

Children and Young People's Committee

Monday, 18 January 2021 at 10:30

Virtual meeting, <https://www.youtube.com/user/nottsc>

AGENDA

- | | | |
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| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 4 | Adoption East Midlands Regional Adoption Agency update - April to September 2020 | 9 - 16 |
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Notes

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

Customer Services Centre 0300 500 80 80

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

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact Martin Gately (Tel. 0115 977 2826) or a colleague in Democratic Services prior to the meeting.
- (4) Councillors are reminded that Committee and Sub-Committee papers, with the exception of those which contain Exempt or Confidential Information, may be recycled.
- (5) This agenda and its associated reports are available to view online via an online calendar - <http://www.nottinghamshire.gov.uk/dms/Meetings.aspx>

Meeting CHILDREN & YOUNG PEOPLE'S COMMITTEE

Date 30 November 2020 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

Philip Owen (Chairman)
Tracey Taylor (Vice-Chairman)

Richard Butler	Paul Henshaw
Samantha Deakin	Roger Jackson
Boyd Elliott	John Peck
John Handley	Liz Plant
Errol Henry JP	

CO-OPTED MEMBERS (NON-VOTING)

4 Vacancies

OFFICERS IN ATTENDANCE

Steve Baumber	Service Manager, Partnerships and Planning, Children and Families Services
Phil Berrill	Team Manager, Property Commissioning, Place
Rachel Clark	Mental Health and Wellbeing Lead, Children and Families Services
Irene Kakoullis	Group Manager, Early Childhood Services, Children and Families Services
Katharine Browne	Public Health and Commissioning Manager, Public Health
Colin Pettigrew	Corporate Director, Children and Families Services
Marion Clay	Service Director, Children and Families Services
Steve Edwards	Service Director, Children and Families Services
Laurence Jones	Service Director, Children and Families Services
Martin Gately	Democratic Services Officer, Chief Executive's

1. MINUTES OF THE LAST MEETING HELD ON 2 NOVEMBER 2020

The minutes of the meeting held on 2 November 2020 having been circulated to all Members, were taken as read and will be signed by the Chairman.

2. APOLOGIES FOR ABSENCE

Councillor Richard Butler substituted for Councillor Sue Saddington, who was recovering from an operation.

3. DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

None.

4. PROGRESS OF THE PARTNERSHIP STRATEGY FOR LOOKED AFTER CHILDREN AND CARE LEAVERS 2018-2021

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

RESOLVED 2020/56

That:

- 1) no further actions were required in relation to this report
- 2) six monthly updates on the impact of the Local Offer for Care Leavers be received
- 3) an annual report on the work of the Partnership Board and the impact of the Strategy on Looked After Children and Care Leavers (2018 to 2021) be received.

5. ANNUAL REPORT ON THE VIRTUAL SCHOOL FOR LOOKED AFTER CHILDREN

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

RESOLVED 2020/56

That:

- 1) no further actions were required in relation to the information in the report on the impact of the Virtual School and its partners for academic year 2019/20
- 2) further annual reports on the work of the Virtual School be presented to the committee

6. ANNUAL REPORT OF THE INDEPENDENT REVIEWING OFFICER (IRO)

SERVICE: APRIL 2019 – MARCH 2020

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

RESOLVED 2020/57

That:

- 1) no further actions were required in relation to the information contained within the report.

7. COVID WINTER GRANT SCHEME

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

RESOLVED 2020/58

That:

- 1) the decision taken by the Chief Executive under his Emergency Decision making powers to provide Free School Meals for eligible families during the two-week October half-term period
- 2) the overarching expenditure plan for the Nottinghamshire allocation of the COVID Winter Grant Scheme as detailed in paragraphs 5 and 6 of the report be approved.

8. CHILDREN AND YOUNG PEOPLE CORE DATA SET – PERFORMANCE AND FINANCE FOR QUARTER 2

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

RESOLVED 2020/59

That:

- 1) No further actions were required in relation to the performance information on the Council's services for children and young people for the period 1st July to 30th September 2020

9. ELECTIVE HOME EDUCATION UPDATE

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

RESOLVED 2020/60

That:

- 1) a further six-monthly report on Elective Home Education be received and that future updates are made in April and October in order that the updates cover the period of the first half and entire academic year.

10. MANNERS SUTTON PRIMARY SCHOOL, AVERHAM, NEWARK – OUTCOME OF INITIAL CONSULTATION

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

RESOLVED 2020/61

That:

- 1) approval be given for a formal consultation on the closure of Manners Sutton Primary School to begin in January 2021, as detailed in Appendix 2.

11. OUTCOME OF THE CONSULTATION ON CLOSURE OF THE RESIDENTIAL UNIT AT FOUNTAINDALE SPECIAL SCHOOL

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

RESOLVED 2020/62

That:

- 1) the closure of the residential unit at Fountaindale Special School be approved.

12. SCHOOLS CAPITAL PROGRAMME PROGRESS REPORT AND 2021/22 SCHOOLS BUILDING IMPROVEMENT PROGRAMME (SBIP)

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

RESOLVED 2020/63

That:

- 1) the successes and progress that have been made in delivering the Schools Capital Programme be considered.

- 2) the projects for addition to the Schools Building Improvement Programme for 2021/22 and the commencement of project feasibility stage be approved.

13. GIVING CHILDREN THE BEST START: NOTTINGHAMSHIRE BEST START STRATEGY 2021-2025

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

RESOLVED 2020/64

That:

- 1) the draft Best Start Strategy be considered and referred to the Health and Wellbeing Board for further consideration prior to recommendation to Policy Committee for final approval
- 2) Best Start Strategy Updates be brought back to the committee on a six-monthly basis, commencing six months after set up.

14. NOTTINGHAMSHIRE CHILDCARE SUFFICIENCY ASSESSEMENT 2020 AND THE IMPACT OF COVID-19 ON THE EARLY YEARS AND CHILDCARE SECTOR IN NOTTINGHAMSHIRE

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

RESOLVED 2020/65

That:

- 1) the actions and recommendations of the Nottinghamshire Childcare Sufficiency Assessment 2020 (The impact of Coronavirus on the Early Years and Childcare Sector in Nottinghamshire), as detailed in Appendix 1, be approved.

15. NOTTINGHAMSHIRE SAFEGUARDING CHILDREN PARTNERSHIP ANNUAL REPORT 2019/20

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

RESOLVED 2020/66

That:

- 1) no further actions were required in relation to the Nottinghamshire Safeguarding Children Partnership Annual Report for the period 1st April 2019 to 31st March 2020.

16. LOCAL TRANSFORMATION PLAN FOR CHILDREN AND YOUNG PEOPLE'S EMOTIONAL AND MENTAL HEALTH UPDATE

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

RESOLVED 2020/67

That:

- 1) no further actions were required in relation to the issues contained within the report
- 2) a follow up report be received in six months and that this be included in the work programme

17. REMODELLING PRACTICE WITHIN THE CHILDREN AND FAMILIES DEPARTMENT THROUGH STRENGTHS-BASED PRACTICE

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

RESOLVED 2020/68

That:

- 1) no further actions were required in relation to the information contained in the report.

18. CHANGES TO THE STAFFING ESTABLISHMENT IN CHILDREN'S SOCIAL CARE TO ESTABLISH A SOCIAL WORK APPRENTICESHIP PROGRAMME

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

RESOLVED 2020/69

That:

- 1) the establishment of a Social Work Apprenticeships programme in Children's Social Care, with the initial establishment of five Social Work Apprenticeship posts, be approved.

19. SCHOOLS FORUM AND EDUCATION TRUST BOARD OFFICER GROUP

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

RESOLVED 2020/70

That:

- 1) a further update report on the work of the Schools Forum and Education Trust Board be received in 12 months and that this be included in the work programme.

20. WORK PROGRAMME

RESOLVED 2020/71

That any amendments required to the work programme be considered.

The meeting closed at 11:59 am.

CHAIRMAN

18th January 2021**Agenda Item: 4****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****ADOPTION EAST MIDLANDS REGIONAL ADOPTION AGENCY UPDATE:
APRIL TO SEPTEMBER 2020****Purpose of the Report**

1. This is a report outlining activity of the Regional Adoption Agency, Adoption East Midlands, hosted by Nottinghamshire County Council, covering activity for the first six months of the financial year 2020-21.

Information

2. Adoption East Midlands (AEM) is now in its second year of operation, providing adoption services as a Regional Adoption Agency (RAA) on behalf of Derby City, Derbyshire, Nottingham City and Nottinghamshire County Councils.
3. Nottinghamshire is the host authority, with all staff being employees of Nottinghamshire, whilst keeping office bases in all four local authorities. The service delivers all adopter recruitment and approval activity, all adoption panel functions, homefinding services and adoption support.
4. Prospective adopters are recruited, and prepared for adoption, following the Adoption regulations and Statutory Guidance. Adoption panels recommend approval, and recommend matches of children and families; these recommendations are considered by the Local Authority decision maker, and AEM supports families as required after adoption order.
5. The aims of the Regional Adoption Agency, as recorded in the business case, are regional adoption services which:
 - provide all children with an adoptive family that meets their needs
 - ensure that those affected by adoption receive the information, support and advice that they need to understand their adoption journey
 - ensure that RAA families are well prepared, enabled and supported to care for the children with plans for adoption
 - deliver improved outcomes for children for whom adoption is the preferred plan for permanence

- deliver the new service at no additional cost to the partner local authorities.
6. AEM has been homefinding (identifying adoptive families for children) for 187 children at its busiest and has matched 134 children in the first year of operation. A further 146 children became subject to Placement Orders (court order, which gives permission to place a child with an adoptive family) in the year, the total in homefinding fell as low as 95 in September 2020. To September 2020 54 Placement Orders have been granted, there have been delays due to the Covid pandemic.
 7. The number of adopters approved in the first year was 82, and to September 2020 is 44. These figures denote sufficiency to place the children who have been waiting and children newly subject to a Placement Order.
 8. Due to not always having enough placements of the right match available, interagency placements are used. The business plan target was 20% of all placements, and the first year of operation has shown a net of approximately 23% when offset with those AEM placed from other local authorities, outside the partnership; this year has been similar to date.
 9. Children are matched with families who can meet their needs, there are a few children whose plan will be changed from adoption, as the right family is not found or circumstances change.
 10. AEM has a dedicated area of website which all adopters can access for current information and support. The aim of the preparation of adopters is to make strong links, such that adopters will always re-visit AEM as the first point of contact for ongoing support. There is a developing comprehensive support offer, and a growing cohesion in service delivery, such that all social workers are able to deliver support and are knowledgeable regarding potential future need. In addition, services are available for all adopters in the geography, and for those living in the geography affected by adoption.
 11. The preparation of adopters is thorough and is always evolving. There is much information online, and preparation includes the opportunity to discuss with experienced adopters, and to make links with others who will be mutually supportive. The preparation falls in stage one of the process, with the aim of enabling prospective adopters to make informed decisions about next steps; AEM is refining the support offer in early placement, to embed thinking that support is seamless and expected. At any one time AEM has approximately 400 households at any stage of the journey pre order.
 12. AEM operates five adoption panels per month considering adoptive families, and matches with children, as well as plans for children who are not subject to the Court process.
 13. AEM has close working relationships with placing authorities, and thereby works closely to deliver the placements needed, refining the recruitment strategy accordingly. Additional thought is given to preparing adopters to take siblings, and to offer early permanence placements. These placements can be made before there is a Placement Order, and mean the child is placed with the family who may adopt them at a much earlier time in their life. It may also avoid placement moves for children. In the first year there were 22 matches of siblings, and 22 early permanence placements; to September there were a further 12 early permanence placements and another 9 sibling groups matched. Children are now having life story books for use in their preparation for adoption, and adopters are accessing

additional tools such as virtual reality experiences, to truly understand children's lived experience.

14. In the first year, some children were matched rapidly - the shortest wait was 13 days from Placement Order - others have waited longer but are being placed, the outcome of permanency is achieved. Those that wait longer are older children, siblings, and mixed heritage children. Families are more likely to express a preference for girls than boys, and the national recruitment campaign will focus on boys as part of the forward plan for recruitment activity.
15. There have been a high number of foster carer adoptions, which means continuity for these children. From April to September 74 children have been matched and all of those have moved into placements. Introductions have been creative, building virtual contact, and using technology during introductions. In our experience, foster carers have been committed to moving children on, and teams have overcome any obstacles, due to vulnerability. Technology has been welcomed and used for keeping in touch.
16. At the end of the first year of operation AEM had an underspend which was transferred to the AEM ring-fenced reserve in accordance with the Inter-Authority agreement. During 2020-21 a proportion of this was returned to each partner.
17. In this period world events have also highlighted the need for learning and reflection about diversity. AEM fully supports the calls for greater understanding and plans to participate in learning and development to ensure continual development of its anti-racist stance. AEM has begun a working group, representative of all areas of the service, to meet to improve services for adoptive families, from first contact throughout the adoption journey. AEM has an action plan of priority areas to focus on, including recruiting and supporting a diverse range of adopters to meet the needs of children who statistically wait the longest for adoptive families, and services to support transracial placements.

Nottinghamshire

18. Of the 134 children matched in 2019-20 36 were Nottinghamshire children with the number in homefinding ranging from 19 to 42, and 31 children becoming subject to a Placement Order this year.
19. 16 of the 36 children matched became subject to a Placement Order in 2018, indicating some delay; the longest time from Placement Order to match was 495 days, the shortest 18 days.
20. Nine sibling groups were matched.
21. In this year there has been a reduction in Best Interest decisions (that a plan of adoption should be pursued) for children from 53 to 42, and a reduction in Placement Orders from 50 to 31; the number of children placed has risen slightly from 38 to 40. Adoption orders have risen from 19 to 32.
22. This means the total number of children needing adoption placements has fallen. Children placed have been from less than one year old, up to eight years old.

23. For the children placed the time from becoming looked after to adoption plan has risen by 2½ months, the days between plan and Placement Order has fallen by 10 days, from Placement Order to match has risen by 5½ months and placed to adoption order fallen by 1½ months, an overall increase of six months on the total journey. From April to September 2020 13 Nottinghamshire children were placed, including siblings, and the time from placement order to match ranges from 76 to 368 days, so this indicates improvement.
24. The number of families supported by the service after adoption order for Nottinghamshire is approximately 200.
25. AEM has supported approximately 600 families after adoption order across the region. This includes a mixture of facilitating adoption support fund applications and therapies, direct work with families, attendance at support groups, children's events, link workers for children, and attachment groups, plus services for adults requesting birth information.

The Adoption Support Fund and COVID-19

26. On 10th April 2020, the Department for Education (DfE) issued a press release advising that there would be emergency COVID funds (up to £8 million) made available from the Adoption Support Fund (ASF) to meet the needs of adoptive and Special Guardianship Order (SGO) families arising from the Coronavirus outbreak. On 16th April, local authorities and RAAs were allocated a share of the fund to be used to pay for activities not ordinarily accessible by the fund, such as virtual peer to peer support, memberships and subscriptions, on-line therapy, given the social distancing measures that had been introduced and acknowledging the impact on already vulnerable families.
27. On 16th April, AEM received notification of allocated funds of £324,232 and by 21st April had made the first successful applications ensuring that support could be provided as soon as possible to vulnerable families across the region.

Support commissioned

28. Total Spend by AEM is £234,419 which represents 72% of available budget. Packages of support were commissioned with the intention of reaching as many families as possible to meet the identified needs of families during these challenging times:
 - Annual membership for all Special Guardians (across four regional local authorities) to Grandparents Plus peer support package. In addition, a number (20) of bespoke 1:1 packages for the most vulnerable were also commissioned at a total cost of £44,000
 - Annual membership for adopters (pre and post order) to the National Association of Therapeutic Parents. Package includes corporate membership for AEM and professional memberships. 500 memberships purchased at a total cost of £16,875
 - Adoption UK – specialist support groups for prospective adopters and post order adopters at a total cost of £18,480
 - Adoption UK – Peer to peer mentoring scheme packages (pre and post order) – 50 packages including six sessions per package at a total cost of £23,839

- Adoption Plus – a package of support enabling the delivery of on-line Dyadic Developmental Psychotherapy (DDP) and sensory therapy to referred families. 90 consultation hours were utilised for 15 families at a total cost of £31,500
 - Therapeutic Crisis Intervention (TCI) – immediate access for referred families to a number of consultations with specialist practitioners which could be accessed out of hours. In addition, a number of packages of TCI support for families in crisis were also commissioned (these have been used successfully to reduce the risk of family breakdown) at a total cost of £34,225
 - A number of E-Courses from Adoption Academy for referred families aimed at building resilience in adoptive parents and reducing stress at a total cost of £750
 - 50 x PCAP (Parent & Child Attachment through Play) interventions which are being used with families who have had children placed either just before lockdown or since (up until the end of December) given the challenges recognised for families of not having an available support network around them (personal and professional) and who will feel overwhelmed and alone during this time. Total cost is £64,750.
29. Initially COVID funds needed to be spent and all activity completed by the end of June 2020. The DfE subsequently agreed however to extend this initially until the end of September and now until the end of December 2020. Whilst there has been a slow up take of the support for Special Guardians by the individual local authorities, the support packages for adoptive families have now almost been fully utilised; it is anticipated that by the end of December there will be minimum funds needing to be returned to the DfE.

Outcomes & Learnings

30. All packages of support have received excellent feedback to date from families with many saying that without the immediately accessible support, they fear that resilience would have been extremely low and there would be the increased risk of adoptions breaking down.
31. Positive feedback has been received from many families about support being offered virtually. Common themes are that it is more accessible and that it has encouraged both parents to attend (particularly male carers who traditionally are not as ready to engage in therapy and support).
32. It has allowed AEM to review their support offer and make progress in working towards their goal of making adoption support more explicit from the start of an adopter's journey (rather than the focus being post order), and available to all not just a few.

Social work

33. Adoption Support requests remain very busy; it is noticeable that for families already accessing a support service from the team, the level of need that they are facing has increased in the current climate with many feeling as though they are experiencing a level of 'crisis'. This has resulted in a significant amount of increased pressure on the social workers in the team who are largely providing a virtual support service focused on containing families during this difficult time.

34. Whilst some of the group and family services / events traditionally offered by the service have been temporarily suspended due to the Coronavirus pandemic, the further development of our universal offer and pathway to provision has continued and will be rolled out in the New Year; these developments will ensure that going forward there is the option to deliver a virtual service to the adoptive families within the region.

Other Options Considered

35. No other options have been considered.

Reason/s for Recommendation/s

36. It is a regulatory requirement that an annual update is provided to the Committee. This report is accepted by Ofsted as an annual update

Statutory and Policy Implications

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

Financial Implications

38. There are no financial implications arising from this report

RECOMMENDATION/S

That the Committee:

- 1) considers whether there is any further information it requires in relation to the update on activity in the Regional Adoption Agency from April to September 2020
- 2) agrees to receive an update report in the next 12 months, and annually thereafter, and that this be included in the work programme.

Steve Edwards

Service Director, Youth, Families and Social Work

For any enquiries about this report please contact:

Shelagh Mitchell

Group Manager, Adoption East Midlands

E: Shelagh.mitchell@adoptioneastmidlands.nottscg.gov.uk

Constitutional Comments (LW 14/12/20)

39. Children & Young People's Committee is the appropriate body to consider the content of the report.

Financial Comments (SAS 21/12/20)

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

Background Papers and Published Documents

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

None.

Electoral Division(s) and Member(s) Affected

All.

C1423

18th January 2021**Agenda Item: 5****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****DEVELOPMENT OF THE FOSTERING SERVICE****Purpose of the Report**

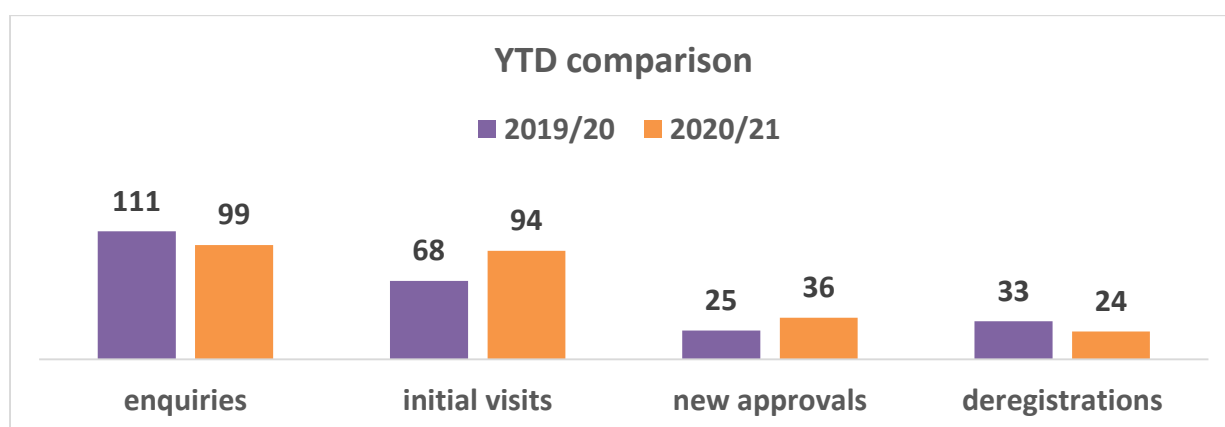
1. This report seeks approval of the proposal to further develop and grow the Nottinghamshire County Council fostering provision in order to:
 - build on positive progress so far to create more high-quality placements for Nottinghamshire children and young people
 - develop a positive culture within the service which will attract new carers as well as encourage existing carers to remain with the Council
 - reduce the pressure on the placements budget by avoiding the significant cost of external placements, and
 - secure the best possible value from the placements budget.
2. The report therefore seeks approval to establish the following posts in the Fostering Service from April 2021:
 - 2 FTE Social Workers (Hay Band B) to manage increased recruitment and assessment activity
 - 1 FTE Panel Administrator (NJE Grade 3) to support increased fostering panel activity
 - 0.5 FTE Panel Manager (Hay Band C) to manage the increase in fostering panel activity
 - 1 FTE Business Support Administrator (NJE Grade 3) to support increased recruitment and assessment activity
 - 1 FTE Advanced Practitioner (Hay Band C) to support assessment of new foster carersand to establish the following posts from April 2022:
 - 3 FTE Supervising Social Workers (Hay Band B) to manage increased foster carer caseloads.
3. The report also seeks approval of:

- an additional fostering panel each month (bringing the total to three)
- spend on increased marketing activity in order to amplify the number of quality enquiries received by the Fostering Service
- spend on assessment training in order to complete assessments as quickly and effectively as possible.

Information

4. In February 2019 Committee gave approval to deliver a series of measures designed to increase the number of internal foster placements available. These included increased marketing activity and fostering information event frequency to improve the rate of initial enquiries, and the development of a Recruitment and Assessment Team to effectively manage the journey of prospective foster carers from initial enquiry to panel approval and to organise and monitor the ongoing training of foster carers. A Fostering Development project was implemented to plan and implement activity and monitor benefits delivery.
5. The key objectives of the project are to increase the capacity of the internal fostering service by at least 50 placements over three years to March 2023, and to retain existing carers. Growing and supporting the Council's foster carer capacity reduces the weekly cost of placements by approximately £400 per week and ensures that children and young people who need to be looked after can live in a nurturing family environment.
6. Key deliverables so far include:
 - the development of a targeted and robust marketing plan, including increased information events across the County and a visible presence in countywide publications – as a result enquiries and assessments have increased significantly and a third monthly approval panel is needed to manage the increase
 - the establishment of a dedicated Recruitment & Assessment Team which has been operational since October 2019 – this team has conducted the recruitment events and managed potential carers through the assessment process in a streamlined and efficient manner, in spite of the limitations imposed around face to face meetings during lockdown. The team is running eight times as many fostering information events as in 2019/20, and over a wider geographical spread – these are proving very popular, even via remote technology such as Teams and Zoom, and are generating a significant increase in enquiries
 - improvements to the fostering offer in order to attract and retain foster carers. This has included an increase and simplification of fees, better communication about the financial benefit for foster carers by way of clarity on fees, tax and other benefits, and new discounts for carers to make their income go further. Since these improvements have been made one significant success has been that not one of the foster carers has left the Council to work for an independent agency; on the contrary, an independent agency foster carer has come to work for the Council.
 - therapeutic training rolled out across all Supervising Social Workers, and which will now be rolled out across all foster carers, making Council fostering a truly therapeutic service.

7. These measures have led to an overall improvement in recruitment and retention performance.
8. Although the number of enquiries was high in the first half of the year they have dipped in September and October and so the year-to-date (YTD) total is actually lower this year than last. There are a number of factors which could have influenced this, including focussed campaigns at Nottingham City over the summer, and the effects of lockdown restrictions – people have perhaps decided to take stock rather than embark on something new in their lives.



9. However, this has not impacted upon the number of visits the team has made. The conversion rate of enquiries into visits in November 2019/20 was 61%; so far in 2020/21 it is 95%. This is due to an increase in the quality of the enquiries being made, due to focussed marketing effort and significantly more information events being held, and so enquiries are being made on an informed basis rather than speculatively. It is also due to the speed and efficiency in which enquiries are dealt with by the Recruitment & Assessment Team which has been in operation since November 2019.
10. There has been a net YTD increase of 12 new carers against a target of 14 for the full year. The number of assessments which are scheduled for panel forecast that the target will be met. This is due to positive improvements in both recruitment and retention of foster carers. Exit interviews suggest that the improved fostering offer is working well to reward and retain our carers.
11. The report to Committee in February 2019 indicated that a more ambitious target was considered but that 'this increases the financial risk of an as-yet unproven concept... This is an option which may be developed in a further proposal, dependent upon the success of the preferred approach.'
12. Diagnostic work carried out by Newton consultants over the Summer has ratified the concept of an invest-to-save approach to developing the fostering service even further in order to reduce reliance on external providers.
13. Given that the key indicators of success – increase in enquiries, increase in approvals, decrease in deregistrations and children and young people placed with foster carers - are all showing positive results, it is proposed that further investment is made to grow the

service more ambitiously and make savings against the pressure on the placements budget.

14. This proposal outlines an initiative which will deliver a stretch target of a further 47 foster carers on top of the existing target of 50, over a longer time period.
15. The costs of establishing the additional posts to deliver the stretch target are £0.219m in 2021/22 and £0.138m in 2022/23. The other running costs are £0.085m in 2021/22. These are described in more detail in the table in **paragraph 46**. This will be funded through reinvesting £0.441m in cashable benefits from the reduction in the weekly cost of foster placements.

Activity necessary to deliver the stretch recruitment and savings target:

Fostering Panel

16. In the context of new foster carer approvals, the role of the fostering panel is to make a recommendation on the suitability of people to be foster carers based on information prepared by the assessing social worker. Prior to the meeting, panel members read an assessment of the potential carer including supporting documentation from a variety of sources and consider areas they would like to discuss with the potential carer and their social worker.
17. As well as considering new applicants, panels are convened to see first reviews of recently approved foster carers, and reviews following concerns. This is good practice and in line with fostering regulations. It is equally as important to conduct first reviews and reviews following concerns as it is to approve new foster carers. The split of cases seen at panel is approximately 60% new approvals and 40% first reviews and reviews following concerns.
18. The current staffing establishment can conduct two panels per month, each with the capacity to see five cases. This is split on average into three new foster carers approvals and two first reviews or reviews following concerns. The total capacity between December and March for new foster carer approvals is therefore 36 cases.
19. There are currently 45 potential new foster carers booked into panels between December 2020 and March 2021. The number of new foster carer approvals will exceed the capacity of these panels by nine cases based on the bookings that are already in the pipeline. More bookings are being added on a weekly basis and so the number of bookings which exceed the capacity of existing panels is going to increase over the coming months.
20. It is clearly in the best interests of children and young people who need a caring family home that approvals are processed as early as we possibly can so that homes are available when they are needed.
21. For every child or young person who is placed in an internal foster placement instead of in an independent fostering agency placement, the Council saves approximately £434 per week. There is consequently a significant financial imperative supporting the approval of new carers as rapidly as possible. It is therefore proposed that a third panel is introduced each month to absorb the increase in new foster carer approvals.

22. The team that manages panels comprises 1 FTE Panel Manager and 1 FTE Panel Administrator. These posts carry out all planning and scheduling of bookings and invites to applicants and panel members, chase-up essential reports and documents required for panel, produce minutes, liaise with Agency Decision Makers to arrange the recruitment and annual reviews of panel members, ensure panel members are appropriately trained, and ensure all work associated with panel is completed within set timescales.
23. There is no capacity for the current Panel Manager to manage a third panel, and there is no cover for them for absences. It is therefore proposed that an addition 0.5 FTE Panel Manager (Hay Band C) post is established.
24. Neighbouring councils that run 2-3 panels per month have 2 FTE Panel Administrators. Since panels have been consistently full it has become apparent that there is too much work for 1 FTE Panel Administrator to manage, so the introduction of a third panel will need more resource. It is therefore proposed that a further 1 FTE Panel Administrator (NJE Grade 3) post is established to support the panel administration.
25. The annual cost of paying panel members to attend a third panel each month is £19,034.40.

1 x Chair = £500
1 x Vice Chair = £350
4 x Independents - £184.05 x 4 = £736.20
Total per panel £1,586.20
Total for 12 panels: £19,034.40

Recruitment and Assessment Team

26. Regionally, Assessment Social Workers generally carry a caseload of around six assessment cases each in order to progress them as effectively and quickly as possible.
27. There are currently 4 FTE Social Workers in the Recruitment and Assessment team, each carrying a caseload of around 10 cases. The increase in enquiries means that this caseload is likely to increase. It is therefore proposed that 2 FTE Social Worker (Band B) posts are established in the Recruitment & Assessment team in order to meet demand.
28. In order to bring the new recruitment and assessment Social Workers up to speed as quickly as possible, and therefore ensure the most effective assessment process, there will be additional cost for specialist training of approximately **£7,000**.
29. The Recruitment and Assessment Team has no dedicated business support to conduct statutory checks on potential foster carers such as health assessments and references. The team relies on support from the fieldwork teams' Business Support Administrators.
30. The increase in assessment activity has resulted in more statutory checks than can be absorbed into the existing business support establishment, resulting in statutory checks not being consistently completed and followed-up within appropriate timeframes, which results in delay in getting assessments ready for panel.

31. It is therefore proposed that 1 FTE Business Support Administrator (NJE Grade 3) post is established to support recruitment and assessment administration. This post and budget will be established in the Chief Executive's department.
32. All assessments must to be reviewed and signed off by the Recruitment and Assessment Team Manager before going to panel. This is already a time-consuming and highly responsible function, and as assessments are going to increase it is imperative that all assessments are completed in full before submission to the Team Manager – if there are omission or errors the assessment is returned to the responsible Social Worker to complete, and then the updated assessment has to be reviewed again by the Team Manager.
33. In order to address this and ensure that assessments are right first time, it is proposed that 1 FTE Advanced Practitioner (Band C) post is established to support the preparation of assessments and provide support and coaching to assessment Social Workers.

Supervising Social Workers

34. As more foster carers are recruited the more Supervising Social Workers will be needed to supervise and manage them. A safe caseload is considered to be no more than 15 foster carers, so it is anticipated that a further 3 FTE Supervising Social Worker (Band B) posts will need to be established. These roles will be recruited to as they are needed, from April 2022.

Marketing costs - Fostering campaign planning for 2021-22

35. The Marketing communications objective is to increase marketing activity in order to amplify the number of quality enquiries received by the Fostering Service. This is a competitive market and it is important that the Council significantly increases its presence. It will achieve this via an integrated multi-channel approach including digital, radio, print and virtual events. Key deliverables will include:
 - a comprehensive, wide-reaching campaign that is always on, while still delivering focussed activity during peak periods such as Foster Care Fortnight. This will be supported by targeted activity to reach caring professions e.g. childcare, education, volunteering
 - the prioritisation of online digital spend as a fundamental part of campaign activity, as this provides trackable data and has the most proven results in past campaigns
 - promoting fostering as a viable option at a time of reflection about lifestyle and increased flexibility around working.
36. There will be a mix of both free and paid-for marketing to support the fostering campaign. The estimated cost of the increased marketing spend is **£58,500**.
37. The costs of establishing the additional posts to deliver the stretch target is £0.219m in 2021/22 and £0.138m in 2022/23. The other running costs are £0.085m in 2021/22. The three Supervising Social Worker posts will be recruited from April 2022 to manage the

forecast caseload increase. This will be funded through reinvesting £0.441m in cashable benefits from the reduction in the weekly cost of foster placements.

38. In conclusion, by growing the fostering service and putting it at the core of placement provision for children looked after:
- more children and young people who are looked after in Nottinghamshire will have an opportunity to be placed in a loving family environment
 - the Council will develop a reputation as an exemplar of fostering provision, offering an attractive fostering package which will compete favourably with that offered by other fostering agencies and reduce the risk of the Council's carers leaving
 - demand will be reduced for more costly placement types, and this will ease pressure on declining budgets.

Other Options Considered

39. The service could continue to work with the existing staffing establishment and training, panel provision and marketing offer. This would however result in a bottleneck formed in the assessment process and potential foster carers would have to wait a long time to complete their assessment and be seen at panel. Some of these potential carers would go elsewhere where they could be assessed quickly, or would change their minds about becoming a foster carer altogether. This would also create delay in the pipeline and foster placements would not become available as early as possible – this would result in children and young people being placed in external foster agencies at greater cost to the placements budget, or temporarily in residential provision which could have a negative impact on the child or young person, as well as costing significantly more.

Reason/s for Recommendation/s

40. Looked after children numbers are increasing, as is the complexity of need.
41. External provision is increasingly expensive as increased demand drives up prices. This places pressure on the Council's placements budget.
42. Although a mixed economy of placements is good for placement choice, it is preferable to place children in placements which are controlled by the Council, as these are generally in-county and, it is felt that they provide better outcomes for looked after children.
43. The number and quality of enquiries to become a foster carer at Nottinghamshire County Council are much improved and are forecast to continue this improvement, and as a result the recruitment, assessment and supervision functions are under-staffed to manage the increased workload.

Statutory and Policy Implications

44. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty,

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

Data Protection and Information Governance

45. A summary Data Protection Impact Assessment (DPIA) has been completed and a full DPIA is not required.

Financial Implications

46. The financial implications of the resources requested in this report are as follows:

Item	2021-22	2022-23
	£	£
2 FTE Social Workers (Hay Band B)	91,778	
3 FTE Supervising Social Workers (Hay Band B)		137,667
1 FTE Advanced Practitioner (Hay Band C)	52,206	
1 FTE Panel Administrator (NJE Grade 3)	24,452	
0.5 FTE Panel Manager (Hay Band C)	26,103	
1 Business Support Administrator (NJE Grade 3)	24,452	
Panel costs for an additional panel per month	19,034	
Specialist assessment training costs	7,000	
Increased marketing budget	58,500	
Total	303,525	137,667

47. There is an existing saving attached to this project for 2021/22 and 2022/23 reflected in the Council's MTFS of £0.283m and £0.357m respectively. The original profile of the savings has been updated to take into account the additional costs in **paragraph 46** together with the ambition to over deliver on the original target of 50 foster carers which will deliver additional cashable benefits. These additional costs will be funded through reinvesting £0.441m in additional cashable benefits, from the reduction in the weekly cost of foster placements, and should therefore have a net nil effect.

Human Resources Implications

48. The human resources implications are set out in **paragraphs 16-34**.

Public Sector Equality Duty implications

49. This proposal does not have a disproportionate impact on people with protected characteristics.

Implications for Service Users

50. The proposed changes will result in a Fostering Service which is flexible, outcome-focused and put the child/young person at the centre of all decision-making.
51. There will be a positive impact on children who are currently or would otherwise have been placed with independent fostering agencies or in residential care when their needs could be met by the Fostering Service.
52. Foster carers and the children and young people they look after will be better supported, and fewer foster placements will break down.

RECOMMENDATION/S

That Committee approves:

- 1) the proposal to further develop and grow the Nottinghamshire County Council Fostering Service, as detailed in **paragraphs 4-34**
- 2) the establishment of the following posts in the Fostering Service from April 2021:
 - 2 FTE Social Workers (Hay Band B)
 - 1 FTE Advanced Practitioner (Hay Band C)
 - 1 FTE Panel Administrator (NJE Grade 3)
 - 1 FTE Business Support Assistant (NJE Grade 3)
 - 0.5 FTE Fostering Panel Manager (Hay Band C).

and the establishment of the following posts from April 2022:

- 3 FTE Supervising Social Workers (Hay Band B).
- 3) the management and population of an additional fostering panel each month (bringing the total to three) as detailed in **paragraphs 16-25**
 - 4) an increase in spend on marketing activity in order to amplify the number of quality enquiries received by the Fostering Service as detailed in **paragraphs 35 & 36**
 - 5) purchase of assessment training for Social Workers in order to complete assessments as quickly and effectively as possible as detailed in **paragraph 28**.

Steve Edwards
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Constitutional Comments (AK 22/12/20)

53. This report falls within the remit of Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 31/12/20)

54. The cost of the new posts in 2021/22 is £0.219m and £0.085m for additional panel costs, marketing and training, giving £0.304m in total. The cost of the new posts in 2022/23 is £0.138m.
55. There is an existing saving attached to this project for 2021/22 and 2022/23 reflected in the Council's MTFS of £0.283m and £0.357m respectively. The original profile of the savings has been updated to take into account the additional costs in **paragraph 46** together with the ambition to over deliver on the original target of 50 foster carers which will deliver additional cashable benefits. These additional costs will be funded through reinvesting £0.441m in additional cashable benefits, from the reduction in the weekly cost of foster placements, and should therefore have a net nil effect.
56. The Fostering Project delivery is reported via the monthly project monitoring. There is a risk that if the number of Foster Carers are not recruited in line with the projected profile this will impact on the Children & Families budget and reported by the usual monthly budget monitoring process.
57. The Fostering Service budget is £10.7m.

HR Comments (BC 22/12/20)

58. The staffing implications are contained within the body of the report. Posts will be recruited to in line with the vacancy control and recruitment procedures.

Background Papers and Published Documents

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

[Development of the Fostering Service – report to Children and Young People's Committee on 11th February 2019](#)

Electoral Division(s) and Member(s) Affected

All.

C1425

18th January 2021**Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****CONTACT SERVICE ANNUAL REPORT****Purpose of the Report**

1. To provide an update on the Contact Service with regard to the supervision of contact for looked after children.

Information

2. The Local Authority has a statutory duty to provide and promote contact – unless it is not in the best interests of the child.
3. The primary law and key reference documents emphasise the need for the child to be at the centre of planning contact arrangements. The Children Act 1989 and case law (decisions of the higher courts) identifies contact as 'a right of the child' - birth parents, relatives and others do not have a 'right' to contact, although local authorities must provide and promote contact, providing evidence to court if they are planning to change or withdraw contact.
4. The 'Good Practice Guidance Note ADCS/CAFCASS-2013' also emphasises the need for contact to be in the best interests of the child and, in particular, the level of contact must be based upon observation of the contact and the need to adjust the plan if contact is detrimental to the child. This is fundamental to the Contact Service.
5. The Contact Service provides a County-wide service and has been operational since June 2012. In September 2013 a full review of the service was initiated and the service has embedded the revised practice guidance and procedures. The child has remained the focus of all decision making and key processes within the service model.
6. The core offer is:
 - the Contact Service 'core offer' is to 'provide supervised contact to children who are looked after by the Local Authority to inform their permanency plan until this is agreed'. Priority is given to cases within the court arena and where there is a requirement to provide evidence to the proceedings

- contact is also supervised where there continues to be evidence of 'significant risk' to a child and where no other alternative is appropriate. The Contact Service will also provide supervised contact for a time limited period to children who may be at risk and report to inform the future plan for the child with regard to contact arrangements.
7. The Contact Service has extended the service, and where possible has supervised the contacts held in the Looked After Children team, to support the contact arrangements for long term looked after children where risks remain high and there is no suitable alternative.
 8. There are Nottinghamshire Looked After Children placed across the UK who may require supervised contact with their families; this is a challenge to support and, depending on the distance involved, an independent agency is commissioned to supervise on the Council's behalf.
 9. Service delivery is Monday – Friday, 8.30am – 7pm, with some occasional weekend work.
 10. The Contact Service provides an average of 700 contacts per month. The referrals on average relate to 20 referrals each month. During this year's Covid 19 pandemic indirect contact by way of audio and video calling and video exchanges has been introduced to ensure that the requested level of contact between children and their families can be maintained.
 11. The County is split into three areas: north, central and south districts. North covers Retford, Worksop and Ollerton; central covers Mansfield and Ashfield, and south covers Broxtowe, Rushcliffe, Gedling and Newark.

Venues

12. There are dedicated venues across the County to ensure:
 - children are transported within a reasonable time
 - venues which are fit for purpose with age appropriate accommodation
 - children to access sessions outside of school times without being restricted by external venue opening times which has reduced the time pressures on staff
 - increased safety for Contact Support Workers (CSWs)
 - the ability to control infection and keep rooms clean. This has been paramount during the pandemic.
 - control over booking contact rooms
 - a reduction to changes and cancellations
 - better consistency of worker for the child, which contributes to safeguarding priorities and best outcomes for the child
 - a reduction in CSW travel time which leads to increased capacity to supervise more sessions and upload notes in a timely manner
 - a reduction in mileage spend by CSWs travelling between venues
 - using the Council's own venues has avoided the potential disruption to service as a result of venue closures and limited access restrictions during the pandemic.

North:

Ollerton Contact Centre – based on the Dukeries Academy School site. This venue continues to work well for all ages; there are two large contact rooms, a small team office and a kitchen area. There is no outdoor play space available at this venue. Due to the venue being on a school site higher risk contacts are typically not undertaken here. Wellbeck House has been used as an overspill to the centre and when the building is closed (typically between Christmas and New Year). During the Covid 19 pandemic this has not been the case due to restrictions in place in relation to the public accessing Council buildings. A service level agreement is in place for the use of this area.

Worksop – Priory Contact Centre – this is a development of three individual bungalows and has a total of eight contact rooms (only four of these are in use during the pandemic on the advice of health and safety) there are three kitchens attached to larger contact rooms, a team office and a smaller office space. Outdoor play areas are available. The building is appropriate for supporting assessments and can also be used for contact which requires low level supervision, but for which a private space is required. The building is situated in central Worksop and has excellent access to public transport links.

The adjacent building is currently under demolition with a proposal that a new contact centre will be built on the site which the Contact Service will then occupy.

Retford Office at Chancery Lane – there are three to four rooms available here but these have not been used during the pandemic due to restrictions on access to the general public within the main building. The building has limited access to toilets, no kitchen facilities for use during contacts and no outdoor play space. Work is underway on the post 16 centre in Retford to allow a change of accommodation which will be better suited to the needs of the service.

Central:

Sandy Bank – this is considered as the central base of the Contact Service. Team leaders work across their area in the respective venues to ensure management presence and oversight. Sandy Bank has 11 rooms available for contact, During the pandemic this has been reduced to eight on the advice of public health. There are kitchen facilities and outdoor play areas, and the centre continues to be well used. Meadow House is also used for high risk contacts but this has not been the case during the pandemic.

South:

Beeston Central – this venue has five rooms, kitchen facilities and an outdoor play area and is easily accessible from the tram service. During the pandemic, only three rooms have been in use to support social distancing and ventilation.

The building will be refurbished in 2021 to provide space for Social Care and Business Support. There will be two rooms available for the Contact Service for use as necessary. Beeston will be used as a satellite centre.

Home Brewery Building – during the pandemic this venue has not been used at all. Ordinarily there are two rooms available, one exclusively and one is a bookable room, but

priority is given to the Contact Service. It is unlikely that the Contact Service will use Sir John Robinson Way given the current Covid 19 situation and the plan to move into a permanent venue.

The plan is for the Contact Service to move into a new refurbished building in Gedling which used to be the Carlton Children's Centre. It is proposed that it will be available for use in May 2021 and will be the main base for the south team. There will be four main contact rooms, kitchen facilities and a large outdoor play area.

The centre is on a bus route from Nottingham with the bus stop at the end of the drive. The centre will be named Gedling View.

Hawtonville Children's Centre – Newark – there are four rooms available of varying sizes. There is an outdoor area and kitchen. During the pandemic, only three of these rooms can be used. There is a Service Level Agreement in place for the use of this area of the Children's Centre.

13. It is usual practice for the foster carer to transport children to and from contact. In exceptional circumstances the Contact Service workers will transport children. There is a continued increase in family and friends foster carers, and these carers are most likely to support with travel to contact. During the pandemic the Service has withdrawn offers of transporting and this has proven beneficial in enabling more time to be committed to the supervision of contacts and flexibility to what can be offered.
14. However it remains a challenge to transport children with their best interests at the centre, in terms of reducing children's time travelling each week, and in addition to the use of taxis (with or without escorts) when foster carers cannot transport.

Staffing

15. The establishment is 3 fte Team Leaders. There is currently a pilot model for 1 fte Deputy Team Leader. This position is currently under review and a business model is to be presented for this to become permanent.
16. The service has 23.5 fte Contact Support Workers. There is currently a pool of 3 Relief Contact Support Workers to support with the flow of work and cover any emergencies. The workers are assigned to a particular area, although as a countywide service there are times when flexibility is required to cover contacts.

Training

17. It is a specification of the job description that children's contact workers hold a Level 3 City and Guilds Diploma or equivalent in Children and Young People's Workforce. All workers are suitably qualified. All Contact Support Workers and Team Leaders have completed the Grow wise programme and this is offered to new employees as part of their induction. An ongoing training programme is available to all workers and is reviewed as part of the EPDR process.

Systems

18. The Service is currently working with a project manager for environment and resources to develop scheduling software through TotalMobile. This is as a result of the SharePoint system not being suitable to the Service's needs. In the interim period a customised version of SharePoint developed specifically for the service is being used.
19. Mosaic supports the current referral process and ongoing recording and information sharing. It is anticipated that the new TotalMobile system will work seamlessly alongside Mosaic reducing time strains on workers and team leaders.

Other Options Considered

20. No other options have been considered.

Reason/s for Recommendation/s

21. The report provides an opportunity for the Committee to consider any further actions arising from the information contained within the report.

Statutory and Policy Implications

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

Financial Implications

23. There are no financial implications arising from the report.

RECOMMENDATION/S

- 1) That the Committee considers whether there are any actions it requires in relation to the information contained in the report.

Steve Edwards
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Constitutional Comments (AK 16/12/20)

24. This report falls within the remit of the Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 11/12/20)

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

Background Papers and Published Documents

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

None.

Electoral Division(s) and Member(s) Affected

All.

C1426

18th January 2021**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES****COVID WINTER GRANT SCHEME BUDGET****Purpose of the Report**

1. The purpose of this report is to seek Committee approval of amended spending plans for the Nottinghamshire allocation of the COVID Winter Grant Scheme.

Information

2. On 8th November 2020, the government announced a package of extra targeted financial support for those in need over the winter period. Funding from the Department for Work and Pensions (DWP) has been issued to County Councils and Unitary Authorities to support those most in need across England with the cost of food, energy and water bills and other associated costs. Nottinghamshire County Council's allocation is £2,316,008.
3. Targeting this money effectively will help to ease the burden faced by a wide range of vulnerable households across the County worrying about paying the next utility bill or the next food shop due to the pandemic.
4. The Local Authority is able to determine eligibility in their area and target their support within the scope of the conditions set out below:
 - at least 80% of the total funding will be ring-fenced to support families with children, with up to 20% of the total funding to other types of households, including individuals
 - at least 80% of the total funding will be ring-fenced to provide support with food, energy and water bills (including sewerage), with up to 20% on other items.

Local Activity

5. As agreed at the Children and Young People's Committee on 30th November 2020, most of the funding will be allocated to households with children who are claiming Free School Meals (FSM). This funding has been distributed to schools and Further Education Colleges to cover the Christmas holidays and February half term.
6. Committee approved the following funding breakdown:

Free School Meals	£1.15 million
Vulnerable families with children with an allocated lead professional	£0.6 million
Households with no children and vulnerable individuals	£0.45 million

7. The figures provided at Committee were approximate allocations and now that further work and consultation has taken place, a review of the funding allocations has been undertaken.

Families with Children (80% of Grant)

8. Due to increasing free school meal claimants in Nottinghamshire, indicative allocations have been reviewed and it is now proposed to amend the allocations as follows:
- a) £1.036m of the grant is required for the provision of supermarket vouchers to those families where children are in receipt of FSM. This includes school aged pupils and those in sixth forms and Further Education Colleges. Households will receive £15 each week of the holidays per child
 - b) in line with other local authorities, £100,000 will be provided for funded 2-year olds and 3- and 4-year olds eligible for the Early Years Pupil Premium. Early years settings will provide £10 supermarket vouchers each week of the holidays or may choose to provide food parcels to cover these periods
 - c) approximately £500,000 will be allocated to families known to the Council with a key worker such as a Social Worker or Family Support Worker. These families will be assessed by the worker and will receive supermarket vouchers and support with utility bills if required. Their priority will be focused in the main on children not eligible for FSM but whose household is struggling financially because of Covid. These services will be able to assist families between December and the end of March so support will be provided during term time also.

Households without children or Vulnerable Individuals (20% of grant)

9. Following the latest DWP guidance and close work with other local authorities, the inclusion of Care Leavers and other young people aged 19-24 years must fall into this category of households without children or vulnerable individuals. This has resulted in further changes to this allocation as follows:
- a) £18,000 is allocated for Care Leavers aged 19-24 years to purchase supermarket vouchers during the school holidays at £15 per week for three weeks. Their key worker will provide vouchers directly to them
 - b) £5,400 is allocated for young people with an Education, Health & Care Plan aged 19-24 years who are eligible for FSM to cover the Christmas holidays and February half term. FE Colleges will provide supermarket vouchers at £15 per head for the three weeks.
 - c) £341,600 will be allocated to District Councils. The project team has met several times with the Local Resilience Forum's Humanitarian Assistance Group which includes all District and Borough Council partners. District Councils will provide a mixture of supermarket vouchers and/or donations to food clubs and food banks.

Other Costs

10. The grant is also intended to support residents with utility bills during winter. £85,000 will be allocated to the Nottingham Energy Partnership (NEP) through a grant agreement, they will provide fuel vouchers and support for households who require assistance to pay for their utility bills – namely energy/fuel vouchers and water bills (but not rent or other housing costs). They will support both households with and without children.
11. Demand on the full grant scheme are not yet known so it is prudent to retain some funds for contingency for after Christmas. It is proposed that £230,000 will initially be set aside for contingency to support children who may become eligible for FSM during the winter period and to support emerging needs that have yet to be identified. There has already been an increase in FSM claims since October half term so it is likely that demand will increase for February half term. This also assumes that demand will increase for other households as well as those with school aged children.
12. As agreed at Committee, £100,000 of the £230,000 allocation is set aside for administrative costs and Nottingham Energy Partnership will receive £11,000 to increase their capacity to assist with phone requests. There may be other administrative fees associated with the grant scheme that are not yet known e.g. printing and postage of vouchers. Any unspent funds will be used for contingency. All the grant will need to be fully spent by 31st March 2021 so budgets will be monitored closely on a weekly basis to ensure that funds are allocated and used by those in need.

COVID WINTER GRANT £2.3m PROPOSED ALLOCATIONS	
Proposed allocation of funds	Amount £
Children up to 19 years entitled to Free School Meals	1,036,000
2, 3- and 4-year olds with Funded Early Years Provision or Early Years Pupil Premium	100,000
Young People with EHC Plans who are eligible for Free School Meals	5,400
Nottingham Energy Partnership	85,000
District Council Allocations	341,600
Care Leavers	18,000
Social Care and Early Help Lead Professionals	500,000
Contingency and admin costs	230,000
Total Allocation	£2,316,000

Other Options Considered

13. Due to the short timescales involved no other options have been considered.

Reason for Recommendations

14. The recommendations support the conditions and purpose of the grant as set by government whilst meeting local priorities.

Statutory and Policy Implications

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

Financial Implications

16. As described above, this report proposes some changes to the financial allocations for the scheme. These changes reflect the feedback from stakeholders and the increasing demand on the scheme following additional claims for FSM.
17. The funding for this scheme is set by the Government and is not expected to be extended. Therefore, the scheme may be terminated at any time prior to the end of March 2021 if the funding has been fully awarded.
18. Close scrutiny of the funding allocations will be in place in order to allocate any contingency funding appropriately.

RECOMMENDATION

- 1) That the Committee approves the expenditure plan for the Nottinghamshire allocation of the COVID Winter Grant Scheme as detailed in **paragraphs 8-12** of the report.

Laurence Jones
Service Director, Commissioning and Resources

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Constitutional Comments (ELP 21/12/20)

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

Financial Comments (SAS 17/12/20)

20. The revised allocations are contained within the overall grant funding allocation of £2.316m and will be monitored through the usual monthly financial monitoring process and in line with the grant conditions.

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.

[Covid Winter Grant Scheme – report to Children and Young People’s Committee on 30th November 2020](#)

Covid Winter Grant Scheme Equalities Impact Assessment

Electoral Divisions and Members Affected

All.

C1432

18th January 2021

Agenda Item: 8

REPORT OF THE CORPORATE DIRECTOR, CHILDREN AND FAMILIES

PROGRESS ON THE IMPROVING THE EFFECTIVENESS AND EFFICIENCY OF THE CHILDREN'S SERVICES PLAN

Purpose of the Report

1. To provide an update on progress against the Improving the Effectiveness & Efficiency of the Children's Services Plan originally presented to Committee on 16th September 2019.
2. To approve the updated Improving the Effectiveness & Efficiency of the Children's Services Plan and consider whether there are any further actions Committee requires in relation to the information contained in the report
3. To approve the disestablishment of 3 fte Unit Leader (Band B) posts within the Family Service.

Information

4. On 16th September 2019 the Children and Young People's Committee received a report entitled '2019/2020 Children and Families Budget Update'. This report provided a comprehensive assessment of the challenges facing the departmental budget, the factors behind the volatility of spending on children's services and the actions proposed in mitigation. Committee agreed to receive an update every three months.
5. An update on the departmental budget position is presented quarterly to the Committee within the paper entitled 'Children and Young People Core Data Set'. As the information is available to Committee through that source the analysis is not repeated within this report.
6. An updated version of the 'Effectiveness and Efficiency Plan' is attached as **Appendix 1**.

Progress Against the Plan

7. As was previously reported a small number of elements within the plan have been delayed by the pandemic, although even for many of those areas progress has been caught up over recent months and revised timescales have been agreed to ensure that timely progress can be made.

8. All local authorities face challenges in coming years due to the COVID-19 pandemic in addition to the upward pressures on children's department budgets that have existed in recent years. In order to provide a more stable budget position for future years an exercise to identify budget pressures has been undertaken and these will form the budget proposal to Full Council in February 2021. The department has also looked carefully at where efficiencies can be made without detriment to frontline delivery of services and these are written into the latest version of the plan. Whilst there are no major staffing implications identified 3 fte vacant Unit Leader (Band B) posts in the Family Service have been identified as surplus to need having not been filled for some time. It is therefore proposed to disestablish these posts.

Other Options Considered

9. In identifying areas for efficiency a priority has been given to ensuring the continued delivery of high quality services to children and families and of protecting the highly skilled workforce present in the department.

Reason/s for Recommendation/s

10. These recommendations provide the range of measures being taken by the Children and Families department via the Improving the Effectiveness and Efficiency of the Children's Services Plan, to address the financial and service challenges currently being faced.

Statutory and Policy Implications

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

Financial Implications

12. The 'Effectiveness and Efficiency Plan' aims to address the financial challenges that the Children and Families department is facing due to increased demand. The disestablishment of the 3 fte Unit Leader (Band B) posts will save £135,753 per annum of which £15,753 will remain available to the service for direct work with vulnerable families.

Human Resources Implications

13. The proposal to disestablish 3 fte Unit Leader (Band B) posts in the Family Service has no direct Human Resources implications as the posts are vacant.

RECOMMENDATION/S

That Committee:

- 1) agrees the updated Efficiency and Effectiveness Plan, attached as **Appendix 1**, and considers whether there are any further actions required in relation to the information contained in the report
- 2) agrees the disestablishment of 3 fte Unit Leader (Band B) posts within the Family Service.

Colin Pettigrew
Corporate Director, Children and Families

For any enquiries about this report please contact:

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Constitutional Comments (EP 14/12/20)

14. The recommendations fall within the remit of the Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 21/12/20)

15. The disestablishment of the 3 fte Unit Leader (Band B) posts within the Family Service will save £135,753 per annum of which £15,753 will remain available to the service for direct work with vulnerable families. The net budget for the Family Service is £3.6m.

Human Resources (BC 14/12/20)

16. The staffing implications are contained within the body of the report. There are no redundancies arising as the Unit Leader posts are currently vacant.

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.

[2019/2020 Children and Families budget update – report to Children and Young People's Committee on 16th September 2019](#)

Electoral Division(s) and Member(s) Affected

All.

C1421

Improving the Effectiveness and Efficiency of Children's Services Plan

The overarching objective of this improvement plan is to ensure that the Children and Families Department is taking the necessary steps to provide safe, effective, efficient and cost-effective services to vulnerable children, young people and their families in Nottinghamshire, with enabling support and challenge from the Chief Executives, Adult Social Care and Health and Place Departments.

The plan should be read in conjunction with the existing highlight reporting against the Department's major change programmes: Remodelling Care and Remodelling Practice. These programmes detail the specific benefits to be delivered in respect of financial savings/cost avoidance and efficiency.

1. Effective delivery of change programmes, accelerating pace where possible, and improving ability to track benefits realisation

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress																
1.1	<p>Increased number of internal fostering placements available</p> <ul style="list-style-type: none">Ongoing prioritised support of marketing and communications colleagues with comprehensive campaign through to July 2020Corporate and partnership approach to improve offer to foster carers (leisure facilities, council tax discount, parking etc).	<p>Colin Pettigrew</p> <p>Marje Toward</p> <p>Anthony May/ Adrian Smith</p>	<p>Steve Edwards</p> <p>Luke Barrett/ Catherine Kelly</p> <p>Derek Higton/ Pete Mathieson/ Chris Ward/ Andy Dawson</p>	<p>Safe, caring and loving placements for children.</p> <p>Higher percentage of foster placements are made internally</p> <p>Any unnecessary expenditure is avoided</p> <p>A net 50 additional internal foster placements</p>	<p>Rolling marketing campaign to July 2020</p> <p>Revised offer for foster carers by April 2020</p>	<p>Savings target achieved</p> <p>A net increase of 50 fostering placements by March 2021</p> <p>Increase in fostering enquiries of 20%</p> <p>Increase in conversion from enquiry to approved foster carer of 10%</p>	<p>Progress YTD including to end November 2020</p> <div><p>YTD comparison</p><p>■ 2019/20 ■ 2020/21</p><table><thead><tr><th>Category</th><th>2019/20</th><th>2020/21</th></tr></thead><tbody><tr><td>enquiries</td><td>111</td><td>99</td></tr><tr><td>initial visits</td><td>68</td><td>94</td></tr><tr><td>new approvals</td><td>25</td><td>36</td></tr><tr><td>deregistrations</td><td>33</td><td>24</td></tr></tbody></table></div> <p>Enquiries have dipped in September and October and so the YTD enquiries is actually lower this year than last. There are a number of factors which could have influenced this, including focussed campaigns at Nottingham City over the summer, and the effects of lockdown restrictions – people have perhaps decided to take stock rather than embark on something new in their lives.</p> <p>However, this has not impacted upon the number of visits we go on to make. The conversion rate of enquiries into visits in November 2019/20 was 61%; so far in 2020/21 it is 95%. This is due to an increase in the quality of the enquiries being made, probably because significantly more information events are being held and so enquiries are being made on an informed basis rather than speculatively. It is also due to the speed and efficiency in which enquiries are dealt with by the Recruitment & Assessment Team which has been in operation since November 2019.</p> <p>We have seen a net YTD increase of 12 new carers against a target of 14 for the full year. The number of assessments which are scheduled for panel forecast that the target will be met. This is due to positive improvements in both recruitment and retention of foster carers. Exit interviews suggest that the improved fostering offer is working well to reward and retain our carers.</p>	Category	2019/20	2020/21	enquiries	111	99	initial visits	68	94	new approvals	25	36	deregistrations	33	24	On track
Category	2019/20	2020/21																					
enquiries	111	99																					
initial visits	68	94																					
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deregistrations	33	24																					

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Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	
1.2	<p>Increase in internal residential children's home capacity</p> <ul style="list-style-type: none"> Additional 4 bed residential home opened. Consideration when remodelling wider NCC estate and in planning applications for housing developments to increase children's home capacity/ accommodation for care leavers 	Colin Pettigrew/ Adrian Smith	Devon Allen/ Neil Gamble	Timely mobilisation of new residential home. Four new NCC residential placements available avoiding the need for more costly external residential placements and resulting in good outcomes for the children.	Two further homes by January 2022.	Four additional residential placements for Nottinghamshire in a NCC owned home by May 2020.	<p>Further extensions to the placement capacity within the block contract have been successfully negotiated with our trusted providers (see 1.3 below), and approval has been obtained via Policy Committee to increase the Council's internally managed residential estate.</p> <p>Feasibility work commenced but has largely been paused due to COVID19. The specifics of this work, which will recommence ASAP, are:</p> <ul style="list-style-type: none"> identify a pair of 2-bed homes on the open market; Forest Glade 2 bed home is now operational, staffed by a partner organisation A further two, two bedded bed homes as part of the wider development of the Top Wighay site; Continue to assess the suitability of homes in the existing estate 	Progress compromised by COVID 19.
1.3	<p>Increase the number of "block contract" residential placements with external providers. The total number of new homes under this arrangement will be four.</p>	Colin Pettigrew	Jon Hawketts	Contracts which provide a better cost per placement (as long as occupancy is maintained) and therefore help reduce placement costs.	First two homes by September 2019	<p>Savings target achieved</p> <p>New homes operational and fully occupied by February 2020.</p>	<p>The first 4 in-county homes for the exclusive use of Nottinghamshire children-in-care are now fully operational. All are fully occupied (11 placements in total). Two further homes are en-route to becoming exclusively for Nottinghamshire (timeframes dictated by the care plans for CYP in the care of other local authorities who are currently placed at these homes).</p> <p>An additional home has been sourced by the provider to become a specialist unit to accommodate a Nottinghamshire child in care who is deaf and presents with a range of special needs. The provider is presently seeking planning and regulatory approval for this bespoke facility</p>	Complete.
1.4	<p>Establish a D2N2 Commissioning Framework for residential and Independent Fostering Agencies.</p>	Colin Pettigrew	Jon Hawketts	To use economies of scale to reduce the cost of placements. To develop the market across the D2N2 footprint to increase diversity, availability and quality. This will also reduce costs per placement overall. Further development of block arrangements may also reduce unit costs.	February 2020	New D2N2 Framework in place	This framework is now live with contract management arrangements agreed.	Complete
1.5	<p>Develop enhanced models of semi-independent accommodation for the most complex</p>	Colin Pettigrew	Jon Hawketts	The most complex care leavers often fail to make a successful transition from residential care to supported	Some already operational; others planned to be so by 2020/21	<p>14 new units in place by April 2020</p> <p>Reduced instances and level of evictions</p>	<p>2 smaller 24 hour staffed settings have been developed are becoming operational on a pilot basis.</p> <p>Teenage parent service is now staffed 24/7 (6 bed unit).</p>	Ongoing programme of work

Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	
	care leavers in smaller units.			accommodation. By providing smaller units an earlier successful transition could be made which is better for the young person as they reach adulthood and is also significantly cheaper than residential care. It also frees places in residential care for those who need it the most.		Improved outcomes for individual young people (as evidenced via Outcome Star scores) Unit cost reduction (average for 16/17 yo placements taking into account inflation etc.)	Plans for recommissioning for 2022 are being progressed and a market position statement has been produced. This will be a iterative commissioning exercise across D2N2.	
1.6	Delivery of the Social Impact Bond Model (jointly with Nottingham and Derby City Councils).	Colin Pettigrew	Jon Hawketts	To reduce the number of young people in high cost residential placements and therefore reduce the pressure on the placements budget. To make use of up to £3m of Big Lottery (LCF) funding.	SIB to be operational by Feb 2020 (revised)	SIB to become operational, receiving referrals and delivering positive outcomes for individual CYP and delivering budget savings Positive change in placement mix / reduction in high cost placements	The SIB project entitled STARS and delivered by Polaris Children's Services is now live. A stretch target to deliver an additional £600,000 benefit by 2023-24 has been identified with £250,000 to be delivered in 2021-22.	COMPLETE
1.7	To ensure that the corporate Digital Development Programme supports delivery of the Children and Families Department's "Digital Development Plan"	Adrian Smith / Colin Pettigrew	Laurence Jones Lucy Peel	Using technology to achieve simple and immediate access and better support for service users More efficient access to relevant information between organisations within the children's partnership (e.g. social care and CAMHS). Care leavers better able to access information about local offer.	An 18 month delivery plan will be developed for the period September 2020 to March 2022.	Delivery of the Children and Families Department's "Digital Development Plan"	A Digital Development Plan for the department. The plan was presented as a part of the department's annual update to Improvement and Change Committee in January 2020 is now being implemented. The plans has been reviewed to ensure that the significant progress that has been made on the use of digital and technological approaches as a result of necessity during COVID19 to extend our ambitions. These include: <ul style="list-style-type: none"> How technology can be used to enhance communication with children, families and partner agencies Integration of care planning and sharing key information across agencies Supporting, motivating and monitoring service user progress through technology Using technology to maintain accurate records whilst reducing bureaucracy Use of new technologies with Clayfields SCH to improve safety and accountability 	Ongoing programme of work

Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	
1.8	Ensuring there is sufficient/prioritised capacity to develop the BI reports required to meet Ofsted requirements (including workforce reporting), baseline and track benefits of change programmes, and facilitate management decision-making and need / pressure forecasting.	Nigel Stevenson	Rob Disney	<p>Reduction in manual tasks undertaken within frontline services thus freeing up management and business support capacity.</p> <p>Better data on which to inform decision making.</p> <p>Better data upon which to inform benefits monitoring of projects</p> <p>Fulfil Ofsted requirements.</p> <p>Ability to track impact of project initiatives on recruitment and retention of staff.</p> <p>Better decision making on use of agency staff.</p>	<p>End of September 2019 for Ofsted reporting</p> <p>Further development by June 2020</p>	A suite of appropriate reports and dashboards available including forecasts of future need.	BI reporting continues to be developed in line with priorities agreed by the departments Digital Development Board and takes into account the available capacity in the team. Whilst there is a list of work waiting to be completed this is not having any immediate operational impact. COVID19 has led to the diversion of some resources although clear plans are in place to progress all key aspects of work.	Ongoing programme of work
1.9	<p>The following change projects are delivered:</p> <ul style="list-style-type: none"> Establishing whole family safeguarding teams between children's and adults; Making the front door delivery model sustainable within the context of increasing demand; Taking a joint commissioning approach with health for children with complex needs; Delivering a five year SEND transformation strategy and Developing a coherent approach to supporting 	Nigel Stevenson / Colin Pettigrew	Sue Milburn / Lucy Peel / Marion Clay	<p>More timely delivery of a range of projects intended to:</p> <ul style="list-style-type: none"> improve practice and through this children's outcomes; release capacity within frontline teams; and make more efficient use of resources and avoid cost where possible. <p>SEND budgets are managed so that large budget deficits do not appear in the Dedicated Schools Grant.</p>	<p>To be determined once projects initiated. Next step for progressing family safeguarding is joint CFS and ASCH leadership team meeting on 17 September.</p> <p>SEND strategy – initial phases are being delivered following Higher Level Needs budget review. This is being developed into a formal 5 year strategy for implementation</p>	<ul style="list-style-type: none"> Establishing whole family safeguarding teams between children's and adults; Making the front door delivery model sustainable within the context of increasing demand; Taking a joint commissioning approach with health for children with complex needs; Delivering a five year SEND transformation strategy and Developing a coherent approach to supporting children living in kinship arrangements. 	<ul style="list-style-type: none"> Developments in respect of transformation and recovery mean that "developing whole family" approaches to safeguarding" and "improving residents' access" (front door) will become corporate cross cutting transformation programmes Work is underway on joint commissioning of health including a review of how the CCGs and the local authority work together in Continuing Care for Children The SEND Strategy has been approved by CYP Committee A review of the support to children living in kinship arrangements has been completed and discussions are underway about local and regional approaches. 	Ongoing programme of work

Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	
	children living in kinship arrangements.				from spring 2020.			
1.10	Ensuring that sold services are achieving full cost recovery in all instances	Colin Pettigrew	Laurence Jones	Accurately calculating full costs and having charges which reflect these	1 April 2021	<ul style="list-style-type: none"> full cost calculated income achieved 	<p>An initial review of all sold services has been conducted within the department during and recommendations established to:</p> <ul style="list-style-type: none"> maximise income identify services where services are running at a loss and where recovery is unlikely and change is required identify services that are generating surpluses but below the level anticipated where the business model may require review <p>This will include looking at the short and long term impacts of COVID19.</p> <p>From April 2021 (January for new admissions) welfare bed placement costs in Clayfields SCH will rise £50 per night aside for those whose normal residence is in Nottinghamshire.</p>	Ongoing programme of work
1.11	Pilot the Safer Families for Children model to reduce the increases in children entering care	Colin Pettigrew	Steve Edwards	Reduction against the forecast for children entering care	Pilot until March 2022	<ul style="list-style-type: none"> Metrics to be agreed 	Awarded and pilot identified to take place in Ashfield	Ongoing programme of work
1.12	To identify areas of underspend, funding duplication and opportunities for grant maximisation to enable amore stable departmental budget position.	Colin Pettigrew	Laurence Jones	An efficient and balanced budget	April 2021	<ul style="list-style-type: none"> Continued delivery of high-quality frontline services Reduction in any non-essential spend A balanced budget 	<p>The following areas have been identified where budget adjustments can be made to provide a more stable departmental budget in coming years:</p> <ul style="list-style-type: none"> Decreasing teacher pension enhancements by £84,000 due to increased mortality Replacing a further £250,000 of revenue funding for the children's centres with Public Health Grant for the duration of the MTFS Realising £300,000 of savings relating to early help management underspend which have resulted from changes in the delivery model. These will not impact on the delivery to service users. Disestablishing three vacant Unit Leader posts in the Family service to realise £120,000 in savings By utilising new technology to reduce mileage across the department realising £100,000 of savings As soon as possible to cease the use of licences for older software to realise £100,000 in savings. 	Ongoing programme of work
1.13	Conduct a review of the departments internal process for joint funding decisions with health in respect	Colin Pettigrew	Laurence Jones	Increased health contributions where relevant and appropriate	March 2021	<ul style="list-style-type: none"> Greater consensus and satisfaction in respect of CCfC funding outcomes To deliver an additional CCG 	This review has been completed and new processes have been put into place.	Complete

Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	
	of Continuing Care for children.					contribution to children in care of £150,000 per annum from 2021-22.		

2. Creating the conditions for good practice to flourish

Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
2.1	Ensuring that the smartphones for social workers function as smartphones at the earliest possible opportunity and no later than the current planning go live date of October 2019.	Nigel Stevenson	Nigel Harlow	Social workers better able to work efficiently. Would mean that Apps that have been commissioned (Mind of My Own, Guardian 24) can be used on work phones. Reduction in risk of IG breaches. Improved staff morale.	All social workers to have smartphones by October 2019	All relevant staff having functioning smartphones Improved staff morale as measured through feedback via annual health check and through Practice Forum	250 devices were upgraded to an interim smartphone solution prior to Oct 2019 as planned. During December 2019 all of the devices were upgraded to the fully managed solution to bring them into line with NCC security policies.	Complete
2.2	Introduction of Peoplesafe on smartphones to improve personal safety for workers during visits in the community	Nigel Stevenson / Marje Toward	John Nilan	Improved staff morale. Reduction in cost (current solution more expensive).	April 2021	All relevant staff have access to Peoplesafe. Improvement in percentage of staff feeling safe as measured through annual health check (baseline through health check of 79%).	The roll out of the application has commenced with a toolkit expected to support safer working by April 2021.	Back on target
2.3	Introduce a clear values-based framework within which to work and support in managing the challenges of complex case work (rollout of reflective group supervision).	Colin Pettigrew	Lucy Peel	Improve case progress and successful outcomes therefore over time reducing the number of cases requiring a social worker. Increase job satisfaction and therefore social worker retention. This then reduces the need for expensive agency workers.	Rollout across District Child Protection Teams and the Children's Disability Service by September 2019. Further roll outs to follow.	Social work caseloads are within the set manageable number Reduced drift and delay (average duration of child in need and child protection cases) Improved staff retention during 2020-21 Continued reduction in use of agency staff during 2020-21	Some aspects of implementation of the practice model were delayed due to COVID 19, however work has now recommenced in line with the report to Children and Young People's Committee in November 2020.	Ongoing programme of work
2.4	Provide support recognising the emotional toll of the work that social workers do (piloting Schwartz Rounds, access to counselling support and a health and wellbeing hub).	Colin Pettigrew	Lucy Peel	Reduce stress related absence and therefore for the need for expensive agency worker cover. Improve social worker recruitment and retention through the offer to social workers.	Pilot commences June 2019. Full rollout out January 2020 pending evaluation.	Improved staff retention Improved staff wellbeing as measured through health check Reduction in stress related absence	Virtual Schwartz Rounds are now being delivered across the County – referred to as Team Time. This approach is being evaluated in partnership with the Point of Care Foundation and Cardiff University.	Ongoing programme of work
2.5	Good continuing professional development and	Colin Pettigrew / Marje Toward	Lucy Peel / Helen Richardson	Improved social worker recruitment and retention	Detailed action plan being developed	Improved staff retention during 2020-21	A revised workforce plan for Children and Families is being developed which will incorporate strengths-based practice and integrate the requirements of the	Ongoing programme of work

Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
	career progression opportunities through a refreshed CPD offer for experienced social workers and new team managers, and developing additional advanced practitioner roles.			through the offer to social workers.		Quality of practice as assessed through the Quality Management Framework	knowledge and skill statements (KSS) for practitioners and supervisors. Dedicated information about the training offer linked to each KSS has been developed and will be promoted to staff. CPD delivery has been revised in light of social distancing with the training plan currently being reviewed. The creation of advanced practitioner posts was approved by CYP Committee in June 2020 with recruitment due to start in January 2021.	
2.6	Develop a better and more consistent the understanding of outcomes from different placement settings through extension of the use of outcome stars	Colin Pettigrew	Laurence Jones	Increased understanding of the outcomes from different placements and providers	April 2021	Introduction of outcome start to providers Annual reporting to inform commissioning and sufficiency	A programme to introduce this into contractual agreements has begun.	Ongoing programme of work

3. Improving departments longer term efficiency and effectiveness

Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
3.1	A review of the financial culture across the department is undertaken including: <ul style="list-style-type: none"> A "stock take" against the recommendations identified by Newton in 2018 A development programme for all budget holders to improve confidence and consistency in financial matters 	Colin Pettigrew	Laurence Jones	Consistent attention to the potential financial consequences of decisions so that there can be planned for.	<ul style="list-style-type: none"> Newton stock take by June 2020 Development programme roll out from September 2020 	<p>Reduced levels of budget variance</p> <p>Contingency plans are in place where adverse financial conditions are predicted</p> <p>Budgets are managed in line with guidance and financial regulations</p>	<p>A stock take against Newton's recommendations has been undertaken as part of the new review process by Newton. These are feeding into new transformation plans.</p> <p>Finance colleagues will be supporting the department to deliver a development programme for all budget holders to improve confidence and consistency in financial matters over the coming six months.</p>	Ongoing programme of work
3.2	To develop a revised vision and mission for the department for the period up until 2023 supported by key plans or strategies to support areas of financial risk including: <ul style="list-style-type: none"> Placement sufficiency and commissioning Social care delivery and demand management Workforce sufficiency 	Colin Pettigrew	Colin Pettigrew	Improved long term, planning around areas that influence financial risk	<ul style="list-style-type: none"> Departmental Vision and mission by June 2020 Revised supporting "strategies" by November 2020 	Vision and strategies in place and communicated appropriately across the department	A revised departmental vision has been completed and this will drive future departmental change and service development work and will align with wider Council transformation.	COMPLETE
3.3	To continue to identify key financial data, unit costs and benchmarking for both externally commissioned services (through the Commissioning and Contracts Board) and for those services provided by the Council itself.	Colin Pettigrew	Laurence Jones	An understanding of how departmental spend and performance are linked and if greater efficiency or better outcomes can be achieved.	September 2020	Framework in place that can identify areas for challenge in relation to spend vs performance	Work to analyse average costs, cost trends and remedial action is being undertaken at a regional level through the ADCS group, chaired by a Nottinghamshire Service Director.	Work underway
3.5	For a dashboard to be developed that shows occupancy in our internal residential homes and block contract beds	Colin Pettigrew	Laurence Jones / Rob Disney	To ensure occupancy is maximised whenever possible and appropriate.	April 2021	<p>Dashboard in place</p> <p>Regular review by senior managers</p>		Not yet commenced
3.6	Develop a "shadow budget" for our internal residential homes that allows for reports that	Colin Pettigrew	Laurence Jones	Develop a better understanding of unit costs in our internal homes and	April 2021	<p>Basis of calculations agreed</p> <p>Quarterly report in place</p>		Not yet commenced

Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
	offer a comparison against commercial providers			a price comparison with provision in the external sector				
3.7	Produce a revised placement sufficiency strategy with close alignment to regional work and market development	Colin Pettigrew	Jon Hawketts	Improve future planning of the market	March 2021	Sufficiency strategy produced and presented to Committee		Not yet commenced

18th January 2021

Agenda Item: 9

**REPORT OF THE SERVICE DIRECTORS, EDUCATION, LEARNING AND
SKILLS AND COMMISSIONING AND RESOURCES****THE NOTTINGHAMSHIRE SPECIAL EDUCATIONAL NEEDS AND
DISABILITIES (SEND) STRATEGIC ACTION PLAN (2021-2023) AND THE
NOTTINGHAMSHIRE INTEGRATED SEND COMMISSIONING STRATEGY
(2021-2023)****Purpose of the Report**

1. The report seeks the Committee's approval of the Nottinghamshire Special Educational Needs and Disabilities (SEND) Strategic Plan (attached as **Appendix 1**), and the Nottinghamshire Integrated SEND Commissioning Strategy (attached as **Appendix 2**), both covering the period 2021-2023.

Information

2. In September 2020, the County Council's Children and Young People's Committee and Policy Committee approved the Nottinghamshire SEND Policy for 2020-2023 (attached as **Appendix 3**).
3. The SEND Policy built on over 30 years of learning and best practice in Nottinghamshire including the Council's continuing commitment to inclusive practice. In recent years, the SEND landscape has changed significantly and the Policy was developed with the Council's key stakeholders, including parents and carers in response to these changes:
 - there are now more children and young people with SEND
 - the SEND needs of some children have become more complex, especially around social, emotional and mental health
 - new legislation stipulates that the Council must now plan support for some young people with SEND until the age of 25 years.
4. The SEND Policy's vision is for Nottinghamshire to be a place where *children and young people with Special Educational Needs and Disabilities (SEND) will be safe, healthy and happy, have a good quality of life and opportunities to fulfil their aspirations, develop their independence and make a positive contribution to society.*
5. The Nottinghamshire SEND Strategic Plan and the Nottinghamshire Integrated SEND Commissioning Strategy have both been developed to support the implementation of the

SEND Policy. As with SEND Policy both these documents have been developed with key stakeholders including the Nottinghamshire Parent Carer Forum, Bassetlaw Clinical Commissioning Group (CCG), and the Nottingham and Nottinghamshire CCG.

6. The SEND Policy identifies six key areas for development in Nottinghamshire required over the next few years to deliver the vision:
 - SEND Partnership
 - SEND Provision
 - SEND Systems
 - SEND Achievement
 - SEND Workforce
 - SEND Communication.
7. The Nottinghamshire SEND Strategic Action Plan outlines why each of these key areas are a priority for the Local Area and activities that the partnership will take over the next couple of years to achieve them. The Action Plan identifies a named lead for each of these activities and the organisations to be involved in their delivery. The Action Plan also provides a timescale and the indicators for successful delivery.
8. The SEND Strategic Action Plan will be owned and monitored regularly by the Nottinghamshire SEND Accountability Board. An annual progress report will be provided to the Children and Young People's Committee.
9. The Children and Families Act 2014 required Local Authorities and Clinical Commissioning Groups to make joint commissioning arrangements for education, health and care provision for children and young people with SEND (Section 26 of the Act). The Nottinghamshire Integrated SEND Commissioning Strategy sets out the joint commissioning arrangements and priorities between the County Council, Bassetlaw CCG and the Nottingham and Nottinghamshire CCG.
10. Both the County Council and the CCGs face financial challenges which mean it is increasingly important to work closely together to eliminate duplication and ensure value for money through effective commissioning, whilst striving to improve quality and outcomes for our children and young people.
11. The Strategy has been developed during the period of Covid-19 which has inevitably influenced the final priorities for the Local Area. The Local Authority and CCGs have had to adapt to the challenges presented by Covid-19. Many of the new ways of working have been positive, including improved communications between organisations and with service users. These changes will continue to be embedded in the delivery of this Strategy.
12. The Strategy describes how working together to collaboratively commission services which will improve health, social and educational outcomes, and reduce inequalities for Nottinghamshire's children and young people with SEND. A person-centred approach ensures the ambitions of children, young people and their families are identified and considered as part of the commissioning process. The Strategy is cross referenced in the Nottinghamshire SEND Strategic Action Plan.
13. The Strategy identifies a number of priority areas for 2021-2023 in order to ensure that:

- children and young people with SEND are not disproportionately impacted during national emergencies, for example Covid-19
 - children and young people with SEND related communication needs are met both at home and at school
 - parental confidence is improved regarding decisions around placements and provision to support more children and young people with SEND to remain in their home communities
 - the social, emotional and mental health of children and young people with SEND is improved
 - access to therapy services across education, health and social care is improved
 - a joint understanding and approach across the Partnership about the criteria and process for continuing care is developed.
14. The Integrated SEND Commissioning Strategy will be reviewed and monitored regularly by the Nottinghamshire SEND Accountability Board and the CCGs.

Other Options Considered

15. These two documents support the successful implementation of the Nottinghamshire SEND Policy (2020-2023). No other options have been considered.

Reason for Recommendation

16. The SEND Strategic Action Plan and Integrated SEND Commissioning Strategy enables the Council together with its key stakeholders to respond effectively to the changes in the SEND landscape, and to improve the confidence of parents and carers in the related processes and provision as outlined in the Nottinghamshire SEND Policy.

Statutory and Policy Implications

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

Financial Implications

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

Implications for Service Users

19. The implementation of the SEND Strategic Action Plan and Integrated SEND Commissioning Strategy will result in improved support, provision and outcomes for children and young people with SEND, as well as the improved confidence of their parents and carers.

RECOMMENDATIONS

- 1) That Committee approves the proposed the Nottinghamshire Special Educational Needs and Disabilities (SEND) Strategic Plan (attached as **Appendix 1**), and the Nottinghamshire Integrated SEND Commissioning Strategy (attached as **Appendix 2**).

Marion Clay
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Education, Learning and Skills

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Constitutional Comments (CEH 15/12/20)

20. The recommendation falls within the remit of the Children and Young People's Committee under its terms of reference.

Financial Comments (SAS 11/12/20)

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

Background Papers and Published Documents

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

[The Nottinghamshire Special Educational Needs and Disabilities Policy \(2020-2023\) – report to Policy Committee on 30th September 2020](#)

Electoral Division(s) and Member(s) Affected

All.

C1427

Nottinghamshire's Special Educational Needs and Disabilities (SEND) Strategic Action Plan (January 2021 to March 2023)



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1. Introduction

During 2019, the County Council led on the development of the Nottinghamshire SEND Policy for 2020-2023 with its partners including parents and carers. The Policy reflects the changing landscape of SEND following the Children and Families Act (2014), including a significant increase in the demand for SEND services and provision, as well as the need to support some young people until the age of 25.

The recommendations of the [High Needs Review](#) (2018) have informed the development of the Policy, and especially the feedback received from parents and carers about their experiences of SEND services and provision in Nottinghamshire.

The Policy builds upon Nottinghamshire's long-standing commitment to inclusion which enables most children and young people with SEND to receive their education in local mainstream settings and access resources without the need for an Education, Health and Care Plan (EHCP). Our commitment to inclusion extends into adulthood to support successful transition into adult lives of independence, choice and control, and employment, where appropriate.

The Policy will contribute to the delivery of the key commitments in the Nottinghamshire County Council Plan 2017-2021, 'Your Nottinghamshire, Your Future' as well as supporting the delivery of the aspirations of the NHS Long Term Plan (2019) for children and young people with SEND.

The Policy has been through extensive public consultation with an on-line survey and workshops including one specifically for parents and carers. The feedback from all stakeholders has been very positive, as well as providing useful comments regarding the implementation of the Strategy.

The Policy is ambitious for Nottinghamshire and will need all partners to work together to deliver its outcomes. To support the delivery of the Policy, this SEND Strategic Action Plan has been developed by the Local Area, which will be regularly reviewed and monitored by the Nottinghamshire SEND Accountability Board.

2. The Nottinghamshire Context

Nottinghamshire is the tenth largest County Council in England, with a population of 828,224 (source: Mid-Year Population Estimates 2019). The levels of deprivation vary considerably across the County's seven districts and boroughs, ranging from the highest in Mansfield (46 out of 326 Districts/unitary authorities) to the lowest in Rushcliffe (314 out of 326) (source: Indices of Multiple Deprivation 2019).

In Nottinghamshire, 10.5% of pupils in maintained schools or academies have a statutory Education, Health and Care (EHC) Plan or are in receipt SEN support. This compares to an average of 14.8% across all English local authorities (January 2019), statistical neighbour average of is 13.5% and East Midlands average of 13.8% (source: School Census 2019).

The most common primary SEND needs for children and young people with an EHC Plan are: (1) Autistic Spectrum Condition (43%); and (2) Severe Learning Difficulty (12%). For children and young people with SEN Support the most common primary SEND needs are: (1) Moderate Learning Difficulty (21%); and (2) Social, Emotional and Mental Health (21%) (source: School Census January 2020).

The percentage of children and young people in Nottinghamshire with SEN Support varies considerably across the County. In Ashfield schools, 10.9% of all children and young people have SEN Support, whilst only 5.8% of children and young people in Rushcliffe have SEN Support (source: School Census January 2019).

In January 2020, there were 2,991 EHC Plans in Nottinghamshire. 1.8% of these plans were for children under 5 years of age; 22.5% for children aged 5-10; 38.1% for young people aged 11-15; and 37.5% aged 16-25. Nottinghamshire has a higher percentage of young people aged 16 or above with an EHC Plan than the English average but a lower percentage for Early Years and Primary aged children (source: SEN2 2020).

Two thirds of children with an EHC Plan attending a Nottinghamshire maintained or academy school are registered at a special school compared to the English average of 48.5%, statistical neighbour average of 53.6% and East Midlands average of 53.9%. This reflects the long tradition of inclusion in Nottinghamshire, with significant numbers of children and young people with SEND attending mainstream schools without the recourse to an EHC Plan (source; SEN2 2020).

The percentage increase in EHC Plans nationally from January 2015 to January 2020 was 62.4%. This compares to an increase of 81.7% (1,646 to 2,991) in Nottinghamshire. Statistical neighbour increased by 48.6%, and East Midlands increased by 38.8%) (source: SEN2 2020). The growth in Nottinghamshire has stabilised and is now in line with the annual increases experienced across England and in the East Midlands.

Despite this increase in EHCPs, the percentage of 0-25-year olds with an EHCP in Nottinghamshire at 1.26% remains significantly lower than the English average of 2.23%, statistical neighbour average of 2.23% and East Midlands average of 1.7% (source: SEN2 2020 and mid-year population estimate 2019).

Performance for new Plans issued within 140 days in 2019 including exceptions was 83.2% in Nottinghamshire compared to the English average of 58.7%, statistical neighbour average of 54.9% and East Midlands average of 67.8% (source: SEN2 2020).

Nottinghamshire Attainment data (2019) for all children and young people with SEN

Key Stage 1 SEN

14.7% of SEN pupils achieved the expected standard in combined reading writing and maths. This represents an increase of 0.5 percentage points on 2018. National Consortium for Examination Results (NCER) national figure of 18.6%.

Key Stage 2 SEN

21.0% of SEN pupils achieved the expected standard in combined reading writing and maths. This represents an increase of 1.3 percentage points on 2018. NCER national figure of 22.3%.

Progress figures for SEN pupils are below national in reading, broadly in line for writing and above in maths for the same pupil group. Figures are -1.9 for reading (-1.5 nationally), -2.1 for writing (-2.2 nationally) and -1.3 for maths (-1.5 nationally).

Key Stage 4 SEN

15.8% of SEN pupils achieved grades 9-5 in both English and maths. This represents an increase of 4.8 percentage points from 2018. NCER national figure of 13.8%.

28.2% of SEN pupils achieved grades 9-4 in both English and maths. This represents an increase of 4.7 percentage points from 2018. NCER national figure of 26.7%.

The attainment 8 figure for the cohort is 26.6%? with a national figure of 27.6%?.

Progress figures for SEN pupils are broadly in-line with national for the same pupil group and are -0.63 compared with -0.62 nationally.

3. Our vision, values and principles

The Nottinghamshire SEND Policy's vision is:

“Our vision is that children and young people with Special Educational Needs and Disabilities (SEND) will be safe, healthy and happy, and have a good quality of life and opportunities to fulfil their aspirations, develop their independence and make a positive contribution to society.”

The values and principles underpinning the work of partners in Nottinghamshire are:

- 1. Ensuring the child or young person's voice is central to decision making.**
- 2. Supporting collaborative relationships with key partners and services, including parents and carers, schools and colleges and other educational settings, health and other local authority services.**
- 3. Working in partnership to ensure co-ordination of services.**
- 4. Co-producing services with service users.**
- 5. Committing to improve the attainment of all children and young people, with a focus on the achievement and progress of those with SEND.**
- 6. Ensuring early support and timely intervention, following the identification of need, using a graduated approach to avoid escalation of difficulties.**
- 7. Maintaining inclusive practices to ensure that children and young people remain connected to their communities.**
- 8. Preparing children and young people for adulthood at the earliest appropriate stage.**
- 9. Ensuring that children and young people with SEND attend good and outstanding early years settings, schools and colleges, including special schools and specialist colleges where appropriate.**
- 10. Allocating resources using processes that are simple, fair and transparent.**

4. How will we transform our services?

The Nottinghamshire SEND Policy identifies 12 essential outcomes for the Policy to be delivered successfully:

- 1. Decisions we make about the education of children and young people with SEND are being shaped by their thoughts and views.**
- 2. Decision making related to placements and curriculum is of high quality, so that children and young people are better prepared for adulthood and can access educational pathways leading to the outcomes they seek.**
- 3. Decision making takes place as close to children or young people as possible to promote local accountability with a focus on early intervention.**
- 4. Our plans and services for SEND are designed with children and young people, parents and carers, according to the principles of co-production, as outlined in Nottinghamshire's Co-production Charter.**
- 5. Parents and carers of children and young people with SEND are confident in the decisions that are made, and in the provision their children and young people receive.**
- 6. Children and young people access appropriate educational provision, with or without an EHC Plan, so that they make continuous and appropriate progress from their personal starting points.**
- 7. Transition arrangements across key stages and between all Children's and Adult services are seamless and smooth.**
- 8. The range of local SEND provision and educational settings is broad, so that more children and young peoples' needs are met closer to home.**
- 9. Our approach to concerning behaviour is consistent and restorative, so that such behaviour is viewed as an indicator of underlying need.**
- 10. Our approach to social, emotional and mental health concerns is consistent, so that needs are met in mainstream settings and fewer children and young people with SEND receive fixed-term or permanent exclusions.**
- 11. Technology and digitalisation are maximised within the EHCP process, so that timeliness, transparency and effectiveness is improved, and parent and carer confidence is high.**
- 12. All partners have timely access to appropriate continuing personal development (CPD), so that there is a high level of knowledge, skill and confidence in the SEND workforce in Nottinghamshire.**

5. Our Action Plan

1. Next Step - SEND Partnership				
Why is this a priority for the Local Area?				
<ul style="list-style-type: none"> To ensure effective strategic leadership and governance across the Local Area for SEND. To ensure opportunities for joint and integrated commissioning of services are fully utilised. To ensure the needs of children and young people are effectively understood and actions are in place that meet needs, plan effectively for them and fulfil statutory duties. To improve the consistency of services delivered across the Local Area, whilst reducing duplication. 		<ul style="list-style-type: none"> To ensure that resources are effectively managed, including the Early Years Inclusion Fund and High Needs Block. To ensure that the 0-25 agenda is fully embraced across all partners. To ensure services are providing effective multi-agency responses which are focused on improving outcomes and experience of children and young people with SEND and their families. To ensure there are high aspirations explicitly set and embedded in leadership, services and partners including schools. 		
What do we need to do to achieve this priority?	Named Lead	Lead organisations	Timescale	How will we know when this has been achieved?
1.1 Develop the leadership role of the Nottinghamshire SEND Accountability Board across the Local Area.	Colin Pettigrew	All statutory partners Parents & carers Young people	2021-2023	<ul style="list-style-type: none"> Partners are held to account for the delivery of the Strategic Action Plan by the Board. The Board's profile is raised and becomes the decision-making forum for the partnership. High aspirations are explicitly set by the Board and embedded in leadership, services and partners including schools.

What do we need to do to achieve this priority?	Named Lead	Lead organisations	Timescale	How will we know when this has been achieved?
1.2 Develop and implement the Integrated SEND Commissioning Strategy for 2021-2023.	Jill Norman Katharine Browne Terry Hayes	Nottinghamshire County Council (NCC) Clinical Commissioning Groups (CCGs)	2021- 2023	<ul style="list-style-type: none"> The six priorities outlined in the Strategy are successfully implemented. Service user feedback confirms improvements to services. New opportunities for integrated commissioning are identified as the approach is embedded effectively in organisations.
1.3 Develop a performance and outcomes framework for the Strategic Action Plan.	Chris Jones	All statutory partners Parents & carers Young people	July 2021	<ul style="list-style-type: none"> The performance and outcomes framework will be reviewed and monitored by for the SEND Accountability Board every three months. Develop a '<i>SEND in a Nutshell</i>' for the Local Area (Balanced Scorecard).
1.4 Complete the updating of the Joint Strategic Needs Assessment (JSNA) for children and young people with disabilities in Nottinghamshire.	Louise Lester	NCC	December 2021	<ul style="list-style-type: none"> The completed JSNA provides a comprehensive overview of available data about children and young people with disabilities in Nottinghamshire, together with an analysis of gaps in provision and recommendations.
1.5 The implementation of the Locality Model is supported by strategic leaders across the Local Area.	Jac Rout-Lysandrou Karen Hughman Simon Ray Michelle Sherlock	All statutory partners Parents and carers	December 2021	<ul style="list-style-type: none"> Locality Working Groups established. Locality working model is fully implemented with local leadership taking responsibility for decision making and the allocation of resources (High Needs Block). Local accountability for the High Needs Block budget start to be developed.

2. Next Step - SEND Provision

Why is this a priority for the Local Area?

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| <ul style="list-style-type: none"> • To ensure that all children and young people with SEND attend good or outstanding educational settings. • To ensure that educational settings have a commitment to inclusive practice and set high aspirations for children and young people with SEND. • To ensure there is a clear understanding of the graduated response for SEND and all partners understand thresholds. • To ensure that the range of specialist provision is broad to meet needs across the Local Area. | <ul style="list-style-type: none"> • To ensure that SEND provision are regularly reviewed against projected need and adapted to meet changing requirements. • There are a range of employment opportunities available to young people leaving school and FE Colleges and alternative providers e.g. supported internships. • To ensure there are a range of independent living options for young people with SEND in the Local Area. |
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What do we need to do to achieve this priority?	Named Lead	Lead organisations	Timescale	How will we know when this has been achieved?
2.1 Undertake a needs analysis of specialist provision in order to predict future needs and support bids for capital funding.	Karen Hughman Jane Starbuck Chris Jones Steve Holland Jude Burgess	NCC	July 2021	<ul style="list-style-type: none"> • Needs analysis completed and published annually.
2.2 Develop and embed a wider range of specialist education provision to meet local needs.	Karen Hughman Jane Starbuck Chris Jones	NCC Educational Settings	January 2022	<ul style="list-style-type: none"> • At least 2 Special School Hubs established. • At least 5 Enhanced Provision Units established. • Improved collaboration between FE Colleges, schools and alternative providers.

What do we need to do to achieve this priority?	Named Lead	Lead organisations	Timescale	How will we know when this has been achieved?
2.3 To work with mainstream school leaders to ensure SEND is a priority and to support them to develop a strategic approach to developing SEND Provision.	Jane Starbuck Simon Ray	NCC School Leaders SENCOs	December 2021	<ul style="list-style-type: none"> • Evaluation of training. • OFSTED inspection outcomes. • SEND school reviews.
2.4 Increase the range and quality of short breaks providers.	Jill Norman Jon Hawketts	NCC	September 2021	<ul style="list-style-type: none"> • Short breaks offer is improved with a greater range of opportunities across the county. • Develop a Nottinghamshire quality mark for providers. • Feedback from service users and families.
2.5 Develop a clear understanding of the relationship between Children's Disability Service (CDS) and Integrated Children's Disability Service (ICDS) to identify areas where there are gaps in provision and make recommendations for improvement.	Jill Norman Sophie Eadsforth	NCC	September 2021	<ul style="list-style-type: none"> • Agreed recommendations will have been successfully implemented. • There will be a clear understanding of the pathways between ICDS and CDS. • There will be a reduction in the number of complaints about the poor coordination of services and support.

What do we need to do to achieve this priority?	Named Lead	Lead organisations	Timescale	How will we know when this has been achieved?
2.6 Ensure the commissioning framework for education and care placements includes Preparation for Adulthood (PfA) outcomes related contractual expectations, that link to relevant annual review processes.	Jon Hawketts Naomi Russell	Children and Families Children's Commissioning Team Adult Social Care and Health	2022	<ul style="list-style-type: none"> Framework is in place that clearly sets out the expectations for providers around PfA and can be used to review their performance.
2.7 Establish a geographical pilot to develop pathways and the curriculum to support Preparation for Adulthood (PfA) outcomes.	Louise Benson Jane Starbuck	NCC Educational Settings	September 2021	<ul style="list-style-type: none"> Head Teacher / Senior Leader Briefings in Autumn 2020. Pilot area identified – 1 or 2 districts including post 16 provision. Collaborative Planning Group established.
2.8 Develop robust commissioning arrangements for mental health which ensure a comprehensive model of care for those aged 0-25 by 2023-2024, as stated in the NHS Long-Term Plan (0-25 models of care).	Terry Hayes Katharine Browne	Children's Integrated Commissioning Hub (CICH) Clinical Commissioning Groups (CCGs)	2021-2023	<ul style="list-style-type: none"> Annual update on the incremental improvement that has taken place to develop commissioning arrangements.
2.9 Build stronger transition arrangements within children's health commissioning,	Terry Hayes Katharine Browne	CICH CCGs	2022	<ul style="list-style-type: none"> Report back to the Board on transition policies within contracts to ensure transitions policies are in place.

3. Next Step - SEND Systems

Why is this a priority for the Local Area?

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| <ul style="list-style-type: none"> • To ensure the development of effective locality working across Local Area SEND services. • To ensure statutory timescales are met for Education, Health and Care assessments. • To ensure that EHCPs are developed through engagement and co-production with parents/carers, children and young people. • To ensure there is full involvement from health practitioners and clinicians, and social care to support the EHCP needs assessment process and they are clear on process and timescales. | <ul style="list-style-type: none"> • To ensure that annual reviews are undertaken at the appropriate time with the relevant professionals involved. • To ensure EHCPs are quality assured and moderated. • There are clear decision-making pathways and/or panel processes in place for joint funding arrangements. • To ensure that transitions from one provider to another, or a move to adult services, is managed in a transparent and timely manner. |
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What do we need to do to achieve this priority?	Named Lead	Lead organisations	Timescale	How will we know when this has been achieved?
3.1 Develop the case holding model for the Statutory EHC Assessment Team to ensure every child or young person with a Plan has a named worker.	Sandrina Mapletoft Jac Rout-Lysandrou	NCC	January 2021	<ul style="list-style-type: none"> • Model implemented effectively. • Named case worker for every child or young person with an Education, Health and Care Plan. • Reduced reference to poor communications in complaints.

What do we need to do to achieve this priority?	Named lead	Lead organisations	Timescale	How will we know when this has been achieved?
3.2 Complete the roll-out of the EHC Hub.	Sandrina Mapletoft Emily Sullivan Michelle Sherlock Terry Hayes	NCC Clinical Commissioning Group's and health providers	September 2021	<ul style="list-style-type: none"> • All EHC Plans are completed on the Hub, with partners contributing electronically.
3.3 Review the quality assurance programme for EHC Plans.	Chris Jones	All statutory partners Parents, carers and young people	April 2021	<ul style="list-style-type: none"> • Monitoring the SEND Accountability Board's EHCP Quality Assurance Improvement Plan. • Outcomes from the SEND Accountability Board's Quality Assurance Workshop (Dec 2020). • Service user feedback.
3.4 Review funding formula for SEN Support to improve incentives for inclusive practice.	Charles Savage Jude Burgess Louise Benson	NCC	December 2022	<ul style="list-style-type: none"> • Report presented to Schools Forum for support and agreement. • Agreed changes are implemented from April 2023.
3.5 Meet statutory timescales for EHC Plans.	Sandrina Mapletoft Jaq Rout-Lysandrou	All statutory partners	2020-2021	<ul style="list-style-type: none"> • Reviewed and monitored as part of the Board's Outcomes and Performance Framework.

What do we need to do to achieve this priority?	Named lead	Lead organisations	Timescale	How will we know when this has been achieved?
3.6 To review, and where required to develop resources to enable parents, carers, educational and care settings to further support young people to prepare for adulthood.	Naomi Russell Louise Benson	Young people, parents and carers Educational and social care settings	2021	<ul style="list-style-type: none"> Tool kit for Nottinghamshire developed with young people and carers, utilising existing resources or new resources where gaps have been identified. Webinars for young people, parents and carers, educational and social care settings are delivered on PfA. Local Authority's PfA event will provide more information about help and support for parents and carers who are supporting their children to prepare for adulthood.
3.7 Ensure that age appropriate PfA outcomes are included in EHCPs from Year 9 onwards and are reviewed annually.	Sandrina Mapletoft Jaq Rout-Lysandrou Louise Benson	NCC Educational Settings	March 2021	<ul style="list-style-type: none"> Improved confidence of educational settings to include PfA outcomes in Plans. Improved engagement of parents and carers. All EHC Plans from Year 9 will have appropriate PfA outcomes.
3.8 Produce a guide to services which compliments the information on the Local Offer, focussing on transition and what changes to expect.	Michelle Sherlock Terry Hayes (Designated Clinical Officer (DCO) team)	NHS Bassetlaw Clinical Commissioning Group (CCG) NHS Nottingham and Nottinghamshire CCG	April 21	<ul style="list-style-type: none"> Improved information available on the Local Offer to support CYP and families in understanding local provision and when to expect changes in their care.

4. Next Step - SEND Achievement

Why is this a priority for the Local Area?

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| <ul style="list-style-type: none"> • To ensure school census data is analysed to identify possible inconsistencies in the identification of needs • To ensure educational attainment and progress measures are analysed and used to identify the progress made by children and young people with SEN. • To ensure destinations match the aspirations and achievements of children and young people. • To ensure outcomes for children with SEN Support at EYFS, KS1, 2 and 4 are improving. • To ensure outcomes for children and young people with EHCPs at EYFS, KS1, 2 and 4 are improving. | <ul style="list-style-type: none"> • To ensure outcomes for Looked After Children with SEND are improving. • To ensure school attendance of pupils on SEN Support and those with EHCPs are monitored and plans put in place to support individuals to attend school. • To ensure the level of fixed term and permanent exclusions for pupils on SEN Support and with EHCPs are monitored and plans put in place to reduce the number of exclusions. • To ensure young people with SEND are in Employment, Education and Training. |
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What do we need to do to achieve this priority?	Lead Name	Lead organisations	Timescale	How will we know when this has been achieved?
4.1 Support settings to accurately identify SEND needs across all educational settings including Early Years and Further Education. Analysis of BAME characteristics to be included.	Jane Starbuck Simon Ray Jude Burgess Louise Benson Chris Jones	NCC Educational Settings	December 2021	<ul style="list-style-type: none"> • Trends are identified and understood. • Reduction of use of 'Other & No Specific Assessment' type in January census. • A clearer link will be made between the identification of need and strategic commissioning.

What do we need to do to achieve this priority?	Lead Name	Lead organisations	Timescale	How will we know when this has been achieved?
4.2 Further develop supported internships and review access to traineeships by young people with SEND.	Louise Benson	NCC FE Colleges Employers	September 2022	<ul style="list-style-type: none"> September 2022 target of 100 supported internships across Nottinghamshire is achieved. Develop case studies including videos to support pathways involving supported internships and traineeships.
4.3 The impact of transition arrangements at all Key Stages are reviewed to ensure robust communication of need and ongoing consistency of support.	Simon Ray Jude Burgess Jane Starbuck	NCC Educational Settings	December 2022	<ul style="list-style-type: none"> Recommendations identified from the review are implemented. Formal consultation between FE and Other Post 16 Settings take place in line with statutory requirements.
4.4 Support settings to apply a whole setting approach to SEND.	Jane Starbuck Jude Burgess Simon Ray	NCC Educational Settings	December 2022	<ul style="list-style-type: none"> OFSTED Evaluation. Area Schools Improvement Team (ASIT) Evaluation. Parent and pupil feedback.
4.5 Improve the destination information available for young people with SEND (EHCP and SEND Support) post Year 13 (age 18 and above).	Louise Benson Simon Ray Jane Starbuck	NCC Educational Settings	April 2022	<ul style="list-style-type: none"> First destinations post Year 13 are known for at least 85% of all young people with SEND (EHCP and SEND Support). Destinations for all young people with an EHCP are known on the ceasing of their Plan.

5. Next Step - SEND Workforce

Why is this a priority for the Local Area?

- To ensure there is a sufficiently skilled, trained and supported workforce for the delivery of SEND services across the local authority, CCG, health and specialist service providers.
- To ensure SENCO's are provided with support and training to undertake their role.

What do we need to do to achieve this priority?	Named Lead	Lead organisations	Timescale	How will we know when this has been achieved?
5.1 Embed strength-based practice with a high support / high challenge culture across SEND services and educational settings.	Colin Pettigrew	All statutory partners	2021-2023	<ul style="list-style-type: none"> • Improved staff morale and retention rates. • Service user feedback from parents, carers and young people.
5.2 Develop a specific training programme for all staff across the Local Area working with children and young people with SEND.	Simon Ray Jane Starbuck Jude Burgess Sandrina Mapletoft Abbi Faulkner Michelle Sherlock Terry Hayes	All statutory partners Parents, carers and young people	September 2021	<ul style="list-style-type: none"> • Training programme (e-learning) is available. • Feedback from participants accessing the training. • Promotion of the SEND Gateway across the Local Area.

6. Next Step - SEND Communication

Why is this a priority for the Local Area?

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| <ul style="list-style-type: none"> To maximise digital opportunities to improve the delivery of services whilst ensuring disadvantaged groups are able access to services. To ensure the Local Offer is accessible, interactive, relevant and up-to-date and enables parents/carers, children and young people to access information in a format that meets their needs. | <ul style="list-style-type: none"> To ensure information to parents and carers is timely, transparent and clear. To ensure the SEND Information, Advice and Support Service (SENDIASS) is actively promoted by all partners and children and young people have advocacy support if appropriate. |
|--|---|

What do we need to do to achieve this priority?	Named lead	Lead organisations	Timescale	How will we know when this has been achieved?
6.1 Improve communications with families, children and young people embracing a range of technology i.e. Apps, Social Media, Webinars, FAQs.	Abbi Faulkner	NCC Parents, carers and young people	2021-2023	<ul style="list-style-type: none"> Regular communications are provided to families, children and young people including a programme of regular webinars. Service user feedback. Reduced reference to poor communications in complaints. 'Mind of My Own' App implemented across Integrated Children's Disability Service.
6.2 Commission an independent review of the SEND Independent Advisory and Support Service (SENDIASS).	Louise Benson	NCC Nottingham City Council Parents and carers	April 2022	<ul style="list-style-type: none"> Reviews identify strengths and areas for development. Service user feedback.

What do we need to do to achieve this priority?	Named Lead	Lead organisations	Timescale	How will we know when this has been achieved?
6.3 Embed the district SENCo role across the County developing strong links with Family SENCos and School SENCos.	Simon Ray Jude Burgess	NCC schools	September 2021	<ul style="list-style-type: none"> Locality working model improves communications between SEND services, educational settings, health and other Local Authority services.
6.4 Review of the SEND Local Offer.	Jon Hawketts	All statutory partners Parents, carers and young people	Ongoing	<ul style="list-style-type: none"> Each tile on the SEND Local Offer's landing page is reviewed annually with the Nottinghamshire Parent Carer Forum. The Young People's Zone of the SEND Local Offer is completed. Increased usage of the SEND Local Offer. Service user feedback gained through the annual November SEND Local Offer survey.
6.5 Improve the information on the SEND Local Offer available for young people on healthy and safe relationships.	Jon Hawketts Naomi Russell	All statutory partners Relevant voluntary and community organisations Parents, carers and young people	2022	<ul style="list-style-type: none"> Sub tile developed on the SEND Local Offer with links to the Young Person's Zone including how to access support, and with links to SEND specific resources around relationships.

What do we need to do to achieve this priority?	Named Lead	Lead organisations	Timescale	How will we know when this has been achieved?
6.6 Refresh the Local Offer to ensure information around changes in care and preparation for transition is included.	Michelle Sherlock Terry Hayes (DCO team) Health service providers	Nottinghamshire Healthcare Trust Family Action Sherwood Forest Hospitals Trust Nottingham University Hospitals Trust Doncaster and Bassetlaw Hospitals Trust NCC	September 2021	<ul style="list-style-type: none"> Visible refresh of the Local Offer to ensure information around changes in care and preparation for transition is included.
6.7 Undertake an annual survey of parents / carers in Nottinghamshire about SEND services and provision.	Chris Jones	All statutory partners Parents & carers Young people	2021-2023	<ul style="list-style-type: none"> Survey completed and analysed with a summary report presented to the SEND Board.

6. How will we measure our progress?

The Nottinghamshire SEND Accountability Board has agreed on the following metrics to be used to measure our progress with the delivery of the SEND Policy over the next three years. The metrics include national indicators as well as local quantitative and qualitative measures. Progress will be reported termly to the Board.

Next step	Indicator 1	Indicator 2	Indicator 3	Indicator 4
SEND Partnership	Priorities of the Integrated SEND Commissioning Strategy implemented.	JSNA section on SEND is completed providing an up to date analysis of need and provision.	Locality working model is fully implemented across the County.	
SEND Provision	A needs analysis of future demand for specialist provision is completed and published annually.	Improved range of specialist provision available to Nottinghamshire and local to families.	Gap analysis in provision between ICDS, Children's Disability Service, and ASCH is undertaken, and recommendations implemented.	Commissioning framework clearly sets out the expectations for providers around PfA that can be used to review performance.
SEND Systems	All EHC Plans are completed through a portal with partners, parents and carers contributing electronically.	Statutory timescales are met for the completion of EHCPs and Annual Reviews.	Commissioning of provision is based upon the strategic need assessment of the Local Area.	Enhanced resources and support available for young people with SEND and their families preparing for adulthood.
SEND Achievement	The identification of primary need is improved across all educational settings.	Target for 100 filled supported internships across Nottinghamshire is met by September 2022.	Ofsted inspections reflect an improving picture of SEND outcomes across all educational settings.	First destinations post Year 13 are known for at least 85% of all young people with SEND (EHCP and SEND Support).

How will we measure our progress? - continued

Next step	Indicator 1	Indicator 2	Indicator 3	Indicator 4
SEND Workforce	A specific training programme for all staff across the Local Area working with children and young people with SEND is available.			
SEND Communication	Findings from the annual survey of parents / carers in Nottinghamshire about SEND services and provision.	Feedback from service users on improvements to the SEND Local Offer.	The Local Area's Participation Strategy engages children and young people with SEND.	

Key:

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FINAL DRAFT

Nottinghamshire Integrated SEND Commissioning Strategy 2021-2023



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1. Introduction

Nottinghamshire County Council, Bassetlaw Clinical Commissioning Group (CCG) and Nottingham and Nottinghamshire CCG are committed to improving and transforming our education, health and care services for children and young people with special educational needs and disabilities (SEND) to ensure that all children in Nottinghamshire get the best possible start in life. This Strategy sets out the joint commissioning arrangements between our three organisations.

It should be noted that this strategy has been developed during Covid-19 which has inevitably influenced the final priorities for the Local Area, as outlined in section 9 of this document. The Local Authority and CCGs have had to adapt to the challenges presented by Covid-19. Many of the new ways of working have been positive, including improved communications between organisations and with service users. These changes will continue to be embedded in the delivery of this Strategy.

The overall vision of the Local Area's SEND Accountability Board is that:

" Children and young people with Special Educational Needs and Disabilities (SEND) will be safe, healthy and happy, and have a good quality of life and opportunities to fulfil their aspirations, develop their independence and make a positive contribution to society."

Our core values and principles are:

- Ensuring the child or young person's voice is heard and is central in decision making.
- Supporting collaborative relationships with key partners and services, including parents and carers, schools and colleges and other educational settings, health providers and other local authority services.
- Working in partnership to ensure co-ordination of services.
- Co-producing services with service users to ensure they meet the needs of service users.
- Improving the attainment of all children and young people, with a focus on the achievement and progress of those with SEND.
- Ensuring early support and timely intervention, following the identification of need, using a graduated approach to avoid escalation of difficulties.
- Maintaining inclusive practices to ensure that children and young people remain connected to their communities.
- Preparing children and young people for adulthood at the earliest appropriate stage and supporting their transition between children's and adult services.
- Ensuring children and young people with SEND attend good and outstanding schools and colleges, including special schools and colleges where appropriate.
- Allocating resources using processes that are simple, fair and transparent.

This Strategy describes how Nottinghamshire will build upon its successes in meeting our commissioning responsibilities as set out in the Children and Families Act 2014, SEND Code of Practice and Equality Act 2010 and continue to remove the barriers to learning and achieving, whilst building resilience and taking a preventative approach.

It describes how we are working together to collaboratively commission services which improve health, social and educational outcomes, reduce inequalities for Nottinghamshire's children and young people with SEND.

2. SEND Glossary

3. Background

The Children and Families Act 2014 included Special Educational Needs and Disabilities (SEND) reforms, which place a duty on agencies to work together across education, health and care for joint outcomes. Local Authorities and CCGs must make joint commissioning arrangements for education, health and care provision for children and young people with SEND (Section 26 of the Act). Both the County Council and the CCGs face financial challenges which mean it is increasingly important to work closely together to eliminate duplication and ensure value for money through effective commissioning, whilst striving to improve quality and outcomes for our children and young people.

This Strategy has been informed by several national and local documents including:

[The Children and Families Act \(2014\)](#)

[The NHS Long Term Plan \(2019\)](#)

[Nottinghamshire's SEND Policy 2020-2023](#)

Nottinghamshire Joint Strategic Needs Assessment – Children and Young People with SEND section (currently being updated)

[Nottinghamshire & Nottingham City Children and Young People's Mental Health Plan \(2016-2021\)](#)

4. What is Commissioning?

Commissioning is the process of understanding the needs of a population or group, and using available resources to meet those needs through procurement and contracting processes. Joint commissioning is where the process is done in partnership to increase efficiency and enable joined up services. This commissioning is done on a strategic level, looking at the needs of the population with partners and determining the most effective way to deliver services to meet those needs.

Children and young people with SEND need services across health, social care and educational services, therefore it is important commissioners work together to plan provision. A person-centred approach ensures the ambitions of children, young people and their families are identified and considered as part of the commissioning process.

The stages of the Joint Commissioning Cycle

Joint understanding: The needs of children and young people with SEND and their families are identified, assessed and shared with service planners to ensure a shared understanding of need to inform commissioning plans. This engagement should be

based upon the principles of the Nottinghamshire Co-production Charter and wherever possible should be co-produced rather than consulted on.

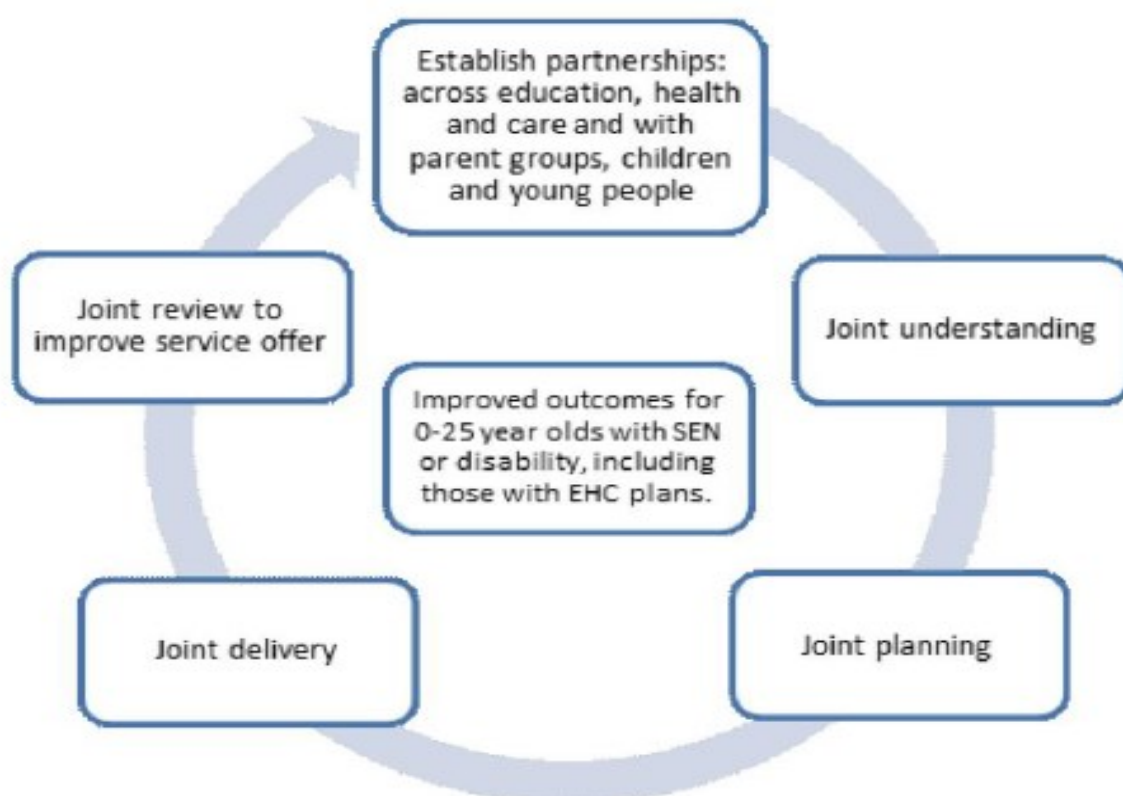
Joint Planning: This process uses the intelligence from assessment of need to inform and develop a commissioning strategy to address gaps in service provision. The Strategy should ensure key outcomes are identified, informed via a Joint Strategic Needs Assessment and detail how they will be measured.

Joint delivery: Services are procured, mobilised and contracts are put in place to deliver the service/s.

Joint review: Services are continually reviewed to see if they have met the outcomes of the specification. This includes feedback from service users and their families to help improve current service delivery and feed into future needs assessment.

Figure 1 below provides a summary of these stages of the joint commissioning process.

Figure 1: Joint Commissioning Cycle (DfE SEN Code of Practice, January 2015)



In Nottinghamshire there are multiple commissioners of health and care services. A high-level summary is provided in Table 1 below.

Table 1 - Commissioning responsibilities in Nottinghamshire

NHS England	CCGs	NCC	Joint CCGs / NCC
<ul style="list-style-type: none"> • Health Services for Young Offenders • Immunisation & vaccination • Child health information system • Specialist paediatric care • Tier 4 CAMHS • Paediatric Sexual Assault Referrals Centre • General Practice • Community Dental Services 	<ul style="list-style-type: none"> • Community child and adolescent mental health services • Acute Paediatrics • Community Paediatrics • Community Nursing Services • Children's Therapy services • Services to support palliative and end of life • Mental health support for children and young people in the community • ASD/ADHD support services 	<ul style="list-style-type: none"> • Behavioural, Autism and Physical Disability Outreach Support Services • 0-19 Public Health Services • Public Health CYP Sexual health services • Public Health Stop smoking services • Drug and alcohol services • National Childhood Measurement Programme (NCMP) • Oral health promotion • 0-25 Education / Care placements and Short Breaks • Tackling Emerging Threats to Children Team • Parenting Programmes 	<ul style="list-style-type: none"> • Community equipment • Child sexual exploitation service support • You Know Your Mind LAC pilot • Continuing care for children • Section 117 After care • Personal and intimate care • Joint Occupational Therapy Assessments • Communication aids • Services to meet the health needs of Looked After Children • Some targeted mental health support

5. Needs Assessment – Key Messages

The Joint Strategic Needs Assessment (JSNA) provides a picture of the current and future health and wellbeing needs of the local population. The JSNA is split into four themes:

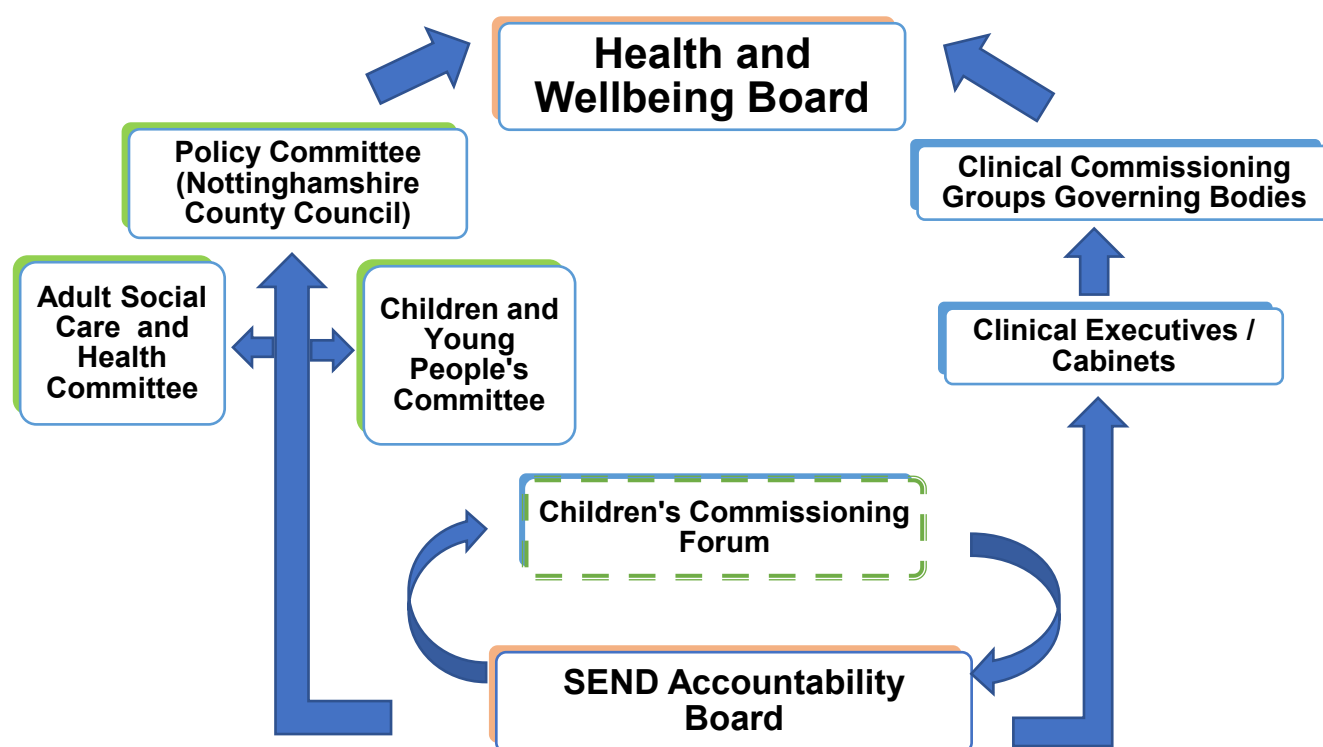
1. Adults and vulnerable adults,
2. Children and young people,
3. Older people,
4. Cross-cutting themes.

Each theme is made up of several chapters and each chapter outlines the local picture for the topic of interest, evidence of what works, unmet need, assets and recommendations for consideration. The following [link](#) provides a comprehensive overview of the JSNAs that have been produced in Nottinghamshire.

The SEND JSNA is currently being drafted (due to be completed during 2021) and will result in a planning tool for partners, to ensure a comprehensive overview of the needs of children and young people with SEND, both nationally and locally is understood. The JSNA will produce a summary of the key legislative and policy documents which must be considered within SEND, and will draw on the evidence base regarding

approaches which can be used to meet identified needs. This will include a consideration of the wider determinants of health and the effectiveness of these.

6. Governance



7. Co-production and engagement with children, young people and families

The Nottinghamshire Parent Carer Forum (NPCF) is the official independent parent carer forum in Nottinghamshire (www.nottspcf.org) and comprises parents/carers of children and young people with a wide range of needs. It represents parents' needs and views when working with the County Council, Bassetlaw and Nottingham and Nottinghamshire CCGs and other service providers.

Case Study 1 – The Nottinghamshire Co-production Charter

The Nottinghamshire SEND Accountability Board identified the development of the Co-production Charter as a priority to embed co-production at a strategic level, as well as ensuring a consistent approach to co-production across SEND services.

The Co-production Charter was developed by a series of engagement activities that enabled the opportunity to consult with a wide range of partners supporting young people with SEND including: colleagues from education, health and social care, children and young people including the Young Pioneers, the Nottinghamshire Parent Carer Forum and other families across Nottinghamshire.

Throughout this period of engagement, the final values of co-production were agreed. Families stated that being listened to and valuing real life experiences were of the greatest importance in terms of the Co-production Charter. The final Charter values are as below:

***My voice to be the first voice | Start together | Listen |
Value real life experiences | Effective communications |
Transparency and honesty | Flexibility | Willingness to consider a range of
options |***

Ensuring the implementation of these values across SEND services is key to having the greatest impact on families' confidence in the SEND services and provision they receive across Nottinghamshire.

As part of the engagement to develop the Co-production Charter, key sessions were held with young people. The Young Pioneers identified and defined the golden rules of co-production through discussion:

***Listen | Work together | Always make sure everyone is acknowledged |
Ask everyone if they have any ideas | Make sure everyone takes part |
Involve me in meetings |***

Consideration of these views and including them in the final Co-production Charter was imperative to ensure the voices of young people are heard in the services they receive.

The final version of the Co-production Charter (see Figure 2 below) was presented to the SEND Accountability Board for a range of professionals to embed in their own settings and services. Work is ongoing to drive forward & embed the values of the Co-production Charter across the partnership, by focusing on the values young people and families have told us are the most important to make a difference to their lives.

Nottinghamshire SEND Accountability Board's Co-production Charter

To support the embedding of co-production across the Local Area, the SEND Accountability Board commissioned the development of this Co-production Charter. This charter has been co-produced with children and young people with disabilities and their families. Children and young people with disabilities and their families have identified the following values which if implemented would lead to improved confidence of families and effective co-production across the Local Area.



Case study 2 - Working Together for Change Project

Overview: The Working Together for Change (WTfC) process was developed collaboratively and published as best practice guidance for commissioners in 2009 by the Department of Health and has been used widely since. WTfC is a tried and tested approach to co-producing change with local people and harnessing the energy from that process for strategic planning, commissioning and service development (Bennett, et al., 2012). The process collates person-centred information gathered from person-centred reviews and person-centred care and support plans and helps the organisation see the emerging trends in the data (Helen Sanderson Associates, 2009) (Sanderson, et al., 2008). WTfC can help to make better use of scarce resources, improve productivity and lead to better outcomes by ensuring services provide the things people want and need in ways that make sense to them (Bennett, et al., 2012). Through working with service users, it empowers these citizens to have a voice and help implement the changes that they want to see.

Nottingham and Nottinghamshire Commissioners and service planners wanted to identify how commissioning can improve to ensure children and young people with additional and complex needs have the optimal care available to them which ensures they achieve their best outcomes.

Aim: The aim was to engage with family members and carers of children and young people who attend Special Schools who may or may not be in receipt of a continuing care package and identify how commissioners can improve how care is delivered to ensure children and young people achieve their optimal health, education and social outcomes.

Objectives: To identify what parents and carers of children and young people think of the way health care is currently delivered to children and young people who attend Special Schools, by answering the following questions;

- “What is working?”
- “What is not working?”
- “What is important for the future?”

The responses to these questions were facilitated during a co-production workshop that took place over 2 days, to inform future commissioning. The co-production process supports the principles of the Nottinghamshire SEND Accountability Board’s Co-production Charter.

The process: Feedback was collected from parents and carers via both written and online questionnaires, responders were then invited to attend the workshop with wider stakeholders including; representatives from health services, education, CCG commissioning and local authority leads for children.

Workshop facilitator role and data collection: NHS England trained and supported local partners to conduct the workshop and utilising the WTfC process ensured no feedback was lost.

Outcome: The process provided a framework to gather feedback from key stakeholders and to determine priorities and solutions for change. The key findings

Report has been completed and the supporting Action Plan will be completed by the end of 2020.

Case study 3 - Integrated Personal Commissioning (IPC) LAC (Looked After Children¹) CAMHS (Child and Adolescent Mental Health Services)

Nottinghamshire is a test site for IPC. Following consultation with Looked After Children (Our Children) and Care Leavers the pilot that began in August 2017 has now been branded 'You Know Your Mind'.

As of December 2019, 298 Nottinghamshire LAC and Care Leavers have been referred into the programme, with 262 in receipt of a personal budget. Their progress continues to be evaluated locally. The average personal budget allocated is £471 and is used to purchase a range of activities and items to improve emotional wellbeing and mental health. These plans have ranged from physical activities (for example gym memberships, boxing clubs and dance classes) to creative pursuits (photography, guitar lessons and floristry) and community engagement (fishing, brownies and cadets).

To date, 65 (24%) of Nottinghamshire's LAC and Care Leavers have been involved in evaluation to ascertain the impact of this approach on mental health outcomes. This has included face-to-face discussions with the young person, their carer and their keyworker to understand how the personalised support plan has impacted on various areas of the young person's life. The evaluations indicate that:

90% of young people feel better or a lot better about their quality of life,
81% of young people felt that their health & wellbeing has improved,
71% of young people reported feeling more confident,
77% of young people felt that it gave them something to look forward to or focus on.

The pilot is currently being evaluated to inform future commission and service planning.

Case study 4 - MH:2K

MH:2K Project is a youth led approach to exploring mental health. MH:2K is delivered by a partnership of the charities 'Involve' and 'Social Enterprise Leaders Unlocked'. The service is a powerful model for engaging young people in conversations about mental health and emotional wellbeing in their local area. It empowers 14-25-year olds to:

- Identify the mental health issues that they see as most important,
- Engage their peers in discussing and exploring these topics,
- Work with local decision makers and researchers to make recommendations for change.

It was originally commissioned in 2017/18, the project has since been extended until April 2020. The following achievements have happened since October 2018:

¹ Also referred to 'Our Children'

a). Recruitment of new cohort of Citizen Researchers

At the beginning of the project, the service produced a recruitment pack (application form, FAQs document, visual flyer) for young people to apply to become Citizen Researchers. The service circulated this widely to local partners across education, voluntary and statutory sectors.

To attract a diverse range of applications, the service proactively reached out to young people in diverse settings across the city and the county, including those from harder-to-reach or underrepresented groups. This outreach process included peer-led outreach, which was planned and undertaken by last year's Citizen Researchers. It also included visits to community groups (for example Outburst LGBT and YMCA) and working with the Local Advisory Group members from a range of services (for example CAMHS).

As a result of the recruitment process, the service recruited 19 new Citizen Researchers to join MH:2K and retained a further 13 from last year, currently there are 32 Citizen Researchers.

The group, worked to ensure diversity within representation and included:

- 41% Black, Asian and Minority Ethnic (BAME)
- 28% male, 63% female, 9% Third Gender
- 19% LGBTQ+
- 3% transgender
- 19% LLDD

b). Local Advisory Group

The MH:2K Local Advisory Group continues to meet. This is a group of key stakeholders from the city and county who are actively involved in guiding and advising on the project whilst it continues.

The service held two meetings of the Advisory Group on 20th May and 16th July 2019 at County Hall. These meetings focused on briefing Advisory Group members on the project, gaining their input into the recruitment and the priorities for this year. Two Citizen Researchers attended each of these meetings to give a young person's perspective and provide an update from Citizen Researchers.

c). Design Days

The service has delivered two Design Days with the Citizen Researchers to date. The first of these, on 20th July 2019, focused on establishing the team, sharing knowledge from the project's first year, and co-creating the vision for this year.

The second Design Day on 21st August 2019 focused on developing creative ideas for the development of three resources to raise awareness and challenge stigma among young people:

- Information Leaflet: A user-friendly leaflet containing key information about services for mental health and well-being in the city and the county.
- Poster Series: A series of bold posters with stigma-busting statements combined with portrait photos of diverse young people. These will be used in print (e.g. in schools and colleges) and also be shared on social media platforms.
- Short Film: A short film made up of distinct sections highlighting myths vs realities for different MH Conditions; Anxiety, Depression, OCD, Eating Disorders, BPD and Schizophrenia.

All the above resources will be used at the MH:2K Roadshow and distributed on social media platforms. They will also contain signposting information for young people to access support.

8. Key achievements (2017-2019)

Good progress has been made in joint commissioning for children and young people, the table below outlines key successes that have been achieved in Nottinghamshire:

Joint commissioning priorities for Nottinghamshire - 2017-2019	
1. Personal Budgets	
Personal budgets can be a key enabler of more personalised and responsive support for children and young people with SEND. Delivering them in an integrated way provides more effective use of resources, reduces duplication and improves the family's experiences.	<p>Families eligible to receive children's continuing care are now able to use a personal budget to meet health and care needs.</p> <p>A pilot for Looked After Children has taken place to enable those with emotional mental health needs to hold and utilise a budget to meet their needs.</p>
2. Aligning individual commissioning across education, health and social care	
Joint commissioning at specialist, strategic and individual levels supports better outcomes for children and families. Achievements have been made in integrating functions across	<p>The Council and CCGs work in partnership, to identify where joint commissioning can improve outcomes for children and young people. The Children's Integrated Commissioning Hub works with partners to identify opportunities for joint commissioning.</p> <p>Strategic- 0-25 models of care planning for mental health has taken place to inform local developments to pathways.</p>

2. Aligning individual commissioning across education, health and social care

education, health and social care.

Specialist- The CAMHS Looked After Children team operates a joint model with health and social care posts and is jointly funded.

Individual-

The approach to providing personalised ongoing continuing care is agreed jointly between health and social care.

3. Developing the effectiveness of Community Children and Young People's Service

Integrated health services programme is subject to a programme of transformational change, which is driving more efficient, effective and aligned health services, with services following the child and provided equitably across Nottinghamshire, with a focus on outcomes.

The CCYPS transformation programme commenced in September 2019.

To date, a re-specification of the community nursing element has taken place in Nottinghamshire and is underway in Bassetlaw to ensure a more effective and needs led service delivery. The new specification in Nottinghamshire will be delivered at some stage during 2020 (the original date of April 2020 has been delayed due to Covid-19).

The re-specification of SLT began during January 2020. This has identified opportunities for joint commissioning that will be further explored.

A Children and Young People's End of Life Care Review was undertaken in December 2019, that will inform commissioning intentions for 2020-2023.

4. More Effective Preparation for Adulthood

Ensuring that young people are well supported and prepared for adulthood is essential to achieving good life outcomes.

Nottinghamshire SEND Accountability Board has undertaken a Triennial Review focusing on Preparing for Adulthood. Three Task and Finish Groups looked at the following themes:

- Education and Employment,
- Independence and Relationships,
- Health transitions.

5. Workforce Development

The diversity and scope of SEND practitioners necessitates that a coordinated and strategic approach to workforce development is required to ensure consistency and quality across SEND services.

Workforce development continues to be delivered to enable partners to contribute positively to the Education Health Care assessment process. Ensuring development of consistent robust mechanisms and processes to improve the quality of contributions from partners and continue to improve outcomes for children and young people is a priority.

6. Improved Advice and Information

Families tell us that we can support them better by providing good access to advice and information.

The focus of SEND Local Offer development work has been to make the site much easier for users to navigate and find information they need.

Following the development of the Short Breaks Home Page in 2018, it was agreed with the Nottinghamshire Parent Carer Forum (NPCF) that the education information on the SEND Local Offer was the priority for development during 2019. The review of the Home Page is continuing with development work on the Health & Social Care Tile.

The young people's user testing group recommended the development of a Young People's Zone on the SEND Local Offer in 2018. Two groups of young people have worked on this; the student forum at Portland College in Mansfield and the Nottinghamshire Pioneers Youth Forum. The 'Young People's Zone' will be available on the Ask Us website.

A SEND Local Offer Development Group was established in July 2019. Membership of the Group consists of relevant professionals from education, health and social care and representatives from the Nottinghamshire Parent Carer Forum. The Group decides the priorities for future development work.

Over the last year the SEND Local Offer website received 18, 689 visits, this equates to a year on year increase of over 6,000 visits.

7. Co-production

Co-production is the process by which service users can influence the way that services are designed, commissioned and delivered.

The Nottinghamshire Co-production Charter has been developed in co-production with a wide range of stakeholders represented by the SEND Accountability Board.

During 2019 a permanent Co-production post was established within the Integrated Children's Disability Service.

In November 2019 the Working Together for Change programme used co-production principles to identify improvements required to how health and care is delivered in Special Schools, outputs from this are being used to inform future joint commissioning plans.

8. Development of a revised Short Breaks Offer

Short breaks are an important part of supporting families to meet the needs of children with additional needs and disabilities.

A review of Nottinghamshire's Short Break Offer was co-produced with parents & carers during 2017/18. The new offer was available from September 2018. The review enabled the short breaks budget to be stabilised, as well as the introduction of an online application process via the Local Offer, and regular reviews of packages to be undertaken.

9. Our commissioning priorities for 2020 – 2023

The commissioning priorities and associated actions described below will be included in the Local Area's SEND Strategic Action Plan for 2020-2023. The SEND Strategic Action Plan will be monitored and reviewed by the Nottinghamshire SEND Accountability Board each quarter on behalf of the Local Area.

Our priority	Why is this a priority?	Leads	What do we need to do to achieve this?	How will we know when this has been achieved?
1. To ensure that children and young people with SEND are not disproportionately impacted during national emergencies, for example Covid 19.	<ul style="list-style-type: none"> Significant numbers of children and young people with SEND have been negatively impacted during Covid-19 due to lack of access to public services in health, education and social care. There is a potential for children and young people with SEND to have been disproportionately negatively impacted in relation to physical, mental and social well-being during the lockdown through lack of access to relevant and specialised services and differentiated curriculum. 	<p>Terry Hayes (Head of Children's Nursing, Bassetlaw Clinical Commissioning Group (CCG))</p> <p>Rachel Bussey (Head of Adult Nursing, Bassetlaw CCG)</p> <p>Michelle Sherlock (Designated Clinical Officer, Nottingham and Nottinghamshire CCG)</p> <p>Colin Pettigrew (Corporate Director for Children's Services, Nottinghamshire County Council (NCC))</p>	<ul style="list-style-type: none"> Collate and define learning from partners about how children and young people with SEND have accessed services. Implement emerging good practice into any future planning particularly in the case of local or further national lockdowns. 	<ul style="list-style-type: none"> Services within Education, health and social care will have robust plans in place to provide services for children and young people with SEND during any future emergency. Minimised disruption to accessing services in education, health and social care during any future national emergency. Children and young people with SEND and their families are less isolated during a national emergency and can sustain contact with services to support their needs.

Our priority	Why is this a priority?	Leads	What do we need to do to achieve this?	How will we know when this has been achieved?
<p>2.To ensure that children and young people with SEND related communication needs are met both at home and at school.</p>	<ul style="list-style-type: none"> • This is an existing medium-term priority of the SEND Board. • Being able to effectively communicate promotes independence and choice and enhances well-being. • Effective communication is essential to secure learning. 	<p>Lesley Carver (Children's Commissioner, Bassetlaw CCG)</p> <p>Kerrie Adams (Senior Public Health and Commissioning Manager, NCC Public Health)</p>	<ul style="list-style-type: none"> • Complete the Reviews of the offer and pathway to accessing SLT services and agree priorities for an integrated service offer. • Support the development of an operational model for an integrated service offer with the service provider. 	<ul style="list-style-type: none"> • An integrated care pathway that supports the speech, language and communication needs for all children in Nottinghamshire will be in place from April 2021, supported by the commissioning framework. • Children and young people with SEND will have access to relevant SLT and other communication support with an improvement in education and health outcomes for children and young people with SEND.
<p>3.To Increase parental confidence in decisions around placements and provision to support more children and young people with SEND to remain in their home communities thus strengthening</p>	<ul style="list-style-type: none"> • As identified in the High-Level Needs Review (2018) and the SEND Policy (2020-2023) strengthening the connection with home and locality for children and young people with SEND improves outcomes and life chances. • To improve the effectiveness of the use 	<p>Jill Norman (Group Manager, ICDS)</p> <p>Karen Hughman (Group Manager, School Improvement, Strategic Planning and Admissions)</p> <p>Charles Savage (Group Manager, Psychology Service)</p>	<ul style="list-style-type: none"> • Implement the SEND Policy across all partners in education, health and social care. • Scope and identify the needs across the county to ensure that specialist provision can be commissioned and delivered where it is needed. • Effectively engage with schools and other 	<ul style="list-style-type: none"> • Children and young people with SEND can access their education, health and care needs within their localities and as close as possible to home. • Children will spend less time in travelling to access education, health and care services and provision. • Improved confidence of parents with children and young people with SEND in

Our priority	Why is this a priority?	Leads	What do we need to do to achieve this?	How will we know when this has been achieved?
local accountability.	<p>of the high needs budget and reduce the need for costly and long travel for children and young people with SEND to access education provision.</p> <ul style="list-style-type: none"> Supporting young people in their home communities provides the stability to build on their skills and independence as they prepare for adulthood. The Adult Social Care Strategy is for people to remain living locally wherever possible. 	<p>and Head of Virtual School, NCC) Clare Gilbert (Group Manager, Strategic Commissioning, Adult Social Care and Health, NCC) Naomi Russell (Group Manager, Younger Adults North, Adult Social Care and Health, NCC)</p>	<p>education providers around decision making in relation to placements and provision.</p> <ul style="list-style-type: none"> Promote a locality approach where possible, to the delivery of services for children and young people with SEND to promote equality of access to high quality local services. Promote access to vocational training, volunteering and employment opportunities for young people. Work with families and partners to identify community assets that will help to sustain young people and their families, and ensure they are involved in their local community. To identify as early as possible young people with SEND who will need local services as adults. 	<p>the local provision of placements and services within their home localities.</p> <ul style="list-style-type: none"> Improved expectations of parents / carers of young people with SEND around support in accessing appropriate training, volunteering and employment. Increased numbers of adults with learning disabilities or mental health issues who are employed in Nottinghamshire.

Our priority	Why is this a priority?	Leads	What do we need to do to achieve this?	How will we know when this has been achieved?
4.To improve the social, emotional and mental health of children and young people with SEND.	<ul style="list-style-type: none"> Children and young people with SEND are more likely to have Social Emotional and Mental Health (SEMH) needs. Children and young people with SEND including SEMH are more likely to have been negatively impacted by the Covid-19 crisis. Strong and consistent mental health has a positive impact on developing relationships, the achievement of personal goals and reaching educational potential. Times of transition can have a negative impact on the mental health of young people if they are not planned and managed well. Young people with SEND and their families will need support to manage these times of change. 	<p>Charles Savage (Group Manager, Psychology Service and Head of Virtual School, NCC)</p> <p>Katharine Browne (Senior Public Health and Commissioning Manager, NCC Public Health and NNCCG)</p> <p>Terry Hayes (Head of Children's Nursing, Bassetlaw CCG)</p> <p>Lee Eddell (Mental Health Commissioning Lead, Bassetlaw CCG)</p> <p>Rachel Bussey (Head of Adult Nursing, Bassetlaw CCG)</p> <p>Diana Bentley (Principal Child & Family Social Worker, NCC)</p> <p>Clare Gilbert (Group Manager, Strategic Commissioning, Adult Social Care and Health, NCC)</p>	<ul style="list-style-type: none"> Implement and deliver the Government's funded 'Well Being for Education Return Strategy'. Establish Mental Health Schools Teams (MHSTs) across all 7 county district areas. Agree an approach to support the emotional health and well-being of CYP that is strength-based, relational, and proactive. Align the priority actions with the Transformational Partnership Learning (Disability and Autism Board). Agree an approach to support young people to maximise their independence and work towards their ambitions and aspirations. 	<ul style="list-style-type: none"> Reduced demand for specialist services. Improved educational outcomes for children and young people with SEND. Improvement in the health and well-being of children and young people with SEND. Shared resources, approaches and a relational framework that clearly describe the processes for the promotion and development of emotional health and wellbeing for all children and young people is provided, from universal to targeted services. Decision-making around the emotional health and well-being of children and young people will be co-ordinated and consistent, with timely access to proportionate and more intensive, targeted and evidence-based interventions.

Our priority	Why is this a priority?	Leads	What do we need to do to achieve this?	How will we know when this has been achieved?
<p>5.To improve access to therapy services across education, health and social care.</p>	<ul style="list-style-type: none"> • Access to therapies is not always readily available in a timely manner and provided in the setting it is required. • Currently children and young people with SEND are subject to multiple assessments which are not co-ordinated and do not develop a holistic understanding of the child or young person's needs • There is a need to develop a long-term view of the child or young person's needs to ensure a smoother transition to adulthood and possible access to adult services. 	<p>Jill Norman (Group Manager, Integrated Children's Disability Service, NCC)</p> <p>Chris Jones (SEND Strategic Development Lead, NCC)</p> <p>Kerrie Adams (Senior Public Health and Commissioning Manager, NCC Public Health and Nottingham and Nottinghamshire CCG)</p> <p>Terry Hayes (Head of Children's Nursing, Bassetlaw CCG)</p> <p>Special School representative - to be confirmed.</p>	<ul style="list-style-type: none"> • Working with health commissioners and providers we need to map out a service offer that would meet the needs of the Local Authority, Special Schools, parents / carers regarding the level and type of therapy services to be commissioned. • Need to understand the current provision in Nottinghamshire's Special Schools and fully comprehend the reasons why Special Schools and parents / carers perceive this service does not meet need. • Discussion with health partners to explore the long-term financial benefits of securing appropriate adaptations for children and young people with complex health needs, and to clarify health's statutory duty to support major adaptations. • Agree a framework to be developed to progress and agree health contribution toward major adaptation, where the mandatory grant is insufficient to cover the cost of the adaptation, and where there are clear complex health needs. 	<ul style="list-style-type: none"> • Increased timely access to relevant therapies for children and young people with SEND. • Reduction in requests for Independent Non-maintained educational settings. • Increased parental confidence in local provision as a result of accessing high quality therapies in a timely manner. • Increased health and well-being and educational outcomes for children and young people with SEND. • More efficient and co-ordinated use of the workforce to avoid duplication of assessments and increase the capacity to deliver timely services to more children and young people.

Our priority	Why is this a priority?	Leads	What do we need to do to achieve this?	How will we know when this has been achieved?
<p>6.To develop a joint understanding and approach across the Partnership about the criteria and process for continuing care.</p>	<ul style="list-style-type: none"> • Some children and young people with SEND do not access the necessary services in a timely manner. • Some parents and Special Schools are dissatisfied with the current processes. • There is a need to maximise the available resources in health, education and care to ensure quality services are available to some of the most complex children and young people. • There is a need to improve transition to adult services for the most complex young people with SEND. 	<p>Jill Norman (Group Manager, Integrated Children's Disability Service, NCC)</p> <p>Jon Hawketts (Group Manager, Commissioning and Placements, NCC)</p> <p>Terry Hayes (Head of Children's Nursing, Bassetlaw CCG)</p> <p>Heather Woods, (Continuing Health Care Lead, Bassetlaw CCG)</p> <p>Jane Godden (Head of Continuing Health Care (Nottingham and Nottinghamshire CCG))</p> <p>Katharine Browne, (Senior Public Health and Commissioning Manager, NCC Public Health and NNCCG CCG)</p>	<ul style="list-style-type: none"> • Review and agree the processes for accessing continuing care and ensure these are understood by all partners including parents, schools and other education providers. • Ensure all children who may require continuing care have to access to a multi-agency assessment within the locally agreed timescale and processes. • Ensure that the transition process between children's Continuing Care and adult Continuing Health Care is as seamless as possible. • Increase the opportunity for those eligible to use personal budgets for their continuing care packages. 	<ul style="list-style-type: none"> • Increased confidence of parents, schools and providers that appropriate continuing care funding can be secured in a timely manner. • A reduction in the number of parental and stakeholder complaints about continuing care in the future. • Improved outcomes for children and young people with complex SEND who will be able to access therapies, personal care and/or equipment. • The use of any personal budgets for continuing care are used effectively, improving outcomes for children and young people with complex SEND.

Nottinghamshire Special Educational Needs and Disabilities (SEND) Policy (0-25 years)



Foreword

I am pleased to provide a foreword to Nottinghamshire's Special Educational Needs and Disabilities (SEND) Policy for the period 2020-2023. The Policy builds upon over thirty years of learning and best practice in Nottinghamshire, and especially our commitment to inclusive practice.

I want every child or young person with SEND in Nottinghamshire to access services and support which allows them to aspire to a future that, includes wherever possible the opportunity for independent living, purposeful employment and a healthy life.

The Policy reflects the changing landscape of SEND following the Children and Families Act (2014). The last few years has seen a significant increase in the demand for SEND services and provision, as well as the need to support some young people until the age of 25.

The Policy has been developed with our partners including parents and carers. The recommendations of the High Needs Review (2018) have informed the development of the Policy, and especially the feedback received from parents and carers about their experiences of SEND services and provision in Nottinghamshire.

The Policy has been through an extensive public consultation with an on-line survey and workshops including one specifically for parents and carers. The feedback has been very positive as well as providing very useful comments regarding the implementation of the Policy.

The Policy will contribute to the delivery of the key commitments in the Nottinghamshire County Council Plan 2017-2021, 'Your Nottinghamshire, Your Future', with a focus on:

- **Families prosper and achieve their potential** (commitment 1)
- **Children are kept safe from harm** (commitment 2)
- **Children and young people go to good schools and early years settings** (commitment 3)
- **People are healthier** (commitment 6)
- **People can access the right care and support at the right time** (commitment 9).

The Policy is ambitious for Nottinghamshire and will need all partners to work together to deliver its outcomes. An action plan will be developed to ensure the delivery of the Policy, which will be regularly reviewed and monitored by the Nottinghamshire SEND Accountability Board.

Cllr Philip Owen

Chairman of the Children and Young People's Committee

Nottinghamshire County Council

Our Vision

“Our vision is that children and young people with Special Educational Needs and Disabilities (SEND) will be safe, healthy and happy, and have a good quality of life and opportunities to fulfil their aspirations, develop their independence and make a positive contribution to society.”

The Nottinghamshire Approach

Nottinghamshire County Council (NCC) believes in inclusion. Our systems ensure that the majority of children and young people with SEND receive their education in local mainstream settings and access resources without the need for an Education, Health and Care Plan (EHCP). To this end, support is delivered in a timely manner by those who know them and understand their specific needs.

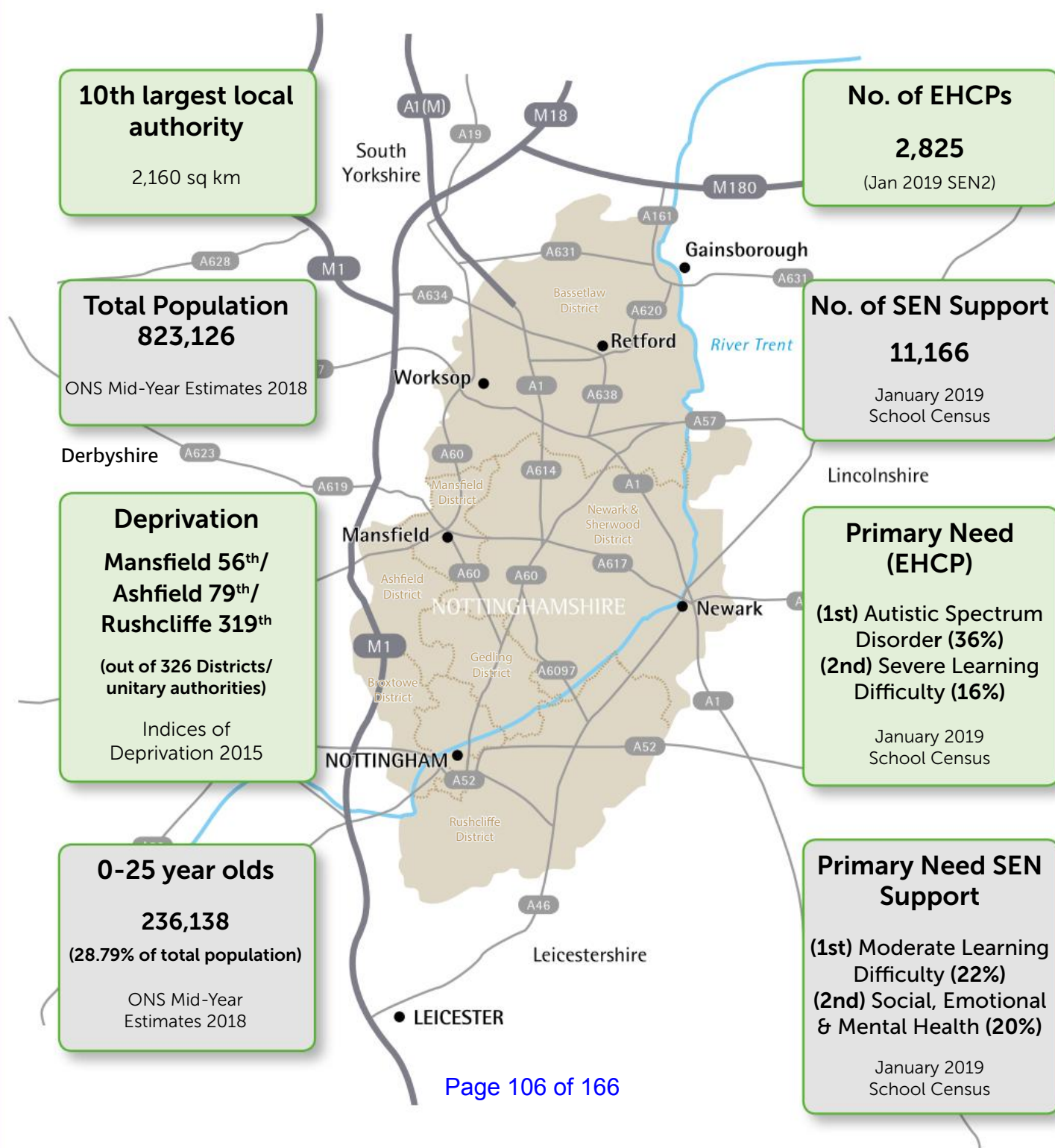
When mainstream settings are unsuitable, we work together with schools and colleges to provide high quality, specialist alternatives. Overall, Nottinghamshire has 11 maintained and academy special schools with a combined pupil population of 1,007.

These provide specialist places, accessible via the statutory EHCP assessment process.

Our commitment to inclusion extends into adulthood. Nottinghamshire's post-16 Further Education (FE) footprint comprises mainstream, specialist and vocational provision which supports successful transition into adult lives of independence, choice and control, and employment, where appropriate.

The Nottinghamshire Context

Nottinghamshire is a large, diverse county with some of the most affluent and deprived wards in the country.



Our Core Values/Principles

Nottinghamshire has a long and proud history of supporting children with SEND.

Our 10 Core Values/Principles are:

1. Ensuring the child or young person's voice is central to decision making.
2. Supporting collaborative relationships with key partners and services, including parents and carers, schools and colleges and other educational settings, health and other local authority services.
3. Working in partnership to ensure co-ordination of services.
4. Co-producing services with service users.
5. Committing to improve the attainment of all children and young people, with a particular focus on the achievement and progress of those with SEND.
6. Ensuring early support and timely intervention, following the identification of need, using a graduated approach to avoid escalation of difficulties.
7. Maintaining inclusive practices to ensure that children and young people remain connected to their communities.
8. Preparing children and young people for adulthood at the earliest appropriate stage.
9. Ensuring that children and young people with SEND attend good and outstanding schools and colleges, including special schools and colleges where appropriate.
10. Allocating resources using processes that are simple, fair and transparent.

Our values/principles in practice

Adherence to our values/principles will contribute to the commitments set out in the County Council's Plan 2017-2021, 'Your Nottinghamshire Your Future' (**Appendix A**):

- Families prosper and achieve their potential (commitment 1).
- Children are kept safe from harm (commitment 2).
- Children and young people go to good schools and early years settings (commitment 3).
- People are healthier (commitment 6).
- People can access the right care and support at the right time (commitment 9).

We commit to keeping our core values/principles at the centre of all SEND provision and services.

Appendix B (to be developed for April 2020) contains the Nottinghamshire SEND Strategic Action Plan detailing the actions required from different services to fully adhere to our core values/principles.

The Changing SEND Picture

This policy builds on 30 years of learning and best practice developed in response to major legal and cultural changes in the field of SEND.

In recent years, the SEND picture has changed significantly. As a Council we must recognise and address the following issues:

- There are now more children and young people with SEND.
- The SEND needs of some children have become more complex, especially around social, emotional and mental health.
- New legislation stipulates that we must now plan support for some young people with SEND until the age of 25.
- In September 2019, the Government announced the launch of a cross-cutting review of SEND five years on from the Children and Families Act 2014. The aims of the review are to consider how the changes introduced by the Act are supporting children and young people with SEND, and to make sure they are being implemented as well as possible. We will take into account the outcomes of this review to inform the implementation of this Policy.



The High Needs Review (2017-18)

Responding to increasing pressures on Nottinghamshire's SEND provision, the Schools Forum and Local Authority commissioned an independent review of High Needs Block spend. The review, conducted in 2018, made the following recommendations:

- Engagement with parents and carers should be increased.
- The quality of mainstream SEND offers should be improved and made more consistent.
- Decision making should be based more in local areas.
- A more focussed strategy around High Needs Block spend should be developed.

- NCC should reduce reliance on high cost Independent Non-Maintained (INM) placements.
- NCC should make the case to National Government for an increase of Nottinghamshire's share of available funding.

Following the review's recommendations, the Local Authority consulted with parents and key stakeholders. Consultation feedback will inform the future planning for SEND in Nottinghamshire and particularly **where we want to be in 3 years' time**.

Where we want to be in 3 years' time

Considering our core values/principles, current challenges and lessons learned so far, we have identified **12 essential outcomes** for this policy:

1. Decisions we make about the education of children and young people with SEND are being shaped by their thoughts and views.
2. Decision making related to placements and curriculum is of high quality, so that children and young people are better prepared for adulthood and are able to access educational pathways leading to the outcomes they seek.
3. Decision making takes place as close to children or young people as possible to promote local accountability with a focus on early intervention.
4. Our plans and services for SEND are designed with children and young people, parents and carers, according to the principles of co-production, as outlined in Nottinghamshire's Co-production Charter.
5. Parents and carers of children and young people with SEND are confident in the decisions that are made, and in the provision their children and young people receive.
6. Children and young people access appropriate educational provision, with or without an EHC Plan, so that they make continuous and appropriate progress from their personal starting points.
7. Transition arrangements across key stages and between all Children's and Adult services are seamless and smooth.
8. The range of local SEND provision and educational settings is broad, so that more children and young peoples' needs are met closer to home.
9. Our approach to concerning behaviour is consistent and restorative, so that such behaviour is viewed as an indicator of underlying need.
10. Our approach to social, emotional and mental health concerns is consistent, so that needs are met in mainstream settings and fewer children and young people with SEND receive fixed-term or permanent exclusions.
11. Technology and digitalisation is maximised within the EHCP process, so that timeliness, transparency and effectiveness are improved, and parent and carer confidence is high.
12. All partners have timely access to appropriate continuing personal development (CPD), so that there is a high level of knowledge, skill and confidence in the SEND workforce in Nottinghamshire.

We will work with NCC staff, parents, schools and colleges and other partners to ensure that these objectives are implemented as part of **Nottinghamshire's Future SEND**

Nottinghamshire's Future SEND Journey

To fulfil the commitments made in this policy, we will follow **6 Next Steps**:

1. SEND Partnership:

- Building on and improving existing Families of Schools and School Behaviour and Attendance Partnership funding arrangements.
- Partnership working involved within, co-produced with stakeholders including parents and carers.
- Undertaking the triennial SEND review with a focus on Preparation for Adulthood.

2. SEND Provision:

- Developing enhanced provision in mainstream settings and special school hubs in special school settings.
- Increasing the number and capacity of Nottinghamshire special schools—building on projects already agreed (Ash Lea, Bracken Hill, Carlton Digby, Newark Orchard) and seeking Member approval to build a new specialist provision in the Hucknall or Ollerton areas.
- Increase post-16 provision, including Supported Internships, leading to paid employment outcomes.

3. SEND Systems:

- Creating systems for locality working regarding engagement with parents and carers, SEND provision, effective use of SEND funding, specialist placements and EHCP assessments.

- Creating a system for local accountability.

4. SEND Achievement:

- Undertaking actions required by the wider Improving Educational Opportunities for All Strategy.
- Implementing the recommendations from the triennial SEND review.

5. SEND Workforce:

- Working in partnership with initial Teacher Training providers, Universities and Teaching School Alliances— so that provision for SEND across all partners is high quality and consistent.
- Further developing strengths-based practice.

6. SEND Communication:

- Rolling out the digital hub for the EHC process.
- Continuously improving the Local Offer, informed by children and young people, parents, carers and other key stakeholders.
- Providing a central resource of clear and consistent advice.
- Rationalising communication between SEND services, schools, colleges and families.

Glossary

Check on the link below to view the glossary of terms document online.

https://search3.openobjects.com/mediamanager/nottinghamshire/fsd/files/glossary_of_terms.pdf



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18th January 2021**Agenda Item: 10****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****CHILDREN MISSING EDUCATION SIX MONTHLY UPDATE****Purpose of the Report**

1. The report provides an update to the Committee in relation to Children Missing Education (CME) in Nottinghamshire. The report also provides a six monthly update of the CME Dashboard following Committee approval on 16th December 2019 to report the Dashboard six monthly.

Information

2. This report is presented to Committee in the context of a reporting period where education services have been significantly impacted by the Covid-19 pandemic and the data for 2019-20 academic year is incomplete due to partial school closures in the spring and summer reporting periods. This report therefore provides to Members the available and meaningful CME data from the 2019-20 academic year and evaluates the work of the Fair Access team in supporting the Local Authority's emergency Covid response in relation to children who were not in receipt of support from a school or were highlighted as vulnerable at the time of the first national lockdown.
3. This report is presented to Committee within a context that almost all Nottinghamshire children and young people are educated in good and outstanding schools. 123,293 pupils aged 5-15 years at the start of the 2019-2020 academic year were educated in Nottinghamshire's publicly funded schools. October 2020 Ofsted data suggests that 86% of pupils are educated in good and outstanding schools.
4. Local authorities have a duty under section 436A of the Education Act 1996 to make arrangements to establish the identities of children in their area who are not registered pupils at a school and are not receiving suitable education otherwise. This duty only relates to children of compulsory school age (5-16 years). Local authorities are expected to have robust policies and procedures in place to enable them to meet their duty in relation to these children, including ensuring that there are effective tracking and enquiry systems in place, and a named person to whom schools and other agencies can make referrals about children who are missing education. Nottinghamshire County Council's Children Missing Officer supports in cases where children and young people's whereabouts are unknown; the Fair

Access process and Pupil Missing Education Officer focusses on children and young people whose whereabouts are known and who are known to be missing education.

5. The CME process focuses on known children and young people who are not accessing their full educational entitlement as a result of failing to secure a school place, facing permanent exclusion from school, refusing or being prevented from attending their school place, on a school roll but accessing less than their full educational entitlement, those unable to access full-time education due to their mental or physical health needs, those who are in unsuitable elective home education, as well as any child or young person known to other local authority services without a school place or refusing to attend school.
6. The CME Dashboard, attached as **Appendix 1**, reports on the data collated from the 2019-2020 academic year regarding children and young people who are known to the Local Authority to be CME or at risk of becoming CME. The data analysis is intended to report on the effectiveness of current systems to identify, track and support CME back to education and to inform future policy and practice. Data sets will need to continue to be collated and analysed over future years to allow year on year comparison in order for more complete conclusions to be drawn.
7. 616 children were referred to the Fair Access Team in 2019-20, 443 of whom were Children Out of School (COOS) at the time of referral (data to March 2020 only due to admissions process being put on hold due to Covid-19). The data for the preceding four academic years shows an increase year on year in the number of cases referred to the Fair Access Protocol (FAP) / COOS; if the admissions process had not been on hold due to Covid this trend of year on year increase would have likely remained constant in 2019-20.

Year	Number of referrals to Fair Access/ COOS	% increase on previous year
2015-16	380	n/a
2016-17	527	39
2017-18	583	11
2018-19	696	19

8. The data presented on the CME Dashboard shows that the risk of children and young people being or becoming CME increases into secondary education. This correlates with a peak in referrals for both the Fair Access and the highest spend from the Local Authority on Education Otherwise Than At School (EOTAS). The current Fair Access Protocol was agreed by the Committee in February 2019. This Protocol aims to ensure that children and young people facing challenges in securing a school place are identified and supported into an appropriate publicly funded school or alternative setting. Any children and young people who cannot be placed through the FAP process are provided for via the Council's EOTAS arrangements and funding agreed by the Council through the Vulnerable Children Education Commissioning forum.
9. An area that the Council is required to monitor is in relation to publicly funded schools providing less than full-time education or school commissioned Alternative Provision to children and young people. The Council currently requires schools to report instances where children and young people are in receipt of less than 25 hours of education during the week or who spend all or part of their week accessing school commissioned Alternative Provision. The CME dashboard shows there is an increasing number of children and young

people year on year who schools are recording as being on a reduced timetable or accessing Alternative Provision. More robust processes have been developed within the Local Authority to support and challenge schools. This includes escalating letters of concern sent by the CME Team, the relevant Group Managers, and ultimately the Service Director for Education, Learning and Skills if no suitable response is received. One of the priorities identified to support the monitoring is the implementation of a live system for schools to record students in receipt of part-time provision with the Local Authority, allowing for more timely tracking and support.

10. A particular area of focus is in relation to vulnerable children on Child Protection (CP) Plans, Child in Need (CIN) Plans, with an Education, Health and Care Plan (EHCP) and those who are Looked After Children (LAC). Any child who falls into these categories is closely monitored. In the case of CP and CIN children, a formal letter is sent to the headteacher, chair of governors and copied to the relevant social worker seeking assurances around the provision being commissioned. The Co-ordinator of the Virtual School reviews the provision of every LAC on part-time or Alternative Provision with the Group Manager, Integrated Children's Disability Service, and reviewing every child with an EHCP identified by schools as accessing part-time or Alternative Provision.
11. Because of Covid-19, the collection of part-time timetable data took place only for the Autumn term of 2019/20. A significant rise (30% increase) in numbers in this term is seen based on comparison to previous four year data. Further analysis is planned to ascertain whether this is due to an increase in part-time provision offers or an increase in reporting by schools, and appropriate actions will be agreed via the CME monitoring board. This analysis will also include Autumn 2020 data to identify any specific trends arising from partial school closures and the impact of Covid-19.
12. During the first national lockdown, as the admissions process was put on hold, the Fair Access team supported the emergency education response. The first part of this response was to ensure that the Local Authority remained up to date with the on-site provision being offered to vulnerable children and children of critical workers. This involved aggregating the risk assessments provided by schools about children on their roll into a comprehensive database, uploading individual documents to Mosaic and informing the relevant Social, Emotional and Mental Health (SEMH) team in order to ensure that the children were safeguarded. A total of 868 red-ragged risk assessments were received and collated.
13. The School Admissions and Fair Access teams worked together to identify and provide work packs for children who were currently without a school place, but who were not classed as vulnerable or requiring on-site provision as children of critical workers. 269 families were identified by Admissions as requiring remote provision and Fair Access ensured that comprehensive work packs comprising information about websites that could support home learning were emailed or posted to each family. Fair Access also worked to contact the families of these children to identify if they were children of keyworkers requiring guest on-site provision, as well as liaising with out of county schools to ensure that remote learning was being provided for children who had moved into Nottinghamshire, but who were still on the roll of a school outside the county.
14. As government guidance required that vulnerable children and children of critical workers attend on-site provision, the Fair Access team liaised with schools to ensure that these children were able to access this. In most cases, schools were open and able to offer

appropriate provision; however, for varying reasons, some children were unable to access the school at which they were on roll. A total of 18 children were identified as requiring support in this way, and the Fair Access Team liaised with other local schools and providers in order to ensure that identified children could be supported to access on-site provision.

15. The Fair Access team also retained a watching brief over the attendance of all EOTAS children who were accessing on-site education at alternative provisions. A total of 26 learners were identified as being vulnerable according to the government's criteria. Additional monitoring was undertaken, including weekly phone calls to parents of all off-site learners, to ensure that all EOTAS children were safeguarded effectively and were accessing education in a way which supported them to learn.
16. A standardised dashboard for CME will be developed in line with the re-tendering of the school admissions database in order to enable year on year comparison.
17. A revised CME Strategy was endorsed by the Children and Young People's Committee on 16th December 2019 and approved by Policy Committee on 12th February 2020.

Other Options Considered

18. The County Council remains statutorily responsible for ensuring that all children and young people in Nottinghamshire of statutory school age access full-time education. The CME Strategy endorsed by the Children and Young People's Committee on 16th December 2019 and approved by Policy Committee on 12th February 2020 continues to be implemented to ensure that every school aged child is placed on a school roll, with the exception of those who are electively home educated. No other options have been considered.

Reason/s for Recommendation/s

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

Statutory and Policy Implications

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

Financial Implications

21. It should be noted that although there are no financial implications arising directly from the CME Dashboard, the increasing numbers of pupils whose education is mediated by Local Authority teams to prevent them from becoming or continuing to be CME is contributing to the financial strain within the High Needs Block of the Dedicated Schools Grant.

RECOMMENDATION/S

That Committee:

- 1) considers whether there are any actions it requires in relation to the issues contained within the report.
- 2) agrees to receive an update on Children Missing Education in six months and that this be included in the work programme.

Marion Clay
Service Director, Education, Learning and Skills

For any enquiries about this report please contact:

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Constitutional Comments (LW 14/12/20)

22. Children & Young People's Committee is the appropriate body to consider the content of the report.

Financial Comments (SAS 15/12/20)

23. There are no financial implications arising directly from this report.
24. The increasing numbers of pupils whose education is mediated by Local Authority teams to prevent them from becoming or continuing to be CME, however, is contributing to the financial strain within the High Needs Block of the Dedicated Schools Grant.

Background Papers and Published Documents

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

[Revised Nottinghamshire Fair Access Protocol – report to Children and Young People's Committee on 11th February 2019](#)

[Children Missing Education six monthly update - report to Children and Young People's Committee on 16 December 2019](#)

[Children Missing Education: Statutory Guidance for Local Authorities September 2016](#)

[The Timpson Review of School Exclusion May 2019](#)

[DFE Alternative Provision Market Analysis Research Report October 2018](#)

[Elective home education; Departmental guidance for local authorities, April 2019](#)

[Elective home education: Departmental guidance for parents, April 2019](#)

Education Act 1996

Electoral Division(s) and Member(s) Affected

All

C1428

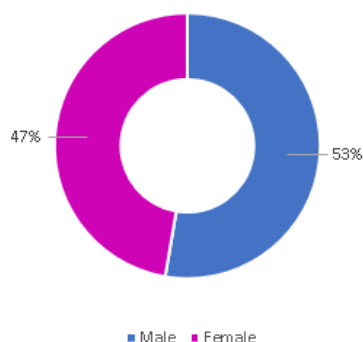
1. Fair Access and Children Out of School

A total of 616 referrals were supported by Fair Access and/ or Children Out of School (FAP/ COOS) in the 2019/20 Academic Year. Of these 443 (72% of total FAP/ COOS cases) were out of school at the time of referral.

(Note: The admissions process was placed on hold due to Covid-19, therefore this figure represents data for the academic year to March 20120 only)

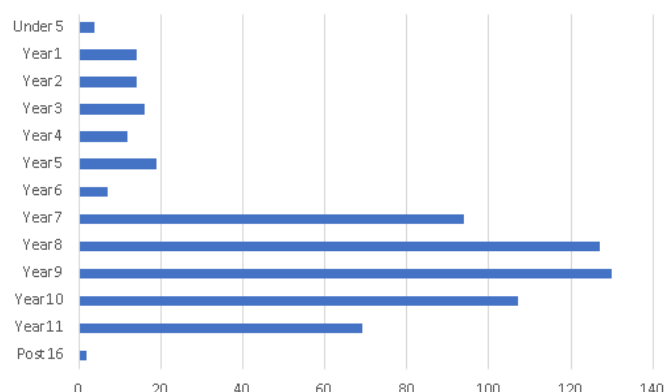
2a. FAP/ COOS 2019/20 by gender

Children Supported by FAP/COOS
2019/20 Academic Year
Gender



2b. FAP/ COOS 2019/20 by National Curriculum Year (NCY)

Children supported by FAP/COOS
2019/20 Academic Year
NCY



Notes: The above illustrates that more secondary aged children are referred through to FAP/ COOS than primary aged children. Referrals peak midway through secondary and there are several possible explanations for this that will need exploring in further detail in subsequent analyses. The data for the preceding 4 academic years shows an increase year on year in the number of cases referred to FAP/ COOS; the figures being 2018/19 696 referrals, 2017/18 583 referrals, 2016/17 527 referrals and 2015/16 380 referrals. Whilst this could be interpreted as an increase in need across these areas it could also be attributed to improved monitoring and tracking systems within the local authority to identify and support Children and Young People (CYP) who otherwise may have remained unknown to services.

2c. Reduced Timetables

	Autumn		Spring		Summer	
	No.	%	No.	%	No.	%
2015/16	396	27%	518	35%	566	38%
2016/17	356	28%	424	33%	495	39%
2017/18	342	26%	451	35%	509	39%
2018/19	370	25%	528	35%	596	40%
2019/20	481	-	-	-	-	-

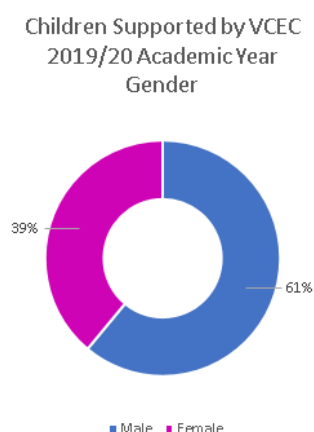
Notes: The above illustrates an increase in students on reduced timetables. There are no figures available for the Spring and Summer terms, due to Covid. The number returned for the Autumn term 2019 reflects a 30% increase on the number of students in the previous Autumn term (2018/19).

2. Vulnerable Children Education Commissioning

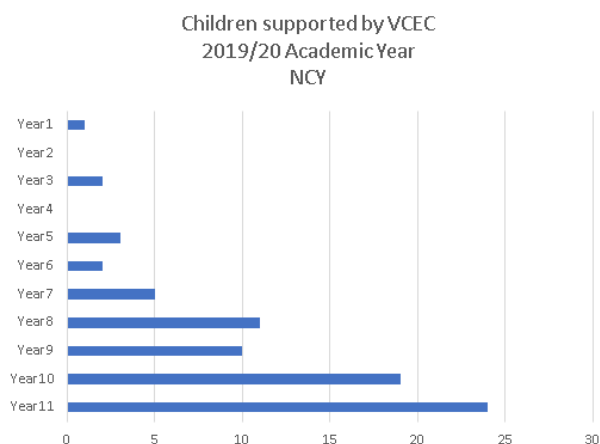
A total of 77 students were referred to the Vulnerable Children Education Commissioning (VCEC) board in the 2019/20 Academic Year. Of these cases provision was commissioned for 46 (60% of total) as part of the Fair Access process.

The total Educated Otherwise Than At School spend in 2019/20 as a result of referrals through this board was £2,238,084

3a. VCEC students 2019/20 by gender



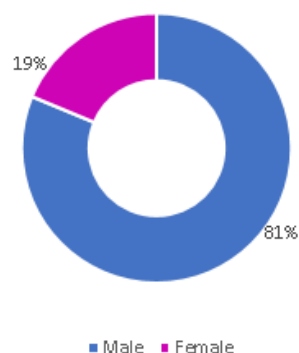
3b. VCEC students 2019/20 by NCY



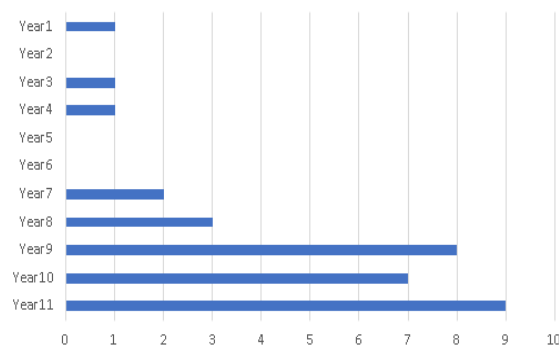
Notes: The data above shows the majority of cases heard at VCEC are secondary age with a sharp rise at Key Stage 4. It is possible this could be linked to increased trends seen in other service areas, notably higher numbers of CYP being registered as Electively Home Educated and a proportion of these needing a return to education at Key Stage 4. Further analysis of the reasons for referral to VCEC will be required to determine any definite trends.

32 permanently excluded students received funded alternative provision through the cost recovery method (CRM). These students may have been excluded in previous academic years but live in Nottinghamshire and therefore are our responsibility.

3c. Permanently Excluded Students accessing commissioned provision via CRM 2019/20 by gender



3d. Permanently Excluded Students accessing commissioned provision via CRM 2019/20 by NCY



Notes: The majority of CRM funded provision for Permanently Excluded students is made for secondary students, in line with the trend for Permanent Exclusions reported above for the 2019/20 Academic Year.

18th January 2021

Agenda Item: 11

REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND SKILLS**QUEEN'S PLATINUM JUBILEE: CHANGE TO SCHOOL HOLIDAY AND TERM
TIME DATES FOR LOCAL AUTHORITY MAINTAINED SCHOOLS IN
NOTTINGHAMSHIRE FOR 2021/22****Purpose of the Report**

1. Nottinghamshire County Council has previously undertaken statutory consultation with key stakeholders, in order to set school holiday and term time dates. The purpose of this report is to inform Committee of the government announcement to change the late May Spring bank holiday 2022 which impacts on the school holiday arrangements already set for 2021/2022 for Local Authority maintained schools in Nottinghamshire as set out in **Appendix 2**.

Information

2. The 1996 Education Act gives local authorities a duty to determine school term dates and Nottinghamshire County Council is responsible under section 32 of the Education Act 2002 for fixing dates of terms and holidays of maintained schools. Schools must be open to pupils for 190 days in an academic year, and 195 days for teachers. The responsibility for setting school holiday and term time dates for all community and voluntary controlled schools within Nottinghamshire lies with the Local Authority (LA). It should be noted that Foundation, Trust, Voluntary Aided schools and Academies are responsible for setting their own holiday patterns.
3. Holiday dates for LA maintained schools in Nottinghamshire for 2019/2020 to 2022/2023 were approved on 18th December 2017. However, on 12th November 2020, the government announced a change to the 2022 late Spring bank holiday from Monday 30th May to Thursday 2nd June. In addition, a further bank holiday for Friday 3rd June 2022 will be created to mark the Queen's Platinum Jubilee. As a result, the school holiday calendar for 2021-2022 currently published, attached as **Appendix 1**, will require an amendment to facilitate the change to the late Spring bank holiday, as set out in **Appendix 2**.

Other Options Considered

4. No other option has been considered; moving a bank holiday is achieved by a Royal Proclamation under the Banking and Financial Dealings Act 1971.

Reasons for Recommendation

5. The late May Spring bank holiday will move in England, Wales and Northern Ireland.
6. To update Nottinghamshire's school holiday pattern for 2021/2022 to reflect the recent government announcement to change the late May Spring bank holiday and create an additional bank holiday to celebrate the Queen's Platinum Jubilee.

Statutory and Policy Implications

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

Crime and Disorder Implications

8. Due consideration has been given to crime and disorder issues. The Police services and other voluntary bodies who provide out of holiday care and educational opportunity have key roles to play in reducing crime and increasing self-confidence, emotional resilience for any child or young person engaging with holiday provision.

Finance Implications

9. There are no direct costs involved in the process of setting school holiday dates. The information currently available can be updated electronically on the public website.

RECOMMENDATION

- 1) That Committee approves the change to the school holiday and term time dates for 2021/2022 for Local Authority maintained schools in Nottinghamshire as set out in **Appendix 2**.

Marion Clay
Service Director, Education, Learning and Skills

For any enquiries about this report please contact:

Claire Wilcoxson
Access and Admissions Strategy Team Manager
T: 0115 9772640
E: Claire.wilcoxson@nottscc.gov.uk

Constitutional Comments (KK 03/12/20)

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

Financial Comments (SAS 11/12/20)

11. 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.

[School holiday and term dates for Local Authority maintained schools in Nottinghamshire 2019/2020, 2020/2021 and 2022/2023 – report to Children and Young People’s Committee on 18th December 2017](#)

Government press release published 12 November 2020 – Extra Bank Holiday to mark The Queen’s Platinum Jubilee in 2022 (<https://www.gov.uk/government/news/extra-bank-holiday-to-mark-the-queens-platinum-jubilee-in-2022>)

Electoral Division(s) and Member(s) Affected

All.

C1420

Nottinghamshire School Holidays 2021-22



September 2021 to July 2022

September 2021						
M	T	W	T	F	S	S
	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2021						
M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2021						
M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2021						
M	T	W	T	F	S	S
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2022						
M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2022						
M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2022						
M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2022						
M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2022						
M	T	W	T	F	S	S
						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2022						
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July 2022						
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11	12	13	14	15	16	17
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25	26	27	28	29	30	31

August 2022						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



School Holidays



Public Holidays



Administration Day

Autumn Term

Schools Open - morning Tuesday 31 August 2021

Half Term - Monday 18 October 2021 - Friday 29 October 2021

Schools close - evening Friday 17 December 2021

Summer Term

Schools Open - morning Tuesday 19 April 2022

May Day Bank Holiday - Monday 2 May 2022

Half Term - Monday 30 May 2022 - Friday 3 June 2022

Schools Close - evening Thursday 28 July 2022

Spring Term

Schools Open - morning Tuesday 4 January 2022

Half Term - Monday 14 February 2022 - Friday 18 February 2022

Spring Break - Monday 4 April 2022 - Monday 18 April 2022

Nottinghamshire School Holidays 2021-22



September 2021 to July 2022

September 2021

M	T	W	T	F	S	S
	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2021

M	T	W	T	F	S	S
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2021

M	T	W	T	F	S	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2021

M	T	W	T	F	S	S
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20	21	22	23	24	25	26
27	28	29	30	31		

January 2022

M	T	W	T	F	S	S
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2022

M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2022

M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2022

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2022

M	T	W	T	F	S	S
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2022

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July 2022

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 2022

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

School Holidays

Public Holidays

Administration Day

Autumn Term

Schools Open - morning Tuesday 31 August 2021

Half Term - Monday 18 October 2021 - Friday 29 October 2021

Schools close - evening Friday 17 December 2021

Spring Term

Schools Open - morning Tuesday 4 January 2022

Half Term - Monday 14 February 2022 - Friday 18 February 2022

Spring Break - Monday 4 April 2022 - Monday 18 April 2022

Summer Term

Schools Open - morning Tuesday 19 April 2022

May Day Bank Holiday - Monday 2 May 2022

Half Term - Monday 30 May 2022 - Friday 3 June 2022

Late Spring Bank Holiday - Thursday 2 June 2022

Queen's Platinum Jubilee Bank Holiday - Friday 3 June 2022

Schools Close - evening Thursday 28 July 2022

18th January 2021**Agenda Item: 12****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****TROUBLED FAMILIES UPDATE AND CHANGES TO THE FAMILY SERVICE
STAFFING ESTABLISHMENT****Purpose of the Report**

1. To provide the Committee with an update on the Troubled Families Programme in Nottinghamshire and seek approval to bring a further report in six months.
2. To seek approval to disestablish 1.5 FTE Early Help Case Manager (Band A) posts and establish 1 FTE Advanced Practitioner for Practice Development (subject to job evaluation) post in The Family Service from 1st March 2021.

Information

3. Nottinghamshire's Early Help services, including The Family Service and Children's Centres, have been delivering the government's' Troubled Families Programme since 2011. The programme incentivises engagement of families facing multiple presenting issues including unemployment, poor physical or mental health, involvement in children's social care, challenges with education and attendance, domestic violence or family members involved with the criminal justice system. The programme requires that services take a whole family approach to assessing and meeting the needs of each family member, with a focus on monitoring positive outcomes to ensure sustainability.
4. Phase two of the Extended Troubled Families Programme was expected to conclude in March 2020. At this point Nottinghamshire had met its target of engaging with 5,190 families through the programme, and made payment by results claims for positive and sustained outcomes for 73% of these.
5. In the September 2019 spending review the programme was extended by a year, with a new target set to engage with a further 517 families, and make claims for successful outcomes for 1,189 families who had been attached to the programme in recent years. This target was reduced to 866 families in April 2020, when the impact of the COVID 19 pandemic began to be understood. Nottinghamshire was awarded an up front grant to make up the shortfall in income expected from payment by results. At the end of Quarter 2 Nottinghamshire had met its attachment target and submitted claims for successful outcomes for 421 families, 48% of the years target.

6. In the November 2020 Spending Review the government confirmed a further one year extension to the programme, with the same investment nationally as in 2020/21. Nottinghamshire colleagues are engaging in focus groups lead by the Ministry of Housing and Local Government (MHCLG) about the shape of the 2021/22 programme, and expect to receive confirmation of the local grant determination in the new year.
7. The Troubled Families Programme also seeks to influence service transformation across Early Help partnerships through MHCLG's Early Help System Guide (see link published documents) and annual self-assessment against this framework is a condition of the Troubled Families grant. The guide promotes whole family working through a key worker approach, integration of services for families and utilising partnership data to better understand need, and monitor impact. In the last year to 18 months the focus has shifted towards improved localised services, and the importance of coproduction and building community resilience.

Changes to staffing establishment in The Family Service

8. Through a combination of a Transformation Grant, Attachment Fees, Payment by Results and Troubled Families reserve, Troubled Families funding provides £1.9m of the Family Service's £5.5m budget.
9. In 2020/21 the service has held a number of vacancies in order to reduce the requirement for compulsory redundancy in the event that the programme funding was reduced or ceased in 2021/22. In light of the positive news of an extension to the programme, it has been possible to recruit to those roles which are essential to service delivery, and savings identified against the remaining vacancies.
10. As the Children and Families department has developed its approach to service improvement and in particular the introduction of the strengths-based practice model, it has become apparent that The Family Service is less able to engage with the activity because it does not have the dedicated resource which exists within Children's Social Care and the Youth Justice Service. It is proposed that 1 FTE Advanced Practitioner for Practice Development (subject to job evaluation) post is established within the Troubled Families Project Team to bridge this gap. This will be funded by disestablishment of 1.5 FTE Early Help Case Manager (Band A) posts which are currently vacant.
11. The Advanced Practitioner for Practice Development holder will work in partnership with The Family Service management team and the department's Service Improvement Group to ensure that learning from inspection activity, the audit cycle and national best practice is embedded in the service and that The Family Service establishes a culture of continuous learning and improvement.

Other Options Considered

12. No other options have been considered.

Reason/s for Recommendation/s

13. To keep Committee informed of the current performance of the Troubled Families Programme.
14. To inform the Committee of the recent announcement from the Treasury and MHCLG regarding the future of the Troubled Families Programme.
15. To seek committee approval for changing to staffing establishment which will support The Family Service to engage with departmental service improvement activity.

Statutory and Policy Implications

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

Financial Implications

17. Through a combination of the Transformation Grant, Attachment Fees, Payment by Results and Troubled Families reserve, Troubled Families funding provides £1.9m of the Family Service's £5.5m gross budget. In the November 2020 Spending Round the Treasury announced that Troubled Families would be funded for 2021/22 and nationally the same investment as previous years has been agreed and so Nottinghamshire is expecting a continued level of funding.
18. The deletion of 1.5 FTE Early Help Case Manager (Band A) posts will release budget of £59,045 towards the cost of the new 1 FTE Advanced Practitioner for Practice Development post. Although the new post is still subject to job evaluation it is anticipated that the budget released will be sufficient to fund it.

Human Resources Implications

19. Following Job Evaluation, a recruitment exercise would be undertaken to fill the post of Advanced Practitioner for Practice Development.

RECOMMENDATION/S

That Committee:

- 1) agrees to receive a follow up report in the next six months and that this be included in the work programme.
- 2) agrees to the following changes in the staffing establishment of The Family Service from 1st March 2021:

- disestablishment of 1.5 FTE Early Help Case Manager (Band A) posts
- establishment of 1 FTE Advanced Practitioner for Practice Development (Subject to job evaluation) post.

Steve Edwards
Service Director, Youth, Families & Social Work

For any enquiries about this report please contact:

Rachel Miller
 Group Manager, Early Help Services
 T: 0115 993 4371
 E: Rachel.miller@nottsc.gov.uk

Constitutional Comments (EP 17/12/20)

20. The recommendations fall within the remit of the Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 21/12/20)

21. Through a combination of the Transformation Grant, Attachment Fees, Payment by Results and Troubled Families reserve, Troubled Families funding provides £1.9m of the Family Service's £5.5m gross budget. In the November 2020 Spending Round the Treasury announced that Troubled Families would be funded for 2021/22 and nationally the same investment as previous years has been agreed and so Nottinghamshire is expecting a continued level of funding.
22. The deletion of 1.5 FTE Early Help Case Manager (Band A) posts will release budget of £59,045 towards the cost of the new 1 FTE Advanced Practitioner for Practice Development post. Although the new post is still subject to job evaluation it is anticipated that the budget released will be sufficient to fund it.

HR Comments (BC 14/12/20)

23. The staffing implications are contained within the body of the report. The Advanced Practitioner role is currently subject to the agreed job evaluation process and will then be recruited to in line with the vacancy control and recruitment procedures.

Background Papers and Published Documents

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

[Troubled Families update and changes to The Family Service – report to Children and Young People's Committee on 13th January 2020](#)

[MHCLG Early Help System Guide](#)

Electoral Division(s) and Member(s) Affected

All.

C1424

18th January 2021

Agenda Item: 13

REPORT OF THE SERVICE DIRECTOR FOR EDUCATION, LEARNING & SKILLS

DIGITAL RESOURCE TO DELIVER DFE-FUNDED CHILDREN'S PROJECTS

Purpose of the Report

1. To seek approval to establish a 1 fte fixed term (12 months) Digital Development Officer (Band A) post in order to deliver two projects funded by the Department for Education which are linked to the Council's Children and Families Service.

Information

2. The Department for Education (DfE) has provided funding for the Council to undertake two projects that will improve two services within the Council's Children and Families Service. Common to both projects is the requirement for new website builds and/or extensive website development.

Wellbeing for Education Return Project

3. The Council is working in partnership with Nottingham City Council to establish and provide a central 'Local Offer', which will be a single place that young people in Nottinghamshire, as well as their parents and professionals (e.g. teachers), can gain extensive mental health and emotional wellbeing support.
4. Core to the project will be a newly-created website acting as the single place for young people, professionals and families to access support materials, online help such as video classes and a directory of all the relevant service areas available to them in the area.
5. The website will be extensive in size and will be branded in a style to appeal to the target audience of 11-16 year olds, similar to Leeds' [MindMate example](#). It will serve as a one-stop shop of practical advice for all mental and emotional issues affecting young people, particularly those of secondary school age.
6. The partnership is already in consultation with local groups of young people aged 11-16 years to ensure that the newly established Local Offer offers them the right levels of support and with the right messages that are most appropriate to them. This feedback will inform much of the content on the new website

7. The overall funding from the DfE for the Wellbeing and Education Return grant is £117,976. From this £16,400 has been allocated to the Council's Communications and Marketing team to deliver the new website. These funds will contribute to the cost of a 1 fte fixed term post of a Digital Development Officer who will have the required skills to create and deliver the website. This fixed term will be required beyond the launch of the website as it will be needed to train officers within the service to self-serve for future maintenance and development.
8. The new website will contribute to improving mental health outcomes by providing round-the-clock information and online support and help meet the wider aims of the project. At present the provision of emotional and mental health support sits across a range of services and partner agencies from both within and outside of the County Council. The Children and Young People's Mental Health Executive Board seeks to coordinate this range of provision, as well as providing an oversight of targets and outcomes. The creation of a new website on which all services are represented and described provides a unique opportunity for the coordination of services to be realised. This should reduce delays and confusion for those wanting to access mental health services, enable earlier more timely intervention, and thereby drive down costs associated with escalating concerns.

D2N2 Teaching Partnership – COVID-19 Recovery Infrastructure

9. The D2N2 Social Work Teaching Partnership project is focused on addressing the following challenges faced by children's social workers, social work students and frontline staff that have been caused by the Covid-19 pandemic:
 - adapting their working practices to accommodate government restrictions, whilst doing their best to maintain their support to families and service users
 - conducting their work in isolation without the immediate support of colleagues and managers
 - managing to engage with service users, peers, and their managers and tutors
 - disruption of students' learning, with lack of peer support, and placement postponements leaving many students feeling stressed, and worried about their immediate futures.
10. The Teaching Partnership has already come together and worked as a collective during this difficult period, developing solutions to placement problems and sharing ideas about how best to sustain social work training and support the workforce.
11. In reviewing the impact and implications of the Covid-19 pandemic, the Teaching Partnership has identified a need to address the following key issues, to adequately support students and social work practitioners over the next 12 months and beyond:
 - mental health support
 - relationship support
 - financial support
 - placement and practice education support
 - the impact of Covid-19 on ethnic minority communities and the wider implications of the Black Lives Matter movement
 - managers' resources – team building/team morale/peer support for themselves
 - organisational/strategic guidance (whole workforce initiatives)

- continuous professional development (CPD) events – migrated to virtual platforms, but interactive wherever possible.
12. Whilst the Teaching Partnership has already delivered some successful short-term operational responses to Covid-19, many of the identified needs above are more person-centred, focussing on the personal impacts of Covid-19 which influence how the practitioner manages their work and their own wellbeing.
 13. Due to the current Covid-19 working restrictions, it is essential that any solution to address these needs can to be accessed on a virtual/online basis. The DfE has agreed to provide the Teaching Partnership with an additional £20,040 to support the response to the Covid-19 pandemic. £17,240 of DfE funding will be allocated to primarily develop the functionality and content of a website which currently does not deliver the solutions required to adequately support staff and students.
 14. The DfE funding will further contribute to the cost of the fixed term post of the Digital Development Officer who will work alongside staff from the Teaching Partnership to develop the D2N2 website so that it offers the needed support to practitioners and students by improving online elements such as the Health & Wellbeing Hub, a designated CPD function (including webinars and podcasts), and enhanced support for managers.
 15. The new online facilities will then contribute to the aim of building a well informed and appropriately supported workforce, and enabling the continuation of high-quality training, development and recruitment of social care students.
 16. For Nottinghamshire, its involvement with the D2N2 Teaching Partnership has generated a big increase in the numbers of local students applying for jobs with the Council, with the intake of newly qualified social workers growing over the past two years. This has helped to stabilise Nottinghamshire's vacancy levels and helped to control agency costs for vacancy cover. However, there is a need to ensure adequate support and CPD to these new staff, to help retain them – and one important vehicle for doing this will be the D2N2 website.
 17. Equally, the Council's existing social workers, who have worked extremely hard to maintain services during the current pandemic, need access to a range of support and advice – to help them through the challenges that the pandemic has generated outside of work (relationship pressures, finances, childcare, care of elderly relatives, isolation, mental health) – which they have had to juggle alongside their professional responsibilities. To maintain stability across the Council's experienced workforce, there is also a need to ensure that they have accessible support, and accessible professional development options. Running parallel to this is the need to support managers in maintaining staff morale and team cohesiveness during the pandemic and during recovery – and this too will be one of the key focuses of the website development, providing them with resources and ideas to support and sustain their teams.
 18. Nottinghamshire's turnover has been at around 5% over the past few years, representing an average vacancy level of between 15-20 vacancies at any one time across the Council's entire social work workforce. This is well below the national average, and there is a desire to keep it at this level or lower, despite the impact of the pandemic. The costs for agency cover, if new and experienced staff are not retained, sits in the region of £65,000 per vacancy, per year and – even with a recruitment process that is streamlined, and can fill vacancies faster – it is still far better, financially and operationally, to retain the high quality

staff that are already employed than it is to expend resources on recruitment and on agency cover. This investment in online infrastructure will form a valuable part of the Council's wider ambition to support, retain, engage with, and stabilise its social work workforce.

Suggested Approach

19. Both projects' deliverables are a dedicated website/online presence. To achieve the projects' objectives, a digital specialist is required who has the skills to design and build websites, as well as creating online content that is appropriate to the target audience. The proposed approach is to establish an additional Digital Development Officer (Band A) post, at a cost of £41,473, in the Communications and Marketing team for a fixed-term of 12 months; the postholder will work with each of the teams and their audiences to deliver both projects. The 12-month fixed term will ensure both websites can be properly managed post-launch with a sustainable plan delivered for ongoing maintenance and development. This length of contract will also significantly improve the Council's opportunity to recruit and retain such highly skilled personnel.
20. The DfE funding will then meet over 80% of the costs for the post with the remainder coming from the Communications and Marketing budget. Where capacity allows, this post will then be able to provide additional support to the Communications and Marketing team on other corporate projects including those from the Children and Families Service or generate further income streams from projects for partner organisations.

Other Options Considered

21. The Wellbeing for Education Return project management group sought and received quotes from external agencies to develop the website. On average these were 3-4 times the cost of the £16,400 allocated to build/manage the website internally. External agencies also carry extensive on-going content hosting and maintenance costs beyond the initial year. Managing the website internally incurs none of these costs and provides greater control to ensure quality and standards are maintained.
22. The Communications and Marketing team considered delivery of the projects within its existing structure, but this was prohibitive given the current corporate priorities which have been further escalated due to the Covid-19 pandemic and the importance of digital and online information.
23. Agency staff were considered for the project delivery but this would prove to be more costly to the Council and increase the risk of the postholder leaving for other employment which would be damaging for business continuity and successful and timely completion of the projects.

Reasons for Recommendations

24. The reasons are to resource the DfE funded projects with the required specialist digital support to enable Council services to deliver two high quality websites that meet the needs of service users and the conditions of the external funding.

Statutory and Policy Implications

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

Financial Implications

26. The total funding from the DfE for these two projects is £33,640. The Council has received the funding in this financial year (2020/21) but as much of the work will extend into next financial year (2021/22), this will be carried forward to meet the costs which fall into that year.
27. The cost of 1 FTE fixed term (12 months) Digital Development Officer (Band A) post plus on costs is £41,473 and will be funded as follows:
- £16,400 from the Wellbeing for Education Return grant
 - £17,240 from the Teaching Partnership grant
 - £7,833 from the corporate Communications and Marketing Team budget.

Human Resources Implications

28. Recruitment will be undertaken in line with Nottinghamshire County Council's recruitment policy. A recruitment exercise will be undertaken to identify suitable candidates for the fixed-term role.

Public Sector Equality Duty implications

29. For any new website built internally they will comply with the latest accessibility standards with is now standard practice for the Council.

RECOMMENDATIONS

- 1) That Committee approves the establishment of a 1 fte fixed term (12 months) Digital Development Officer (Band A) post to deliver two projects funded by the Department for Education for the Children and Families Service.

Marion Clay
Service Director, Education, Learning & Skills

For any enquiries about this report, please contact:

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Constitutional Comments (EP 17/12/20)

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

Financial Comments (SAS 18/12/20)

31. The cost of 1 FTE fixed term (12 months) Digital Development Officer (Band A) post plus on costs is £41,473 and will be funded as follows:
- £16,400 from the Wellbeing for Education Return grant
 - £17,240 from the Teaching Partnership grant
 - £7,833 from the corporate Communications and Marketing Team budget.

HR Comments (BC 17/12/20)

32. The staffing implications are contained within the body of the report. The post will be recruited to in line with the agreed vacancy control and recruitment procedures.

Background Papers and Published Documents

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

None.

Electoral Division(s) and Member(s) Affected

All.

C1431

18th January 2021**Agenda Item: 14****REPORT OF THE CORPORATE DIRECTOR, CHILDREN AND FAMILIES****NATIONAL CHILDREN AND ADULT SERVICES CONFERENCE: NOVEMBER
2020****Purpose of the Report**

1. The report informs the Committee of the key messages from the National Children and Adult Services (NCAS) Conference which took place online from 4th to 6th November 2020.

Information

2. The County Council's representatives attending the conference were: Councillor Philip Owen, Chairman of the Children and Young People's Committee; Councillors Sue Saddington and Tracey Taylor, Vice Chairmen of the Children and Young People's Committee; Councillor Tony Harper, Chairman of the Adult Social Care and Public Health Committee; Councillors Boyd Elliott and Frances Purdue-Horan, Vice Chairmen of the Adult Social Care and Public Health Committee; Colin Pettigrew, Corporate Director, Children and Families Services; and Naomi Russell, Group Manager, Living Well (North), Adult Social Care and Health. The report is supported by the presentations which are available on the conference website www.ncasc.info
3. As a consequence of the COVID pandemic and national restrictions on meetings and travel, the conference was held online this year, through Zoom. A range of issues and priorities in children's services were reflected in the conference agenda, including the identified and anticipated impacts of COVID on service provision. Major topics covered were: safeguarding, funding children's services, challenges and sustainable solutions to supporting Unaccompanied Asylum Seeking Children (UASC), addressing mental health needs, the return to education, Ofsted and The Care Review.
4. Key themes this year were the impacts of the COVID pandemic on the health and wellbeing of children, families and workforce (schools and social work), and issues of financing necessary support and addressing missed learning; also, the role of local government in responding to the pandemic, and the significance of proven preventative strategies. The Conference opening was hosted by James Bullion, President of the Association of Directors of Adult Social Services (ADASS); Jenny Coles, President of the Association of Directors of Children's Services (ADCS) and Councillor James Jamieson, Chairman of the Local Government Association (LGA). Councillor Jamieson spoke about the strengthened relationships between councils and schools, the impact of lockdown on education and the

pent-up demand on services. He called for a focus on prevention and early intervention as well as the need for fully funded services.

5. Jenny Coles spoke of the risks of lost education for all children, with concerns over an anticipated 18 month attainment gap from primary upwards for children from poorer families. She articulated the case for investing in children through several approaches: it needs all-age multi-agency early-prevention strategies, including the contribution of schools and colleges in this work; resetting the Special Educational Needs and Disabilities (SEND) system and addressing the issues for the High Needs Block; investing in a first class education system; and investing in the care system to address a crisis in placement sufficiency. She went on to stress the need for local and national government to work together; highlighting the Department for Education's (DfE) responsibility for funding and facilitating councils and leaders to challenge the ability of venture capitalists to command the market for children's social care. Jenny suggests the resilience of families is best supported through strong partnerships between councils, schools, the voluntary sector and Regional Schools Commissioners (RSCs), requiring the DfE to take a lead, and for us collectively to focus resources from early years upwards and to tackle child poverty.
6. The sub-plenary sessions attended included:

Equalities, Diversity and Inclusion:

Representatives from several local authorities and Peter Molyneux (Chairman of Health and Care LGBTQ+ leaders' network), spoke of the importance of securing people from diverse backgrounds into senior and leadership roles; of the need for a secure and confident workforce; and to ensure inclusive support for all residents and service users.

The Minister for Children:

Vicky Ford MP opened by thanking officers and councillors for their work through COVID in keeping schools open, supporting SEND needs and supporting families. She reprised the various extra funding support measures from Government to Local Authorities, and compared the differences between lockdowns 1 and 2 in respect of the numbers of schools and settings open, children attending, and the maternity and GP services available. The Minister stressed the Government's ongoing commitment to keeping children safe and spoke particularly about:

- adoption, foster and kinship care; and investment in the adoption support fund
- funding and plans to manage fostering, including through joint commissioning
- proposals and ideas through the "What Works Centre", including over domestic violence
- harm to babies and Serious Incident Notices (SIN) and the significance of NHS England's recent directive that staff should not be redeployed away from children's health services during the ongoing pandemic
- SEND needs and the SEND review.

Councillor Judith Blake (Chair of the Children and Young People's Board, LGA) referenced the Care System Review and listed how improving outcomes needs to remain at the core of Government, with education being key (T levels, apprenticeships, school improvement, catch-up funding and adult learners returning to education).

Delegates posed questions about when the Care Review will start, whether Government has plans to review the High Needs formula (especially given impacts of SEND) and a request to end piecemeal funding of local authorities in favour of a whole service approach. The value of youth service provision has been notable in supporting vulnerable children and young people and (as in Nottinghamshire) in preventing placement breakdown; this is a significant opportunity to reassess the role of local authority youth services.

Leading the Mental Health Recovery for Individuals, Families & Communities:

Speakers at this session referenced local government's role in improving residents' mental wellness throughout life, and the particular impact of COVID on mental health arising from limited socialisation.

The Role of Local Government in Responding to a Pandemic:

This panel discussion was led by Councillor James Jamieson, James Bullion and Jenny Coles, with guest speakers Paul Najsarek (Chief Executive of Ealing Council) and Dr Jeanelle de Gruchy (President of the Association of Directors of Public Health). They covered:

- the challenges of COVID, including those arising from a second wave and lockdown
- the collective approach and response
- the LGA's response to the spending review and the need for a long term vision
- the benefits of having public health within local government
- great pride in local government in supporting schools, supporting community hubs distributing food and welfare packs and in preparing for a rise in complex cases and the impacts of possible recession
- hidden inequalities arising from poverty and discrimination and how local government has paid attention to the most vulnerable, including through social care and working with schools
- the need for local government services to be fully funded
- the creativity and tenacity of so many and the significance of empowerment and strong leadership versus the burdens of bureaucracy.

7. Workshop sessions attended included:

Safeguarding infants, children and young people:

Sarah Elliott, a member of the National Child Safeguarding Practice Review Panel, spoke of the two major reviews commissioned to consider key themes in the rise in Serious Incident Notifications amongst children aged 0-5 years since 2014. The first, Sudden Unexplained Deaths in Infants (SUDIs), identified "out of routine" causes, including background contexts and predisposed vulnerabilities and risks. It raises questions for partners about how well they understand parents' views, how well practitioners are equipped to promote safer sleeping, about commissioning arrangements, and how far SUDI risk is embedded in safeguarding practice.

Debbie Jones, national lead LA multi-agency safeguarding co-ordinator, spoke of its role in intelligence gathering, in providing strength-based interventions and thematic leads on specific work streams, and to assist in determining the impact of reforms on outcomes for children and young people. She identified a number of challenges under the new (2019) partnership model, particularly around shared accountability amongst the three key partners (LA, Police and NHS); also, potential issues arising where the partners' geographical boundaries are not co-terminus. She questioned whether the rise in academy schools means that education should be a fourth partner now. Debbie identified what she calls "wicked issues" around winter planning, Elective Home Education, mental health, hidden harm and thresholds; these she linked to a number of triggers and tipping points: demands and financial pressures, increases in Education Health and Care Plans (EHCPs), court backlogs, and increase in domestic violence, and reduced staffing levels through COVID.

The final speaker was Dez Holmes, Director in Research and Practice, who refocussed last year's talk about the complexity and risks of intra and extra familial harm towards the additional risks brought on by COVID, and the adaptability of perpetrators of abuse and exploitation. Changing ways of working such as greater use of digital technology, bring both benefits and risks. Dez cautioned over failures to engage whole communities in safeguarding work, and the need for sustainable funding, strong leadership and a holistic approach which is person/people focussed.

Children's Services Funding Issues:

This session was delivered by the Children's Commissioner, Anne Longfield MBE, who spoke of the priorities for the spending review and beyond to address existing pressures in Children's Social Care and the additional pressures of COVID. Figures show that 1.6 million children have been the subject of statutory interventions in the past six years. Anne considers services to be unsustainable in the current form and insufficient relative to the needs of children. She asks whether we have been asking the right questions and stresses the importance of a strengths-based model rather than a deficit model.

Jenny Coles summarised the state of local government finances in the context of the heightened impact of disparity since COVID; an anticipated increase in requests for free school meals from families facing unemployment, and uncertainties for children and young people about exams, higher and further education and jobs. Her priorities are a reset for SEND, investment in the care system and education and evidence based early intervention. There are serious challenges to sufficiency of placements, including specialist provision, and concerns were voiced again about private businesses profiting from local authority placement purchases. Jenny mooted the idea of LA's working to increase in-house provision, possibly in partnership with private sector care providers.

Youth Services underfunding was noted, with £634m (over 80% of the entire national youth services budget) going to the National Citizen Scheme (NCS) between 2014-18.

The final part of this session from DfE representatives confirmed that the Comprehensive Spending Review has been delayed to 2021 and summarised the additional funds to local government offered so far. Delegates posed questions around:

- school exclusions and the value of investing in keeping children in school, including a more holistic approach, rather than fixed term, finite interventions
- the insufficiency of funding to support Unaccompanied Asylum Seeking Children (UASC)
- the apparent lack of joined up thinking between government departments, with projects being considered separately rather than as being connected.

Unaccompanied Asylum Seeking Children (UASC) – Challenges and Sustainable Solutions:

This workshop was led by Councillor Nick Forbes, Chair of LGA Asylum, Refugee and Migration Task Group, with guest speakers from local government, the Home Office and DfE. Conference heard that 44,000 UASC have arrived in the UK since 2010. Numbers for 2020 are down by 20% on past years but remain the highest in the EU; arrivals in small boats continue to raise concerns. Issues were identified around funding levels, the weighting of allocations against numbers of Looked After Children, placement sufficiency (especially in rural areas), age assessments (particularly in the 16-18 years range) and speed of process around asylum decisions. Sophie Langdale from the DfE spoke of:

- an immediate crisis on the south coast - with placements sought in other local authority areas
- the recent consultation on the National Transfer Scheme - with respondents highlighting issues of placement sufficiency and support for care leavers
- capital funding – to increase and improve the secure estate, and five project areas for joint commissioning arrangements.

Return to Education:

There are recognised concerns about reintegration of children into school life, particularly whilst fears of contagion amongst the population at large remain. Speakers stressed the importance of developing language around emotions and resilience, and commended many school-based interventions already employed to build resilience, improve attainment and reduce anti-social behaviour and youth violence.

Delegates heard about the role of the LA in schools and how significant this has been through the COVID pandemic; where strong relationships in their statutory roles (LAC, SEND, EHCP etc) has facilitated working together with maintained schools, academies, the Regional Schools Commissioner and government in an unprecedented way. Of particular note is the LA's role in interpreting guidance for providers of education and childcare.

Questions were asked about what LAs can do to help schools with catch-up, and fears over the significant rise in Elective Home Education and the absence of LA powers to address this.

Ofsted:

Amanda Spielman explained that inspections had stopped during lockdown, with frontline staff redeployed to frontline activity, including fostering and working with community hubs and foodbanks. She stressed the value of keeping schools open to children during both

lockdowns, especially the widened facilities since the autumn term began. Elective Home Education has risen significantly, partly resulting from fears of contagion and parental risk, and from the volumes of fake news and social media chatter.

Indicators suggest rises in risk factors around poverty, mental health, domestic violence and harm to babies. There are pressures on the family courts nationally; with virtual court proceedings, and delays hampering orders and adoption. Ofsted assurance visits have begun this term, in schools and homes, but the full inspection regime is still paused. Priority is being given to registering new children's homes and new providers (child minders and nurseries) to meet capacity needs; also, to dealing with homes that do not meet standards. Delegates raised questions over:

- the need for an urgent review of Elective Home Education, including a requirement for registration
- whether the regulatory framework is fit for purpose as we go into the Care Review
- celebrating Social Workers alongside other key worker professionals.

The Care Review:

Speakers in this final session spoke about the importance of the voice of looked after children and care leavers in the review, and the positive significance of The Children's Act. They contrasted what children in care need (secure relationships, being listened to, being treated with respect and kept informed) with what they don't need (overtly professional terminology, labels, for their personal lives to be public knowledge, to be different to other children). They identified the need for a whole system approach and the value of early intervention, particularly through evidence-based strategies. Placement sufficiency issues centre around profit making enterprises and a lack of what's needed, and there is a good case to be made for increased kinship care. Interestingly, the crucial role of the NHS was referenced as being weighted towards adult care and needing to focus more on the needs of children and young people. COVID was referenced as a "bulldozer" that has speeded changes in practice and collaboration. Delegates raised challenges over court decisions which continue to hear the voice of parents above children, including allowing contact in domestic abuse cases; and whether the Care Review will focus on what care is (relationships, connection and healing) rather than simple placement sufficiency.

8. A summary of the key learning points for Nottinghamshire are as follows:
 - further implement strengths-based practice and contextual safeguarding and encourage innovative thinking
 - consider best practice examples for new and partnership working, as evidenced through COVID adaptations
 - continue to make the case for fully funded services, including through the Care Review and any government consultations (e.g. UASC, SEND)
 - working through national bodies and the LGA on common national issues
 - continuing to promote the value of youth service provision on the national stage.

Other Options Considered

9. No other options have been considered.

Reason/s for Recommendation/s

10. The report provides an opportunity for the Committee to consider the key learning points highlighted from the conference and any further actions arising from the summary contained within the report.

Statutory and Policy Implications

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

Financial Implications

12. There are no financial implications arising from the report.

Implications for Service Users

13. The report highlights opportunities to learn from experiences and models of practice in other councils to improve services and support available to people in Nottinghamshire.

RECOMMENDATION/S

- 1) That the Committee considers whether there are any further actions it requires in relation to the key messages from the National Children and Adult Services Conference contained in the report.

**Colin Pettigrew,
Corporate Director, Children and Families**

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Constitutional Comments (AK 16/12/20)

14. This report falls within the remit of Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 11/12/20)

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

Background Papers and Published Documents

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

[Attendance at the National Children and Adult Services Conference; November 2020 – report to Children and Young People’s Committee on 2 November 2020.](#)

Electoral Division(s) and Member(s) Affected

All.

C1429

18th January 2021

Agenda Item: 15

**REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****CONSULTATION ON THE OPENING OF A SPECIALIST SATELLITE SCHOOL
PROVISION ON KING EDWARD PRIMARY SCHOOL SITE****Purpose of the Report**

1. This report seeks the Committee's approval to undertake a statutory consultation on the proposed opening of a Specialist Satellite School Provision on King Edward Primary and Nursery School site in Mansfield, to be managed by Carlton Digby Special School. Following the Department for Education's statutory guidance on making significant changes to maintained schools, and as a result of the Stage 2 consultation, a statutory proposal will be considered by Members. **Appendix 1** provides an outline of the consultation process.
2. The report also seeks approval to undertake a feasibility study to identify any adaptations that could be required to the existing buildings.

Information

3. There is considerable pressure in Nottinghamshire to find special school places. As of November 2020 there were 90 children and young people who were awaiting a special school place with further requests for Education and Health Care Plans in process. A high percentage of these have needs in the area of Social, Emotional and Mental Health and Autism. Where specialist provision is required and no special school places are available Nottinghamshire County Council has to seek placements in independent non-maintained provision or alternative educational provision.
4. Carlton Digby is an outstanding special school (Ofsted 2020) based in Gedling. It is operated by Nottinghamshire County Council and has provision for the full range of Special Educational Needs as identified by the Department for Education (DfE). There are currently 90 pupils on roll at the school. The school has the capacity to provide outstanding leadership but does not have the opportunity to expand on their existing site.
5. King Edward Primary and Nursery School in Mansfield is a mainstream school. There are a number of buildings not currently used by the school as classrooms and it will be possible to use some of these existing buildings to provide additional capacity and places for Carlton Digby Special School. It is proposed that the Satellite School will have a maximum of three classes which is an additional 24 specialist places for primary aged pupils.

6. Exploratory discussions have taken place with key stakeholders related to King Edward Primary and Nursery School and Carlton Digby Special School, this includes the senior leadership of the schools. The nature of these discussions has been to determine the extent of the site modifications necessary and financial/staffing implications and the changes to the admission arrangements that would occur if the proposals were to be approved.
7. All the children and young people who attend the Satellite School will be on the roll of Carlton Digby Special School and the admissions process will be via the normal consultation process between the Integrated Children & Disability Team and the school.
8. It is intended that the Satellite School will be the permanent base for the children who attend and they will not be moving between the main Carlton Digby site and the Satellite School. Children who attend the Satellite School will use the play and outside facilities available at King Edward Primary and Nursery School. It is proposed that some of the field space will be allocated to the Satellite School.
9. As children who accept their first offer of a special school place are entitled to transport it is envisaged that the majority of the children will access the school via this route using the current school car park.
10. This would be Nottinghamshire's first Satellite Special School and will allow greater partnership working between the mainstream and special school involved. Facilitating opportunities for children with special needs to access specialist provision locally is a priority identified within the Nottinghamshire Special Educational Needs and Disability Policy 2020.
11. The proposed consultation will involve holding meetings with all stake holders involved including governing bodies, staff, senior leaders, unions, parents and the local community. There will also be a formal on line consultation open to any interested parties that will be available on the Nottinghamshire County Council website from 19th January to 23rd February 2021. The results of the consultation will be analysed and presented in full to the Children and Young People's Committee.

Other Options Considered

12. Consideration was given to using an alternative building on a specialist college site. This building would have required extensive alterations to make it suitable for primary school children with special needs.
13. There is a need for new special school provision in Nottinghamshire but the DfE has confirmed that there will be no new High Needs free school development opportunities in 2021-2022. The government has stated that they remain committed to the programme and funding for further free schools will be considered at the next Spending Review but this is not an option that can therefore be pursued at this time.
14. The Children and Young Peoples Committee will be informed of the consultation response at their meeting on 15th March 2021 and this response will inform any decisions that are made about whether it would be appropriate to develop a satellite special school at the King Edward Primary and Nursery School site.

Reason for Recommendation

15. This proposal is a consequence of the increasing pressure to find suitable special school places in the Mansfield locality as existing special schools are full. King Edward Primary and Nursery School currently has a significant surplus of school places available and spare building capacity. This would be an effective use of unused classrooms in an area where demand for school places is lower than previously anticipated.
16. The Department for Education's statutory guidance on making significant changes to maintained schools outlines a four-stage process. Stage 2 of the process is a formal consultation for a minimum of four weeks for which this report seeks the Committee's approval.

Statutory and Policy Implications

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

Financial Implications

18. The building being proposed for adaptation will require some adaptation. Approval is sought for a feasibility study to identify precise details and costs, which will be funded from the Basic Need Budget.
19. There will be a cost to the High Needs Budget for staffing and school resources.

Human Resources Implications

20. All the staff at the Satellite School will be employed by Carlton Digby Special School.

Implications for Service Users

21. This will increase the availability of special school places to enable children and young people to attend a specialist school in their own locality in accordance with the Council's Special Educational Needs and Disability Policy (2020)

RECOMMENDATION/S

That Committee:

- 1) gives approval for a statutory consultation on the proposed development of Carlton Digby Satellite School at the King Edward Primary and Nursery School site in Mansfield

- 2) gives approval to undertake a feasibility study to identify any adaptations that could be required to the existing buildings.

Marion Clay
Service Director, Education, Learning and Skills

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Constitutional Comments (EP 08/01/21)

22. The recommendations fall within the remit of the Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 07/01/20)

23. It is anticipated that there will not be any costs for the consultation, but if there are, they will be minimal and contained within the service's allocated budget.
24. It is proposed that the feasibility costs set out in this report and subsequent adaptations would be funded from the School Places Programme which is already approved in the Children and Young People's capital programme. Any costs incurred that do not result in a capital project will be abortive in nature and a suitable revenue budget will need to be identified accordingly.
25. The High Needs Block of the Dedicated Schools Grant would provide the revenue funding for the new specialist places created. The High Needs Block funding allocation for 2021-22 is £88.7m.

HR Comments (BC 07/01/21)

26. Subject to the statutory consultation, the staff at the satellite school will be employed by the Carlton Digby Special School. The staffing structure will be determined once capacity is finalised.

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 Special Educational Needs and Disability Policy (2020)

Electoral Division(s) and Member(s) Affected

Arnold South
Mansfield South

Cllr John Clarke & Cllr Muriel Weisz
Cllr Stephen Garner & Cllr Andy Sissons

C1434

APPENDIX 1

Proposed timescale for the statutory consultation on the opening of a Specialist Satellite School Provision on King Edward Primary & Nursery School Site

Stage 1	Stage 2	Stage 3	Stage 4
Publication (Statutory proposal)	Formal consultation (four weeks minimum)	Decision	Implementation
18 January 2021	19 January to 23 February 2021	15 March 2021	1 September 2021
Children and Young People's Committee	Public meeting(s) / online questionnaire	Children and Young People's Committee	Communication of the decision of Members

Prior to Stage 1 initial meetings with key stakeholders i.e. the school, the Governing Body and affected staff, school population will take place before the publication of the Children and Young People's Committee's report on 15 March 2021

[Department for Education - Statutory guidance for proposers and decision-makers \(October 2018\) - Making significant changes \('prescribed alterations'\) to maintained schools](#)

18 January 2021

Agenda Item: 16

REPORT OF THE SERVICE DIRECTOR, CUSTOMERS, GOVERNANCE AND EMPLOYEES

WORK PROGRAMME

Purpose of the Report

1. To consider the Committee's work programme for 2020-21.

Information

2. The County Council requires each committee to maintain a work programme. The work programme will assist the management of the committee's agenda, the scheduling of the committee's business and forward planning. The work programme will be updated and reviewed at each pre-agenda meeting and committee meeting. Any member of the committee is able to suggest items for possible inclusion.
3. The attached work programme 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.
5. The meeting dates and agenda items are subject to review in light of the ongoing COVID-19 period.

Other Options Considered

6. None.

Reason for Recommendation

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

Statutory and Policy Implications

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

RECOMMENDATION

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

Marjorie Toward

Service Director, Customers, Governance & Employees

For any enquiries about this report please contact:

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Constitutional Comments (HD)

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

Financial Comments (NS)

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

Background Papers

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

- None

Electoral Division(s) and Member(s) Affected

- All

CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2020-21

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
22 February 2021			
Your Nottinghamshire, Your Future – Departmental Strategy: six month review of progress (April to September 2020)	Six-monthly review	Colin Pettigrew	Matt Garrard
Consultation on School Holiday & Term Time Dates for Local Authority Maintained Schools in Nottinghamshire 2023/2024, 2024/2025, 2025/2026 and 2026/2027	Approval to carry out statutory consultation	Marion Clay	Claire Wilcoxson
Admissions applications in the normal admissions round to Nottinghamshire schools and academies – academic year 2020/21		Marion Clay	Mike Sharpe/Claire Wilcoxson
Nottinghamshire school admission arrangements 2022-23: determination		Marion Clay	Karen Hughman/ Mike Sharpe/ Claire Wilcoxson
Ofsted Inspection of Children's Services – improvement plan progress		Colin Pettigrew	Lucy Peel
Tackling Emerging Threats to Children Team		Marion Clay	Sarah Lee
Harmful Sexual Behaviour by children – annual report		Laurence Jones	Claire Sampson
Update on the Remodelling Practice programme	Quarterly report	Steve Edwards	Lucy Peel/ Holly Smitheman
Principal Child and Family Social Worker - annual report 2019/20	Annual report	Steve Edwards	Diana Bentley
Reorganisation of the Statutory Education Health and Care Assessment Team in the Integrated Children's Disability Service		Laurence Jones	Jill Norman
SEND performance: impact of Covid pandemic on children and families		Laurence Jones	Chris Jones
Local Authority governor appointments to school governing bodies	Quarterly report	Marion Clay	Sarah Sayer

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Corporate Parenting items:			
Improving the health of looked after children	Six-monthly update	Steve Edwards	Lucy Peel/ Katharine Browne
Staffing establishment in the Looked After Children Service		Steve Edwards	Lucy Peel/ Colin Blain
Destination of Year 12-13 Looked After young people cohort 2020-2021		Marion Clay	Sue Denholm
Children's Homes Governance Board update	Six monthly report	Laurence Jones	Laurence Jones
15 March 2021			
Children and young people core data set - performance and finance for Quarter 3 2020/21	Quarterly performance report	Nigel Stevenson	Dave Gilbert
Nottinghamshire Outstanding Achievement 4Uth Award 2020	Annual update report	Laurence Jones	Pom Bhogal
Proposals for the change of use of North Worksop Children's Centre building		Laurence Jones	Irene Kakoullis
Corporate Parenting items:			
Fostering Service recruitment and marketing plan 2021/22		Steve Edwards	Sophie Eadsforth/ Tara Pasque
Foster carers items			
19 April 2021			
Strategy for Improving Educational Opportunities for All – six monthly update		Marion Clay	Koni Rakhit
School Capital Programme progress report	Six-monthly update	Derek Higton	Phil Berrill/ Mick Allen
Local Transformation Plan for children and young people's emotional and mental health - update	Annual refresh	Jonathan Gribbin	Rachel Clark
Schools Forum and Education Trust Board officer group report	Annual officer group report	Marion Clay	Marion Clay
Corporate Parenting items:			
Outcomes of review of governance arrangements of Looked After Children care settings		Laurence Jones	Laurence Jones
Children's Homes Governance Board update	Six monthly reports	Laurence Jones	Laurence Jones

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Provision, achievements and progress of the Children in Care Council and participation of children and young people looked after 2020/21		Steve Edwards	Pom Bhogal
Contact Service annual report	Annual report	Steve Edwards	Devon Allen
21 June 2021			
Children and young people core data set - performance and finance for Quarter 4 2020/21	Quarterly performance report	Nigel Stevenson	Dave Gilbert
Children Missing Education	Six-monthly update	Marion Clay	Karen Hughman/ Sarah Whitby
Child Sexual Exploitation and Children Missing from Home and Care: six monthly update	Six monthly update	Laurence Jones	Joe Foley/ Hazel McKibbin
Progress on Improving the Effectiveness and Efficiency of the Children's Services Plan	Quarterly update	Laurence Jones	Laurence Jones
Update on the Remodelling Practice programme	Quarterly report	Steve Edwards	Lucy Peel/ Holly Smitheman
Elective Home Education update	Six-monthly update	Marion Clay	Sarah Whitby
Local Authority governor appointments to school governing bodies	Quarterly report	Marion Clay	Sarah Sayer
Corporate Parenting items:			
Improving the emotional health of looked after children	Six-monthly update	Steve Edwards	Lucy Peel/ Katharine Browne
Child Sexual Exploitation and Children Missing from Home and Care: annual report 2020/21	Annual update	Laurence Jones	Joe Foley/ Hannah Johnson
Fostering Service annual report		Steve Edwards	Ty Yousaf
Virtual School annual report	Annual report	Marion Clay	Sue Denholm
Independent Reviewing Officer Service annual report		Steve Edwards	Izzy Martin
National Minimum Fostering Allowances and Levels Payments to Foster Carers 2021/22	Annual determination	Steve Edwards	Ty Yousaf/ Tara Pasque
19 July 2021			
Outcomes of Ofsted inspections of schools		Marion Clay	Diane Ward
Corporate Parenting items:			
Foster carers items			

