

## **Children and Young People's Committee**

**Monday, 18 January 2016 at 10:30**

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

---

### **AGENDA**

- |    |  |         |
|----|--|---------|
| 1  | Minutes of the last meeting held on 14 December 2015   | 3 - 6   |
| 2  | Apologies for Absence  |         |
| 3  | Declarations of Interests by Members and Officers:- (see note below)<br>(a) Disclosable Pecuniary Interests<br>(b) Private Interests (pecuniary and non-pecuniary) |         |
| 4  | Nottinghamshire Children's Centre Services consultation  | 7 - 12  |
| 5  | Nottinghamshire Early Years Improvement Plan 2015-17   | 13 - 26 |
| 6  | Financial support for students in post 16 education  | 27 - 30 |
| 7  | Proposed remodelling for the Nottinghamshire School Health Service   | 31 - 40 |
| 8  | Rota visits to children's homes - autumn 2015  | 41 - 44 |
| 9  | Child sexual exploitation and children missing from home and care update   | 45 - 50 |
| 10 | Review of the Early Help Unit  | 51 - 56 |
| 11 | Work programme   | 57 - 60 |

## **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 14 December 2015 (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)

Boyd Elliott  
Sheila Place  
Mike Pringle  
Philip Owen

Sue Saddington  
Andy Sissons  
Jacky Williams  
John Wilmott

Ex-officio (non-voting)  
A Alan Rhodes

**CO-OPTED MEMBERS (NON-VOTING)**

A Ms Gail Neill  
Mr David Richards JP

**OFFICERS IN ATTENDANCE**

Christine Buck	Children, Families and Cultural Services
Steve Edwards	Children, Families and Cultural Services
Derek Higon	Children, Families and Cultural Services
Philippa Milbourne	Children, Families and Cultural Services
Colin Pettigrew	Children, Families and Cultural Services
John Slater	Children, Families and Cultural Services
Chris Warren	Children, Families and Cultural Services

Alison Fawley	Resources
Geoff Russell	Resources

Michelle Welsh Labour Group Researcher

**MEMBERSHIP OF THE COMMITTEE**

Councillor Andy Sissons had been appointed to the vacant Independent Group seat.  
Councillor Sheila Place had been appointed in place of Councillor John Allin for this meeting only.

Councillor Mike Pringle had been appointed in place of Councillor Alice Grice for this meeting only.

Councillor Jacky Williams had been appointed in place of Councillor Keith Longdon for this meeting only.

### **MINUTES OF THE LAST MEETING**

The minutes of the meeting held on 16 November 2015, having been circulated to all Members, were taken as read and were confirmed and were signed by the Chair.

### **APOLOGIES FOR ABSENCE**

None

### **DECLARATIONS OF INTEREST**

None

### **ACCESSIBILITY STRATEGY (SUPPORT TO SCHOOLS) FOR NOTTINGHAMSHIRE**

John Slater and Christine Buck introduced the report and responded to questions and comments from Members.

### **RESOLVED 2015/097**

That the proposed strategy be recommended to Policy Committee for approval at its meeting on 6 January 2016.

### **POLICY AND PROCESSGUIDANCE FOR DISCRETIONARY PAYMENTS TOWARDS THE PROVISION OF ADAPTATIONS TO HOMES OF FOSTER CARERS, ADOPTIVE PARENTS OR SPECIAL GUARDIANS**

Steve Edwards introduced the report and responded to questions and comments from Members.

### **RESOLVED 2015/098**

That the proposed policy and process guidance document be recommended to Policy Committee for approval at its meeting on 6 January 2015.

### **NOTTINGHAMSHIRE FAMILY AND PARENTING STRATEGY**

Derek Higton introduced the report and responded to questions and comments from Members.

### **RESOLVED 2015/099**

That the proposed Strategy be recommended to Policy Committee for approval at its meeting on 6 January 2016.

## **NOTTINGHAMSHIRE OUTSTANDING ACHIEVEMENT 4Uth AWARD 2015**

### **RESOLVED 2015/100**

That the recent activity of the Youth Service in facilitating the delivery of Nottinghamshire County Council's fifth annual Outstanding Achievement 4Uth Award be noted.

## **REVIEW OF SCHOOLS SWIMMING SERVICE OFFER**

Derek Higton introduced the report and responded to questions and comments from Members.

### **RESOLVED 2015/101**

That the proposal to review the Council's support to Nottinghamshire schools to deliver their OFSTED requirement to provide an appropriate programme of swimming, as detailed in the report, be approved.

## **NATIONAL CHILDREN AND ADULT SERVICES CONFERENCE 2015**

### **RESOLVED 2015/102**

That the report be noted.

## **CHANGE IN ESTABLISHMENT OF THE INDEPENDENT CHAIR SERVICE**

### **RESOLVED 2015/103**

That approval be given to increase the Child Protection Coordinator establishment from 8.5fte to 9.1 fte and to disestablish 0.7 fte of the Independent Reviewing Officer establishment.

## **WORK PROGRAMME**

### **RESOLVED 2015/104**

That the Committee's work programme be noted.

The meeting closed at 11.04am

CHAIRMAN



**18 January 2016****Agenda Item: 4**

## **REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE**

### **NOTTINGHAMSHIRE CHILDREN'S CENTRES SERVICE CONSULTATION**

#### **Purpose of the Report**

1. To update the Committee on the work to reshape Children's Centre Services following public consultation.

#### **Information and Advice**

2. Children's Centre Services provide a core offer of childcare, early education, health and family support services for families with children up to the age of five years. They aim to tackle child poverty and social exclusion by working with parents to be, parents, carers and children to promote physical, intellectual and social development of babies and young children so they have the best start in life.
3. Nottinghamshire has retained all 58 Ofsted registered Children's Centre Services and has evidenced improved performance whilst significantly reducing the overall budget in recent years. With the introduction of the Family Service in November 2015 it has been possible to refocus the Children's Centres on their core age group of 0-5 year olds, and to ensure that they are closely aligned with providers of early years education and services such as Health Visiting.
4. In 2013, following a competitive process, Nottinghamshire commissioned Nottinghamshire Healthcare Trust, Family Action and North Nottinghamshire College under the umbrella of Nottinghamshire Children and Families Partnership (NCFP), to take over the operation and delivery of its Children's Centres. As a result of their excellent performance against the targets set the contract has recently been extended until 2018. The performance of Children's Centres is reported on a quarterly basis to Committee.
5. In February 2014, Full Council agreed to reduce the Children's Centres delivery budget by £3 million from April 2016. Inevitably this has meant that some of the services have had to be reshaped. However, even without the financial pressures, commissioners have already seen the need to review how Children's Centres are delivered, to make them more flexible, effective and efficient. This has resulted in a number of staffing changes within NCFP, in particular reducing the costs of managerial and administrative functions, which has reduced cost and has not impacted on the volume of direct delivery with families.

## **Delivery of Children's Centre Services**

6. As part of the process of reviewing how best to deliver local Children's Centre Services focused attention has been paid to the locations that are most effective in engaging children and families. Nottinghamshire County Council owns a number of buildings used to deliver these services but in some cases they are not effectively located or efficiently used. The Council has worked closely with NCFP to identify buildings that require review and has recently consulted with service users and the wider public about where they would like to access services. Primary Schools, Health Visitors and other stakeholders were engaged in the consultation and their feedback with service users has been used to progress changes in the use of some buildings.
7. In some areas the Children's Centre buildings are now in less than optimal locations as local communities have changed, for example, where new housing or new communities have developed away from a centre's location, or the number and profile of children living in an area have changed. There may have also been changes to the local population in terms of need and ability to access particular locations, for example, changes to road networks or public transport.
8. The outcome of the review, supported by the results of the consultation, is that the priority is to focus resources on offering quality services for children and their families, rather than on buildings and their maintenance. Children's Centre Services are not offered solely from a dedicated building, and outreach work, delivered from a range of community venues including libraries, primary schools and community centres and home visits is often more effective in reaching target groups. With this in mind buildings that are not being fully utilised or where better alternatives exist to deliver through other community settings will be closed or their opening hours reduced whilst maintaining the footprint of 58 distinct Children's Centre service offers serving local need. NCFP will continue to develop outreach services across the County, particularly in rural areas. The proposed changes to specific buildings are shown in **Appendix 1**. It is important to note that the implementation of the premises changes will not impact negatively upon the numbers of families supported across the County by Children's Centre Services.

## **Other Options Considered**

9. All services and building bases have been considered for change and the final options confirmed only after consultation with the provider, service users and the wider public. On line surveys, printed questionnaires and focus group meetings have been used to gather public views.
10. Detailed analysis of the consultation findings are included in the supporting background paper.

## **Reason/s for Recommendation/s**

11. The report is for noting only.



## **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 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**

13. The rationalisation of premises will help the Council to contain the cost of maintenance, cleaning and management of the Children's Centre estate. It will also support providers' reduction of administrative and management costs.

## **Implications for Service Users**

14. Service users will not see a reduction in Children's Centre services as most of these take place outside of the dedicated Children's Centre building. Families will still be able to take part in a full range of activities from other community sites.

## **RECOMMENDATION/S**

- 1) That the Committee notes the reshaping of Children's Centre Services following public consultation.

**Derek Higton**

**Service Director, Youth, Families and Cultural Services**

**For any enquiries about this report please contact:**

Irene Kakoullis

Group Manager, Childhood and Early Help Services (Locality)

T: 0115 9774431

E: [Irene.kakoullis@nottsccl.gov.uk](mailto:Irene.kakoullis@nottsccl.gov.uk)

## **Constitutional Comments**

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

## **Financial Comments (SS 21/12/15)**

16. The financial implications of this report are contained with paragraph 13 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.

Nottinghamshire County Council Children's Centre Services Review Consultation report - November 2015.

C0748

The Children's Centre buildings that were reviewed included:

- Trent Villages North (Tuxford, Bassetlaw)
- North Leverton (Bassetlaw)
- Awsworth (Broxtowe)
- Carlton (Gedling)
- Pleasley Hill (Mansfield)
- Cotgrave (Rushcliffe)

In addition to the buildings listed above, Nottinghamshire County Council also reviewed two unused caretaker's buildings located next door to dedicated Children's Centre buildings. These included Ladybrook (Rosebrook building in Mansfield) and the two storey building on the grounds of Stapleford Children Centre next door to Albany Infant and Nursery School in Broxtowe).

The outcomes of the consultation have resulted in the following decisions:

- a. closure of both caretaker buildings
- b. the retention of the current Trent Villages (Tuxford) Children's Centre premises
- c. the relocation of services from all other buildings
- d. Corporate Property to assess the requirement for school place planning, location of other NCC services such as the Family Service and, subject to a decision by the Finance and Property Committee, may scope to sell properties as necessary.

NCFP will increase their outreach provision in these areas affected using the information gathered from the review.



**18 January 2016****Agenda Item: 5**

## **REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE**

### **NOTTINGHAMSHIRE EARLY YEARS IMPROVEMENT PLAN 2015-2017**

#### **Purpose of the Report**

1. To update the Committee on the performance of the Nottinghamshire Early Years Improvement Plan 2013 - 2015.
2. To invite the Committee to note the proposed Early Years Improvement Plan 2015-17 (attached as **Appendix 1**) and recommend it to Policy Committee for approval at its meeting on 10 February 2016.

#### **Information and Advice**

3. Education is central to improving life chances for children and young people. Nottinghamshire County Council works with a range of partners to ensure that children receive an outstanding education from the earliest ages.
4. Securing a successful start for the youngest children, and particularly those from disadvantaged backgrounds, is crucial. It can mean the difference between gaining seven B grades at GCSE compared with seven C grades and is estimated to be worth £27,000 more in an individual's salary over the course of their career.
5. By the age of three years, children from poorer background will have heard on average 30 million fewer words than children in high income families. 61% of these children have no books at home.
6. Early education can make a fundamental difference to life chances, but only if the child receives high quality early education at a young enough age.
7. School readiness is a concept of how prepared a child is to succeed in statutory education. With no clear consensus on a definition, it is widely recognised that all those who have contact with a child in their early years has an impact on their readiness for learning, including midwives, health professionals, children centres and early years providers. Parents and carers have the greatest impact as primary carers and educators.
8. Currently the good level of development (GLD) is used to assess a child's readiness to access formal learning and children are defined as having reached a GLD at the end of the Early Years Foundation Stage if they have achieved at least the expected level in the early learning goals in the prime areas of learning (personal, social and emotional

development, physical development and communication and language) and in the specific areas of mathematics and literacy.

## **National Context**

9. Early Years education and childcare has traditionally received a considerably lower profile in the media and in political debate than education for school-age children. However, early education and increased access to high quality early education and care are now key priorities, in order to improve educational outcomes for young children and to remove barriers for parents accessing work.
10. Government Early Years statutory duties are as follows:
  - a) 15 hours of free childcare for all 3 and 4 year olds
  - b) 15 hours of free childcare for eligible 2 year olds (Free School Meal (FSM) eligible)
  - c) Early Years Pupil Premium for children aged 3 and 4 years eligible for FSM
  - d) Looked After Children (LAC) Pupil Premium for all LAC of pre-school age.
11. As a result of the recent spending review, the Government has confirmed that they will continue to fund the 2 year childcare entitlement for disadvantaged children. The Government also announced the introduction of a new national funding formula for schools, high needs and early years. A detailed consultation will be launched in 2016 with the intention to implement the new formulae in 2017-18. It is not yet known what the impact of this will be for the 2017-18 Early Years local funding formula.
12. Central Government will be introducing 30 hours of free childcare for 3 and 4 year olds from September 2017. This will be offered in some local authority areas from September 2016 through the Early Implementer Programme to which the Council has applied.
13. All 3 and 4 year olds will continue to benefit from 15 hours a week of early education. The additional 15 hours will be available to families where both parents are working (or the sole parent is working in a lone parent family), and each parent earns a weekly minimum equivalent to 16 hours at national minimum wage or living wage, and less than £100,000 per year. 'Working' will include employed and self-employed people. Families where one parent does not work (or neither parent works) will not be eligible for these additional hours.

## **Impact of the Nottinghamshire Early Years Plan 2013 – 2015**

14. All early education providers have sharply focussed on early education and school readiness. As a result, Nottinghamshire children making a good level of development (GLD) by the end of the Early Years Foundation Stage profile has steadily increased from 56.8% in 2010 to 65.3% in 2015.
15. Nationally, 94% of 3 and 4 year olds benefited in 2010 from the 15 hour entitlement which has risen to 96% in 2015. In Nottinghamshire, the take up of the free entitlement for 3 and 4 year olds increased from 96.4% in 2010 to 99.6% in 2015.
16. In Nottinghamshire at the end of the autumn term, 72.84% of eligible 2 year olds took up their free entitlement of 15 hours of free early education out of a cohort of 3,082 eligible children. This is in line with national, regional and statistical neighbour take up data. District level data indicates greater variation, with Rushcliffe having the highest take up and

Bassetlaw having the lowest; this can be seen in the table below. This can stem from the availability of childcare places and the reluctance of some families to take up their child's free place.

	<b>Population August DWP list</b>	<b>Autumn Term Take up</b>	<b>% take up</b>
Ashfield District	673	435	64.64%
Bassetlaw District	454	273	60.13%
Broxtowe District	345	275	79.71%
Gedling District	392	335	85.46%
Mansfield District	549	394	71.77%
Newark and Sherwood District	457	324	70.90%
Rushcliffe District	212	214	100.94%
Total (County)	3082	2245	72.84%

17. Despite some improvements in closing the gap at the end of primary and secondary education, the gap is widening for children of pre-school age when assessed against the Early Years Foundation Stage profile. Pupils eligible for Free School Meals (FSM) are 1.3 times less likely to have a GLD compared to those who are not eligible for FSM. In Nottinghamshire in 2015, 41% of children eligible for FSM achieved a good level of development compared with 68.6% who were non-FSM, a gap of 27.6. In 2014, the gap was 27.1 and in 2013 the gap was 23.7. Closing the gap in levels of development is still a clear area of priority in Nottinghamshire.
18. Previous plans have included a focus on joint working arrangements at a local level to ensure children with development delay are identified earlier and appropriate plans are actioned to enable them to make necessary progress. As such, relationships between Children Centres and other Early Years settings have strengthened, as Children Centres have taken a lead on early help and promotion of the free entitlement for eligible 2 year olds.
19. Likewise, the findings from the Integrated Review pilots have highlighted the benefits of the assessment in forging stronger links between Health Visitors and Early Years practitioners, resulting in a shared understanding (with parents) of children's needs.
20. Providers are now tracking more effectively the progress children are making using a variety of tools. This allows them to evidence the impact they are having and how they have used the Early Years Pupil Premium to improve outcomes for the most vulnerable and help to close the GLD gap.
21. The Private, Voluntary and Independent sectors have delivered the majority of Early Years provision thus far. However, with increasing numbers of 3 and 4 year olds in the system, schools have begun to play a major role in providing early education, with more than half of 3 and 4 year-olds taking up funded early education in nursery and reception classes. Further work is required to encourage increased provision for eligible 2 year olds.

22. Disabled Children Access to Childcare (DCATCH) funding criteria has been reviewed to ensure that providers have a clear pathway for accessing Special Educational Needs and Disability (SEND) support, and that funding is targeted at those children with high level needs.

### **The Early Years Improvement Plan 2015 - 17**

23. The Early Years Improvement Plan 2015-17 builds on previous success and seeks to address some of the issues identified to improve life chances for some of the most vulnerable children in the County.
24. The Plan is attached as **Appendix 1**. The Plan includes the following four priorities with supporting outcome indicators.
25. **Priority 1:** Ensure that early childhood services are working effectively together to provide early help for children and families to meet identified need.
- a. providers are knowledgeable and effective in identifying and assessing needs of the 0-5 years population across Nottinghamshire
  - b. more vulnerable families and children have their needs met through effective engagement with Children Centre Services
  - c. children and families experience seamless interventions and services from Health Visiting and Children Centre services
  - d. more children are identified earlier with development delay and are offered appropriate early support
  - e. more eligible children are identified for early education places
26. **Priority 2:** Ensure there are sufficient, sustainable, high quality, inclusive and safe early education and childcare provision
- a. children and families in disadvantaged areas have access to sufficient and sustainable early education and childcare places
  - b. children and families have access to high quality Early Years provision
  - c. children with additional needs have their needs effectively met through early education support
  - d. children are effectively safeguarded
27. **Priority 3:** Improve school readiness, especially those children most vulnerable
- a. all stakeholders have a shared understanding of School Readiness
  - b. more children achieve a good level of development, including those most vulnerable, i.e. those in receipt of FSM, are LAC, or EAL, SEND, boys and children of teenage parents
  - c. children have a good home learning environment
  - d. children's progress is effectively tracked
  - e. all children, particularly LAC, FSM, and English as an Additional Language (EAL) children are effectively supported upon transition
28. **Priority 4:** Effective Parental engagement
- a. parents are better informed about services available for them and their child/family



- b. parents are supported to prepare their child/ren for learning
- c. parents are effectively supported as their child moves between settings
- d. parents have access to volunteering opportunities that support their child's/own learning
- e. parents have access to opportunities to inform and influence service design and delivery

### **Other Options Considered**

- 29. No other options have been considered as this plan delivers on the statutory duties of the Local Authority; and is developed in partnership with early years providers and advisors.

### **Reason/s for Recommendation/s**

- 30. The Early Years Improvement Plan sets out actions required to ensure the Council meets its statutory obligations and continues to improve outcomes for young children and their families.

### **Statutory and Policy Implications**

- 31. 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**

- 32. The delivery of the Government's initiative to increase access and uptake of childcare provision for 2, 3 and 4 year olds requires additional childcare places. This may result in a requirement for additional funding for one off capital costs; for example, improvements to a classroom to support schools planning on lowering their age range. This will need to be kept under review as there is no local funding available to meet these costs.
- 33. It is currently unclear what resources will be made available by the Government when the increased 30 hours of free childcare for 3 and 4 year olds is launched in September 2017. It is also unclear if local authorities who are successful as an 'early implementer' will receive any additional funding.

### **Safeguarding of Children and Adults at Risk Implications**

- 34. With more children taking up their childcare entitlement, safeguarding practice has become more important for many Early Years providers who have sought additional support. A safeguarding self-evaluation tool has been welcomed widely by the sector, together with stronger links established with the Local Authority Designated Officer and Children Centres.
- 35. Safeguarding training and events will continue to be promoted to all Early Years providers, including the Prevent duty and the new responsibilities placed on all Early Years providers.

## **Implications for Service Users**

36. Service users will be able to access a wider range of high quality childcare provision to enable them to access increased employment opportunities.

## **RECOMMENDATION/S**

That:

- 1) the performance of the Early Years Improvement Plan 2013-15 be noted
- 2) the Committee notes the proposed Early Years Improvement Plan 2015-17 (attached as **Appendix 1**) and recommends it to Policy Committee for approval at its meeting on 10 February 2016.

**Derek Highton**  
**Service Director, Youth, Families and Cultural Services**

**For any enquiries about this report please contact:**

Jude Burgess  
Team Manager, Performance and Quality  
T: 0115 9773251  
E: [jude.burgess@nottsc.gov.uk](mailto:jude.burgess@nottsc.gov.uk)

## **Constitutional Comments (SMG 29/12/15)**

37. The proposals set out in this report fall within the remit of this Committee.

## **Financial Comments (SS 29/12/15)**

38. The financial implications of the report are contained within paragraphs 32 and 33.

## **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.

Nottinghamshire Childcare Sufficiency Assessment, May 2015.

## **Electoral Division(s) and Member(s) Affected**

All.

C0749

## EARLY YEARS IMPROVEMENT PLAN September 2015- August 2017

### Priority 1: Ensure that early childhood services are working effectively together to provide early help for children and families to meet identified need

Outcome	Key Tasks	Milestone	Measure of success
Providers are knowledgeable and effective in identifying and assessing needs of the 0-5 population across Nottinghamshire	Contribute to the development of the JSNA	January 2016	Completion of the Early Childhood JSNA
	Data analysis workshops for key partners	August 2016 2017	JSNA, EYFSP and Child Poverty data analysis effectively informs county and local providers and shows demonstrable improvement to outcomes of children  EYFSP results
More vulnerable families and children have their needs met through effective engagement with Children Centre Services	CC effectively support vulnerable children and families with sustained engagement.	From April 16	Successful delivery of children centre outcomes framework.
	CC to work with FNP to encourage teenage parents to access CC services.		
	Establish clear Interface between early years sector and the new Family Service and Children's Social Care	From Nov 15	Feedback from early years practitioner showing Increased confidence in use of early help processes EH data set
Children and Families experience seamless interventions and services from Health Visiting and Children Centre services	Review opportunities to identify vulnerable children via an integrated HCP pathway for HV and CC.	April 2016	Successful practice alignment
	Successful commissioning of the Healthy Child Programme	March 2017	Procurement of the Healthy Child Programme includes representation from Children Centre Commissioners. Commissioned contract for HV/SN aligns effectively with CC contract Service specifications for Children Centre and Healthy Child Programme have elements of integration.

Outcome	Key Tasks	Milestone	Measure of success
More children are identified earlier with development delay and are offered appropriate early support.	Implement and monitor the effectiveness of the Integrated Review.	April 16	Successful implementation Parents feedback
	Assess for first language development of all EAL children on entry	August 2017	All EAL with additional needs are identified and offered support
	Trial new way of working to meet needs of children with language delay	August 2017	Language outcomes as measured by the standardised language use inventory assessment. Parent satisfaction
	Monitor effectiveness of practice alignment between CC SLT and Specialist SLT service	August 2017	Children continue to benefit from seamless SLT services.
More eligible children are identified for early education places	Review, revise and share practice to increase take up, informed by regional learning, through the local leaders for 2 year places.	Ongoing	Increased sustained take up of 2 year places
	Health Visitors to promote benefits of early education, and identify children potentially eligible for early education place at 2 years at the two year check	Annual review (August 2016, 2017)	More eligible children are accessing their early education place. Take up rates of early education places by eligible 2 year olds Increased take up rates of cared to learn grant by teenage parents
	CC actively promote and support sustained take up of early education places	August 2017	Successful delivery of the CC outcomes framework
	Implement and promote the Early Years Pupil Premium	Eligibility checker tool in place by Oct 15	Increased number of 3 and 4 year old children identified and accessing Pupil Premium funding

## Priority 2: Ensure there are sufficient, sustainable, high quality, inclusive and safe early education and childcare provision

Outcome	Key Tasks	Milestone	Measure of success
Children and Families in disadvantaged areas have access to sufficient and sustainable early education and childcare places.	Complete capital developments for 2 year olds	Completed on time and in budget by March 2016	Capital developments are completed on time and in budget. Capital developments evidence increased places in localities where childcare sufficiency is poor.
	Work with School Place Planning, to undertake annual Childcare (and Early Education places) Sufficiency Assessment	January 2016	Data is sufficiently robust to inform future planning for early years places.
	Prepare for implementation of extended hours for 3 & 4 year olds	Implementation of pilot 09/2016	Successful application Supply meets demand Parents satisfaction
	Ensure local provision is funded appropriately by keeping abreast of the review of the national Early Years Single Funding formula.	March 2017	Sustain levels of provision
	Establish effective audit arrangements re the provider agreement.	August 2017	Majority of providers audited are compliant with the requirements of the Provider Agreement for EEF. Actions identified and monitored to ensure compliance where necessary
	Establish clear working arrangements with the newly established Childminding Agency - @Homechildcare	April 2016	Childminders feedback they are effectively supported Ofsted rating
Children and Families have access to high quality Early Years provision	Review annual conversation process for Children Centres and early years providers	December 2015	Annual Conversation RAG ratings Ofsted results
	Implement quality improvement processes through locality based Early Years Quality and Assurance Team	August 2017	More early years provision is Ofsted rated as Good or Outstanding Provider Network referrals
	Prepare and deliver a comprehensive annual workforce development plan that is cost recoverable.	April 2016	Annual Plan Sold service offer in place

Outcome	Key Tasks	Milestone	Measure of success
	Provide information, advice and guidance re new Common Inspection Framework	Autumn/Spring terms	Feedback from Early Years providers Ofsted inspection reports
	Develop joint working arrangements with Teaching schools, Early Childhood Services and Education Improvement Service.	December 2015	Common understanding of roles and responsibilities  Network established with Teaching schools
	Produce termly newsletters to update the sector on key national/local policy developments	Autumn, Spring, Summer terms	Three newsletters produced. Positive feedback from sector
	Deliver support and guidance through Language Lead Networks.	August 2017	Attendance at Language Lead Networks Numbers of accredited Language Leads
	Maintain number of accredited Language Leads		
	Assessment of complaints to inform action planning for improvement	Quarterly	Reduction of complaints by parents and carers re PVI provision. All complaints have associated improvement plans
Children with additional needs have their needs effectively met through early education support	Support and contribute to the LAs Ofsted inspection of SEND services.	August 2017	Successful inspection report
	Deliver support and guidance through SENCo networks and training programmes.	August 2017	Needs met Expected outcomes achieved Parental feedback
	Review increased needs/demands for additional support and future resourcing inc DCATCH funding	August 2017	Extension of provision for two year olds and 30 hours aligned to DCATCH budget
	Provide advice and training on teaching and learning for EAL children	ongoing	Feedback from Providers
Children are effectively safeguarded	Establish local 'Safer Settings' networks to strengthen safeguarding practice.	August 2017	Increased confidence and skills of providers.
	Ensure available training and information reflects NSCB requirements	August 2017	Providers have up to date policies and procedures in place to safeguard children (in line with Ofsted & NSCB requirements)??
	Provide inclusion and equalities training, including British Values and the Prevent Duty	August 2017	Feedback form early years providers Ofsted reports
	Monitor use of EY Safeguarding Tool.	August 2017	Providers evidence effective safeguarding practice. Fewer concerns raised by Ofsted

### Priority 3: Improve school readiness, especially those children most vulnerable

Outcome	Key Tasks (SMART)	Milestone	Measure of success
All stakeholders have a shared understanding of School Readiness	Produce statement to describe readiness for learning for under 4's	April 2016	Shared definition and understanding across Early Childhood Services and parents Leaflet published and used.
	Produce NCC pledge of commitments Toolkit devised for county use	February 2016	Pledge produced and promoted to parents and partners
	Develop training on Child development and effective Early Years Pedagogy widely available	August 2017	Clear exemplars of good practice that supports school readiness/use of EYPP available/promoted for use by practitioners.
	Dissemination of new e-learning focusing on child development	August 2017	
	Contribute to local initiatives such as Early Years Hubs, Closing the Gap projects	August 2017	Pilot evaluations
More children achieve a good level of development, including those most vulnerable, ie those in receipt of FSM, are LAC, or EAL, SEND, boys and children of teenage parents.	District analysis of EYFSP to effectively target action to meet local need	November 2016	Narrowing the % gap for all identified vulnerable groups to be similar or better than national. in children in households eligible for FSM, LAC, EAL, SEND, children of teen parents, achieving a good level of development and/or making good progress from their starting point Successful delivery of localised Attainment plans Successful delivery of children centre outcomes framework.
	Delivery of children centre outcomes framework	August 2017	
	Monitor the impact of the EYPP through early years tracking systems	August 2017	% of children achieving a good level of development at end of EYFS – at least national
	Identify all LAC children in EYFS and ensure information is shared with all relevant partners.	August 2017	Successful delivery of the LAC strategy
	Ensure all identified children have a PEP in place.	August 2017	

Outcome	Key Tasks (SMART)	Milestone	Measure of success
	LAC children are supported to take up their early education places where it is appropriate to do so.	August 2017	Needs of LAC identified and appropriately addressed through effective multi-agency working. Parents/Carers feedback
	Provide training/support to Social workers to work with Early Years providers to complete EYFS Personal Education Plan(PEP)	August 2017	
	Support early education providers through CPD to track and improve progress of LAC children	August 2017	
	Ensure appropriate arrangements are in place to effectively support LAC on transition between settings.	August 2017	
	Provide advice and training on working with EAL children including assessment, planning and tracking progress.	August 2017	Children with EAL make good progression from their starting point
	Effective delivery of Home Talk and Children's Centre SLT	August 2017	Home Talk goals NCFP SLT outcomes
	Support delivery of Everyone Health	August 2017	Improved attainment levels for boys
	Promote active outdoor education	August 2017	Improved BMI
	Establish a multiagency response to review and implement the continence and enuresis policy for schools and early years.	August 2017	More children are dry on entry to school.
	Use local networks to promote and support best practice across the early years sector	ongoing	Increased confidence of Leaders, Managers and Children Centre Coordinators in early Intervention and tracking of cohorts, self-evaluation of teaching and learning in their provision. Shared expertise through district networks and peer to peer focus on "strong visionary leadership"
Children have a good home learning environment	Support early years providers to promote home learning and parents role as prime educators	August 2017	Parents' confidence in creating effective home learning environments
	Explore/expand best practice such as REAL, Early Words, Home Learning Environment Index tool	August 2017	
	Roll out Let's Play	August 2017	



Outcome	Key Tasks (SMART)	Milestone	Measure of success
	Roll out ELKAN		
Children's progress is effectively tracked.	Work in-conjunction with CAPITA to further develop the Early Years tracker.	April 2016	Successful development of a local tracking tool linked to council processes Effective evidence of the impact of the use of EYPP. Schools are better informed about the children who enter the foundation stage.
All children, particularly LAC, FSM, and EAL children are effectively supported upon transition	Establish linked teacher by district t to VHT	August 2017	All carers of LAC report, through the PEP, and (%) of parents of two year olds, a positive experience upon transition.
	Co-produce good practice guidance on transition to share with parents/partners		Schools report an increase in children ready to learn on entry Parent feedback

#### Priority 4: Effective Parental Engagement

Outcome	Key Tasks (SMART)	Milestone	Measure of success
Parents are better informed about services available for them and their child/family	Review commissioning arrangements for Family Information Service.	January 2016	Future service is secure with performance management arrangements in place which evidence progress and impact
	Develop consultation plan to gauge levels of parental satisfaction.	August 2017	Parental satisfaction levels
	Development of high level communications plan which will include work with the NCC Digital First team to update/maintain NCC EY webpages and the Notts Help Yourself website	Annual review (August 2016, 2017)	Website information is updated on a regular basis and reviewed quarterly. Annual review of communications plan
Parents are supported to prepare their child/ren for learning	Develop a NCC Pledge	May 2016	Parents feedback regarding knowledge/confidence Increased take up of early education places
	Home learning environments – inc ELKAN, and Lets Play	May 2016	Results of NCLP SLT research study into impact of ELKAN course on home learning environments
	Implement the Family and Parenting Strategy	August 2017	Successful delivery of the strategy
	Implement comprehensive marketing strategy to promote value of early education places for eligible two year olds, including use of social media.	August 2017	Increased take up of 2 year old places
Parents are effectively supported as their child moves between settings	Develop good practice guide around transition	August 2017	Feedback from parents
Parents have access to volunteering opportunities that support their child's/own learning.	Promote opportunities available to parents across the early years sector through district Early Years Attainment groups	August 2017	Parents feedback that they are informed and supported to access local volunteering opportunities
Parents have access to opportunities to inform and influence service design and delivery.		August 2017	

**18 January 2016****Agenda Item: 6****REPORT OF THE ACTING SERVICE DIRECTOR, EDUCATION STANDARDS  
AND INCLUSION****FINANCIAL SUPPORT FOR STUDENTS IN POST-16 EDUCATION****Purpose of the Report**

1. This report asks the Children and Young People's Committee to note the proposed policy for the 2016/17 financial year in respect of those post-16 students following courses in educational institutions other than schools and recommend it to Policy Committee for approval at its meeting on 10 February 2016.

**Information and Advice**

2. Legislation introduced in March 1999 identified three categories of post-16 students:
  - (i) school-based students
  - (ii) students following courses of further education in colleges funded primarily by the Further Education Funding Council (FEFC), now the Education Funding Agency (EFA)
  - (iii) students following non-designated courses (not attracting support under the national system of student financial support) in higher education.
3. The legislation requires that local authorities should determine annually their policies in respect of their discretionary powers to assist students who fall within the scope of these three categories.
4. The County Council's Formula Spending Share was reduced following the introduction of the legislation, with the element identified to support students in further and higher education institutions (categories 2ii and 2iii above) transferred via the then Learning and Skills Council to further and higher education institutions, which now have responsibility for providing discretionary learner support to their students.
5. Local authorities continued to have a responsibility for providing exceptional financial support to post-16 students in schools, via Learner Support Funds allocated through the then Young People's Learning Agency (YPLA). However this responsibility ceased with the withdrawal of Learner Support Funds with effect from the end of the 2010/11 academic year (see **paragraph 10**). The County Council continues to have responsibility for home to school/college transport for post-16 students.

6. Local authorities retain the power to make discretionary awards to post-16 students in schools and to students in further and higher education but the relevant regulations allow them to determine a policy under which no financial support would be offered to these students. Local authorities are not held to be fettering their discretionary powers as long as they make such an annual 'determination' before 31 March of the year preceding the financial year to which the determination applies.
7. Committee must therefore determine, before 31 March 2016 in respect of the financial year 2016/17, how to exercise the power granted by the regulations to make post-compulsory education awards. There are three options:
  - (a) to make no such awards in any circumstances and not make any provision for considering applications; or
  - (b) to make such awards generally and consider applications from all students; or
  - (c) to make such awards only in respect of certain groups or categories of students.
8. The transfer of the functions of the County Council's Student Finance Service to the national provider Student Finance England with effect from 31 March 2011 meant that there was no longer an obligation upon the County Council to consider requests for funding from higher education students following non-designated courses, or in other specific circumstances, such as transfers of course or repeat periods of study.
9. Colleges of further education and universities receive funding to provide financial support for students on full-time courses. It is therefore proposed that the County Council should determine not to make any awards in any circumstances to further education (FE) and higher education (HE) students, and not to make any provision for considering applications, other than for children and young people for whom the Council acts as corporate parent as described in paragraph 11 below.
10. The national scheme of Education Maintenance Allowances closed to all students studying in England at the end of the 2011/12 academic year. The annual allocation of Learner Support Funds allocated to the County Council by the YPLA to assist students in post-16 education in schools was withdrawn with effect from the end of the 2010/11 academic year. They have been replaced by the 16-19 Bursary Fund, administered by schools, colleges and training providers. There are also other sources of funding for post-16 students, such as the 16-18 Residential Bursary. It is therefore proposed that the County Council should determine not to make any awards in any circumstances to post-16 students in schools, and not to make any provision for considering applications.
11. The Council reserves the right, in its role as the corporate parent for those children and young people within its care, to make an award to such children and young people where there are exceptional circumstances. Such an award will only be made when approved by the Service Director with responsibility for Children's Social Care.

## **Other Options Considered**

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

## **Reason/s for Recommendation/s**

13. As explained in the report, if it is to limit the use of its discretionary powers to offer support to students entering school sixth form, further education college courses or non-designated courses of higher education in the 2016/17 financial year, the County Council has to make an annual 'determination' by 31 March 2016 in accordance with the Local Education Authority (Post-Compulsory Education) Awards Regulations. In recent years the County Council has made such a determination each year, reflecting the fact that it no longer has any specific budget provision available for new cases that fall to be considered under these discretionary powers. A survey in 2011 of 14 local authorities around the country found that none of them made awards to these students and had not done so for many years.

## **Statutory and Policy Implications**

14. 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.

## **Implications for Service Users**

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

## **Financial Implications**

16. The draft budget for Children and Young People's Services for 2016/17 anticipates that a determination will be made as recommended in this report.

## **RECOMMENDATION/S**

- 1) That Committee notes the proposals in this report and recommends that Policy Committee, at its meeting on 10 February 2016, determines that during the year 1 April 2016 – 31 March 2017 Regulation 3 (1) of the The Local Authority (Post-Compulsory Education Awards) Regulations 1999 shall not apply to Nottinghamshire County Council and that in consequence the County Council will have no powers to make post-compulsory education awards to post-16 students entering new courses in schools or in further or higher education in 2016/17 in any circumstances, other than for those children and young people for whom the Council acts as corporate parent.

**Marion Clay**  
**Acting Service Director, Education Standards and Inclusion**

David Litchfield  
SEND Commissioning Officer  
(formerly Service Manager, Student Finance Service)  
T: 0115 977 3861  
E: david.litchfield@nottsgov.uk

**Constitutional Comments (SMG 17/12/15)**

17. The proposals set out in this report fall within the remit of this Committee.

**Financial Comments (SS 16/12/15)**

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

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

**Electoral Division(s) and Member(s) Affected**

All.

C0744

**18 January 2016****Agenda Item: 7****REPORT OF CONSULTANT IN PUBLIC HEALTH****PROPOSED RE-MODELLING OF THE NOTTINGHAMSHIRE SCHOOL  
HEALTH SERVICE****Purpose of the Report**

1. To inform the Committee of the proposals to re-model and re-commission the School Health Service, as part of the 0-19 Healthy Child Programme and Public Health Nursing Service.

**Information and Advice****Commissioning of the School Health Service**

2. The responsibility for commissioning of the School Health Service transferred to the Local Authority in April 2013. The Children's Integrated Commissioning Hub (ICH) within Nottinghamshire County Council leads on commissioning the service for the whole of Nottinghamshire, including Bassetlaw. School nursing teams deliver the School Health Service.
3. In addition to delivering the Healthy Child Programme, the School Health Service in Nottinghamshire is commissioned to deliver the National Child Measurement Programme (NCMP) on behalf of the Local Authority. This is a statutory duty for local authorities.
4. In order to commission a service which improves public health outcomes and meets local needs, the ICH undertook a review of the School Health Service, to look at evidence of effectiveness, current provision and to find out what schools, stakeholders and young people need from the service. Key findings of the review and recommendations for future commissioning appear in **Appendix 1**.
5. Following consideration of the recommendations for commissioning, proposals for re-modelling of the School Health Service were developed. A consultation with a wide range of stakeholders on the proposals was completed earlier this year. As a result of the responses to the consultation, further work has been undertaken in relation to a number of specific issues detailed later in the report.

**Current provision of the School Health Service**

6. The School Health Service is provided by Health Partnerships within Nottinghamshire Healthcare NHS Foundation Trust.

7. The Service is made up of teams consisting of a range of staff roles, including qualified specialist practitioner school nurses, health care assistants, community nurses, community health assistant practitioners (CHAPs, formerly nursery nurses), community support workers, and clerical support staff. There are less than five whole time equivalent (wte) senior school nurses across Nottinghamshire.
8. At the time of the review, there were just over 70 WTE staff in the School Health Service across Nottinghamshire, providing the service to over 340 schools. It is therefore clear that the Service is small relative to the number of schools in the county. In addition, nurses in Newark and Sherwood, Mansfield and Ashfield also deliver special school nursing, so there is a greater reduction in the public health nursing functions in these districts.
9. As a result of the limited capacity of the School Health Service, the need to re-model and re-focus the service is clear, in order to provide needs-led, effective and efficient public health interventions and services to children and young people in Nottinghamshire.

### **Proposed re-modelling of the School Health Service**

10. A consultation exercise to seek views on the proposed re-modelling of the service was undertaken, which included an on-line survey and events, together with presentations for most Clinical Commissioning Groups (CCGs) and engagement with schools and staff providing the service.
11. Table 1 outlines the proposed changes and the agreed decisions and subsequent actions.

**Table 1: Proposed key changes and decision/action following analysis of feedback received through the consultation process**

<b>Proposal</b>	<b>Decision or Action/Next steps</b>
Name change from School Nurse to Public Health Nurse	The service name will stay as 'School Health' despite the need to understand the broader role of the 'school nurse' in non-school settings, e.g. 'public health nurse 5-19 year olds'
Deliver the Healthy Child Programme (HCP), integrating commissioning with Health Visiting Service The HCP includes providing universal services to all children and families, including routine screening and developmental checks	Commissioning process for integrated HCP to commence, planned new service in place April 2017
An increased targeted and health promotion focus: <ul style="list-style-type: none"> <li>working with those at risk of poor health outcomes (young offenders, looked after children, those excluded from school or educated outside of mainstream settings, etc.)</li> </ul>	Agreed, for inclusion in service specification



<ul style="list-style-type: none"> <li>focusing on topics appropriate to age of children (e.g. emotional health &amp; wellbeing, healthy eating and physical activity, healthy relationships, puberty, alcohol and smoking, sexual health etc.)</li> </ul>	
Offer holistic health drop in service in or near every secondary school	Agreed, young people to be consulted re timing, venue, evaluation of drop-in sessions
Improved awareness and promotion of the School Health Service, increased understanding by stakeholders of what the service provides	Supported by commissioners, the provider will ensure that stakeholders understand the role, and promote the service as a provision for all school aged children, young people and families: <ul style="list-style-type: none"> <li>Increased visibility in schools, via regular presentations at school assemblies/events</li> <li>Development of innovative communication pathways e.g. texting service for young people, use of social media</li> </ul>
Partnership and integrated working – the service will continue to work in partnership with a range of health and children’s services teams and organisations, ensuring delivery of service priorities are achieved using a multi-agency approach with key partners e.g. Early Help Unit, Troubled Families, Child & Adolescent Mental Health Services (CAMHS) etc.	Agreed, for inclusion in service specification
Offer early intervention and promote emotional health and wellbeing, improve young people’s sexual health and prevent teenage pregnancy	Supported by commissioners, the provider will ensure that School Health staff have the knowledge and skills to offer appropriate emotional health and wellbeing interventions. The service will work with primary mental health workers and One CAMHS to improve outcomes for service users.  School Health staff will work with community contraception and sexual health (CaSH) services and signpost to specialist services, support school- led sex and relationships education (SRE) sessions and deliver the C-Card scheme. Further discussion with Public Health commissioners of sexual health services will take place to agree scope.
Develop a Standard Operating Framework	Agreed, for inclusion in service specification
Provide teams based on three localities of Nottinghamshire in line with children’s services	Agreed, for inclusion in service specification

Cease vision screening, cease hearing screening	Commissioners to work with orthoptic teams to assess referrals, diagnoses, outcomes and effectiveness of school based screening. During health assessments for Year 1 pupils, parents and carers will be encouraged to attend free vision and hearing screening from accredited high street providers who have the skills and facilities to assess vision and hearing appropriately.
Review Child Protection Panel involvement	The School Health teams will undertake health assessments for all children and young people aged 5-19 years prior to an Initial Child Protection Conference (ICPC). The School Nurse will attend the ICPC and first core group, and subsequent attendances will be assessed according to the health needs of the individual child. Commissioners will ensure that Local Authority partners are aware of the changes to existing practice as a result of service re-modelling.
Clarify support for children and young people with medical conditions	National statutory guidance, published in 2014, places the responsibility with schools and governing bodies to support children with long-term conditions in school. The School Health Service will support schools to implement the new statutory guidance.

### Next Steps for Commissioners

12. With the transfer of commissioning responsibility for health visiting and the Family Nurse Partnership (FNP) Programme to the Local Authority on 1 October 2015, it has been agreed by the Public Health Committee that the ICH lead the procurement of an integrated 0-19 Healthy Child Programme. Therefore the commissioning of the School Health Service, Health Visiting and the FNP will be combined.
13. The ICH will begin a tender process imminently, with the new service expected to be in place from 1 April 2017. This will give time for work to be completed in relation to a number of proposed changes to the School Health Service, including clarification in relation to provision of vision and hearing screening. The new integrated HCP service specification will incorporate all elements of the final re-modelled School Health Service. However, a number of uncontentious changes identified as part of the review and consultation process will begin to be implemented with the current service provider as soon as possible/during 2016-17.

## **Other Options Considered**

14. The report is for noting only.

## **Reason/s for Recommendation/s**

15. The report is for noting only

## **Statutory and Policy Implications**

16. 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. Safeguarding is a key element of all commissioning plans for the service.

## **RECOMMENDATION**

- 1) That the proposals to re-model and re-commission the School Health Service, as part of the 0-19 Healthy Child Programme and Public Health Nursing Service, be noted.

**Dr Kate Allen**  
**Consultant in Public Health**

**For any enquiries about this report please contact:**

Kerrie Adams  
Senior Commissioning and Public Health Manager  
Children's Integrated Commissioning Hub  
T: 0115 977 2198  
E: kerrie.adams@nottsc.gov.uk

## **Constitutional Comments**

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

## **Financial Comments (KAS 08/12/15)**

18. There are no financial implications contained within the report.

## **Background Papers and Published Documents**

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

Nottinghamshire School Nursing Review, September 2014 – implications for commissioners (including Appendices 1-3)

Healthy Child Programme and Public Health Nursing for children and young people, Nottinghamshire Health and Wellbeing Board, 8<sup>th</sup> January 2014.

Nottinghamshire School Nursing Service Review – implications for commissioners. Nottinghamshire Children's Trust Board, 6<sup>th</sup> November 2014

Healthy Child Programme and Public Health Nursing – commissioning plans, Public Health Committee, 12<sup>th</sup> May 2015

**Electoral Division(s) and Member(s) Affected**

All.

C0750

## **APPENDIX 1: SCHOOL HEALTH SERVICE REVIEW: Summary of methodology, findings and commissioning recommendations**

### **Review Methodology**

A service review was undertaken to collate evidence to shape the commissioning of the School Health Services from 2016/17 and beyond. The review was led by Public Health and a summary of the methodology used is shown below:

- Steering group established including representations from Public Health, Nottinghamshire County Council (NCC) and Health Partnerships (within Nottinghamshire Healthcare NHS Trust).
- Family of school profiles developed and made available on the NCC website
- Survey for head teachers, teachers and school governors - 135 responses
- Survey for stakeholders (including GPs, local authority services, the voluntary and community sector, health services) - 276 responses
- Survey for school nurses and teams - 62 responses
- Workshops with school nurses - 78 participants
- Survey for young people – 1,609 responses
- Workshop for young people – 12 participants

*Detailed methodology details and analysis of findings are available on request from the Children's Integrated Commissioning Hub.*

### **Service provision in Nottinghamshire**

As identified by the provider of service, the aim of the School Health Service is “*to enable each school child to attain his/her optimum health and educational potential. The service is a partnership with the child/young person, parent/carers and education<sup>1</sup>*”.

The current service is delivered by locality child health teams within Health Partnerships. These teams lead on the delivery of the Healthy Child Programme (HCP) 0-19 years and include health visitors (0-5 years) and school nurses (5-19 years) and other practitioners.

The service is made up of a range of staff roles including qualified public health nurses (senior school nurses), health care assistants, community nurses, community health advisors for young people, community health assistant practitioners (formerly nursery nurses), community support workers, and clerical support staff.

At the time of the review there were 70.87 WTE school nurse roles across Nottinghamshire providing the service to 341 schools. In addition, nurses in Newark

---

<sup>1</sup> CHP (2014) Nottinghamshire Services for Schools Brochure 2014-15

and Sherwood and Mansfield and Ashfield also deliver special school nursing so there is a greater reduction in the public Health nursing functions in these districts.

There is variable provision across Nottinghamshire, both in capacity of teams and in the interventions and services they provide. The variation does not necessarily reflect levels or types of need. It is recognised that the current School Health Service has displayed some excellent practice in many areas and yet this is not often communicated to wider partners or within the service itself.

There is a separate Children in Care nursing team which covers Nottinghamshire including Bassetlaw. In addition there is one dedicated specialist nurse practitioner attached to the Youth Offending Team, who covers all of Nottinghamshire. These services are also provided by Nottinghamshire Healthcare NHS Trust, and are the commissioning responsibility of Clinical Commissioning Groups.

### **Key Findings from stakeholders**

A summary of key findings include the following:

- a) Young people think school nurses are caring, trustworthy and knowledgeable and the School Health Service is valued by schools and wider stakeholders
- b) Despite positive feedback, 18% of schools stated that the current service was 'poor' or 'very poor'.
- c) School nursing activity is variable across Nottinghamshire
- d) Young people and schools are unclear who their school nurse is and how to contact them
- e) Schools, stakeholders and young people would like a clearer understanding of what they can expect from school nurses.
- f) School nurses would value a standard operating framework to guide their work and ensure that they have clear pathways in place and a clear model of what is expected of their role.
- g) Schools and stakeholders are concerned about the lack of consistency across the service, the increasing demands of safeguarding, as well as the apparent reduction in availability of school nurses in the last few years,
- h) School nurses face a number of demands on their time, including child protection, which means that key public health roles such as health promotion are not prioritised.
- i) Schools believe that there are a number of essential advice roles that the service should offer, specifically advice and interventions focussing on sexual health and contraception, eating disorders, healthy weighty and weight management, depression, pregnancy, anxiety, drugs, smoking cessation and alcohol, particularly in secondary schools.

- j) Young people identified a number of topics that they would like to see the school nurse provide. Young people want the School Health Service to offer:
- Sexual health and relationships support including, contraception and pregnancy testing, advice on pregnancy, advice on sex and relationships, sexuality and the C-Card scheme.
  - Emotional health and well-being including, eating disorder support, feeling down, stress and anxiety, self-harm, how to access counselling and advice on bullying.
  - Advice on drugs, alcohol and stopping smoking.
  - Regular health checks including height, weight, vision and hearing.
  - Support with family issues.
  - A variety of interventions with young people including one to one appointments, drop in services, as well as input into PSHE lessons, school assemblies and events such as health days.
- k) School nurses want to carry out more targeted outreach work with children and young people most in need.
- l) School nurses would like to contribute to PSHE programmes and health promotion campaigns to support children and young people.
- m) Schools do not think that the School Health Service should provide first aid support, providing medication or vaccinations or jabs, as these are or should be provided elsewhere e.g. school first aider and GP practice. There may however be a training need for schools following impending new statutory guidance 'Supporting pupils at school with medical conditions'<sup>2</sup>
- n) Schools and young people would like to see a school nurse based in school all of the time, yet they lack an understanding of the wider public health role of the service and the need for more targeted provision with children and young people not in formal education. There is also a lack of awareness of how stretched the service is.
- o) Current data collection and reporting of school nurse activity and impact on outcomes is insufficient
- p) There is low moral within the service, with a perceived lack of investment in comparison to the national focus on health visiting.
- q) School nurses would like to carry out more targeted work with children and young people most in need. They did however state that to achieve this they

---

<sup>2</sup> DfE (2014) Supporting pupils at school with medical conditions. Statutory guidance for governing bodies of maintained schools and proprietors of academies in England (DRAFT)  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/277025/draft\\_statutory\\_guidance\\_on\\_supporting\\_pupils\\_at\\_school\\_with\\_medical\\_conditions\\_for\\_consultation.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/277025/draft_statutory_guidance_on_supporting_pupils_at_school_with_medical_conditions_for_consultation.pdf)

would need to have improved data sharing with others to identify those with additional needs or those educated at home for example.

### **Summary of commissioning recommendations following the review**

1. **Accessibility, visibility and communications** – There is a need for increased and improved promotional activities with children, young people and families, schools and wider stakeholders in relation to the role of the School Health Service, including the development of innovative approaches and social media methods to engage young people.
2. **Defined role and function** – The development of a standard operating framework for the service is required, to guide work and ensure clear pathways are in place with a clear model for service delivery.
3. **Consistency** – There is a need for consistency of provision across all localities across Nottinghamshire, with a clear universal core service offer. This in turn also requires that teams have the right skills to do their job. It will be useful to shape the teams based on the three localities of Nottinghamshire.
4. **Targeted** – There is a requirement for additional outreach work with children and young people not in mainstream school, including those being educated at home, those in alternative education; as well as those without a school place and 16-19 year olds in need. Key localities will need to be targeted for some interventions e.g. offering sexual health and contraception provision in teenage pregnancy hot spot wards.
5. **Prioritisation** – Delivery of public health priorities and evidence based interventions is required. The School Health Service should no longer carry out activity that is not included within the service specification.
6. **Health promotion** - Delivery to key public health priorities, including emotional health and wellbeing, smoking prevention, healthy weight, and improved sexual health must be prioritised. This will result in some elements of work (with no or weak evidence base) ceasing in order to increase capacity of the service e.g. hearing and vision screening.
7. **Reporting** - Improved use of performance management systems across the service to collect evidence of activity and impact; as well as routine feedback from service users, schools and stakeholders.

**October 2015**



**18 January 2016****Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****ROTA VISITS TO CHILDREN'S HOMES: AUTUMN 2015****Purpose of the Report**

1. To inform the Committee of the outcome of six-monthly rota visits to Nottinghamshire County Council's children's homes that took place in Autumn 2015. Recommendations are made by Councillors when they visit and officers act on any recommendations that are made.

**Information and Advice**

2. **Lyndene** was visited on 2 December 2015 by Councillor Colleen Harwood. She noted that the home was awaiting completion of the garden office following changes to the interior of the home going from the provision of 3 beds to 4. She commented that the home is welcoming and has a homely feel about it, and that the staff team have a great desire to see young people feel secure and achieve their full potential. There were two recommendations:

- The Summer break system requires looking into to ensure it meets the needs of the residents

*The manager and staff team ensure they consult with young people about where they would like to go on their summer holidays. Young people are offered single days out, for example, to go to the sea side, visit an activity centre, theme park or something else of their choice. They are also offered longer breaks away from the home, possibly long weekends, or a full week, again at the sea side, holiday camp or an adventure park for example.*

- Suggestions of a suitable break facility may require further investigation. This could be used across the County and would benefit many homes and families

*The staff in the home strive to provide individualised holiday breaks for the young people, whereby they can view themselves and their holiday experiences as if they were on holiday with their family, and perhaps not with other young people who are in care.*

3. **Caudwell House** was visited on 12 November 2015 by Councillor Boyd Elliott. During the visit he noted that the home was extremely welcoming, warm and very friendly. He also noted that the staff personalise bedrooms for the young people, with one of the

rooms described as amazing following it being newly decorated and fully sensorized. He noted that education is taken very seriously, all the young people are encouraged to learn new activities and carers respond to the individual needs, making children as comfortable as possible. He also commented on morale being exceptionally good, following on from their Outstanding rating from an Ofsted full inspection. There was one recommendation:

- *Council to commend the home with some sort of achievement award.*

4. **Minster View** was visited by Councillor Boyd Elliott on 12 November 2015. He noted that the house was safe, warm and extremely welcoming, with the security door having been fixed. Councillor Elliott documented that relationships between staff and carers is very positive and young people are supported on leisure activities. The security door needs investigating. There was one recommendation made:

- The new way of advertising a position for a staff vacancy is not ideal. Before a position could be advertised simply after a conversation with the Director of Children's Services, now with the new scheme it is as a result of some 13 e mails

*It is understood that this example given was an unusual one. It occurred during the changeover from one recruitment electronic system to another, and it is not anticipated that this will re-occur.*

5. **Oakhurst** was visited by Councillor Colleen Harwood on 14 December 2015. She noted that the home, both externally and interior is clean, welcoming, safe and well maintained. Robust procedures are in place for responding to any missing episode and individualised care plans address behaviour management. Staff support age appropriate friendships, and family contact. There were no recommendations made.

6. **West View** was visited on 18 November 2015 by Councillor Philip Owen. He noted that externally the building and grounds show a reflection of the work put into maintenance of the home and commented on the positive working relationships with Child & Adolescent Mental Health Services (CAMHS). No young people have been reported missing since the last rota visit, and the home was rated as Good in a recent full Ofsted inspection. There was one recommendation:

- Internal refurbishment/decoration needs to be done immediately.

*This has now begun, with work on the lounge started. Plans for refurbishment of other rooms are now in place, which we anticipate will be finished in February. .*

7. **The Big House** (new building) was visited by Councillor Jacky Williams on 29 October 2015. She commented on the success of the new building, describing it as being light, airy with a calming and peaceful ambience, which is having a positive impact on the young people. She noted that staff have done a considerable amount of preparation work with the young people and their families to make the move as smooth a transition as possible. Councillor Williams recorded that she felt it is a really impressive facility which the Council should be proud of. She also recorded recognition of a new service being offered at the home whereby parents and carers who are not accessing short breaks at the home, can come and experience play sessions using the equipment and facilities of

the home encouraging support networks for families of children with disabilities. There were no recommendations made.

8. **Clayfields House** was visited on 24 November 2015 by Councillor Jacky Williams. She noted that the new reception area creates a separate space. It was recognised that Scarlet unit is in a poor state with evidence of subsidence and structural damage, and this is awaiting planning application approval to rectify. Councillor Williams recorded that she had spoken to young people, one who commented that Clayfields House “felt to be a safe place and not somewhere anyone would want to harm themselves”, and another young person who demonstrated a strong bond with the manager and staff who are working with her. The education team has recently established that 70% of the young people admitted into Clayfields have a learning disability that is being diagnosed within the establishment such as dyslexia, dyspraxia or dyscalcula. Technology with the unit enables young people to move to a higher educational level, following recognition of their learning disabilities. There were three recommendations made:

- I fully support the proposed refurbishment of the Scarlet wing, which could help to ensure longer viability of the unit.
- There is the potential for some research on the extent of learning disabilities diagnosed within the establishment and the impact of the diagnosis.

*This is being looked at within the senior management team of Clayfields House.*

- There is the potential for the virtual school to look closely at some of the achievements and to consider funding some of the assisted technology required

*This is being explored by the senior management team at Clayfields with education colleagues.*

### **Other Options Considered**

9. As this is a report for noting, it is not necessary to consider other options.

### **Reason/s for Recommendation/s**

10. The report is for noting only.

### **Statutory and Policy Implications**

11. 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 outcome of the six-monthly rota visits to Nottinghamshire County Council's children's homes that took place in Autumn 2015 be noted.

**Steve Edwards**  
**Service Director, Children's Social Care**

**For any enquiries about this report please contact:**

Shelagh Mitchell  
Group Manager, Access to Resources  
T: 0115 9774153  
E: Shelagh.mitchell@nottsccl.gov.uk

### **Constitutional Comments**

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

### **Financial Comments (SS 16/12/15)**

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

### **Background Papers and Published Documents**

None.

### **Electoral Division(s) and Member(s) Affected**

All.

C0761

**18 January 2016****Agenda Item: 9****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****CHILD SEXUAL EXPLOITATION (CSE) AND CHILDREN MISSING FROM  
HOME AND CARE: SIX-MONTHLY UPDATE 2015/16****Purpose of the Report**

1. The purpose of this report is to update the Children and Young People's Committee on the progress of child sexual exploitation (CSE) and children missing from home and care work within Nottinghamshire.

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

2. Ofsted considered work in relation to both CSE and children going missing from home and care during the inspection of Nottinghamshire County Council and the Nottinghamshire Safeguarding Children Board (NSCB) in 2015. As Members will be aware the outcome of the inspection was 'Good'. This finding gave some confidence that the multi-agency arrangements in place were sound and providing a good foundation for continued improvement.
3. CSE continues to be a high profile safeguarding children area of work with overall governance via a cross-authority multi-agency group which is now chaired by a detective chief inspector. The terms of reference, membership and work plan for that group have all been refreshed. Missing Children work continues to be co-ordinated via a County multi-agency steering group.
4. CSE and missing children information is reported to the NSCB on a quarterly basis.
5. An NSCB audit on CSE is being planned for early 2016 which will enable some comparison to the 2014/15 audit. It is likely that a further missing children audit will be conducted during 2016/17.
6. The temporary CSE co-ordinator (0.5fte) has now been in post for a year. An evaluation of the role has been completed and consideration is being given to how to take this forward. An additional Children Missing Officer took up post in October to support the work around children missing from home, care and education.
7. The County has now established a CSE concerns network (Operation Striver) which has been publicised through all partner agencies of the NSCB. The aim of network meetings is

to share low level intelligence. A multi-agency risk assessment tool is also due to be published.

8. As part of the strategy to engage young people and raise their awareness of CSE, Pintsize Theatre has now begun their 2015/16 autumn/winter tour and the majority of secondary schools have signed up to this although there is a significant minority that have not. The plan is also to ensure that appropriately aged looked after children, foster carers and residential workers can also access the performance and workshop.
9. In tackling CSE from a much broader and holistic perspective, strategic work has also been ongoing to develop and build on universal support to schools, targeted support and specialist support. Funding from the Schools Forum has been agreed to support this. As part of the specialist support the current provider is increasing their project workers to three members of staff and the re-commissioning of this provision is ongoing. A fourth strand of the work (recovery support) is being considered by the NHS clinical commissioning group (CCG).
10. Safeguarding partnership work and links with the district councils have been strengthened across a number of areas of work. This includes the area of the licencing of taxis and all of the district councils have signed up to training their taxi drivers on CSE. This work will be extended to engaging with the wider business community, for example the licensing and education of hotels, off-licences, fast food outlets etc.

## Key data findings

11. The key data findings for 2015/16 Quarters 1 and 2 are as follows:

### CSE

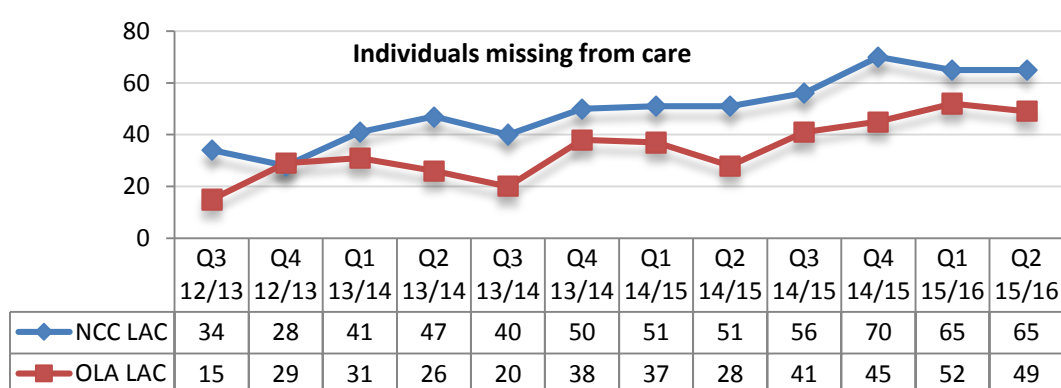
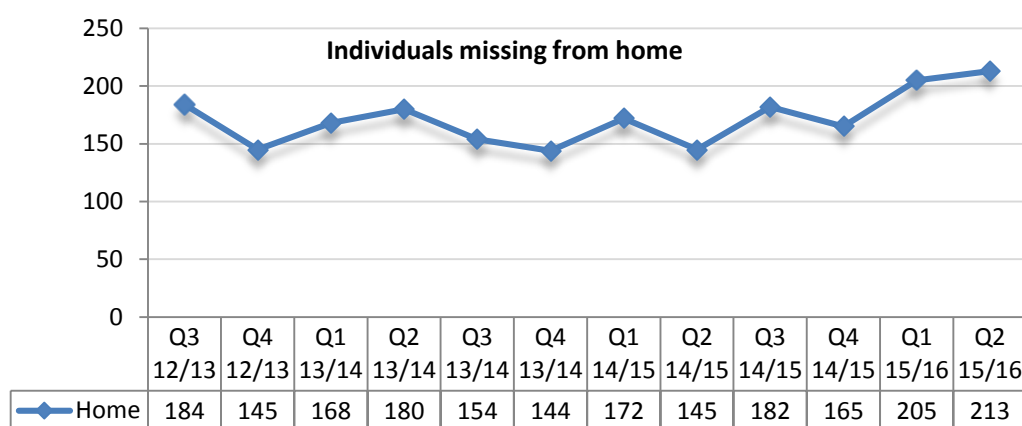
Flags for CSE with Children's Social care			
Episode Type	2014/15	2015/16 Q1	2015/16 Q2
MASH episode	249	117	107
Initial assessment	116	64	60
Core assessment	31	4	11
ICPC		10	28
RCPC		14	8
LAC review	57	18	17
Missing episodes	94	41	52
Strategy meeting	87	31	31
<b>Total Children</b>	<b>269</b>	<b>220</b>	<b>230</b>

12. It is evident that agencies are identifying where children 'may' be at risk of CSE i.e. that is they are showing indicators of being exploited. Not all of these children will have been exploited. As can be noted during this time there were initial multi-agency strategy meetings in relation to 62 individual children which indicates a more serious level of concern.
13. As of November 2015 the police had 26 open investigations relating to County based children. Of these, 14 related to level 1 concerns which is potential exploitation involving a

single person grooming via communication online or by device only – no physical contact. Twelve cases related to level 2 concerns which is exploitation involving physical contact. There are no reported cases involving organised groups or gangs at this time.

## Missing

14. The number of missing episodes remains high although in terms of individual children there does seem to be some stabilisation for children missing from care. The number of children missing from home remains higher than previously noted.



15. The percentage of return interviews completed or attempted for Nottinghamshire children has remained high (85%) despite the increase in those required. The majority (69%) are also completed within 72 hours of the request.
16. There remains a challenge to engage with other local authorities where they place looked after children with private providers within Nottinghamshire; strategies to improve this are being explored.
17. As with all other local authorities, agencies continue to try and evidence a reduction in risk and missing events in the face of higher numbers of notifications than in recent years. There are a small number of children who go missing prolifically who are monitored through individual multi-agency meetings as well as through an overarching multi-agency meeting.



## **Other Options Considered**

18. As this report is for noting, it is not necessary to consider other options.

## **Reason/s for Recommendation/s**

19. The report is for noting only.

## **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 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**

That:

- 1) progress made regarding developments in the response to child sexual exploitation and missing children within Nottinghamshire is noted
- 2) a further report be provided to the Children & Young People's Committee in six months.

**Steve Edwards**

**Service Director, Children's Social Care**

**For any enquiries about this report please contact:**

Terri Johnson  
Service Manager, Safeguarding Children (Strategic)  
T: 0115 9773921  
E: [terri.johnson@nottsccl.gov.uk](mailto:terri.johnson@nottsccl.gov.uk)

## **Constitutional Comments**

21. As the report is for noting only, no constitutional comments are required.

## **Financial Comments (SS 16/12/15)**

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.



Child Sexual Exploitation (CSE) and Children Missing from Home and Care annual report 2014-15 – report to Children & Young People’s Committee on 13 July 2015

**Electoral Division(s) and Member(s) Affected**

All.

C0753



18 January 2016

Agenda Item: 10

## **REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE**

### **REVIEW OF THE EARLY HELP UNIT**

#### **Purpose of the Report**

1. The purpose of this report is to invite the Committee to note the outcome of a recent review of the Early Help Unit and to seek the Committee's approval to establish the post of the Early Help Manager.

#### **Information and Advice**

##### **Background**

2. In August 2015 the Children's Social Care Service Director commissioned a review of the Early Help Unit (EHU) in response to concerns about a backlog of work in the EHU and the desire to clarify how, or if, the EHU should be aligned with the Multi-Agency Safeguarding Hub (MASH).
3. The review examined the current position of the EHU and explored a number of options for the future. The review involved a desktop review, meetings and workshops with a number of stakeholders including the staff and management of the EHU and senior managers from Early Help and Children's Social Care.

##### **Key Functions of the Early Help Unit**

4. The EHU has been operational for two years and was established to:
  - act as the central point of contact for children, young people, families and professionals seeking information, advice, guidance and support from Early Help services
  - provide an effective interface with the MASH and wider Children's Social Care services in order to improve the step-across of cases in and out of social care and support referrals
  - advise on the completion of the Early Help Assessment Form (EHAF) and hold a register of completed EHAFs
  - assess if cases meet the criteria for discussion at Complex Case Resolution (CCR) meetings.

5. The EHU also:

- provides information to the MASH to support decision making on cases, identifying where Early Help services or youth justice are already involved with children and young people
- analyses cases that the MASH has assessed as not meeting the Children's Social Care threshold to determine whether an Early Help service can be offered
- informs Children's Centres about domestic abuse incidents involving children under five, as part of the Encompass Nottinghamshire initiative
- tracks the outcomes of children and young people receiving early help
- audits the quality of EHAFs.

### **Service Demand and Performance Data**

6. Data collected by the EHU shows a significant increase in the number of referrals to the EHU, with the volume roughly doubling over an 18 month period, peaking in July 2015 with over 900 referrals in that month. During this period, staffing in the EHU has been reduced by 3 FTE Business Support staff. This increase in referrals and reduction in staffing contributed to the development of a backlog and increasing pressure upon staff, which is likely to have affected the quality of the service provided.
7. At the time of the review the EHU utilised two electronic systems meaning there was no amalgamated, validated data that showed the demand on the service. Data was, however, drawn from separate sources to provide some indication of the service demand on the EHU.

### **Customer Feedback**

8. Recent customer feedback in relation to the EHU is extremely positive. Comments from parents and practitioners highlight the value of the advice provided by the team and their empathy when handling difficult situations. A survey in March 2014 was also positive, with all respondents complementary about the staff in the EHU, particularly for their help, information and advice. 100% of respondents were satisfied overall with the EHU, with 80% reporting 'good to excellent' satisfaction.

### **Quality Assurance**

9. The EHU has been reviewed in a number of different ways since it opened in September 2013. These reviews have provided assurance of the effectiveness of the EHU and the quality of the work undertaken within it.
- a. the EHU received positive comments in the recent Ofsted inspection, published in July 2015
  - b. in June 2014 the Nottinghamshire Safeguarding Children Board (NSCB) commissioned an audit of referrals made through the EHU requesting early help services. The recommendations relating to the EHU were quickly implemented
  - c. in March 2014 a 'Lean+' review of the EHU was undertaken. The review highlighted the effectiveness of the EHU and the strong reputation it had built, while acknowledging that IT systems and processes needed to be improved.

## **Strengths and Challenges for the Service**

10. Managers and staff highlighted the strengths of the EHU in stakeholder meetings and workshops, including:
  - positive reputation amongst practitioners, particularly schools, who appreciate the advice and expertise provided by the EHU
  - high levels of customer satisfaction, evidenced by the survey in 2014 and more recent feedback
  - has coped with a significant increase in workload, while staffing has been reduced, by improving processes
  - strong team identity and proactive support for one another.
11. Managers and staff also identified a number of challenges facing the service:
  - insufficient staff to cope with rising demand
  - duplication of electronic systems
  - temporary management arrangements
  - differing expectations of the EHU.

## **Options for the Future**

12. Wide ranging discussions were held about the options for the future of the EHU. Four broad options were identified:
13. Option A – Do nothing  
This option would involve making no changes to the staffing, processes, technology or location of the EHU. Managers and staff felt the EHU would struggle to cope with the rising demand, with backlogs forming and the quality of advice and decisions being affected. This would have negative implications for the children and families of Nottinghamshire as well as the parents and professionals that contact the EHU, resulting in reputational damage to the County Council. As a result, this option was not recommended.
14. Option B – Co-locate with the MASH  
This option would involve co-locating the EHU with the MASH, keeping both as distinct teams while fostering co-operation, with Early Help Officers linking to each of the four pod teams in the MASH. Referrers would continue to receive the high quality advice they value, with expertise covering the full range of Early Help services. Referrers would also avoid any confusing changes while allowing telephone routing to be improved. Improved understanding and co-operation would ensure more cases are signposted to Early Help services so that children and families get appropriate support. Changes could be made to technology and processes, with staffing levels kept under review in light of the rising demand. This option was recommended.
15. Option C – Integrate into the MASH  
This option would involve co-locating and integrating the EHU into the MASH, breaking the team up and allocating Early Help Officers to each of the four pod teams in the MASH. Early Help Officers would advise their pod on Early Help matters and relevant calls and emails would be passed from MASH Officers to Early Help Officers for advice and responses. Since Early Help Officers would not be sat together, questions about areas they are not expert in

would require calls to be transferred to the appropriate Early Help Officer. Naturally such call transfers would be considered poor customer service. The reputation of the County Council would be damaged as a result of closing a service two years after opening it, and there may be some negative publicity. This option was not recommended.

16. **Option D – Disband the Early Help Unit**  
This option would involve disbanding the EHU and transferring Early Help Officers into the Family Service locality teams. Staff and managers felt strongly that this would be the worst option, reducing the quality and consistency of advice to parents and professionals. The differing backgrounds and specialisms of Early Help Officers means the best advice is provided when they are able to confer easily and impartially identify the most appropriate service, which would not be possible if they were dispersed across three localities and linked solely to one service. As with option C, managers have highlighted the damage to the credibility of the County Council if the EHU was to be disbanded, given how well regarded it is by practitioners and families. As a result, this option was not recommended.
17. The review made a number of recommendations that were agreed by the Children's Social Care Service Director, following consultation with the Group Manager, Targeted Support & Youth Justice Service and Group Manager, Social Work Services:
  - a. option B – to co-locate with the MASH, is pursued
  - b. the role of the Early Help Manager is made permanent
  - c. additional staffing is arranged in the short term to cope with demand and maintain the service. In the medium term, staffing should be considered again once electronic systems have been streamlined
  - d. electronic systems in the EHU are streamlined
  - e. service demand and performance data is improved
  - f. the potential overlap between the roles of the Early Help Officer and the Family Service Level 2 Development Worker is considered and clarified
  - g. expectations of the EHU are clarified with Early Help services to ensure the EHU is providing what the services downstream require.

### **Early Help Manager Post**

18. The Early Help Manager role is temporary until May 2016. Arrangements need to be made to ensure the 7 FTE Early Help Officers and the EHU continues to be managed effectively. Consideration has been given to different management arrangements and it is felt that the most appropriate and effective arrangements are to make the Early Help Manager post permanent.
19. It is proposed that the post of 0.8 FTE Early Help Manager (Hay band D, £36,571 - £41,140) be established.

### **Other Options Considered**

20. Consideration has been given to a number of other options. Prior to this review the 'Lean+' review and the NSCB audit made recommendations to improve processes and systems, which were implemented. This review explored ideas for improvements with staff and managers which are reflected in the recommendations, along with the four options for the

future of the EHU. Consideration has been given to different management arrangements.

### **Reasons for Recommendations**

21. The recommendations invite the Committee to note the review of the EHU, in order to assure the Committee that consideration has been given to the current position of the EHU and its options for the future. The Committee is also asked to approve the establishment of the Early Help Manager post, in order to ensure the Early Help Officers and the EHU continues to be managed effectively.

### **Statutory and Policy Implications**

22. 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**

23. The financial implications are set out in paragraph 19 above in relation to the establishment of the post of 0.8 FTE Early Help Manager (Hay band D, £36,571 - £41,140). The cost of the post can be met from within the Children's Social Care budget.

### **Human Resources Implications**

24. The human resource implications are set out in paragraphs 18 and 19 above in relation to the establishment of the post of 0.8 FTE Early Help Manager (Hay band D, £36,571 - £41,140). The advice of the Human Resources team has been followed in relation to the establishment of this post.

### **Safeguarding of Children and Adults at Risk Implications**

25. Retaining the EHU and co-locating with the MASH will help to ensure that interventions can be provided to children, young people and families before situations escalate to a safeguarding level.

### **Implications for Service Users**

26. Service users will continue to benefit from the advice provided by the EHU, as well as the EHU's role in brokering the most appropriate support for the service user.

### **Ways of Working Implications**

27. The EHU will be co-located with the MASH in the Piazza, Sherwood Business Park, Annesley, Nottinghamshire. The Ways of Working team is involved in the project to co-locate these teams, providing advice and support.

## **RECOMMENDATIONS**

That:

- 1) the outcome of a recent review of the Early Help Unit be noted.
- 2) approval is given to establish the post of the Early Help Manager.

**Steve Edwards**  
**Service Director, Children's Social Care**

**For any enquiries about this report please contact:**

Merlin Tinker  
Operations Manager, MASH and Early Help Unit  
T: 07748 194 982  
E: merlin.tinker@nottsccl.gov.uk

### **Constitutional Comments (SMG 16/12/15)**

28. 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.
29. 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 22/12/15)**

30. The financial implications of the report are contained within paragraph 23 above.

### **Background Papers and Published Documents**

None.

### **Electoral Division(s) and Member(s) Affected**

All.

C0752



**18 January 2016****Agenda Item: 11**

## **REPORT OF CORPORATE DIRECTOR, RESOURCES**

### **WORK PROGRAMME**

#### **Purpose of the Report**

1. To consider the Committee's work programme for 2015-16.

#### **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:**

Alison Fawley  
Democratic Services Officer  
T: 0115 993 2534  
E: [alison.fawley@nottsc.gov.uk](mailto:alison.fawley@nottsc.gov.uk)

## **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
<b>22 February 2016</b>		
<b>Regional Schools Commissioner and RSC Head of Office to attend</b>		
Performance reporting (Quarter 3 2015/16) – Services for Children and Young People	Quarterly performance report	Celia Morris
Nottinghamshire School Admission Arrangements 2017/18	For determination	Marion Clay
Child Poverty Needs Assessment		Derek Highton
Schools Forum and Education Trust Board officer group report	Annual officer group report	Marion Clay
Nottinghamshire CAMHS Pathway Review update	Quarterly report	Kate Allen
Children's Social Care Recruitment and Retention Initiatives	Includes update on SWSO pilot	Steve Edwards
Integration of Children's Disability Service and SEND staffing structures		Steve Edwards
National Children and Adult Services Conference 2016	For decision	Derek Highton
<b>21 March 2016</b>		
Performance figures for Nottinghamshire schools and academies – academic year 2014/15	For information	Marion Clay
Key Stage 2 performance – analysis and actions	For information	Marion Clay
National Minimum Fostering Allowances and Fees for Foster Carers	Annual determination	Steve Edwards
Children, Young People and Families Plan 2016-18		Derek Highton
Authority governor appointments and reappointments and Local Authority governor appointments to school governing bodies	Quarterly report on appointments made	Marion Clay
<b>25 April 2016</b>		
School Capital Programme progress report	Six month update report	Jas Hundal
Principal Child and Family Social Worker - annual report 2015		Steve Edwards
Under 16 Home to School Transport Policy and Post-16 Transport Policy – academic year 2016/17	For comment and recommendation to Policy Committee	Marion Clay
Nottinghamshire CAMHS Pathway Review update	Quarterly report	Kate Allen

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
Children's Social Work Health Check 2015		Steve Edwards
<b>23 May 2016</b>		
Performance reporting (2015/16) – Services for Children and Young People	Annual performance report	Celia Morris
Exceptional payments for school clothing and footwear 2016/17	Annual determination	Marion Clay
Authority governor appointments and reappointments and Local Authority appointments to school governing bodies	Quarterly report on appointments made	Marion Clay
A Strategy for Closing the Educational Gaps in Nottinghamshire	Six monthly review report	Marion Clay
Children's Services Health Check Survey 2016		Derek Higton
Review of Schools Swimming Service offer - recommendations		Derek Higton
Revised offer for arts and music services for young people		Derek Higton
<b>20 June 2016</b>		
Looked After Children and Care Leavers Strategy 2015-18 – progress report	Annual report	Steve Edwards
Nottinghamshire Childcare Sufficiency Assessment 2016		Derek Higton
Authority governor appointments and reappointments and Local Authority governor appointments to school governing bodies	Quarterly report on appointments made	Marion Clay
<b>18 July 2016</b>		
Youth Justice Plan 2016-17	For comment and recommendation to Full Council	Derek Higton
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
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
School Capital Programme progress report	Six month update report	Jas Hundal
Nottinghamshire CAMHS Pathway Review update	Quarterly report	Kate Allen
School Capital Programme progress report	Six month update report	Jas Hundal