

Corporate Parenting Sub-Committee

Monday, 14 January 2013 at 14:00

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

AGENDA

- | | | |
|----|--|---------|
| 1 | Membership of the Committee | |
| 2 | Minutes 29 Oct 12 | 3 - 4 |
| 3 | Apologies for Absence | |
| 4 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 5 | Autumn Term report for the Virtual School for Looked After Children | 5 - 10 |
| 6 | Provision, Achievements and Progress of the Children in Care Council and participation of Children a | 11 - 22 |
| 7 | Service Provision and Developments within the County CAMHS Children Looked After and Adoption Team 2 | 23 - 30 |
| 8 | End of Year Report for the Independent Reviewing Officer Service 2011-12 | 31 - 42 |
| 9 | Work Programme | 43 - 46 |
| 10 | Foster Carers Items | |

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 Christine Marson (Tel. 0115 977 3887) 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.

minutes



Meeting CORPORATE PARENTING SUB-COMMITTEE

Date Monday, 29 October 2012 (commencing at 2.00 pm)

Membership

Persons absent are marked with 'A'

COUNCILLORS

Allen Clarke (Chair)

John Allin
Ged Clarke
A Bob Cross
Sybil Fielding

Philip Owen
Mel Shepherd
A Lynn Sykes
A Brian Wombwell

Officers in attendance

Rachel Coombs - Group Manager, Children, Families and Cultural Services Department
Christine Marson - Assistant Democratic Services Officer, Policy, Planning & Corporate Services Department
Shelagh Mitchell - Adoption Service Manager
Dawn Clements - Foster Carer Representative
Sue Denholm - Co-ordinator, Virtual School

MINUTES

RESOLVED 2012/008

That the minutes of the last meeting held on 16 July 2012 having been circulated were confirmed and signed by the Chair.

APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Lynn Sykes (other reason) and Councillor Bob Cross (medical).

DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

None

WORK PROGRAMME

RESOLVED 2012/009

That the work programme be noted.

AUTUMN TERM REPORT FROM THE CO-ORDINATOR OF THE VIRTUAL SCHOOL FOR LOOKED AFTER CHILDREN

Sue Denholm, Co-ordinator of the Virtual School informed the Sub-Committee that the LAC achievement officers would be working closely with the dedicated LAC social care team in all matters relating to education.

It was noted that results of LAC GCSE results were not available until early October. As the results are issued in August it was felt more appropriate that the Sub-Committee be presented with the results in September.

RESOLVED 2012/010

That the report be noted.

HOMEFINDING ACTIVITY IN THE ADOPTION SERVICE

Shelagh Mitchell, Adoption Service Manager gave Members information relating to homefinding activity. She reported that the past year had been very good regarding the placing of children especially siblings.

The profiles which are being produced about children waiting for adoption are now of very high quality and are being made available at national register exchange days as well as similar days in Nottinghamshire.

RESOLVED 2012/011

That the report be noted.

FOSTER CARERS ITEMS

Dawn Clements, Foster carer representative stated she had attended an Activity Day and had found it very useful.

The meeting closed at 2.40 pm

CHAIR

14 January 2013

Agenda Item: 5

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE

AUTUMN TERM REPORT FOR THE VIRTUAL SCHOOL FOR LOOKED AFTER CHILDREN

Purpose of the Report

1. To update the Corporate Parenting Sub-Committee on the virtual school for the Autumn term 2012.

Information and Advice

Virtual School Senior Leadership Team and Virtual School Improvement Plan

2. The senior leadership team (SLT) met on 30 November 2012 and the 2012/13 virtual school improvement plan was shared. It was agreed that priority one would require altering to reflect the attainment and progress of pupils in special schools. Data was discussed and it was agreed that prior attainment would need including in data held on looked after pupils in order to track progress efficiently.
3. To prepare for the Ofsted inspection of looked after children services where the virtual school may be inspected as a stand alone service, a self evaluation form (SEF) has been prepared. The SLT considered this and concluded that the virtual school was on a journey of improvement. Areas to be considered for including in the SEF for 2013/14 are post 16 and special schools specifically. It was also suggested by the SLT that case studies are prepared to support the SEF particularly focussing on progress of individual LAC. This will be undertaken in the coming months.
4. A member of the virtual school senior leadership team, who is head teacher of an academy in the north of the County, expressed an interest in running a short course English GCSE for looked after children. This was discussed again. However the new format of GCSEs does not now lend itself to being able to run such a course. It was suggested that consideration of IGCSEs (GCSEs that are done online) could be an alternative. However, there was concern that these will not be acceptable to some post 16 providers. Further work on this would be undertaken with the SLT and providers.

Virtual School Staff

5. The two Looked After Children Achievement Officers continue to support schools, social workers, carers and the wider network for looked after children. Currently the officers have a caseload of 118 (Broxtowe/Gedling/Rushcliffe & Newark) and 149 (Mans/Ash/Bass) children and young people. Each Officer supports both looked after children and young people and adopted children and young people. Both Officers support some post 16 young people where there is a need for continuity.
6. Both Officers continue to undertake training on the needs of looked after children. In November 2012 both attended a seminar in Derbyshire on insecure attachment needs and education with a focus on strategies to support the staff in schools. This was evaluated as excellent and both Officers use the materials to support Nottinghamshire schools cross phase.

Termly Designated Teacher Network Meetings

7. To provide ongoing continuous professional development (CPD) opportunities and information sharing events, Designated Teacher Network meetings have been held in the Autumn term. The co-ordinator of the virtual school and team manager for school improvement delivered a session on the new Ofsted framework. The training focussed on the four areas of the inspection framework and sharing of good practice where schools have been recently inspected with good outcomes. Evaluations from the sessions have been consistently positive. The next Network meetings in the Spring term 2013 will focus on use of the pupil premium.

Designated Teacher Memos

8. These continue to be sent out regularly, minimally half termly. The coordinator uses this method to communicate information, news and events with designated teachers across the County. Feedback from teachers has been positive and encourages contact from all schools with the virtual school.

School Links

9. The virtual school co-ordinator has been invited to deliver a workshop in March 2013 to newly qualified teachers.
10. The virtual school co-ordinator continues to deliver training cross phase where necessary and this continues to receive good evaluations.

East Midlands Network

11. The Nottinghamshire virtual school hosted the East Midlands network meeting of virtual schools. This is a very successful group which shares good practice and builds links to support out of county placed young people. The group this time has shared SEFs, personal education plan documentation and data management systems.

Social Care Links

12. The virtual school co-ordinator has agreed with the service manager of the new looked after team aspects of training which will be delivered to social workers to support looked after children/young people in education. This will include sessions on admissions and personal education plans. Pupil place planning colleagues will support the sessions on admissions.
13. The LAC Achievement Officers will also use the looked after social work team building as a base to work from in order to provide regular ongoing support to social workers.

Fronter

14. The Fronter room for the virtual school is now accessible to all schools. This will be continually updated with information available for schools on important aspects of education and looked after children.
15. The virtual school co-ordinator also works alongside the adoption service to support a Fronter room for adopters and also alongside fostering teams for a similar room.

Floor Target Schools

16. The virtual school continues to monitor looked after children in below floor target schools.
17. Reports received from improvement advisors to date indicated young people in these schools are making progress in line with expectations. Spring term monitoring will be undertaken.

Data

18. An evaluation of Year 6 and Year 11 data was shared with the SLT at the November 2012 meeting. This has been used to inform the improvement plan for the virtual school 2012/13. The plan builds on successes to date.
19. The co-ordinator of the virtual school has also met with the Information and Data Systems team to consider a data collection and tracking system. A data specification has been sent to the IT Services team and a meeting has been arranged on 14 December to look at acquiring an efficient system. The teacher assessment data collection will continue whilst this is being developed.

Achievement Event

20. Planning has begun for the 2013 Achievement Event to be held at Rufford Park once again following positive feedback concerning the venue. The date has been fixed for 6 July 2013.

Projects

21. The 2012/13 multi modality project is underway and going very well. Over 20 children and young people are taking part.
22. The co-ordinator of the virtual school is also in contact with the Arts and Sports for Children and Young People team looking at music opportunities through the Music Hub. It is being considered whether a term long project is to be run through the Summer term to support LAC who are having difficulties in education and at risk of exclusion in the run up to the Summer holidays. This would include obtaining a music qualification as well as opportunities for English and maths tutoring where appropriate. A further meeting will be held in the Spring term 2013 to establish if this is possible.

Letterbox Club

23. A report on this will be submitted by the library service to the Culture Committee in 2013. This report will be circulated to the Corporate Parenting Sub-Committee when available. Evaluation to date is very positive again with a cohort of 74 children taking part (21 living outside of Nottinghamshire). The children's view is very positive, with 17 out of 23 children liking the parcels 'a lot'. Adults' views were equally positive with carers feeling the parcels had a positive impact on the child's willingness to read.

Personal Education Plan

24. The new looked after children social work team will trial this in the Spring term 2013.

Good News

25. Book tokens have been sent out once again to children and young people for a variety of successes including attendance, participation and achievement.

Other Options Considered

26. This report is for information only.

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the report be noted.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

Sue Denholm
Co-ordinator of the Virtual School
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E: sue.denholm@nottsgov.uk

Constitutional Comments

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

Financial Comments (NDR 12/12/12)

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

Background Papers

None.

Electoral Division(s) and Member(s) Affected

All.

C0150

14 January 2013**Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****PROVISION, ACHIEVEMENTS AND PROGRESS OF THE CHILDREN IN
CARE COUNCIL AND PARTICIPATION OF CHILDREN AND YOUNG
PEOPLE LOOKED AFTER 2012/13****Purpose of the Report**

1. To provide an update on the progress of the work of the County wide young people looked after youth work team which is responsible for the delivery of the Children in Care Council and leisure provision for all children and young people fostered, adopted and living in residential care.

Information and Advice

2. The young people looked after youth work team is responsible for the planning and delivery of a range of positive out of school activities for looked after and adopted young people to enable them to come together to participate and have fun in events throughout the year as well as to have a voice about their life in care through the work of the Children in Care Council (CICC). The opportunities on offer for young people to engage are designed to promote and support them to build their confidence and self esteem.
3. There is also an expectation that young people will be signposted to universal services across the County as well as participate in small and large group work activities to ensure that they can gain the self reliance through learning new skills and experience positive relationships to help broaden their horizons.
4. Activities are designed to help support a holistic assessment of children and young people's needs and to help close the gap in educational attainment through joining in activities outside of the school environment. The positive activities young people participate in also promotes placement stability, as young people are activity engaged, as well as a platform for young people to share their views about life in care. A number of those young people will go on to be members of the sub groups of the Children in Care Council.
5. Looked after and adopted young people have participated in a wide range of activities throughout 2012, with some events planned for 2013 up to end of financial year (see **Appendices 1 and 2**).

6. The CICC listen to what children and young people are saying and these views are taken forward and acted upon. There is also an expectation that the membership of the CICC will be encouraged to have an active role in the children and young people board function. The strategic development of the young people looked after CICC has direct links to the new Looked After Strategy and is set within a whole vision for Children, Families and Cultural Services.
7. The work of the CICC has direct links to the PLEDGE which is a set of promises that Nottinghamshire County Council has made to looked after children and young people and has strategic commitment from senior management and the Corporate Parenting Sub-Committee (see **Appendix 3**).
8. The CICC structure, which provides a set of seven sub-groups, meets the needs of the wide range of looked after provision for young people. This gives all young people the opportunity to participate (**Appendix 3**). Representation from each sub-group then meets as the formal CICC board (known as No Labels). The groups have all met five times throughout 2012. Young people have been asked to give their views and make decisions on a variety of strategic and business agenda items such as:
 - The new Looked After Children Strategy
 - Personal Education Plans – a new form introduced by the Virtual School Coordinator
 - 'Listen to me' booklet for each young person's review which has been re-designed by young people and is now printed and distributed
 - Councillor Philip Owen, Chairman of the Children and Young People's Committee, and Anthony May, Corporate Director, Children, Families and Cultural Services, were invited to meet with young people to explain their roles and responsibilities and answer questions from young people
 - Consultation with children and young people about the new child protection forms
 - Consultation and development of the 'your rights if arrested' booklet.

Other Options Considered

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

Reason/s for Recommendation/s

10. The report is for noting only.

Statutory and Policy Implications

11. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are

described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

- 1) That the report be noted.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

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or

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Constitutional Comments

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

Financial Comments (initials 02/01/13)

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

Background Papers

The PLEDGE Booklet – Nottinghamshire County Council's promise to children and young people Looked After

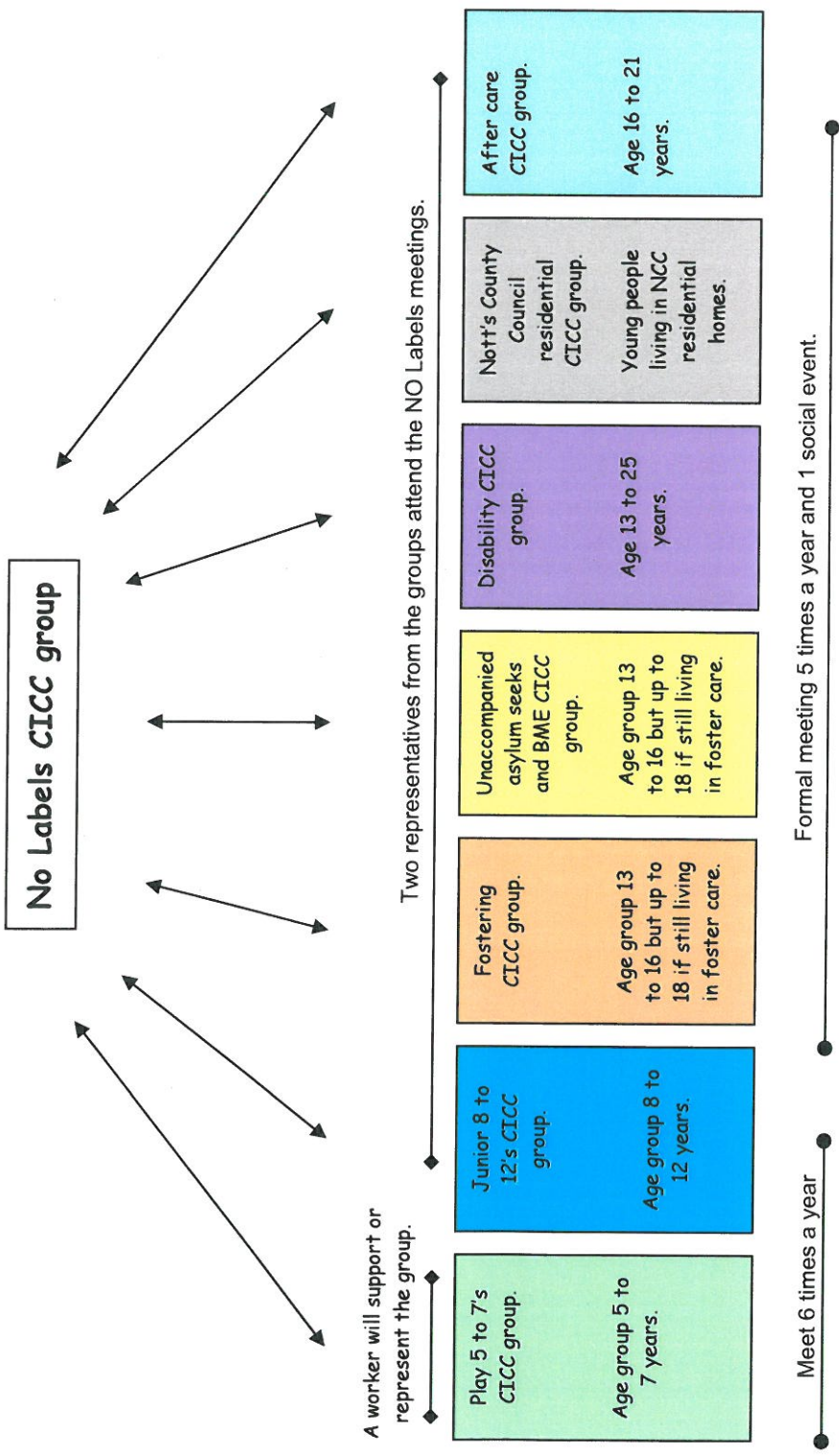
Nottinghamshire County Council Looked After Strategy

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

Electoral Division(s) and Member(s) Affected

All.

C0153



Seven sub groups feeding into the No Labels CICC group.

Fostering Play events 5 to 7 age group

Date	Type of event	Venue
7.8.12	10am to 1pm dance workshop	Palace Theatre in Mansfield

Fostering junior events 8 to 12 age group

3.4.12	All day event 10am to 3pm Art work, baking and outdoor climbing wall	Bilsthorpe Youth Centre
7.6.12	All day event 10am to 3pm Art work, baking and outdoor sports games	Bilsthorpe Youth Centre
4.8.12	All day event 10am to 3pm Art work, baking, adventure activities	Mill Adventure Base Mansfield
23.10.12	All day event 10am to 3pm Art work, drumming and dance workshops	Eastwood Youth Centre
1.12.12	Panto trip	Play house
19.2.13	All day event 10am to 3pm Art work, baking	Bilsthorpe Youth Centre

Fostering events 13 to 18 age group

Date	Type of event	Venue
26.5.12	All day event 10am to 3pm Art work, baking and work on the achievement event	Bilsthorpe Youth Centre
29.8.12	All day event 10am to 3pm Art work and adventure activities	Mill Adventure Base Mansfield
22.12.12	All day event 10am to 3pm Christmas event art, baking and dance music workshop	<i>Hucknall Youth Centre</i>
23.3.12	All day event 10am to 3pm Art, baking and dance workshop	<i>Eastwood Youth Centre</i>

**Looked After trips and one off projects
for 13-19 year old young people**

Date	Type of event	Venue
12.4.12	Sports day – Olympic park Loughborough	Loughborough
9.6.12	Dirty Dancing theatre trip	Leeds theatre
14.7.12	Achievement event	Rufford Park
13.8.12	Centre Parcs	
14.8.12	Looked after event for young people aged 13 to 19 10am to 3pm	Hucknall Youth Centre
15.8.12	Looked after event for young people aged 13 to 19 10am to 3pm	Bilthorpe Youth Centre
16.8.12	Looked after event for young people aged 8 to 12 10am to 3pm	Bilthorpe Youth Centre
29.9.12 30.9.12	BIG DRAW 10am to 3pm art workshop	Rufford Craft Centre
6/10 – 7/10 2012	Shadow incident	Sherwood Forest
22.10.12 26.10.12 3.11.12 10.11.12	AURORA PROJECT willow sculptures 10am to 3pm	The Old Library, Mansfield
17.11.12	American Idiot play for after care age group	Manchester Palace Theatre
4.10.12 11.10.12 18.10.12 25.10.12 1.11.12 8.11.12 15.11.12 19.11.12 13.12.12 16.12.12	Anti Bullying Drama project	The Old Library Mansfield
18.10.12 25.10.12 1.11.12 8.11.12 15.11.12 13.12.12 16.12.12	Beeston variety show/ showcase	The Old Library Mansfield

Support After Adoption event for age group 8 to 12

Date	Type of event	Venue
4.4.12	All day event 10am to 3pm Art work, baking and outdoor climbing wall	Bilsthorpe Youth Centre
25.7.12	All day event 10am to 3pm Art work, baking and outdoor sports	Bilsthorpe Youth Centre
26.7.12	All day event 9am to 4pm. Trip	Carsington Water
25.10.12	All day event 10am to 3pm Art work, baking and street art	Bilsthorpe Youth Centre

Support After Adoption event for age group 13 to 18

Date	Type of event	Venue
12.4.12	All day event 10am to 3pm Art work, drumming, music workshop and graffiti art	Eastwood Youth Centre
31.7.12	All day event 10am to 3pm Art work, adventure activities	Mill Adventure Base Mansfield
1.8.12	All day event 10am to 3pm Art work, adventure activities	Mill Adventure Base Mansfield
15.12.12	All day event 10am to 3pm Art work, baking and music and dance workshops	Hucknall Youth Centre

Young People's Board and pre-meetings for Support after Adoption sub group

Date	Type of event	Venue
2.5.12	Pre meeting with young people	Sutton in Ashfield area
8.5.12	Young People's Board	County Hall
4.7.12	Pre meeting with young people	Sutton in Ashfield area
10.7.12	Young People's Board	Mansfield library
23.7.12	Consultation work with a young person about young carers	Mansfield library
6.9.12	Pre meeting with young people and TRIP as reward for hard work	Cinema and Pizza Hut at Mansfield
11.9.12	Young People's Board	County Hall
13.11.12	Young People's Board	County Hall
	Pre meeting with young people	Sutton in Ashfield area
15.1.12	Young People's Board	County Hall

Two youth work staff attended the Alton towers trip to promote the work of the YPLA team as well as attending the FLAG Meetings for foster carers and attending 3 of the support groups for foster carers.

Individual payments

Date	Type of activity	Number of sessions
May	Singing Lessons	6
April	Singing Lessons	6
April	Dancing Lessons	10
May	Residential	1
April	Football season Ticket	6
March	Panthers Season Ticket	1
August	Swimming Lessons	6

Numbers for YPLA 2012/2013

Young People Looked After														
Unit	No. of Attendances												Total	Target
	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13		
YPLA	143	38	47	294	291	80							893	300
Total	143	38	47	294	291	80	0	0	0	0	0	0	893	300
Cumulative	143	182	233	527	818	898								

Numbers for YPLA 2011/2012

Young People Looked After														
Unit	No. of Attendances												Total	Target
	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11	Nov-11	Dec-11	Jan-12	Feb-12	Mar-12		
YPLA	50	24	12	21	398	461	59	27	87	15	70	32	1256	300
YPLA Outreach & Detached	0	0	0	0	0	0	0	0	0	0	0	0	0	n/a
Total	50	24	12	21	398	461	59	27	87	15	70	32	1256	300
Cumulative	50	74	86	107	505	966	1025	1052	1203	1152	1222	1254		

14 January 2013

Agenda Item: 7

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE

SERVICE PROVISION AND DEVELOPMENTS WITHIN THE COUNTY CAMHS CHILDREN LOOKED AFTER AND ADOPTION TEAM 2012/13

Purpose of the Report

1. To provide an update on the progress of the work and service developments of the County CAMHS (Child and Adolescent Mental Health Services) Children Looked After and Adoption Team.

Information and Advice

2. The County CAMHS Children Looked After and Adoption Team is a multi-disciplinary, multi-agency team consisting of 10 clinicians.
3. The team works with young people and children within Nottinghamshire who are living in residential care, living with foster parents, or for whom adoption is being explored, planned or has been completed.
4. The team is commissioned to provide a service to assess the mental health needs and promote the psychological and emotional well-being of this group of young people.
5. The following information is a summary of the 259 cases open to the team on 26 November 2012. The aim of providing this information is to gain an understanding of the composition of the group of young people the team are currently working with in regard to age, gender, ethnicity, placement type, their current presentation and the complexity of their needs.

Client Profiling

A. Age and Gender

Age (yrs)	Male	Female	Total
0 – 4	8	11	19
5 – 9	45	32	77
10 – 14	56	36	92
15	13	14	27
16 – 18	17	26	43
19 – 25		1	1

Total	139	120	259
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B. Ethnicity

Ethnicity	Male	Female
White: British	133	104
White: Any other background		7
Mixed: Mixed White and black Caribbean	1	7
Mixed: Mixed White and black African	1	
Mixed: Any other mixed background		1
Asian or Asian British: Any other Asian background		1
Black or Black British: Caribbean	4	
Total	139	120

C. Referral Source

This data show that the referral process is working well with the majority of referrals on the teams current caseload received from social workers within the Through Care & Permanency Team, and Adoption Service

Primary Healthcare (GPs, practice nurse)	7
Education	3
Social Care	233
Self Referral	2
Internal Referral	14
Total	259

D. Placement Type

Some young people are placed in foster placements, residential placements and adoptive placements in Nottinghamshire but originate from other areas of the country. Likewise many of Nottinghamshire's children looked after and adopted children are placed outside of Nottinghamshire.

Unless there are existing contractual or reciprocal arrangements, the placing or 'home' local authority retains the responsibility to commission and fund access to CAMHS Services in the area where the child is placed.

This has the potential to be complex and confusing. Work is ongoing between the County Council and health commissioners in an attempt to simplify the process.

Children Looked after in foster care	164
Children Looked after in residential care	13
Adopted Children	82

E. Presenting Problems

Children looked after share many of the same health risks and problems as their peers, but often to a greater degree. They often enter care with a worse level of health than their peers in part due to the impact of poverty, abuse and neglect. The information below evidences the complexity of needs and how the majority of young people currently present with more than one difficulty

Hyperkinetic disorders; includes problems such as attention deficit hyperactivity disorder (ADHD) and other attention disorders	21
Emotional disorders: includes anxiety, depression, phobias, obsessional compulsive disorder (OCD), post traumatic stress disorder (PTSD)	107
Conduct disorders: includes anti-social behaviour, stealing, defiance, fire setting and aggression	27
Eating disorders: includes pre-school eating problems, anorexia nervosa and bulimia nervosa	8
Deliberate self harm: includes lacerations and drug and alcohol overdose	10
Habit disorders: includes tics, sleeping problems and soiling	8
Autistic spectrum disorders / problems	13
Developmental disorders: refers to delay in acquiring certain skills such as speech, bladder control and social ability	18
Children with moderate / severe learning disability	14
Attachment Issues	208

F. Pharmacological Input

Some of these presenting difficulties may also require medication as detailed below:

	Total
Anti-depressants	9
Anti-psychotics	4
ADHD medication	22
Sleeping medication	7
Other	2

G. Interventions offered

As detailed below the team provides a range of interventions to address, support and maintain the emotional and mental health needs of this group of young people. The multi-agency team offers support and intervention based on a consultation model that empowers the professional network around the child and their carers. Therapeutic work via Theraplay, Dyadic Developmental Psychotherapy (DDP) strategies or individual therapeutic work is offered to those children, young people and carers identified within the consultation process as able to benefit from this type of provision.

Consultation to the network	146
Consultation including carers/parents	157
Systemic family therapy/family work	18
Emotional support	18
Psychoanalytical / psychodynamic	6
Dietetic input	1
Integrative Individual Therapy	6
Clinical risk assessment	24
Psycho-education	11
Specific psychological input i.e. Wechsler Intelligence Scale for Children (WISC))	2
Dyadic Developmental Psychotherapy (DDP)	23
Theraplay	31
Art Psychotherapy	10
Play Therapy	3
Autism Diagnostic Observation Schedule (ADOS) 3 hour multi disciplinary assessment by a psychologist and a psychiatrist	1

CAMHS Initial Consultations

6. The pathway into the CAMHS service is via an initial CAMHS consultation with the child's social worker. Consultations are accessible to social workers and are offered throughout the County to the following teams at their bases:
- Through Care Team - there are now 8 CAMHS consultation sessions per month at Bevercotes House, Ollerton.
 - Adoption Service & Permanency Team - there are 8 CAMHS initial consultation sessions per month at Chadburn House, Mansfield.
 - Residential Children's Homes: Lyndene, Oakhurst and West View - there are monthly CAMHS consultation sessions at each of the homes. This is usually with unit staff and nurses from the Children in Care Health Team, although the young person's social worker can attend the monthly meeting they usually attend only when there are specific issues relating to the young person they are working with.

Team Developments

Strength & Difficulty Questionnaire (SDQs)

7. The County CAMHS Children Looked After and Adoption Team has incorporated this questionnaire into their referral process and has been liaising with social care colleagues to determine routine collection of the SDQ data which enables joint monitoring processes to regularly 'score' the emotional health of each child in care. This data highlights those children and young

people who would benefit from CAMHS involvement and allows interagency checks to identify existing service provision or gaps in service.

Fostering Attachments Group

8. Over the past year the team has provided two 18 week therapeutic groups for foster carers. The aims of the groups are to support foster carers to increase their understanding of how to meet the unmet emotional needs of the young people they are caring for. Both groups have received positive evaluation from the participants. A third group is due to commence in January 2013 and the plan is to develop this and hopefully increase the number of groups we can offer. A further planned development is to provide this training for staff who are working with our young people in a residential setting - this group is planned to begin in March 2013.

Dyadic Developmental Psychotherapy (DDP)

9. The team have developed a Nottinghamshire Special Interest Group for DDP which links with the National DDP Special Interest Groups facilitated by the DDP UK based Accredited Consultants. DDP is an 'attachment' focused 'family' based intervention.
10. At a recent DDP Conference in Manchester, Nottinghamshire Healthcare Trust & Nottinghamshire County Council were recognised for their commitment to DDP. Alongside this the team and colleagues in the Fostering Futures Team are in discussions with a researcher from Glasgow University in relation to being involved in a national feasibility study and subsequent randomised control trial thereby developing the evidence base of DDP in the UK within a Nottinghamshire base. This would support the further development of NICE/SCIE (National Institute for Health and Clinical Excellence/Social Care Institute for Excellence) guidance for children who have experienced maltreatment in early life.

Community of Interest for Children in Care

11. In partnership with colleagues in the CAMHS City CLA team and colleagues in the Children in Care Health team, we have been successful in initiating a Community of Interest for Children in Care with the aim of establishing a network of people with shared vision for improving the physical and mental health needs of Children in Care. Steve Edwards, Service Director, Children's Social Care, has agreed to be one of the sponsors of this initiative.

Theraplay

12. All members of the team have completed Theraplay training. Three members of the team are currently working towards accreditation in Theraplay. They are working closely with social work colleagues within Children's Services, the Adoption Service and colleagues in Specialist Family Support Services. This

involves a process of joint working and monthly peer consultation and supervision.

Other Options Considered

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

Reason/s for Recommendation/s

14. The report is for noting only.

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the report be noted.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

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or

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Constitutional Comments

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

Financial Comments (initials 02/01/13)

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

Background Papers

None.

Electoral Division(s) and Member(s) Affected

All.
C0158

14 January 2013**Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****END OF YEAR REPORT FOR THE INDEPENDENT REVIEWING OFFICER
SERVICE 2011-12****Purpose of the Report**

1. To update members of the Corporate Parenting Sub-Committee about the activities within the Independent Reviewing Officer (IRO) service during April 2011 - March 2012. The report, attached as **Appendix 1**, focuses on the structure and management of the service along with the role of the IRO and its purpose to quality assure the care planning and review process for each child and to ensure each child's wishes and feelings are given full consideration.

Information and Advice

2. The report informs the Corporate Parenting Sub-Committee about how the service has expanded in response to the growing number of the Looked After Children population in Nottinghamshire. The report details the work undertaken to develop the service and also identifies the key areas for development for 2012-2013.

Other Options Considered

3. The report is for noting only.

Reason/s for Recommendation/s

4. The report is for noting only.

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the report be noted.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

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Service Manager, Independent Chairs Service
T: 01623 433157
E: izzy.martin@nottsccl.gov.uk

Constitutional Comments

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

Financial Comments (NDR 03/01/13)

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

Background Papers

None.

Electoral Division(s) and Member(s) Affected

All.

C0159

NOTTINGHAMSHIRE COUNTY COUNCIL

INDEPENDENT CHAIR SERVICE END OF YEAR REPORT 2011-12

1. Introduction

This is the annual report of the Nottinghamshire Independent Chair Service. The report covers the period from 1 April 2011 to 31 March 2012. The purpose of the report is to provide a summary of the work undertaken by the Independent Chairs and the themes that have emerged in respect of initial child protection conferences, review child protection conferences, complex strategy meetings and looked after children reviews.

2. Context

The Independent Chair Service (ICS) covers Nottinghamshire County and sits within the Safeguarding and Independent Review service area. The ICS is responsible for quality assuring social work practice in relation to children in public care or children involved in a child protection process and to promote effective interagency working. The Independent Chairs have continued to contribute to the development and promotion of good practice by addressing concerns regarding care planning for children, identifying areas of development and highlighting good practice.

3. Structure and Management of the Service

The ICS consists of Child Protection Coordinators and Independent Reviewing Officers.

The Child Protection Coordinators (CPCs) are based in specific localities within the County. However, the Independent Reviewing Officers (IROs) chair reviews on children looked after across the County as well as those in external placements.

The CPCs chair all child protection conferences and complex strategy meetings. They also provide consultation to social care practitioners and staff within other agencies. The CPCs are also involved in a variety of other pieces of work outside of their core duties such as contributing to Nottinghamshire Safeguarding Children Board training.

The IROs chair all review meetings for looked after children, including those children subject to short breaks who meet the definition of being looked after.

The role of all the chairs is to ensure that appropriate plans are in place for all children who are looked after or subject to a child protection plan and to scrutinise and challenge if the needs of the children are not being met or plans are not progressed in a timely manner.

The ICS is now managed by two Service Managers. Following the previous service manager leaving in August 2011, an interim service manager has been in post. This was complemented by the appointment of a permanent full-time Service Manager in March 2012.

Staffing

At the beginning of 2011/12 the establishment for the service was 5.5 IROs and 5.5 CPCs.

In April 2011 an additional investment of 3 CPC and 5.5 IRO posts was secured to reflect the increase in the number of looked after children April 2011 (702) to March 2012 (812).

The numbers of children subject to a child protection plan decreased between April 2011 (796) and March 2012 (729). However there was a significant increase in August 2011 when the numbers of children subject to protection plans reached a peak of (905). This resulted in the use of additional agency staff.

In order to ensure posts were filled it has been necessary to use agency staff throughout this period whilst undertaking recruitment.

Recruitment

During the last year there have been 3.5 IROs recruited and 2 CPCs. Further recruitment will be taking place during the year 2012/13 to fill the remaining 4.5 vacancies within the service (1 IRO and 3.5 CPCs). The plan is to recruit experienced and qualified staff who are skilled to chair a combination of meetings.

As part of the recruitment in April 2012 a young person was included on the interview panel who is a member of the Children in Care Council and they composed a number of questions for the candidates' interview. Both the young person and the candidates found the involvement of the young person on the interview panel to be very valuable.

Business Support

The CPCs are supported by 19 full-time equivalent (FTE) minuting staff to support the production of minutes from conferences and complex strategy meetings. The minute takers are based in 3 localities across the County.

Given the significant increase in initial and review conferences in 2010/11, it proved to be a challenge to achieve the timescale for completion of minutes within 24 hours. In response to this additional agency staff were employed and subsequently there has been an improvement in the timeliness of the completion of minutes.

The IROs are supported by 3 full-time and 1 part-time administrative workers who are based in the Mansfield area.

The amount of work undertaken by the IRO admin has increased due to the distribution of LAC Review minutes becoming centralised as a result of minutes not being sent in a timely manner.

4. Transformation project

During the year the Children's Social Care transformation programme commenced. The focus of the programme was to implement, improve and change the service into a more sustainable model that will be cost effective and also improve outcomes for children.

One of projects that are part of the transformation programme is the review of the ICS. The focus of the project was to promote the effectiveness of the quality assurance aspect of the Independent Reviewing Officer (IRO) and the Child Protection Coordinator (CPC) roles. It also sought to raise the profile of the ICS and the consistency and quality of the service itself.

Two focus groups were held in September 2011 which involved staff from the externally commissioned consultants meeting separately with the IROs and the CPCs. Within the focus groups the Chairs were able to identify the key challenges and strengths for the service. As a result of this project, a clear vision for the service will be developed together with a range of actions to promote 3 main areas.

- Provide a robust quality assurance function to drive practise improvements
- Raise the profile of the ICS service so the wider CSC and partner agencies have a better understanding of the significance of the role
- Increase participation /engagement of young people, parents and carers in meetings.

5. Overview of Workloads

IROs

The IROs are committed to fulfilling their core functions and responsibilities as described in the IRO Handbook which was implemented in April 2011. The IRO Handbook recommends a caseload of 50-70 cases per chair. During the year caseloads for some IROs has exceeded this but continued attention is given to overseeing workloads in order to maximise the ability of IROs to meet the wider expectations of their role contained within the IRO Handbook. The aim is to equalise the caseloads of all IROs.

As indicated in the previous annual report, other methods of support were considered as a means to try and reduce the pressures of completing minutes of meetings with the IROs. A digital pen was piloted but was found to be unproductive and time consuming for the IROs.

A 'Tough book' has been piloted for one worker to use during reviews; however this also proved to be problematical as there were issues around maintaining a signal and access due to the amount of travel involved within and outside the County.

6. **Workflow**

Timeliness of LAC reviews

The issue around the timeliness of LAC reviews is being closely monitored by the service managers and currently a manual exercise is being undertaken to gain a better understanding of the differences between Framework reporting on this and what is recorded by the IRO admin. The aim is to increase the timeliness of reviews and ensure the recording of episodes is undertaken in a timely manner.

Our aim is to strive to achieve 100% for the completion of LAC reviews within timescale. However some of the contributors to this not being achieved are:

- √ increased workload in social work teams, which has led on occasion to cases not being allocated in a timely manner and also numerous changes of agency Social Workers which can create inconsistency with the progress of cases
- √ late requests being made to IRO admin for initial reviews, which has led to additional pressure in allocating cases in a timely manner. It has been evident of late that these requests are made within a few days of the review being required and sometimes Social Workers not being aware of the process. The Service Managers are addressing this with fieldwork service managers and this will be outlined in the quarterly quality report.
- √ the high caseloads of the IROs leading to difficulties at times in being able to offer an IRO to chair a review in the required timescales has been an issue in the past but with the introduction of weekly allocation meetings the likelihood of this happening has reduced
- √ there has been a reliance on the minutes being sent to locality admin teams for circulation. This has proved to be problematical as the minutes have not been delivered in a timely manner and has led to complaints being made.

Dual status cases

(Defined as children subject of Child Protection Plan and also accommodated)

During August 2011, following an Ofsted inspection, the numbers of dual status cases were highlighted as a concern which at the time was 71 children.

Number of dual status cases in 2011

September	October	November	December
52	37	23	31

An improvement action plan was devised by the Service Managers for the ICS. The aim of the action plan was to reduce the dual status numbers safely and to ensure that children were not subject to dual status for lengthy periods of time. The focus was “one child one plan” to reduce duplication and create more efficiency regarding professionals having to attend multiple meetings. This involved ensuring that in supervision all children subject to dual status were discussed and ensuring a timescale was identified for moving to a single plan when appropriate.

The IROs and CPCs have worked closely together by having regular case discussions about how the review meetings/conferences should be conducted and when a single plan should be made in respect of each dual status case. Discussions were held about convening earlier child protection conferences/reviews if necessary to consider a single plan. The expectation is that the safeguarding needs could be addressed in a LAC review and the IRO and the CPC come to an agreement about when the child protection plan can be removed.

The current figures for dual status as of January 2012 are 20 which indicate a significant reduction since the successful implementation of the action plan in October 2011. The cases that are dual status for a period of 3 months or more have been closely monitored by the Service Managers to ensure that children are not subject to dual plans for prolonged periods of time.

7. Participation of Young People in Reviews

During 2011 Sue Hollingsworth-Shaw, Co-ordinator for Youth Services, was commissioned along with Beverley Allison, IRO, and representatives of the Children and Care Council to revise the current ‘Listen to Me’ document. The revision of the ‘Listen to Me’ document underpins one of the actions identified by Nottinghamshire’s LAC Strategy, which is a joint statement of intent with partner agencies to work together to deliver the best outcomes possible for the children who come into local authority care.

Sue Hollingsworth-Shaw and Beverley Allison consulted with other local authorities: Tower Hamlets, Derby City and Derby County, to consider the style of their consultation documents. Following this a group of young people worked on the text for the booklet which links to the content of The Pledge and another group of young people worked on the art work with a young artist.

The young people from the CIC Council were involved in the making of The Pledge which is a list of promises made by Nottinghamshire County Council to its Looked After Children and Young People. The vision for the LAC Strategy is underpinned by The Pledge which was developed in consultation with over 200 children. The young people then told the Local Authority how they felt improvements could be made to their experience within the care system.

The ‘Listen to Me’ document for 11-18 year olds was completed during the summer 2012 and is ready for circulation. The document for 5-11 year olds has also been revised with the consultation of children and young people over the

summer period and it is expected that these will be ready for circulation very soon.

The IRO service continues to ensure that all children/young people who become looked after are sent a copy of the 'Listen to Me' consultation booklet prior to their initial review, as well as being sent a copy of The Pledge.

LAC Reviews

In some cases the IRO is the most consistent professional in a child/young person's life in care. Children and young people often have the same IRO from the point of becoming looked after to exiting care. They may also have previously been the allocated IRO for other children in the same family and are able to bring a wealth of knowledge and sensitivity to specific cases. The IROs are also conscious that as part of the IRO Handbook they are required to meet with children prior to their reviews, to encourage two-way participation and to make this as meaningful as possible to young people.

Dispute Resolution/Alert Form System

The IRO Alert and Dispute Resolution Process for addressing practice and other concerns were implemented across the County in 2009. Since this time if the IRO identifies any practice or other concerns during the review or preparation process for the review then they will make contact with the operational manager and record the concerns on the Alert Form.

The receiving manager has a maximum of 10 working days to respond to the Alert Form.

A member of the IRO admin team is responsible for ensuring that each completed Alert Form is entered onto the child/young person's file and tracking the timescales. An electronic database has been set up to monitor and track completion of Alert Forms.

If the issues of concern are not resolved at the Alert stage, then the IRO proceeds to Stage 1 of the formal dispute resolution process, which involves the Service Manager for the IRO service becoming involved in dispute resolution by escalating matters to the Service Manager.

All Team Managers are aware of this process and as part of the ICS action plan this will be reviewed and consideration will be given to whether there needs to be any changes to reflect the changes within the fieldwork service due to the transformation programme which took place during December 2012.

During 2010-2011, 29 Alerts were sent and for 2011-2012 the number was 31 in total, noting there has been little difference.

The IROs seek to resolve issues of concern as quickly and effectively as possible and at the lowest level of the dispute resolution process. Therefore this may contribute to there being very little change in the figures.

IROs will often seek out the Team Manager following an Alert being sent to try to resolve the concerns quickly and to discuss the concerns face to face. It is felt that Team Managers will need to be reminded of the process and requirement to respond in a timely manner as this does not always occur which can lead to the Service Manager being contacted to resolve. Alerts are completed for a number of reasons, however generally it is in relation to the lack of progress on a plan or if the IRO challenges aspects of the care plan on the basis that the needs of the child are not being met.

8. **Professional Development of the Independent Chairs**

The Independent Chairs role is a specialist role and CPCs and IROs work very independently which can result in some level of isolation. In response to this dedicated time has been made available to give the ICS an opportunity to share practise, update themselves on research and to discuss cases or themes. The development mornings take place four times a year. In addition to this there are joint business CPC and IRO meetings that are also held four times per year. The meetings are seen as beneficial for the Chairs ongoing professional development.

9. **Achievements**

Staffing – although a number of vacancies remain in the service 2 full-time permanent CPCs have been successfully recruited to the service and 2.5 IROs. The service also has a permanent full-time Service Manager

Dual status – the numbers of children subject to dual status has reduced and remained stable for the last six months

Joint CPC /IRO meetings – the Chairs now have meetings together four times per year

Quality Assurance – in contrast to 2010/11 the Independent Chairs have been able to focus on the quality assurance work and re-establish links with social care in providing feedback

Reflective Practise – the development mornings provide an opportunity for the team to reflect on their practise which had been a challenge previously due to workload pressures.

10. **Key areas for development 2012/13**

- Transformation Project – finalise and implement the action plan arising from the Project, once agreed by the Transformation Board

- Revise the Listen to Me consultation documents for 5-11 and 11-18 year olds in conjunction with the Children in Care Council
- Review the use of the My Protection Plan document to promote more consistent use
- Develop the use of tracker proformas to ensure that minutes of LAC reviews, child protection conferences and strategy meetings are disseminated in a timely way
- Ensure that recording on Frameworki enables accurate reporting of timeliness of LAC reviews
- Review the feedback methodologies used by the Independent Chairs to promote consistency and appropriate challenge
- Revisit the IRO and CAFCASS protocol to develop a stronger working relationship between the two disciplines
- Continue to explore possibilities for IROs to seek independent legal advice, e.g. possibility of reciprocal arrangement between Nottingham City and Nottinghamshire
- Continue to review workloads of Independent Chairs in the light of increased numbers of LAC/children with child protection plans to allow for the quality assurance aspects of their roles
- To strengthen the link between social work teams and the Independent Chair Service by having lead Chairs to link with the teams that will be in place following the reconfiguration of Children's Social Care
- The Service Managers to re-establish completing quarterly thematic reports for Operational Management Team and highlight any issues for external services and raise as appropriate
- Develop further guidance for social workers on processes relating to invitations to conferences and preparation prior to meetings
- Independent Chairs to provide briefings to social work teams on areas of improvement for practise
- IROs/CPCs to take lead role in promoting a single review process for children and young people
- Engage in trials of electronic devices for the production and distribution of minutes.
- Develop proformas for feedback from service users, social workers and partner agencies.

Izzy Martin
Morvette Williams
25 October 2012

14 January 2013

Agenda Item: 9

REPORT OF CORPORATE DIRECTOR, POLICY, PLANNING AND CORPORATE SERVICES

WORK PROGRAMME

Purpose of the Report

1. To consider the Committee's work programme for 2012/13.

Information and Advice

2. The County Council requires each committee to maintain a work programme. The work programme will assist the management of the committee's agenda, the scheduling of the committee's business and forward planning. The work programme will be updated and reviewed at each pre-agenda meeting and committee meeting. Any member of the committee is able to suggest items for possible inclusion.
3. The attached work programme has been drafted in consultation with the Chairman and Vice-Chairman, and includes items which can be anticipated at the present time. Other items will be added to the programme as they are identified.

Other Options Considered

4. None.

Reason/s for Recommendation/s

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

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the committee's work programme be noted, and consideration be given to any changes which the committee wishes to make.

Jayne Francis-Ward

Corporate Director, Policy, Planning and Corporate Services

For any enquiries about this report please contact: Assistant Democratic Services Officer -

Christine Marson

Tel: 0115 977 3887

Constitutional Comments (SLB)

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

Financial Comments (PS)

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

Background Papers

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

Electoral Division(s) and Member(s) Affected

All

CORPORATE PARENTING SUB-COMMITTEE - WORK PROGRAMME

<u>Report Title</u>	<u>Brief summary of agenda item</u>	<u>Lead Officer</u>	<u>Report Author</u>
11 March 2013			
Spring Term report for the Virtual School for Looked After Children	Termly report	Steve Edwards	Sue Denholm
April 2013 date tbc			
Aftercare Service update	Annual report	Steve Edwards	Michelle Lee
May 2013 date tbc			
To be placed			
Officer groups report	Adoption Panels; Fostering Panels; Joint Solutions Forum, Looked After Reviews; Child Protection Conferences; MAPPA; MARAC – annually?		

