

# Your Nottinghamshire Your Future Council Plan

## Children and Young People's Department

### Our commitments measuring our success

#### Priority 1 - A great place to bring up your family

##### Commitment 1 - Families prosper and achieve their potential

Success means	Council Plan Key Measures of Success	Latest	Target	Good is	Previous	National
Young people will have improved physical and mental health	Number of children and young people accessing Outdoor and Environmental Education (cumulative)	29056	-	High	22813	-
More children will achieve a good level of development by the end of reception year	Numbers of individual children and young people engaged in positive activities delivered by the Young People's Service (cumulative)	16338	-	High	10022	-
	Early years foundation stage attainment (Reaching a 'Good Level of Development' - at least expected in all early learning goals in all prime areas and in the specific areas of literacy and mathematics)	69.7% (Academic 2017/18)	72.0%	High	68.2% (Academic 2016/17)	71.6% (Academic 2017/18)
	School Readiness: all children with free school meal status achieving a good level of development at the end of reception as a percentage of all eligible children	49.7% (Academic 2017/18)	-	High	47.6% (Academic 2016/17)	57.0% (Academic 2017/18)

##### Commitment 2 - Children are kept safe from harm

Success means	Council Plan Key Measures of Success	Latest	Target	Good is	Previous	National
Children at risk are appropriately identified, supported and protected	Child and Family assessments for Children's Social Care carried out within statutory timescales	98.2%	85.0%	High	97.1%	82.9%
Improved outcomes for children, young people and families accessing our safeguarding and family services, as a result of high quality interventions	Percentage of LAC (for at least 12 months) who have had their annual health assessment	93.9% (2017/18)	-	High	95.0%	88.0%
	Percentage of LAC (for at least 12 months) who have had their teeth checked by a dentist	82% (2017/18)	-	High	83.0%	84.0%
	Percentage of (LAC) remaining in long-term placements	72.9%	70.0%	High	74.6%	70.0%
Looked After Children and care leavers are well supported through improved placement provision, health services and learning opportunities	Percentage of care leavers in education, employment or training aged 19-21	49.8%	49.0%	High	47.5%	51.0%
	Percentage of care leavers in suitable accommodation	87.4%	83.0%	High	85.5%	84.0%
Continued good quality, targeted youth services	First time entrants to the Youth Justice System aged 10-17 (per 100,000). Latest is Q3	198	<276	Low	127	276

## Commitment 3 - Children and Young People go to good schools

Success means	Council Plan Key Measures of Success	Latest	Target	Good is	Previous	National
Children and young people are provided with sufficient early years provision and school places in their local communities	Percentage of LAC classed as persistent absentees	8.9% (Academic 2017/18)	-	Low	7.9% (Academic 2016/17)	10.6% (Academic 2017/18)
	Percentage of LAC achieving grades 9-4 (standard pass) GCSEs in both English & Maths at KS4	22.7% (Academic 2017/18)	-	High	21.3% (Academic 2016/17)	17.8% (Academic 2017/18)
Vulnerable children are less likely to miss education	Percentage of LAC achieving grades 9-5 (strong pass) GCSEs in both English & Maths at KS4	6.8% (Academic 2017/18)	-	High	11.5% (Academic 2016/17)	7.8% (Academic 2017/18)
Educational outcomes for vulnerable children improve	Number of primary schools in an Ofsted category (Inadequate) - <b>does not include the former judgement of new schools</b>	3 (Q4 2018/19)	-	Low	3 (Q4 2017/18)	-
More than 90% of Schools are classified as Ofsted "good" or "outstanding"	Number of secondary schools in an Ofsted category (Inadequate) - <b>does not include the former judgement of new schools</b>	1 (Q4 2018/19)	-	Low	2 (Q4 2017/18)	-
Fewer young people are not in education, employment or training (NEET)	Participation in education, employment and training (EET) aged 16-17	94.9%	-	High	94.7%	-

# Your Nottinghamshire Your Future Council Plan

## Children and Young People's Department

### Key activities that support delivery of the council plan

#### Priority 1 - A great place to bring up your family

##### Commitment 1 - Families prosper and achieve their potential

Success means	Activities to progress the outcome	Progress
Young people will have improved physical and mental health	Implement a newly commissioned Healthy Families Programme for 0-19 year olds and their families which integrates with children's centre services	This action is complete. NCC will be extending the contract with Nottinghamshire Healthcare NHS Trust for an additional 4 years to deliver the programme until 2024. The key roles and responsibilities remain the same as 2018/19
More children will achieve a good level of development by the end of reception year	Working with CCGs, continue to transform our specialist community health services for children and young people (CCYPS)	The community Children and Young People's service (CCYPS) which provides community based healthcare for children with complex needs continues to undergo transformation in order to meet the needs of Nottinghamshire children. A new care pathways is being piloted across the County for children with behaviours indicative of ASD/ADHD with the introduction of 'Small Steps', an early intervention behaviour support service for children. The ICH is currently reviewing the interface between universal speech and language service sand specialist SLT as delivered by CCYPS
	Implement the Future in Mind Plan to improve services for children and young people with emotional and mental health difficulties	The Future in Mind plan was published on the local authority and CCG websites in Autumn 2018. Following publication the format of the CYP Mental Health Executive has changed to ensure task and finish groups report into one strategic group aligned to the strategic action plan. From December 2018, Nottingham North and East and Rushcliffe will pilot mental health support teams in schools, ensuring an increase in the level of support available for children and young people. Evaluation of the pilot will follow and inform future commissioning.
	Continue to implement the Young People's Health Strategy	The young people's health strategy implementation continues with a focus on enhancing the digital offer within health services. As part of the strategy implementation, public health commissioned services are undergoing the department of Health 'You're Welcome' accreditation assessment, led by NCC Youth Services. The 'health champion has now been appointed.

## Commitment 2 - Children are kept safe from harm

Success means	Activities to progress the outcome	Progress
Children at risk are appropriately identified, supported and protected	Continue to review our social work practice in Nottinghamshire, including services for Looked After Children and Care Leavers, to ensure that we are delivering high quality social care at the best possible value	Adopting a strength-based model of social work practice within the Children and Families department was approved by Children and Young People's Committee in March 2019. This model is evidence informed, builds on the strengths of existing practice and responds to feedback from children and families about their experience of social work services. In line with this approach, a new model of quality assurance has been developed, which focuses more on children's outcomes and experience of services, and promotes a learning and improvement culture by involving frontline staff in the audit process.
Improved outcomes for children, young people and families accessing our safeguarding and family services, as a result of high quality interventions	Sustain the culture of embedding assessment tools as part of front line practice, and evaluate the impact	Use of assessment tools is considered as part of the QA approach from the independent chairs service as well as through the quality assurance approach. Tools are being reviewed as part of the implementation of a strengths based practice model.
Looked After Children and care leavers are well supported through improved placement provision, health services and learning opportunities	Continue to deliver a comprehensive set of recruitment and retention activities to enable further reductions in the number and cost of social work agency staff	During the 6-month period we have received 67 applications and recruited 33 new social work staff (28 of those in the period since 1st January - which is a new record on recruitment for Quarter 4). Turnover within our hard to recruit to teams had experienced a temporary rise in Quarter 3, but has settled back to just 5.29% within our Hard to Recruit To (HRT) teams, and 4.05% in our non-HRT teams by the end of Quarter 4 - and we have normally had turnover of around 5% for a good period of time now, so it is reassuring to see this figure settled back to the "norm". The national collection of data on children's social workers from 2018, showed that turnover in the wider workforce stood at 16% - so we are managing to maintain a relatively consistent, and low, level of turnover across our frontline teams.
Continued good quality, targeted youth services		Length of service statistics continue to improve, with 61% of the workforce in post for 5+ years, and 74% in post for 3+ years (this is an improvement on the figure of 50% for 5+ years which was recorded in 2015-16. External advertising of our social work roles has been maintained via the BASW website, regular advertorials in Professional Social Work magazine, adverts on Indeed, and on all our feeder University jobs boards). Our link with local universities continues to generate a good level of graduate applications, and the offer of 1:1 sessions with our SW students on placement is still proving beneficial in encouraging applications. In addition, our recent Health Check showed that a large proportion of our social work workforce (75%) had found the introduction of Smarter Working and more flexible working arrangements beneficial to their working practice and their own wellbeing, with a similar proportion (75%) stating that the introduction of SWSO's and SWA's to their teams had contributed greatly to the level of support they experienced. The top 3 retention factors identified within the Health Check were (in order of priority): 1. Supportive Colleagues 2. Flexible Working 3. Good work:life balance.

Further improve the integration of social work and early help services so that families receive a more coordinated service and have the right level of support at the most appropriate time	The results of the themed audit were positive, with evidence that step down is working better with the introduction of the new mosaic workflow. Required Improvements to the way the two services work together were identified, and these have formed the basis of an action plan which is being delivered by CSC and FS service managers.
Review and implement a revised short-break offer in Nottinghamshire for children and young people with disabilities	The revised Short Breaks Offer was opened to new families from 3 September 2019. The co-production working group (parents / carers) has continued to meet providing useful feedback on the implementation of the revised Offer. Demand for the Standard Offer (24 hours per year) has been less than expected to date. Robust assessment and review processes are now in place for larger packages of Short Breaks.
Co-ordinate the delivery of a multi-agency SEND Strategic Action Plan, ensuring the continuous improvement of services for children and young people with SEND and their families	The SEND Accountability Board reviewed its priorities for 2019-2020 under the general heading of 'Improving Parental Confidence'. These priority areas have been rated on a scale from inadequate to outstanding, and improvement actions agreed. The final SEND Strategic action Plan for 2019-2020 was agreed at the Board's meeting on 1 May 2019.

## Commitment 2 - Children are kept safe from harm

Success means	Activities to progress the outcome	Progress
Children at risk are appropriately identified, supported and protected	Remodel our commissioning arrangements for vulnerable children and young people's education and care provision	Progress continues in relation to each of the initiatives highlighted in the previous period. The revised governance arrangements and robust financial controls introduced for specialist education placements have enabled spend to be contained within the budget for the first time in a number of years, whilst the first block contracting arrangement has been agreed with an INM school. In the meantime, the existing residential care block contracts are being extended with additional placements being phased in from May / June 2019. At the same time, planning work continues with neighbouring local authorities to develop joint commissioning arrangements on a D2N2 footprint, starting with residential and foster care placements to replace and enhance the provision currently procured via the east midlands regional care framework.
Improved outcomes for children, young people and families accessing our safeguarding and family services, as a result of high quality interventions		
Looked After Children and care leavers are well supported through improved placement provision, health services and learning opportunities	Continue to remodel our early help services, including youth services and children's centre provision, to improve outcomes and achieve best value	In regards to the Council's Youth Service and Outdoor and Environmental Education Service a report will be taken to the Children's and Young People's committee on 29th April 2019, to seek approval for proposed changes, which reflect the service remaining within the council, and its changing priorities. The Children's Centre Service targeted model is now in place with evidence of improved outcomes for families with preschool children. This new service model will continue in 2019-20 and from 2020 when the service comes under the management of the council. The Family Service continues to offer targeted services to families with children under 5 where there are high levels of complexity (where the children are subject to a child protection plan, have recently closed to statutory services or where support from the children's centre has not brought about the required improvements.) The Family Service are now undertaking a more extensive review which seeks to identify £1million of saving opportunities whilst continuing to achieve outcomes for families.
Continued good quality, targeted youth services		
	Ensure that we continue to meet the requirements of external inspection frameworks across children's services	The Annual Challenge Conversation took place with Ofsted in April 2019, feedback from Ofsted was that the self-evaluation was thorough with extensive performance information, although this is lacking in terms of qualitative evidence, in particular for social work practice and impact. The regional self-evaluation was finalised in December 2018, but has since undergone further updates and changes since our Regional Improvement Alliance Challenge Conversations with our triad (Leicestershire, Derbyshire & Nottinghamshire). Findings from the triad echoed the same discussions with Ofsted, recognising a need to further update the self-evaluation with the improvement activity already underway that demonstrated senior management's strong commentary. Ofsted visited our first line response services in January 2019 to focus on our response to contacts and referrals of those children who were potentially at risk or in need of support. The overview received was very positive with children and family receiving quick and appropriate responses when enquiries for early help and safeguarding concerns had been made. The morale of staff was also praised, as was the thorough and consistent understanding of thresholds. There were some areas for improvement identified, all of which are areas of priority and contained within our 'front door' action plan.
	Transform our safeguarding board arrangements in accordance with the recommendations set out in the Wood Review	Nottinghamshire Safeguarding Children Partnership was formed on 1st January 2019, and intends to build on the strengths of the previous arrangements under the Local Safeguarding Children Board (LSCB). Through the introduction of new arrangements the partnership is seeking to provide a streamlined structure, reducing duplication and lessening the demand on safeguarding leads to attend meetings.

<p>Cooperate with other East Midlands authorities to improve timeliness for children and young people waiting to be adopted</p>	<p>Adoption East Midlands RAA went live on 3 April 2019. AEM is responsibly for recruiting adopters, and finding adoptive families for the children of Derby, Derbyshire, Nottingham and Nottinghamshire, and for providing adoption support in these same areas.</p> <p>This means Nottinghamshire children with adoption plans can be matched with a wider pool of adopters, recruited and supported by AEM. This should result in timely local matches, and when a suitable family is not available, AEM will work with partners in the region to find a family.</p> <p>There is a consistent adoption support offer across the region to support those affected by adoption, which will contribute to lifelong positive outcomes for children.</p>
<p>Cooperate with other East Midlands authorities to contribute to the improvement of social work training and social work practice across the D2N2 Teaching Partnership</p>	<p>Across Quarter 4 the D2N2 Teaching Partnership has delivered 19 CPD events across Nottinghamshire and Derbyshire, with social work practitioners from 4 local authorities attending these events, alongside colleagues from health and the voluntary sector. Our Practice Educators continue to benefit from a tailored programme of CPD activities, organised by the Partnership, and we have also held an event for our ASYE's and student social workers from our local universities (Derby, NTU, UON). We will also be holding a partnership event in July which will bring together a range of charitable organisations who support families across both counties - and allow them to engage directly with our social workers, to promote their work and develop productive relationships with our frontline social workers - raising their awareness of the resources available to support their service users. The Partnership has recently received funding which will maintain it for a further 3 years, with a new programme of CPD activities currently being developed.</p>
<p>Launch a Social Impact Bond to help young people remain out of care and/or to transition from residential to foster care placements</p>	<p>Progress on mobilising the SIB has stalled during the latter part of the current period, following the withdrawal of the social investor from the provider-led delivery consortium. The provider remains committed to the programme and is actively seeking a replacement social investor. The 3 Councils (NCC, Nott City C, Derby City C) continue to support this process in liaison with The Big Lottery Fund which will provide financial support to the programme once it gets underway.</p>

## Commitment 3 - Children and Young People go to good schools

Success means	Activities to progress the outcome	Progress																
Children and young people are provided with sufficient early years provision and school places in their local communities	Create additional high quality sustainable childcare places, to ensure adequate sufficiency levels to meet increasing demand for funded childcare following new duties placed on LAs	The CSA is developed annually and the 2019 CSA has yet to be completed and will be presented to CYP Committee in September 2019. Recommendations regarding sufficiency remain as last period and we have increased the active targeting of 2 year olds from low income families to increase the take up of early education entitlements which remain stubbornly at 75%. We have seen a closure of a small number of preschools following the launch of 30 hours funded childcare for 3 and 4 year olds from working households, however this is outweighed by the number of new childcare places created since September 2018. Closures in the main have been attributed to the limitations placed on some early years providers who are unable to offer parents their whole 30 hour childcare entitlement in their setting. Parents prefer not to have to use more than one childcare provider for their child.																
Vulnerable children are less likely to miss education																		
Educational outcomes for vulnerable children improve	Continue to develop an effective working relationship and shared understanding with all schools and the Regional Schools Commissioner to raise standards of attainment and improve pupils' progress in all Nottinghamshire Schools	A new "Improving Educational Opportunities for All" Strategy is being developed which, in time, will replace the Closing the Gap Strategy. The draft Strategy was shared at head teacher briefings and a formal consultation will take place in June and July 2019. Final outcomes in 2018 indicate that the gap for children eligible for Free School Meals (FSM6) at both KS2 and KS4 have narrowed. Gaps for children with SEND have widened slightly at KS2 but narrowed at KS4. Children from Black Minority Ethnic (BME) groups outperform non BME children at KS4 and have narrowed the gap at KS2. Looked After Children (LAC) in Nottinghamshire outperform LAC nationally at KS4 whilst the gap at KS2 has widened - this group remain statistically a very small cohort. All groups, except LAC at KS2, have improved attainment at KS2 and 4 since 2017. The summary table below shows that, as a result of the inspections over the last term, Nottinghamshire continues to remain above the national average for all schools and secondary schools in terms of the proportion of Good or better schools and is well above other East Midlands' local authorities' average in all three areas. Nottinghamshire remains above the East Midlands average, but below the national average in terms of the proportion of primary schools that are good or better.																
More than 90% of Schools are classified as Ofsted "good" or "outstanding"																		
Fewer young people are not in education, employment or training (NEET)																		
		<div>Management Information for Schools</div> <div>31 August 2018</div> <table><tr><th>Number of Good or better schools</th><th>National</th><th>Notts</th><th>E Midlands</th></tr><tr><td>All Schools</td><td>85%</td><td>86%</td><td>83%</td></tr><tr><td>Primary</td><td>87%</td><td>85%</td><td>84%</td></tr><tr><td>Secondary</td><td>75%</td><td>88%</td><td>70%</td></tr></table>	Number of Good or better schools	National	Notts	E Midlands	All Schools	85%	86%	83%	Primary	87%	85%	84%	Secondary	75%	88%	70%
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Continue to implement the Closing the Gap Strategy to improve attainment and progress for vulnerable children and young people identified by the East Midlands Challenge	<p>Head Teachers Briefing presentations took place in the Autumn Term, where R4S background and resources were shared. R4S drop-in sessions were held on several dates across the county, to enable school staff to find out more about the project, resources and support available. In addition to this, 2 transition launch events were held in the autumn term 2018, sharing good transition practice, R4S resources, and the Inclusive transitions website materials. 48 delegates attended over the two dates, including colleagues from mainstream and special schools, SFSS and other STSS teams. 37 families of schools have now taken up R4S. Most schools received personalised packs and were supported with the implementation of the R4S project. The resource and support provided were well received. The R4S package has tools for schools to gather their own data about the impact of each project to enable them to alter their R4S package in subsequent years. However, as transitions have not yet taken place, we do not yet have any numerical data to demonstrate its effectiveness. Evaluations of R4S resources and the support provided indicate that on average, staff confidence regarding transition increased from 7 before support, to 9 after support. Two further training events were held on 25 Jan 2019 for any schools who had missed the Autumn term training programme. On the 29 March 2 sessions were held to enable school staff to moderate examples of work against the new pre-key stage standards. There were circa 70 schools represented across the 2 sessions. The evaluations were 100% good or better for all 4 of these events. A portfolio of examples of writing is being collated following the event on the 29th. The examples will be annotated with comments from the delegates that were produced through the moderation exercise.</p>
Work with key partners to successfully implement the Early Years Improvement Plan to close the attainment gap and prepare children for school	<p>The Early Years Improvement Plan 2018-20 has evidenced a range of successes in the delivery of evidence based interventions to improve school readiness. The plan will be replaced with a new Best Start Strategy which will be launched in January 2020; this plan uses findings of a recent self-assessment exercise (Maturity Matrix) which has identified that interventions need to be strengthened during ante natal stages and for children under the age of 3. A Home Learning pathway has been developed with parents and key stakeholders. A project focusing on target groups of children in Ashfield is underway with a particular focus on children with English as an Additional Language.</p>

<p>Implement the recommended actions from the Post-16 Area Based Review to include a focus on improving Level 3 attainment at the end of Key stage 5</p>	<p>The Employability Grant has been used to commission two external consultants to work with the Local Authority to develop a two phase Supported Internship programme. Vision West Nottinghamshire College, Nottingham College, Portland College, Landmarks College and Inspire Culture and Learning are all engaged in the project and three pilot Supported Internship schemes are on target to start in September 2019. Phase 2 employers for 2020 will include Nottinghamshire County Council, which has agreed to host a three place SI pilot. Support has been provided to Foxwood Academy to offer an exceptional Year 14 for up to 8 young people to participate in Project Search, the Supported Internship programme delivered in partnership with the University of Nottingham NHS Trust. Nottinghamshire County Council was successful in a bid for free consultancy support from the National Development Team for Inclusion to help shape national good practice on policy and provision for 19-25 year olds with EHCPs. Two sessions, which have included colleagues from across the region, have thus far focussed on pathways into adulthood, employment and funding and a third workshop involving parents and carers is planned. Over 400 Young people and their families attended the Preparation for Adulthood Fair, organised by ICDS Assessment, in March. The focus was on employment and employability and plans are already being made to extend the event to include employers next year.</p>
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