	46.5%	(-)	High	2014/15 academic	48.5%	48.5%	53.4% (2014/15) –
	Primary schools judged by Ofsted as having good or outstanding standards of behaviour	93.4%	(+)	High	As at Sept 2015	92.7%	n/a	94.3% (Sept 2015) 94.1% (Sept 2015)
	Secondary schools judged by Ofsted as having good/outstanding standards of behaviour	79.1%	(-)	High	As at Sept 2015	83.3%	n/a	85.1% (Sept 2015) 84.2% (Sept 2015)
	Attainment gap for a good level of development in EYFSP between pupils taking free school meals and the rest	27.6%	(-)	Low	2014/15 academic	27.1%	27.1%	18.90% –
	Attainment gap at age 11 between pupils taking free school meals and the rest (<i>FSM during past six years</i>)	16.8%	(+)	Low	2014/15 academic	17.4%	17.4%	14.0% (2014/15) –
	Rate of permanent exclusions from school	0.04%	(+)	Low	2013/14 academic	0.07%	0.07% (2012/13)	0.06% (2013/14) 0.07% (2013/14)

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

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

Information and Advice**Context**

2. The CtG Strategy was approved by Full Council on 29 March 2012 and updated in autumn 2014 for the 2014-16 period. It sets out Nottinghamshire County Council's long term commitment to ensuring that the full range of services and partners work coherently with schools and other educational settings to maximise the impact of available resources in further improving the attainment and progress of vulnerable and/or disadvantaged groups of learners. **A key focus of the refreshed strategy is** to "work with schools, 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 and ensure accelerated progress and good attainment for the most vulnerable learners."
3. For the purposes of this report, 'disadvantaged pupils' refers to those pupils who have been eligible for free school meals at any point in the past 6 years (FSM6) and are therefore eligible for Pupil Premium funding.

Key actions and update on impact since the last report

4. The key actions identified in the CtG Strategy, led by the **Education Improvement Service** and monitored termly by the **CtG Performance Board** continue to provide the focus of the collaborative working between all partners named within the Strategy.
5. Nottinghamshire's **Performance, Intelligence and Policy Team (PIP)** continues to produce a wide range of high quality CtG datasets in order to assess impact, identify areas of greatest need, areas for improvement and examples of good practice that can be shared and built upon at county, local and school level.

6. Whilst good gains have been made in reducing Nottinghamshire's attainment gaps between disadvantaged and non disadvantaged pupils at KS2, there remains a **continued need to address on-going educational gaps** across all key phases but especially in the Early Years and at KS4.
- In **Early Years**, 41% of FSM pupils achieved a good level of development in 2015 compared to 39% in 2014 and 37% in 2013. Whilst this represents a steady trend of improvement for FSM, the attainment gap between FSM and Non FSM is getting wider, standing at 27.6 percentage points in 2015 compared to a national gap of 18 percentage points.
 - At **Key Stage 2**, final data shows that the gap between FSM6 pupils and Non FSM6 pupils achieving level 4 or above in combined reading, writing and mathematics has narrowed for the fourth year running. Figures show that the rate of improvement was greater for FSM6 pupils compared with the rest. 68.4% of FSM6 pupils achieved this measure compared to 85.2% who were not FSM6, representing a gap of 16.8 percentage points compared to a national gap of 14 percentage points. Although the FSM6 gap in Nottinghamshire continues to reduce, the national gap is reducing at a faster rate because of the greater increase in FSM6 outcomes between 2014 -15 (+3 percentage points nationally compared to +2.4 percentage points in Nottinghamshire).
 - At **Key Stage 4**, (5+ A*-C GCSEs including English and mathematics and equivalent outcomes) 33.8% of FSM6 pupils achieved 5 or more A*-C grades including GCSE English and mathematics in 2015 compared to 35.5% in 2014. This contrasts with 64.0% of Non FSM6 achieving this measure which was broadly in line with the 2014 outcome for this group. The FSM6 gap for Nottinghamshire schools is 30.2 percentage points which represents a widening of the gap (1.3 percentage points) from 28.9 percentage points reported in 2014. A similar widening of the gap was witnessed nationally with the national gap now standing at 27 percentage points (an increase of 1 percentage point from 2014).
7. Analysis of **district level** data provides the following headline commentary and provisional data charts are attached as **Appendix 1**.
- At Early Years, the gap has narrowed significantly in Gedling and is narrower in Mansfield and Newark and Sherwood. It has remained broadly similar in Ashfield and Rushcliffe, and has widened in Bassetlaw and Broxtowe. The widest gap remains in the district of Rushcliffe
 - At KS2, data indicates that the gap has narrowed significantly in Broxtowe with outcomes for FSM6 improving by over 12 percentage points in this district. There have been year on year reductions in the districts of Bassetlaw and Mansfield. The gap widened significantly in the Ashfield and Rushcliffe districts
 - At KS4, final data indicates that the gap narrowed in Broxtowe and Gedling, remained broadly static in Mansfield and Newark and Sherwood, widened slightly in Ashfield and significantly in Bassetlaw and Rushcliffe, It should be noted, however, that outcomes for FSM6 pupils in the Bassetlaw district were the highest in the County

and also significantly higher than FSM6 pupils nationally (43.2% in Bassetlaw versus a national outcome of 36%).

8. The **Education Improvement Service** continues to ensure that key actions are in place to provide challenge and support for Nottinghamshire's schools and academies to improve outcomes for disadvantaged pupils. These include:
- the delivery of termly primary and secondary head teacher briefings with an enhanced focus on the '**East Midlands Challenge**' which sets out the current and urgent agenda to improve outcomes for the following groups of disadvantaged learners: FSM6; White British FSM6; Looked After Children; and those with English as an Additional Language (EAL)
 - **Education Improvement Adviser** support for targeted LA maintained schools, focusing particularly on the provision and outcomes for vulnerable and/or disadvantaged groups including bespoke visits to targeted schools/academies where **Looked After Children** outcomes are of concern
 - ensuring the performance of disadvantaged groups is a high priority for all **training** on Assessment, Appraisal, Leadership and Governance
 - the development of a '**Pupil Premium Toolkit**' and training to build schools' capacity for self-evaluation and improvement planning in order to improve outcomes for disadvantaged pupils, as well as providing a model for bespoke Pupil Premium Reviews
 - supporting **governors** (and governor services) to identify and promote key 'CtG' messages and strategies
 - working with the **Regional Schools' Commissioner** to challenge targeted Nottinghamshire Academies and/or Academy Sponsors to improve the under-performance of schools under their auspices
 - working with the **Teaching School Alliances** (TSAs) to develop and promote a **cohesive 'sold offer'** which will enable Nottinghamshire's schools to access appropriate training and support in a timely manner
 - developing a "**Readiness for Learning**" offer with key partners, including TSAs, LA services, Speech and Language, Public Health
 - planning and co-ordinating **out-of-county learning visits** to higher performing statistical neighbours during summer term 2016 to seek out good practice strategies that are proven and have had a sustained impact on outcomes for disadvantaged learners.
9. The **Early Childhood and Early Help (Locality) service** continues to contribute to improving early years' attainment, the impact of which is shown by the increased number of eligible two year olds taking up their free entitlement place last term (72%). In addition, 89% of early education providers were rated 'Good' or better by Ofsted in 2014-15 which

equates to a 3 percentage point rise on the previous year. A revised outcomes framework for Children Centres has been developed and agreed which will support activity for narrowing the attainment gap. The Council has also been successfully selected to become an 'Early Innovator' for the 30 hours free entitlement for eligible three and four year olds, to be introduced September 2017.

10. The **Children Missing Education Strategy (CME)** has led to the development of a revised internal process that seeks to identify, monitor and challenge all those in Nottinghamshire who are involved in ensuring that our children and young people are enabled to access their full educational entitlement. There is now an established partnership between schools and key Local Authority services through the Locality Fair Access Panels (FAPs) and the School Behaviour and Attendance Partnerships (SBAPs) to ensure that children who are at risk of losing a place can be more effectively supported to either remain in their original school or rapidly secure a place in another school. The Fair Access Team continues to mediate if children do not secure school places through the 'In Year' admissions process. The number of days that children who qualify as 'fair access' remain without a school place has continued to reduce with the average number of days lost to learning in the Autumn term 2015 being 16. There have been 188 cases raised with the Fair Access Team since September 2015. 146 of those cases have now been resolved, and 11 of those cases required the support of interim Higher Level Needs funding to support their transition back into learning. 15 cases were not ready to be placed in mainstream learning and have required an alternative provision pathway which will be monitored through the Council's new Education Other than at School (EOTAS) arrangements, whilst the remaining 27 are current cases.
11. The **Family Service** continues to work with vulnerable families who meet the Level 3 or 4 threshold in the Pathway to Provision. This includes families with complex needs where there are issues with attendance or behaviour at school. The proportion of young people post 16 who are NEET (not in education, employment or training) in Nottinghamshire remains below the England average as identified in the National Client Caseload Information Systems (NCCIS; December 2015 to February 2016, three month average) and the proportion of 16/17 year olds participating in education and/or training is above the England average (NCCIS February 2016). The proportion of young people post 16 whose EET status is unknown is falling in Nottinghamshire. For the 2014-15 academic year, the pupil absence rates for Nottinghamshire were below or in line with the England average for both overall and persistent absence. During this academic year, the Council has seen another significant increase in the use of fines for unauthorised absence and in particular for holidays in term time.
12. Nottinghamshire's Education Improvement Service and the **Speech and Language Team** continue to work in close partnership to ensure schools maintain a high profile on developing the speech, communication and language skills of all pupils especially those from disadvantaged backgrounds. Following the successful pilot of the "Talking to Learn" Project in Gedling (2014-15), there has been a significant increase in the number of primary schools using Pupil Premium funding to purchase additional speech and language therapists' support to build the capacity to target disadvantaged pupils who do not meet the thresholds for a health referral but still require additional support to develop their language skills.

13. **Together for Newark (TfN)** is entering its fifth year of collaboration and continues to develop. Newark schools and partners are forging links with business and are looking to rebrand and develop a new website to share best practice. Following the recent 'Newark Summit', a task and finish group has been convened to find ways of forging effective careers links between schools and local businesses to improve young people's readiness for work and employment. Based on outcomes from a recent 'listening' survey, there is a new focus on improving children's 'secondary school readiness'. This has led to primaries and secondaries linking to produce a new programme of transition to be trialled this year. 'TfN' is also linking with the new Primary Mental Health workers to look at developing cohesive support and provision around the mental health and well-being needs of children and young people. A science project (The Einstein Project) continues to find opportunities for promoting Science, Technology, Engineering and Mathematics (STEM) in schools. The work of the previous groups continues with strong moderation projects in mathematics and English. In the future, TfN is looking to find new schools to sit on the Steering Group so as to keep the 'TfN' concept alive and sustainable.
14. Analysis of '**TfN**' **outcomes for 2015** compared to Nottinghamshire and national outcomes provides the following positive commentary:
- between 2014 and 2015, the **KS2** the gap between FSM6 and Non FSM6 at level 4 or above in combined reading, writing and mathematics narrowed again slightly in the TfN primary schools by 0.3 percentage points, compared to a Nottinghamshire reduction of 0.6 percentage points. The TfN gap of 13.5 percentage points is now below the national gap of 14 percentage points
 - since the introduction of Nottinghamshire's CtG Strategy and the launch of TfN in **2012**, Newark Town primary schools have reduced the **L4+ combined gap** by 12.4 percentage points compared to a Nottinghamshire reduction of 5.5 percentage points. FSM6 outcomes in TfN have improved by 15.5 percentage points compared to an 8.2 percentage point improvement in Nottinghamshire overall
 - outcomes at **KS4** (5+A*-C including English and mathematics) have risen in Newark Town over time but there is more improvement still to be made in order to narrow the gap.
15. The '**Together for Worksop**' (TfW) locality collaboration in Worksop town is now in its second year of development. 'TfW' schools and local partners have focused on a number of strands of collaborative activity including a focus on 'Readiness for Learning' at key transition points, 'Talking to Learn', 'Take Five – Mindfulness programme', 'Science in Schools', Junior Council Developments and local music projects/events. Future developments will include a focus on supporting the needs of and improving the provision for looked after children and pupils with English as an Additional Language. An 'End of Year 1' external evaluation was conducted by colleagues from the Centre for Equity in Education at Manchester University, which confirms that "during its first year, TfW has already established some activities which have the potential to be strategically important in the town, and to support the improvement of outcomes over time".
16. In the Mansfield district, a steering group of primary head teachers has been working collaboratively on behalf of "**Together for Mansfield**" to develop collaborative research and action around the impact of loss and bereavement on disadvantaged learners.

17. In the **Broxtowe** district, a focused English as an Additional Language (EAL) pilot is in the early development stage and will build upon the learning from other locality pilots. A further collaboration in the Ollerton and Sherwood area of Nottinghamshire is currently being developed.

Other Options Considered

18. The report is for noting only.

Reason for Recommendations

19. Latest impact data indicates that whilst the CtG Strategy is having a positive impact on narrowing the gaps for vulnerable and/or disadvantaged learners there is still a continued need to maintain a high focus on outcomes for disadvantaged pupils, especially in the Early Years and Secondary phases of education. There is secure evidence that cross service/phase collaborative working at County and locality level is supporting the development of new ways of working focused on earlier intervention to close gaps and ensure vulnerable learners meet their potential.

Statutory and Policy Implications

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

RECOMMENDATION/S

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

Marion Clay

Acting Service Director, Education Standards and Inclusion

For any enquiries about this report please contact:

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Constitutional Comments

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

Financial Comments (SS 05/05/16)

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

Background Papers and Published Documents

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

A Strategy for Closing the Nottinghamshire Educational Gaps 2014-16 (renewed version)

A Strategy for Closing the Educational Gaps in Nottinghamshire – report to Children and Young People’s Committee on 16 November 2015

Electoral Division(s) and Member(s) Affected

All.

C0817

APPENDIX 1

Closing the Gap

Early Years Foundation Stage Profile – Percentage achieving a good level of development

Free school meal (FSM) / Non-FSM gap

Districts ordered by 2015 performance gap (lowest to widest gap)

		2013	2014	2015
Nottinghamshire LA	Non-FSM	60.7	66.1	68.6
	FSM	37.0	39.0	41.0
	FSM / Non-FSM GAP	23.7	27.1	27.6
National	Non-FSM	55.2	63.7	69.0
	FSM	36.2	44.8	51.0
	FSM / Non-FSM GAP	19.0	18.9	18.0

Nottinghamshire Districts	Gedling	Non-FSM	61.7	67.5	72.1
		FSM	41.8	37.6	53
		GAP	19.9	29.9	19.1
	Mansfield	Non-FSM	59.3	66.3	64.9
		FSM	38.4	38.5	42.5
		GAP	20.9	27.8	22.4
	Ashfield	Non-FSM	56.3	62.7	65.2
		FSM	38.2	36.7	40.1
		GAP	18.1	26.0	25.1
	Bassetlaw	Non-FSM	51.7	60.9	65.5
		FSM	29.6	43.5	38.5
		GAP	22.1	17.4	27.0
	Newark and Sherwood	Non-FSM	63.3	67.2	68.9
		FSM	33.2	40.1	40.4
		GAP	30.1	27.1	28.5
	Broxtowe	Non-FSM	61.7	64.2	68.2
		FSM	42.4	40.1	34.4
		GAP	19.3	24.1	33.8
	Rushcliffe	Non-FSM	69.2	72.4	74.4
		FSM	30.7	36.0	35.7
		GAP	38.5	36.4	38.7

Key Stage 2 – Percentage achieving Level 4+ in combined reading, writing and mathematics

Free school meal at any point in the past 6 years (FSM6) / Non-FSM6 gap

Districts ordered by 2015 performance gap (lowest to widest gap)

		2012	2013	2014	2015
Nottinghamshire LA	Non-FSM6	82.5	82.0	83.4	85.2
	FSM6	60.2	62.1	66.0	68.4
	FSM6 / Non-FSM6 GAP	22.3	19.9	17.4	16.8
National	Non-FSM6		81.0	83.0	84.0
	FSM6		64.0	67.0	70.0
	FSM6 / Non-FSM6 GAP		17.0	16.0	14.0

Nottinghamshire Districts	Broxtowe	Non-FSM6	81.3	80.6	82.5	84.8
		FSM6	60.3	59.8	61.3	73.6
		GAP	21.0	20.8	21.2	11.2
	Bassetlaw	Non-FSM6	80.5	78.9	80.1	82.3
		FSM6	63.8	64.2	68.3	70.7
		GAP	16.7	14.7	11.8	11.6
	Newark and Sherwood	Non-FSM6	80.4	80.8	82.3	83.0
		FSM6	56.8	63.5	67.5	67.3
		GAP	23.6	17.3	14.8	15.7
	Gedling	Non-FSM6	83.1	84.6	84.3	86.3
		FSM6	60.9	66.9	68.7	69.0
		GAP	22.2	17.7	15.6	17.3
	Mansfield	Non-FSM6	77.0	73.7	80.4	80.1
		FSM6	54.3	51.7	59.9	62.7
		GAP	22.7	22.0	20.5	17.4
	Ashfield	Non-FSM6	82.9	80.2	81.7	85.6
		FSM6	60.2	61.8	85.7	67.3
		GAP	22.7	18.4	-4.0	18.3
	Rushcliffe	Non-FSM6	89.8	91.7	90.1	92.0
		FSM6	72.7	74.1	76.3	73.7
		GAP	17.1	17.6	13.8	18.3

Key Stage 4 – Percentage achieving 5+ A*-C including English and mathematics
Free school meal at any point in the past 6 years (FSM6) / Non-FSM6 gap

Districts ordered by 2015 performance gap (lowest to widest gap)

		2012	2013	2014	2015
Nottinghamshire LA	Non-FSM6	67.0	70.4	64.4	64.0
	FSM6	36.3	38.9	35.5	33.8
	FSM6 / Non-FSM6 GAP	30.7	31.5	28.9	30.2
National	Non-FSM6	64.0	66.0	62.0	63.0
	FSM6	38.0	41.0	36.0	36.0
	FSM6 / Non-FSM6 GAP	26.0	25.0	26.0	27.0

Nottinghamshire Districts	Gedling	Non-FSM6	65.1	69.0	63.4	63.5
		FSM6	46.9	37.9	31.1	41.2
		GAP	18.2	31.1	32.3	22.3
	Ashfield	Non-FSM6	61.3	65.1	58.1	59.5
		FSM6	32.1	38.1	33.1	31.8
		GAP	29.2	27.0	25.0	27.7
	Mansfield	Non-FSM6	65.8	66.9	61.4	58.1
		FSM6	29.7	33.0	33.1	30.1
		GAP	36.1	33.9	28.3	28.0
	Bassetlaw	Non-FSM6	67.8	73.2	67.3	71.5
		FSM6	36.0	51.2	51.3	43.2
		GAP	31.8	22.0	16.0	28.3
	Broxtowe	Non-FSM6	65.1	64.6	63.9	61.8
		FSM6	31.6	35.5	29.6	32.4
		GAP	33.5	29.1	34.3	29.4
	Newark and Sherwood	Non-FSM6	63.4	69.5	56.7	55.1
		FSM6	33.0	31.1	24.4	21.8
		GAP	30.4	38.4	32.3	33.3
	Rushcliffe	Non-FSM6	78.5	82.2	76.1	74.0
		FSM6	53.3	50.8	49.4	39.0
		GAP	25.2	31.4	26.7	35.0

23 May 2016**Agenda Item: 10**

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE

SPECIAL EDUCATIONAL NEEDS AND DISABILITY REFORM GRANT 2016/17

Purpose of the Report

1. This report seeks approval of proposed monitoring and governance arrangements for the 2016/17 Special Educational Needs and Disability (SEND) Reforms 'New Burdens' Grant.
2. The report also seeks approval for initial spend against the Grant, including the proposed establishment of a temporary 1 fte (full-time equivalent) Project Manager post at Band D.

Information and Advice

3. The Children and Families Act 2014 introduced new duties on local authorities to improve outcomes for children and young people with SEN or who are disabled.
4. Nottinghamshire was a Pathfinder authority for these reforms and between 2014 and 2016 received two grants totaling £1.9 million pounds to support implementation and fund the cost of new burdens arising from the legislation. The grants were allocated against 12 implementation priorities and used to fund a SEND Reforms Project Lead. Governance of the grant was provided through the Implementation Steering Group, comprising representatives from Education, Health and Social Care.
5. In February 2016, the Department for Education (DfE) announced a further grant would be made available to local authorities to enable them to continue to meet the cost of implementing the reforms. Nottinghamshire's allocation for 2016/17 is £489,821. In addition to this, there is a £153,960 underspend on the 2015/2016 grant which will be rolled over into 2016/2017, making the total amount available for this financial year £643,761. The purpose of this grant is to provide support to local authorities in England towards expenditure lawfully incurred or to be incurred by them. Local authorities can spend this one-off grant to recognise the programmes of change underway in the areas of SEN. They may, however, choose how to spend the money in order to best meet local need.
6. It is proposed to spend the 2016/17 grant in three main areas:

SEND Reform Implementation Priorities

This work will further develop areas of Pathfinder priorities including development of IT and Multimedia Advocacy, transfer of Statements of SEN and Learning Disability

Assessments (LDAs), participation of parents, carers and young people, SEND Local Offer, and establishing an impartial information and advice service.

Integration of Children's Disability Service and Special Educational Needs and Disability

In March 2016, Committee approved the integration of the Children's Disability Service (CDS) and Special Educational Needs & Disabilities (SEND) staffing structures. The integration of these services formed part of the Improving Outcomes for Children and Young People with Disabilities Project and aimed to improve the experience for children, young people and their families, as well as reduce duplication, share resources and identify efficiencies across Social Care, Education and Community Health Services. It is proposed to use the grant to support transition arrangements into the new integrated service including workforce development, communication and publicity and case transition work.

Quality Assurance and Preparation for Inspection

The DfE has asked Ofsted and the Care Quality Commission (CQC) to inspect implementation of the SEND reforms. Inspections will commence in May 2016 and will assess how effectively the SEND reforms have been implemented since September 2014, across all the organisations that are engaged in providing support and provision for children and young people with SEND for a local area. All 152 local authority areas will be inspected on a five year cycle, which equates to around 30 inspections per year. The inspections will include a field work element during which the inspection team will track children and young people from across the 0 – 25 years age range in a variety of settings and across a range of provision. It is proposed to use the grant to support the local area's preparation for inspection, including the coordination and completion of a self-evaluation, by establishing a temporary FTE Project Manager post at Band D (SCP 42-47).

Governance of the Grant

7. It is proposed that the Children's and Young Peoples Committee has an overview of the grant and supports decision making about its use in order to ensure an appropriate level of governance. Committee will be provided with quarterly updates to support this responsibility.

Other Options Considered

8. Consideration was given to using the Inspection Readiness Group meetings for governance of the grant; this was subsequently discounted due to a possible conflict of interest.

Reason/s for Recommendation/s

9. To provide an appropriate level of governance and decision making in respect of spend against the 2016/17 SEND Reform Grant.

Statutory and Policy Implications

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

Financial Implications

11. The grant should be viewed as one-off temporary funding, with no guarantee of additional funding in 2017/18. Financial information is contained in **Appendix 1**.
12. This report proposes to spend £414,244 against the total grant, leaving £229,537 in reserve to respond to any performance issues identified within the self-evaluation and any challenges within the new service. Further recommendations about the use of this money will be presented to Committee as part of the quarterly updates detailed above.

Human Resources Implications

13. The post of temporary Project Manager will be recruited to in line with NCC recruitment policy and requirements.

Safeguarding of Children and Adults at Risk Implications

14. The grant will provide staff within the Integrated Disability Service with tailored training alongside their current workforce development offer in order to ensure that they are fully able to support children and young people and identify any safeguarding needs.

Implications for Service Users

15. Children, young people and families will receive support and services that meet the requirements of the SEND Reforms and that are joined up and holistic.

RECOMMENDATION/S

That the Committee:

- 1) approves the proposed monitoring and governance arrangements for the 2016/17 Special Educational Needs and Disability Reforms 'New Burdens' Grant
- 2) approves the initial spend against the Grant, including the proposed establishment of a temporary 1 fte (full-time equivalent) Project Manager post at Band D.

Derek Higton
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Constitutional Comments (LM 04/05/16)

16. The recommendations in the report fall within the Terms of Reference of the Children and Young People's Committee.

Financial Comments (SS 11/05/16)

17. The financial implications of the report are contained within paragraphs 11 and 12 above.

Background Papers and Published Documents

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

Integration of Children's Disability Service (CDS) and Special Educational Needs and Disabilities (SEND) staffing structures – report to Children and Young People's Committee on 21 March 2016

Electoral Division(s) and Member(s) Affected

All.

C0818

2015/16 carry Forward	£153,960
2016/17 Reform Grant allocation	£489,821
	£643,781

	Allocation	End date	Comments
SEND Reform Implementation Priorities			
SEND Local Offer Support (Inspire)	£12,000	31/03/2017	Ongoing support from Inspire for the Local Offer. Inspire provide day to day support for the Local Offer including contacting providers about registration, Quality Assuring the content, addressing information not presenting properly on the website, site reviews & regional peer reviews and ensuring schools fulfill their statutory Local Offer duty
Notts help Yourself	£10,000	31/03/2017	Publicity costs - linked to The Local Offer
Complete the establishment of an Impartial Advice & Support Service (IASS)	£10,000	31/08/2016	To complete transition from Parent Partnership Service to a new Impartial Advice & Support Service. This is a requirement of the SEND Reforms and is delivered in partnership with Nottingham City Council
Participation of parents/carers & young people (NPH)	£30,000	31/03/2017	To support the Nottinghamshire Participation Hub to become independent of LA funding
IT & Multimedia advocacy (Wiki project)additional costs	£52,000	31/08/2017	Progress the action plan to ensure the LA fulfills its contractual obligation to the Research Partnership with the University of East London
Transfer Reviews (Statements of SEN and LDA assesments)	£70,000	31/03/2017	Discharge the LA's duty in respect of Transfer Review timelines
In Control membership	£6,000	annual	In Control are a for non profit organisation who provide support & advice to Local Authorities & Health regarding the personalisation of services
Integration of Children's Disability service (ICDS)and Special Educational Needs and Disability			
Workforce Development	£70,000	31/03/2017	To ensure the ICDS workforce have the skills and knowledge to deliver the new service To support workforce development in health, social care and voluntary sector
1fte Assessment Officer post (extension to current contract)	£16,000	31/12/2016	To support transition/induction period
1fte Reviewing Officer post (extension to current contract)	£35,241	31/03/2017	To support transition/induction period
0.4fte Preparing for Adulthood Post (extension to current contract)	£6,000	31/07/2016	To progress Preparation for Adulthood plan
EHC Plan writing	£5,000	31/08/2016	Outsourcing of plan writing until 31st August 2016 to to support a transition/induction period
Family Information events & conferences	£20,000	31/03/2017	1. Annual information sharing and consultation events with children, young people & their families 2. In Control Regional event for the engagement of children & young people - Sept 2016 hosted by Nottinghamshire 3. Engagement & Consultation events with schools and other education providers
Communication & Publicity	£5,000	31/03/2017	Information about Personal Budgets The Local Offer & Notts Help Yourself New ICDS Service
Quality Assurance & Preparation for Inspection			
0.5fte Data Business Partner	£17,580	31/03/2017	To develop data requirements for the new service and develop strategic and operational performance reporting
Temporary post of Project Manager to support Ofsted readiness (establish new temporary FTE post Band D, SCPt 42-47 wth on costs)	£49,423	31/03/2017	To drive and support preparation for the local area inspection including Self Evaluation and the development of a robust Quality Assurance Framework for the ICDS

£414,244

£229,537

Remaining balance unallocated to date

23 May 2016**Agenda Item: 11****REPORT OF THE ACTING SERVICE DIRECTOR, EDUCATION STANDARDS
AND INCLUSION****EXCEPTIONAL PAYMENTS FOR SCHOOL CLOTHING AND FOOTWEAR
2016/2017****Purpose of the Report**

1. This report seeks approval to continue to adopt an agreed scale of payments for school clothing and footwear allowances paid under the category of exceptional circumstances, subject to discretion.

Information and advice

2. 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 £150.00 were made during the 2015/2016 financial year.
3. In order not to fetter its discretion, 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.
4. 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.
5. 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:
 - 25% of the full allowance to infant school children
 - 50% of the full allowance to junior school and year 11 children
 - 75% of the full allowance to other secondary school children.

6. 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

7. No other options have been considered.

Reason/s for Recommendation/s

8. 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

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

Public Sector Equality Duty Implications

10. 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

- 1) That approval is given to continue to apply, as a guide only, a scale of payments for allowances granted under the exceptional circumstances category up to a maximum of £50 per qualifying pupil: 25% of the full allowance for infant school children, 50% of the full allowance for junior school and year 11 children and 75% of the full allowance for other secondary school children. Individual circumstances will be taken into consideration when determining the amount.

Marion Clay

Acting Service Director, Education Standards and Inclusion

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Constitutional Comments (SLB 27/04/16)

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

Financial Comments (SS 28/04/16)

12. As the recommendation is to continue with existing arrangements, 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.

www.nottinghamshire.gov.uk/atoz/s/school-clothing-grants/

Electoral Division(s) and Member(s) Affected

All.

C0816

23 May 2016**Agenda Item: 12**

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE

THE TROUBLED FAMILIES PROGRAMME IN NOTTINGHAMSHIRE - UPDATE

Purpose of the Report

1. This report provides an update on delivery of Phase Two of the Government's Troubled Families Programme in Nottinghamshire.

Information and Advice

Background

2. In the first phase of the Troubled Families Programme, delivered between 2012 and 2015, Nottinghamshire 'turned around' or addressed the main problems of the required 1,580 families affected by poor school attendance, youth crime, anti-social behaviour and unemployment.
3. Phase Two of the programme, which will last until 2020, retains the first programme's focus on families with complex problems but extends the range of families with a focus on six key areas:
 1. Parents or children involved in crime or anti-social behaviour
 2. Children who have not been attending school regularly
 3. Children who need help: children of all ages, who need help, are identified as in need or are subject to a Child Protection Plan
 4. Adults out of work or at risk of financial exclusion or young people at risk of worklessness
 5. Families affected by domestic violence and abuse
 6. Parents or children with a range of health problems.
4. The "Families Outcomes Plan for Nottinghamshire", attached as **Appendix 1**, which defines what "significant and sustained progress" is for a family against these domains, was approved by the Children and Young People's Committee on 20 April 2015 and must be reviewed intermittently. For a family to be classed as "turned around" in phase two of the programme all of the identified problems in the family must be addressed with significant and sustained progress achieved. Nottinghamshire's target number of families to be turned around by 2020 is currently 5,260, although this could be revised during the term of the programme. The County Council receives £1000 for each family it works with up to an annual cap and an additional £800 for each family turned around.

5. The programme also makes an annual grant to fund service transformation, defined as making services more holistic so that they address more fully the underlying problems of the adults and children in each household targeted. This includes better identification of families who are vulnerable and better understanding of the impact of services and outcomes for all family members.

Progress in Nottinghamshire

6. The new Family Service, which will be the primary mechanism through which families are engaged in the Troubled Families programme, commenced in November 2015 as part of the service transformation theme. This includes the same model of work being adopted by targeted elements of the Council's Children's Centre provision from February 2016. Each family must have a full assessment of need including gathering evidence from all involved agencies. This is followed by a Family Action Plan, agreed with the family, that addresses all of the problem areas and commissioning of a range of support and interventions to make the necessary positive changes. A key professional must stay involved with the family until the outcomes are achieved. Three Department for Work and Pensions (DWP) staff are currently seconded into the Family Service to progress adults into work when this is an issue. The Family Service also links closely to domestic violence, adult substance misuse and mental health providers.
7. Through matching data held by the County Council with that from the police, the DWP and Probation Services the Council has been able to identify 6,074 families meeting the eligibility criteria to date. The process of identifying and engaging new families will continue throughout the programme. During the first year, in line with the programme objectives, the Council has been concentrating on engaging those families with a high number of eligibility factors as these will be the ones that take the longest to turn around.
8. At the end of February 2016 when the first return was made to Government, the Family Service had engaged 450 families in the programme and a further 400 have been identified, being worked with by Children's Social Care where whole family interventions can be put into place at an appropriate time. With the Children's Centre provision also adopting the Troubled Families model from February 2016, it is currently projected that the Council will have engaged with in excess of 2,000 families by the end of the 2016-17 financial year.
9. As would be expected at this stage, having engaged families with multiple problems, very few have reached the point of being "turned around". By the end of February 18 families had met the necessary outcomes. It is projected that this number will grow exponentially over coming years and by the end of 2016-17 the target is for 900 families having reached outcome.
10. It is expected that the Families Outcomes Plan is reviewed regularly to ensure that it matches with local priorities, available service provision and the needs of families. The Council is currently in the process of piloting new Families Outcomes Plan measures and recommendations for an updated plan will be presented to Committee in September.

Other Options Considered

11. The report is for noting only.

Reason/s for Recommendation/s

12. This report is for noting only.

Statutory and Policy Implications

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

Financial Implications

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

RECOMMENDATION

- 1) That the update on delivery of phase two of the Troubled Families Programme in Nottinghamshire is noted.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

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Constitutional Comments

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

Financial Comments (SS 05/05/16)

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

Background Papers and Published Documents

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

The Troubled Families in Nottinghamshire – report to Children and Young People’s Committee on 20 April 2015

The Troubled Families in Nottinghamshire – report to Children and Young People’s Committee on 16 November 2015

Electoral Division(s) and Member(s) Affected

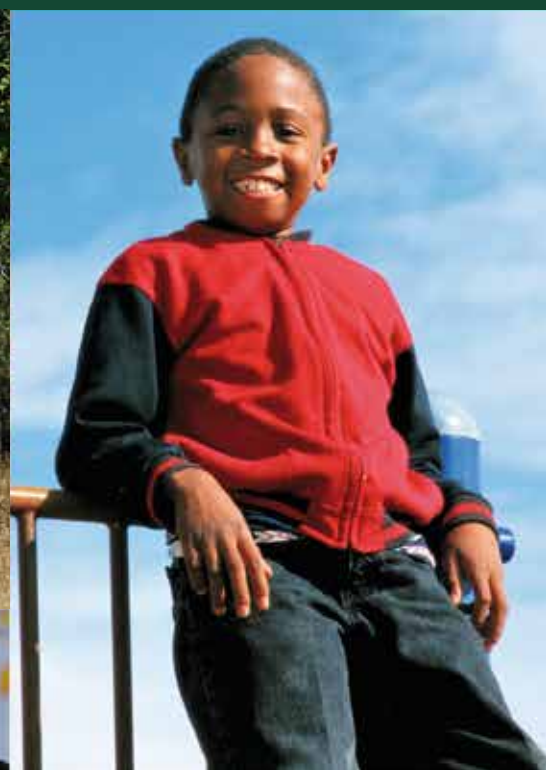
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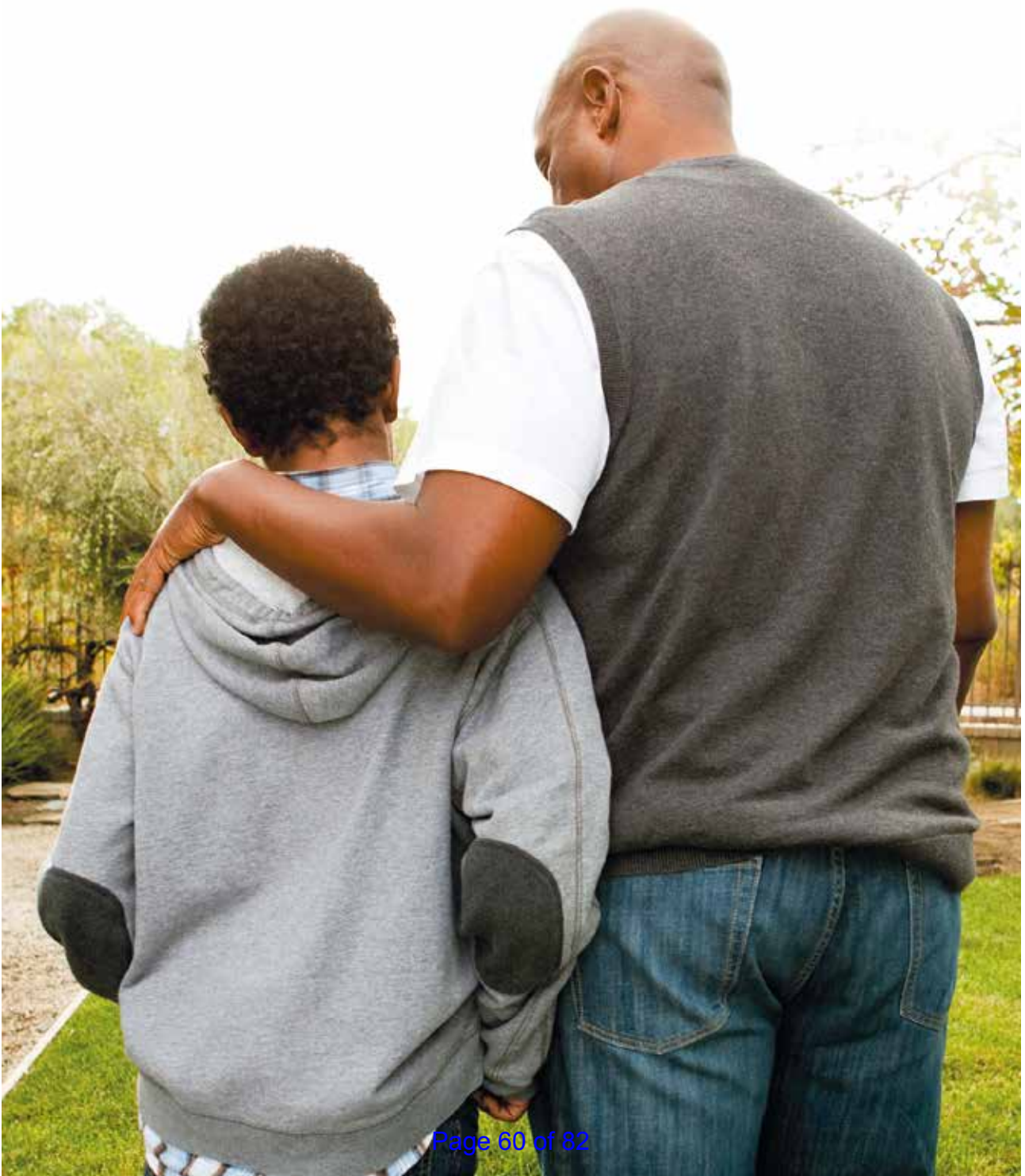
Nottinghamshire Families Outcomes Plan



An **extended programme of work** under the government's Troubled Families agenda



“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**.”



Background

We are coming to the end of the initial **Supporting Families Programme**; this document sets out our ambitions for the extended programme of work under the government's Troubled Families agenda, linking it to existing strategic plans.

The extended Troubled Families agenda will continue to focus on families with multiple high cost problems and include families affected by poor school attendance, youth crime, anti-social behaviour and unemployment. However, it will also reach out to families with a broader range of problems.

The inclusion of families into the programme will be based upon a cluster of six headline problems. Below each of these problems sits a basket of criteria, which will be used to identify families with these problems.



To be eligible for the expanded programme, each family must meet criteria which are described under at least two of these six headlines:

1. Parents or children involved in crime or anti-social behaviour.
2. Children who have not been attending school regularly.
3. Children who need help: children of all ages, who need help, are identified as in need or are subject to a Child Protection Plan.
4. Adults out of work or at risk of financial exclusion or young people at risk of worklessness.
5. Families affected by domestic violence and abuse.
6. Parents or children with a range of health problems.

This Outcomes Plan draws together strategic priorities from across a range of local public services and what this authority and partner agencies aim to achieve with each family.

Nottinghamshire covers an area of 805 square miles with a population of approximately 796,200 according to the 2011 Census. Nottinghamshire County Council governs the county area and works closely with other local councils - including district, borough, town and parish councils - to deliver public services in the most cost effective way.

There are seven districts within the County, with the following population figures:

Ashfield	119,497
Bassetlaw	112,863
Broxtowe	109,487
Gedling	113,543
Mansfield	104,466
Newark and Sherwood	114,817
Rushcliffe	111,129



There are several other public sector bodies which serve Nottinghamshire including:

- Nottinghamshire Police
- Nottinghamshire Fire and Rescue Service
- East Midlands Ambulance Service (a regional body which includes Nottinghamshire)
- National Probation Service
- The Derbyshire, Leicestershire, Nottinghamshire and Rutland Community Rehabilitation Company Limited

For health services, there are six Clinical Commissioning Groups (CCGs) in the county: Bassetlaw, Gedling and Hucknall, Highpoint (which covers Ashfield and Mansfield), Newark and Sherwood, Nottingham West (which covers Broxtowe), and Principia (which covers Rushcliffe).

The County Council has approximately 107,000 school aged children being educated in over 340 primary and secondary schools

At the end of December 2014, Nottinghamshire at 1.9% had the lowest rate of 16-19 year olds not in education, training or employment (NEET) amongst our statistical neighbours. The Statistical Neighbour average was 4.4% and we were also below the England Average (4.7%) and the Regional Average (4.4%).

The January 2015 NOMIS Adult Unemployment figures puts unemployment of Nottinghamshire residents aged 16-64 years at 6.2% with 1.8% of that age group being JSA claimants.

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. Continually seeking to improve outcomes for children, young people and their families is the drive for service transformation and effective, efficient multi agency working. Together we aim to improve the lives and reduce the costs associated with families who have multiple and complex problems and who place the greatest demand on public services.

Outcomes are not exclusive to a particular theme. There are some outcomes in the framework which are interchangeable. For example, a family may be identified on the basis that the household includes a teenager who goes missing (children in need of help), but the family may also achieve the outcome of returning that teenager to education (children who have not been attending school regularly).

Families to be worked with through the programme will be identified based on an initial assessment of need and in line with the headline problems. We will use data and quality assurance processes to check that we are working with all of the families who are eligible and require a service. For families that meet the eligibility criteria there will be a minimum of two headline problems that need to be addressed. Where an additional headline problem or problems arise or are disclosed during the course of the intervention these will also be addressed.

As part of the whole family assessment and planning process the lead professional will work with the family to identify all issues which need to be addressed. This will then form the basis of an holistic plan, agreed with the family, aimed at addressing need and improving outcomes across the range of issues present. We will seek to work with the family to address, and sustain positive change, with each and every assessed issue in the family measured by the “significant progress” indicators below. Addressing the range of problems or a sustained return to work by a family member will allow the local authority to claim payment from central government. We will use both data and softer measures for measuring change, for example the scales that examine a families health and functioning, to decide whether outcomes have been reached. Some of the agreed targets for families will be specifically tailored to recognise the different starting point and the severity of the difficulties that families may have to overcome.



1. Parents and children involved in crime or anti-social behaviour

Strategic goal	For Nottinghamshire parents and children not to be involved in crime or ASB
Measures	A reduction in levels of crime and ASB committed by parents and children on the programme

Substantial change	Baseline measure	Significant progress	Sustained Progress	Source of information
Reduction in frequency and severity of offending amongst under 18s in the family	Number and gravity score of offences over previous 12 months. Current assessed level of risk of serious harm where this is relevant.	Number of offences has reduced by at least 33%. Gravity score of offences is lower than previous 12 months Level of risk of serious harm is lower than at start of current intervention	6 months	Youth Justice; Police
Reduction in frequency and severity of offending amongst over 18s in the family	Number and gravity score of offences over previous 12 months.	Number of offences has reduced by at least 33%. Gravity score of offences is lower than previous 12 months	6 months	Probation; CRC; Police
Increase in completion of court orders and licences	Frequency of failure to comply with order or licence	Not returned to court for non-compliance	Duration of order or licence or 6 months whichever is shorter	Youth Justice; Probation; CRC
	Current assessed risk of offending due to substance misuse	Compliance with order requirements	Duration of order or 6 months if shorter	Youth Justice; Probation; CRC
Decrease in family involvement in ASB	Number of reports of ASB over previous 6 months	Number of reports of ASB reduced by 60%	6 months	District & Borough Councils; Police, Fire Service
	Number & gravity of ASB intervention over previous 6 months	Successful compliance with ASB intervention	6 months	District & Borough Councils; Police

2. Children who have not been attending school regularly

Strategic goal	Nottinghamshire to be a place where children grow up free from deprivation and disadvantage, and where birth and social background do not hold people back from achieving their potential.
Measures	<ul style="list-style-type: none"> • Children are school ready • Increase in school attendance • Reduction in school exclusions • Children and young people in Nottinghamshire feel safe from bullying • Children Electively Home Educated will receive effective home education which is suitable provision for the child, given their age, capability, prior attainment and context • Reduction in the attainment gap between disadvantaged children and young people and their peers

Substantial change	Baseline measure	Significant progress	Sustained Progress	Source of information
All children in the family are receiving suitable full-time education and attendance levels are consistently high	% of possible school sessions missed in the last 3 consecutive school terms, prior to intervention (per child in the	Each child in the family has had less than 10% school absences	Over the last 3	School; Central records
	Number of fixed-term exclusions in the last 3 consecutive school terms, prior to intervention (per child in the family).	Each child in the family has had less than 3 fixed term exclusions	Over the last 3	School; Central records
	Assessment of Electively Home Educated provision by EHE adviser	Each child is receiving education judged as suitable	Over last 3 terms	EHE service
Pre-school age children are receiving suitable support to be ready for school	Suitable pre-school provision	Engagement with & attendance at pre-school provision	Over last 2 terms	Early years provision

3. Children who need help

Strategic goal	We will work together to ensure that children are effectively protected and supported and that children stay with their families wherever this is possible and safe for them.
Measures	<ul style="list-style-type: none"> • Percentage of Children and Young People having their needs met by the Family Service increases • Reduced re-referrals to Children's Social Care • Reduction in numbers of children and young people requiring a child protection plan • Reduction in the number of children requiring a child in need plan • Fewer children who have child protection plans that last for two years or more or who need to have a child protection plan more than once • Families not disadvantaged from 'new and emerging' communities • Reduction in teenage pregnancies • Reduction in the numbers of children accommodated by Nottinghamshire County Council • Reduction in numbers and frequency of young people going missing • Ensure 85% of eligible 2 year olds access early education entitlement • Increased the percentage of children achieving a good level of development at the foundation stage • Fewer families meet Troubled Families Criteria

Substantial change	Baseline measure	Significant progress	Sustained Progress	Source of information
Children who have been on a child protection plan stay safe and achieve good outcomes	Safeguarding status at start of intervention	No further requirement to have a children in need plan or child protection plan and the case is closed or stepped down to Early Help	6 months	Social Care Records
Families assessed as requiring help have improved the likelihood of meeting desired outcomes	Family score on chosen wellbeing tool	Improved score on chosen wellbeing tool	8 months	Lead Professional
	Repeat referrals to MASH or EHU	Reduction in number of referrals to MASH or EHU by at least 50%	8 months	MASH & EHU
	Family assessed as eligible for Early Years Entitlement not accessing provision	Family is accessing Early Years Entitlement and attending regularly	4 months	Lead Professional
Children who have gone missing or are assessed as being at risk of sexual exploitation stay safe	Reports of going missing incidents	Reduction in going missing episodes.	4 months	Children Going Missing
	Identification as being at risk of sexual exploitation	Engagement with appropriate services by young person and parents	4 months	Lead professional

4. Adults out of work or at risk of financial exclusion and young people at risk of worklessness

Strategic goal	To 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.
Measures	<ul style="list-style-type: none"> • Young people are supported to reach their potential • More young people will be in work, education or training • Reduction in percentage of young people who have attained a full Level 3 qualification by 19 whose education, employment or training destination is not known • Reduction in the number of young people identified using the Risk of NEET Indicator • Reduction in families dependant on work related benefits • Reduction in numbers of families with unmanageable debt which puts them at risk of eviction

Substantial change	Baseline measure	Significant progress	Sustained Progress	Source of information
Adults dependant on work related benefits progress along pathway to work	DWP record of benefit claims	An adult within the family has moved off out-of-work benefits into continuous employment or An adult in the family is taking recognised steps to prepare for work	From JSA (26 weeks) from ESA, IS, Incapacity, Carer's allowance, Severe Disablement (13 weeks) 4 months	DWP records & DWP secondees DWP secondees, Lead Professional
Young person at risk of becoming NEET does not become NEET	Assessment as being at risk of becoming NEET by school	Engages with career planning progress and enters EET on leaving school	4 months	ETE staff, Lead professionals, DWP secondees
Young people who are NEET go into EET	Identified as being NEET by Family Service	Engages with carer planning process and takes recognised steps to enter EET	4 months	ETE staff, Lead professionals, DWP secondees
Families who had been experiencing financial difficulties are supported and more able to budget successfully	Disclosure of family debt	Engage with support offered and adhere to appropriate plan to deal with debt	8 months	Lead professional, Debt advisers
	Risk of homelessness due to rent arrears	Engage with support offered and avert eviction by adhering to appropriate debt management plan	4 months	Lead professional, Debt advisers, Housing Provider

5. Families affected by domestic violence and abuse

Strategic goal	Increase the number of families, who are affected by domestic violence and abuse, that receive appropriate & timely support.
Measures	<ul style="list-style-type: none"> • The target of an absence of domestic abuse incidents in a family is ambitious and in some circumstances we may want to see reported incidents go up before the problem improves. • Increased reporting of domestic abuse but reduced severity of that abuse as measured by repeat victimisation and risk level analysis • Children will stay with their families wherever this is possible and safe for them • Improving services to support victims of domestic abuse

Substantial change	Baseline measure	Significant progress	Sustained Progress	Source of information
Families identified by professionals to be at high risk are supported and family members feel safer	Referral to MARAC	Engagement with support services and no re-referral to MARAC	8 months	MARAC, Well-being tool
Where a family is engaging with support services that there is a reduction in police call outs to the family home for domestic issues	Police call out in the last 12 months	Reduction by 60% in police call outs	8 months	Police, District & Borough Councils, Social Care
The perpetrator has reflected on their behaviour and wants to change	Perpetrator charged with offence or self-identified	The perpetrator has successfully completed a recognised rehabilitation programme and no repeat victimisation	8 months	Probation or service provider
Family feel safe & confident	Disclosure of current domestic abuse	Family have engaged with programme of support and have safety plan in place	8 months	Lead Professional Well-being tool
	Disclosure of historical domestic abuse	Family are able to move forwards and achieve good outcomes	4 months	Lead Professional, Well-being tool

6. Parents and Children with a range of health problems

Strategic goal	Work together to enable the people of Nottinghamshire to live longer, be healthier and have a better quality of life, especially in the communities with the poorest health.
Measures	<ul style="list-style-type: none"> • Improve children and young people's health outcomes through the integrated commissioning of services • Deliver integrated services for children and young people with complex needs or disabilities • Reduce the number of people who are overweight and obese • Reduce sexually transmitted disease • Reduce unplanned pregnancies • Improve the quality of life for carers by providing appropriate support for carers and the cared for • Provide coordinated services for people with mental ill health • Young people access high quality, safe and enjoyable positive social education activities outside of the school day • Increase the percentage of successful treatment completions for substance users • Decrease hospital admissions caused by unintentional and deliberate injuries in children aged 0 -14 years

Substantial change	Baseline measure	Significant progress	Sustained Progress	Source of information
Increased confidence to access appropriate health care services	Assessment by Lead Professional	Attendance at & engagement with appropriate health services	8 months	Lead Professional
Families who initially needed help to keep children safe at home make changes to increase the safety of the home environment	Assessment by Lead Professional	Changes put in place to increase safety of family	8 months	Housing providers, Substance misuse services, Fire service, Health visitor
Children start school healthy, and ready to learn	Under 5 assessed as not achieving developmental targets	Attendance at Early Years provision	8 month	Early Years Provision Health Visitor FNP
	Poor record of attendance for health checks & immunisations	No missed immunisations for babies and children recorded by Health visitors		
New parents feel supported and confident in their ability to provide good parenting	Assessment by midwife or health visitor	Engagement with FNP	8 months	FNP, Health visitor, Drug services, Children's Centre Well-being tool
		Engagement with support services relevant to their need		

Families where a family member has long term illness are receiving appropriate support	Assessment by health professional or lead professional	Engagement with appropriate health services	4 months	Health professional, lead professional, DWP secondee, Children's Centre, Well-being tool
		Engagement with appropriate support services		
		Appropriate benefits being paid		
Children & young people enjoy healthy & safe lifestyles	Assessment by health professional or lead professional	Access to and engagement with appropriate health & well-being services	4 months	School age nursing services, youth service, Children's Centre, Well-being tool
		Access to & engagement with appropriate play and youth service provision		

**For further information contact:**

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www.nottinghamshire.gov.uk/pathwaytoprovision

Published April 2015

23 May 2016**Agenda Item: 13**

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE

DELIVERING 30 HOURS OF FREE CHILDCARE

Purpose of the Report

1. To provide the Committee with an update of national and local plans to offer three and four year olds with 30 hours of free childcare a week.
2. To seek approval to establish a 1 fte (full-time equivalent) temporary Early Years Technical Specialist post (Grade 5) to support local implementation and evaluation of the new extended free childcare offer.
3. To seek approval to extend the hours of the existing Strategic Parenting and Child Poverty Manager (Grade D) post from 0.8fte to 1fte until 31 March 2017, to lead on parental engagement activities.

Information and Advice

Childcare Act 2016

4. In March 2016, the [Childcare Bill](#) received Royal Assent. The Childcare Act 2016 aims to extend the current entitlement of 15 hours to 30 hours for employed families of 3 and 4 year olds, and to provide an incentive to those parents not currently in work.
5. Early Years places are provided by day nurseries, preschools or playgroups, independent schools, child-minders, children centres, maintained and non-maintained schools.
6. Currently, each child is entitled to receive a maximum of 15 hours per week, over no fewer than 38 weeks per year (a maximum of 570 hours per year). The entitlement can be taken over a minimum of two and a half hours per day up to no more than 10 hours per day, between the hours of 7am and 7pm. This will be increased to allow increased free hours as well as increased flexibility for parents.
7. Childcare, by definition, is the provision of care and supervision of children while parents are working or studying. Good quality childcare can benefit children's development, but the key focus of this new policy is to support parents to work and enable them to increase their working hours, reducing the barrier faced by many parents of the cost of childcare.
8. There are criteria to enable parents to qualify free childcare:

- Each parent (or the sole parent in a single parent family) will need to earn, on average, the equivalent of 16 hours on the national minimum wage per week (currently £107 per week), and no more than £100,000 per year. A family with an annual household income of £199,998 would be eligible if each parent earns just under £100,000. Self-employed parents and parents on zero-hours contracts will be eligible if they meet the average earnings threshold.
 - Families where one parent is not in paid employment (or neither parent works) will usually not be eligible for these additional hours. Parents who are studying or in training will not be eligible unless this is combined with paid work which meets the minimum average earnings threshold. Government intends to make provision to support families where one parent is in receipt of benefits relating to caring responsibilities or has a disability and the other parent is working. It does not appear that single parents who are disabled or have substantial caring responsibilities will be eligible for the full entitlement, although this has not been officially confirmed.
 - Eligibility will be checked by HM Revenue and Customs (HMRC) and will be based on actual income earned. There will be a short grace period so that if parents lose their jobs, they do not automatically lose their childcare entitlement. More details of how this will work have not yet been confirmed.
9. Department for Education (DfE) and HMRC also plan to develop an online application process for parents wishing to identify if they are eligible and, if they are, to apply on line for their extended offer of childcare. Nottinghamshire County Council launched an online application system in September 2015; it is unclear if this will be required once the national tool has been launched.

National Consultation

10. The DfE is currently undertaking consultation to identify views on some of the key elements of the operation and delivery of the 30 hour extended free entitlement. This includes how the entitlement will be delivered, and how it will meet and be responsive to the needs of working parents. The DfE is seeking views on:
- how local authorities should work with childcare providers to provide the entitlement
 - how we meet the needs of working parents
 - provision for children with special education needs and disabilities
 - the role and responsibilities of local authorities in securing places
 - how local authorities tell parents about locally available childcare
 - how local authorities would operate a 'grace period' (what happens if a parent loses their eligibility for the entitlement).
11. Consultation closes on 6th June 2016 and is available at:
<https://consult.education.gov.uk/early-years-funding/childcare-free-entitlement>

Local Authority Capital Bidding process

12. Central Government is offering capital grants to early years settings through a local authority bidding process. The grants will support the delivery of the 30 hours extended entitlement of free childcare coming into effect from September 2017. This may include schools that currently offer, or plan to offer, provision for three and four year olds.
13. Nottinghamshire County Council submitted an expression of interest for a capital grant in April 2016. Decisions on successful bids will be made in autumn 2016. If Nottinghamshire is successful, the Local Authority will receive a grant within the financial year 2016-2017.

Nottinghamshire's Early Innovator Status

14. The DfE has approved early implementer and early innovator guidance for local authorities following successful expressions of interest made in December 2015.
15. The aim of the status and associated funding is to enable local authorities (from September 2016) to test how best to deliver the additional entitlement to all eligible children and increase the level of parental demand for places, overcoming the range of challenges around supply and quality. The collective experiences of the local authorities will be used to support the expansion of the 30 hour a week childcare scheme across England in 2017.
16. Nottinghamshire County Council has been named as an 'early innovator' to help with the future provision of early years childcare in England. Nottinghamshire is one of 25 local authorities across the country chosen by the Government to look at innovative ways to implement the extended free childcare entitlement for working parents of three and four year olds. A list of local authorities identified as early implementers and early innovators is included in **Appendix 1**. Nottinghamshire is included within a 'Midlands Cluster' including Staffordshire, Nottingham City, and Walsall.
17. 'Early implementers', such as Staffordshire, have been tasked to deliver the 30 hours extended entitlement from September 2016, a year before national roll out. They will need to provide intelligence around potential market challenges, test the joint online childcare application system and collaborate to create a strong and consistent approach across the country.
18. The 'early innovators', including Nottinghamshire, Nottingham and Walsall, will work on specific issues such as availability of places, supporting parents to work and how to make it easier for childcare providers to offer places for children with disabilities and special educational needs. Nottinghamshire has been tasked to explore 'flexibility of provision' and 'parental engagement'.
19. Funding has been allocated to successful local authorities to test and explore elements of the offer.
20. The Council will be expected to provide a six monthly update to the DfE in preparation for full roll-out and is also expected to share learning with neighbouring local authorities as part of work with the Midlands Cluster.

Operational Support for Implementation

21. It is proposed that some of the funding is used to develop and recruit to a temporary full time Early Years Technical Specialist post. The postholder would be responsible for data collection and analysis to ensure the Council has a better understanding of the current supply of childcare. Additional duties will include research and evaluation, as well as consultation and engagement activities with parents, carers and early years providers.
22. This post would be an internal opportunity which would be open for secondment and recruited to an existing job description on Grade 5 (£21,530 - £24,472 plus on-costs). The post would be in place until the end of the Early Innovator funding in September 2017.
23. It is proposed that a small amount of the funding is used to temporarily extend the hours of the Strategic Parenting and Child Poverty Manager at Band D from 0.8 FTE to 1 FTE. This will provide additional capacity and the post holder will lead on strategies to engage parents in reviewing and planning the extended childcare offer. This extension will continue until 31st March 2017.

Other Options Considered

24. Existing staff within the Department have little/no capacity to undertake the additional duties for data and project planning required by the DfE; this additional capacity would be available if an Early Years Technical Specialist post was in place.

Reasons for Recommendations

25. The DfE requires identified local authorities to initiate plans as soon as possible. This requires capacity to enable the Local Authority to fulfill all requirements associated with this new status of 'early innovator'.

Statutory and Policy Implications

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

Financial Implications

27. Nottinghamshire has been awarded £131,877 for the period 1st April 2015 – 31st August 2017. This will be used to fund research, evaluation, parental engagement, work with the early years sector, additional officer capacity and the temporary Early Years Technical Specialist post.
28. If Nottinghamshire is successful in securing an allocation towards subsequent capital costs, this will be used to address priority projects in areas of greatest need. This could be used to expand existing provision or establish new provision. This will be scoped in detail with Property colleagues. If however the Local Authority is unsuccessful in securing

this funding, there will be substantial challenges in the ability to deliver increased provision.

RECOMMENDATIONS

That the Committee:

- 1) notes national and local plans to provide an extended offer of childcare for three and four year olds.
- 2) approves the proposal to establish a 1 fte temporary Early Years Technical Specialist post (Grade 5) to support local implementation and evaluation of the new extended free childcare offer.
- 3) approves the proposal to extend the hours of the existing Strategic Parenting and Child Poverty Manager (Grade D) post from 0.8fte to 1fte until 31 March 2017, to lead on parental engagement activity for the extended childcare offer.

Derek Higton
Service Director Youth, Families and Culture

For any enquiries about this report please contact:

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Constitutional Comments (LM 29/04/16)

29. The recommendations in the report fall within the Terms of Reference of the Children and Young People's Committee.

Financial Comments (SAS 05/05/16)

30. The financial implications of the report are contained within paragraphs 27 and 28 above.

Background Papers and Published Documents

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

Early Years Technical Specialist Job Description/Person Specification

Nottinghamshire Early Years Improvement Plan 2015-2016

Nottinghamshire County Council Childcare Sufficiency Assessment 2016

Electoral Division(s) and Member(s) Affected

All.

C0815

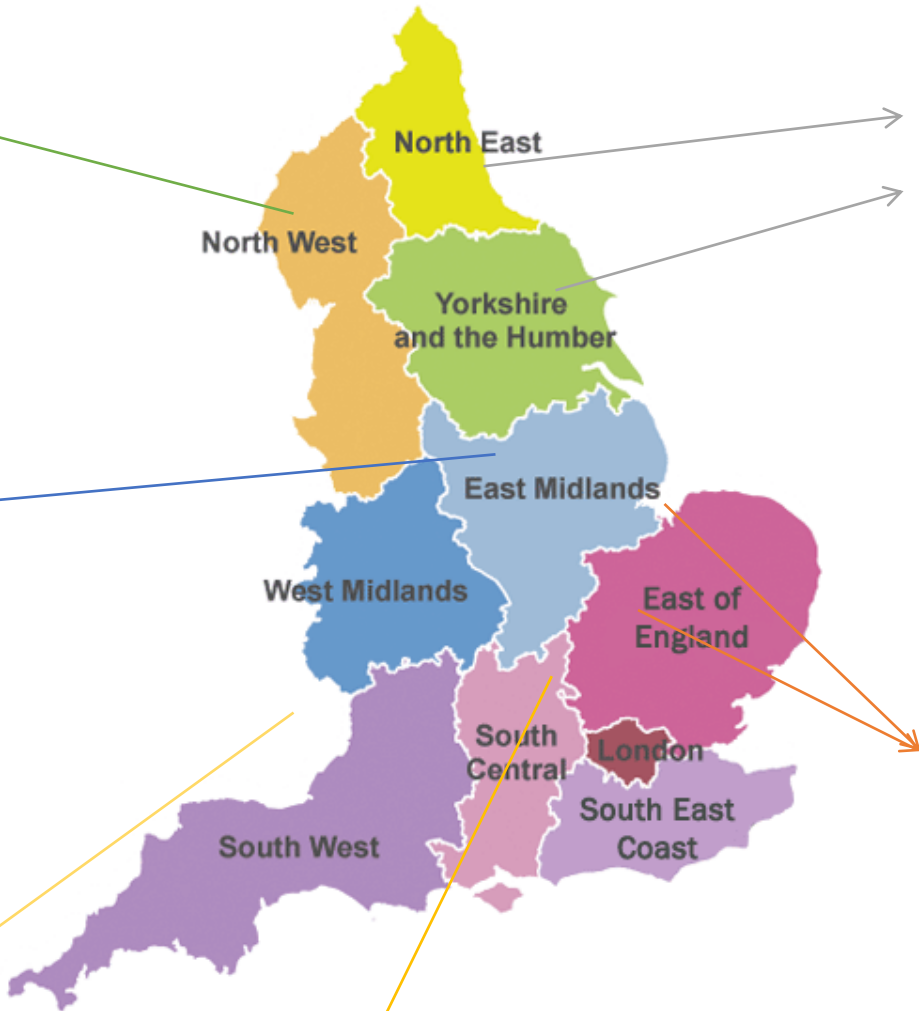
Early Implementers Regional Cluster Map

- Early Implementer – delivering the additional 15 hours
- Early implementer - Operating under the provision of the childcare Bill
- Early Implementer Innovator -Focusing on key delivery issues

North West Cluster	
LA	Focus
Wigan	SEND
Stockport	Sufficiency; Flexibility
Bolton	Sufficiency; Flexibility
Trafford	BME; SEND; Parental Engagement?
Cheshire West and Chester	Sufficiency; flexibility
Bury	Work incentives

West & East Midlands Cluster	
LA	Focus
Staffordshire	Work Incentives
Nottinghamshire	Flexibility; Parental Engagement
Nottingham city	Parental Engagement; SEND?
Walsall	Flexibility; Sufficiency

South West Cluster	
LA	Focus
Swindon	Flexibility; Sufficiency; BME; Low Income
Cornwall	Work Incentives; rurality



North East & Yorkshire and Humber Cluster	
LA	Focus
Northumberland	Flexibility; Rurality
York	Sufficiency: SEND
Gateshead	Flexibility
Bradford	Work Incentives
Sheffield	Work Incentives; Sufficiency; Parental Engagement
Eastriding	SEND; Sufficiency
Wakefield	Sufficiency; Flexibility
North Yorkshire	Flexibility; Parental Engagement; rurality

London & East Cluster	
LA	Focus
Newham	SEND
Hertfordshire	Flexibility
Kingston and Richmond (AfC)	Delivery model; Flexibility
Barking and Dagenham	Flexibility
Islington	Parental Engagement; Sufficiency
Ealing	Work incentives
Hillingdon	Work incentives; Parental Engagement

South East & South Central Cluster	
LA	Focus
Portsmouth	Work Incentives; Flexibility; Ark Academy Trust (Academy chains)
Hampshire	SEND; Parental Engagement
West Sussex	Sufficiency; Sustainability
Medway	Flexibility; Sustainability
East Sussex	Work incentives Sufficiency
Brighton & Hove City Council	SEND; Sufficiency and Flexibility

23 May 2016**Agenda Item: 14**

REPORT OF CORPORATE DIRECTOR, RESOURCES

WORK PROGRAMME

Purpose of the Report

1. To consider the Committee's work programme for 2016.

Information and Advice

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

Other Options Considered

4. None.

Reason for Recommendation

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

Statutory and Policy Implications

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

RECOMMENDATION

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

Jayne Francis-Ward
Corporate Director, Resources

For any enquiries about this report please contact:

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Constitutional Comments (HD)

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

Financial Comments (NS)

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

Background Papers

None

Electoral Division(s) and Member(s) Affected

All.

CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2015-16

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
20 June 2016		
Looked After Children and Care Leavers Strategy 2015-18 – progress report	Annual report	Steve Edwards
Children & Young People's Mental Health & Wellbeing Transformation Plan	Six-monthly report	Kate Allen
Review of Schools Swimming Service offer – recommendations		Derek Higton
Local Authority governor appointments and re-appointments to school governing bodies	Quarterly report on appointments made	Marion Clay
18 July 2016		
Child Sexual Exploitation and Children Missing from Home and Care: annual report 2015/16		Steve Edwards
Nottinghamshire Code of Conduct for issuing fines for pupil absences – impact of amendment to threshold		Derek Higton
Consultation on possible amalgamation of Meadow Lane Community Infant and College House Community Primary Schools	For decision	Marion Clay
Nottinghamshire Childcare Sufficiency Assessment 2016		Derek Higton
Members' visit to Outdoor & Environmental Education residential centres	For decision	Derek Higton
Rota visits to children's homes – April and May 2016	Six monthly report	Steve Edwards
Early Help Service restructure		Derek Higton

