

Children and Young People's Committee

Monday, 29 September 2014 at 10:30

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

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) | |
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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 Sara Allmond (Tel. 0115 977 3794) 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 14th July 2014 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

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

John Allin
Boyd Elliott
Alice Grice
Keith Longdon

Philip Owen
Sue Saddington
Jacky Williams
John Wilmott

A Ex-officio (non-voting)
Alan Rhodes

CO-OPTED MEMBERS (NON-VOTING)

A Ms Gail Neill
A Mr James Parry
Mr David Richards JP
A Mr John Rudd

OFFICERS IN ATTENDANCE

Sara Allmond	Policy, Planning and Corporate Services
Carl Bilbey	Conservative Group Researcher
Steve Edwards	Children, Families and Cultural Services
Jon Hawketts	Children, Families and Cultural Services
Derek Higon	Children, Families and Cultural Services
Terri Johnson	Children, Families and Cultural Services
Laurence Jones	Children, Families and Cultural Services
Mary Kiely	Children, Families and Cultural Services
Rob Lancaster	Children, Families and Cultural Services
Anthony May	Children, Families and Cultural Services
Philippa Milbourne	Children, Families and Cultural Services
Sam Morris	Children, Families and Cultural Services
Carol Pattinson	Children, Families and Cultural Services
John Slater	Children, Families and Cultural Services
Ian Webster	Children, Families and Cultural Services

MINUTES OF THE LAST MEETING

The minutes of the meeting held on 16 June 2014, having been circulated to all Members, were taken as read and were confirmed and signed by the Chairman.

APOLOGIES FOR ABSENCE

An apology for absence was received from Mr John Rudd.

DECLARATIONS OF INTEREST

None.

SCHOOLS CAPITAL PROGRAMME – PROGRESS REPORT

Jon Hawketts introduced the report and responded to questions and comments from Members.

RESOLVED 2014/056

- 1) That the progress in delivering the Schools Capital Programme be noted.
- 2) That a bid be made to central government for funding via the second tranche of the Priority School Buildings Programme (PSBP2), as agreed following the presentation made at the meeting.
- 3) That the School Places and Capital Strategy was approved, including further work to confirm the list of schools for possible expansion from September 2015.
- 4) That the process for establishing a new school, as set out in the School Places and Capital Strategy, was approved.
- 5) That a further update be provided to this committee in six months.

PROPOSED VARIATION TO NOTTINGHAMSHIRE ADMISSION ARRANGEMENTS FOR COMMUNITY AND VOLUNTARY CONTROLLED SCHOOLS FOR 2014-2015 AND 2015-16

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

RESOLVED 2014/057

That Committee agreed that approval be sought from the Office of the Schools Adjudicator to vary the determined admission arrangements for 2014-15 and 2015-16 as detailed in Appendix 1 of the report.

PROPOSAL TO CLOSE BASSETLAW LEARNING CENTRE

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

RESOLVED 2014/058

- 1) That approval was given for the closure of Bassetlaw Learning Centre with effect from 31 December 2014.
- 2) That arrangements will be accelerated to ensure that the majority of pupils currently on roll are placed in suitable provision from 1 September 2014 and all pupils by 1 January 2015.
- 3) That plans continue for all school partnerships to develop alternative provision for pupils at risk of permanent exclusion.

REMISSION SCHEME FOR ACTIVITIES DELIVERED BY ARTS AND SPORTS FOR CHILDREN AND YOUNG PEOPLE TEAM

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

RESOLVED 2014/059

That Committee agreed the re-wording of the Arts and Sports Remission policy in response to national changes to Free School Meal entitlement from September 2014.

YOUTH JUSTICE PLAN 2014-15

Laurence Jones and Sam Morris introduced the report and presentation and responded to questions and comments from Members.

RESOLVED 2014/060

That the Committee recommended the proposed Youth Justice Plan for Nottinghamshire to County Council for approval at its meeting on 18 September 2014.

CHILDREN WHO GO MISSING FROM HOME OR CARE: END OF YEAR REPORT 2013-14

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

RESOLVED 2014/061

That the update on the activity relating to children who go missing from home or care within Nottinghamshire during 2013-14 and the progress made with regard to the response to those children who go missing from home or care be noted.

CHILD SEXUAL EXPLOITATION UPDATE

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

RESOLVED 2014/062

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

PROGRESS OF ENCOMPASS NOTTINGHAMSHIRE: INFORMING SCHOOLS OF DOMESTIC ABUSE INCIDENTS

Carol Pattinson introduced the report and responded to questions and comments from Members.

RESOLVED 2014/063

That the progress of the Encompass Nottinghamshire initiative be noted.

CHANGES TO STAFFING ESTABLISHMENT IN CHILDREN'S SOCIAL CARE

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

RESOLVED 2014/064

That the proposed changes to the staffing establishment and budget in Children's Social Care were approved.

MEMBERS' VISIT TO OUTDOOR AND ENVIRONMENTAL EDUCATION RESIDENTIAL CENTRES

RESOLVED 2014/065

That approval was given for a visit by Members to the two Outdoor and Environmental Education residential centres on 2 October 2014.

NATIONAL CHILDREN AND ADULT SERVICES CONFERENCE 2014

RESOLVED 2014/066

- 1) That approval be given for the Vice-Chair of the Children and Young People's Committee to attend the National Children and Adult Services Conference in Manchester from 29 -31 October 2014, together with any necessary travel and accommodation arrangements.
- 2) That the Committee receives a report from the Corporate Director for Children, Families and Cultural Services on the outcomes of the conference.

WORK PROGRAMME

RESOLVED 2014/067

That the Committee's work programme be noted.

The meeting closed at 12.36pm

CHAIRMAN
M_14July2014

29 September 2014**Agenda Item: 4****REPORT OF THE CORPORATE DIRECTOR FOR CHILDREN, FAMILIES AND
CULTURAL SERVICES****PERFORMANCE REPORTING (QUARTER 1 – 2014-15) - SERVICES FOR
CHILDREN AND YOUNG PEOPLE****Purpose of the Report**

1. The purpose of this report is to provide the Committee with a summary of the performance of the Council's services for children and young people between 1 April and 30 June 2014.

Information and Advice**Performance Reporting for 2014/15**

2. This report forms the first quarterly performance report for 2014/15, reporting on performance for the 2014/15 financial year.
3. At its meeting on 16 July 2012, the Committee agreed to receive a report each quarter, reviewing performance across the full range of services provided to children and young people. Quarterly reports would be in addition to other reports that might be presented to the Committee from time to time, providing detailed performance-related information about specific initiatives, projects or services. As agreed at this meeting, quantitative performance reporting to the Committee is measured via key performance indicators (KPIs), which cover the full range of services to children and young people.
4. Reports for 2014/15 will be structured around the desired outcomes for children and families services that were approved by the Committee at its March 2014 meeting, alongside a new operating model for the Department. The KPIs remain largely unchanged from 2013/14, except for amendments to the definitions of some indicators, in response to changes in the national performance requirements set by the Department for Education. This mainly affects indicators for Children's Social Care adoption services and indicators relating to educational attainment.
5. Performance data is set out in the table at **Appendix 1**. For each KPI, current performance is compared to the national average, for England, and that of the Council's children's services statistical neighbours, where this data is available. The statistical neighbour local authorities are:
 - Cumbria
 - Derbyshire
 - Dudley
 - Kent

- Lancashire
 - Lincolnshire
 - Northamptonshire
 - Nottinghamshire
 - Staffordshire
 - Swindon
 - Wigan
6. In addition, for each KPI, the table indicates whether performance has improved (+), declined (-), or remained the same (=) over the current reporting period.
7. This first quarterly report for 2014/15 provides an early indication of performance for those KPIs where quarterly data is available. Although performance will be reported on a quarterly basis, not all KPIs are equally sensitive to quarterly fluctuation. The most up-to-date information available will be provided for each KPI but it should be noted that a number of performance indicators are annually based, and for these data is unchanged from the 2013/14 annual performance report, presented to this Committee in May 2014. This includes most indicators for educational attainment, including Key Stage 4, GCSE and A level results. Data included here is for the 2012/13 academic year.

Key messages

Protecting the most vulnerable and ensuring that children in our care experience high quality and stable support:

8. In Children's Social Care, 79.0% of Initial Assessments were completed to timescale in 2014/15 Quarter 1, a reduction compared with 88.4% in 2013/14 Quarter 4. However, this Quarter 1 performance was considerably better than the overall performance for 2013/14 (76.2%). Performance was slightly lower in June, which has contributed to the lower performance for the quarter as a whole, and this is thought to have been because of absence levels in one of the assessment teams. The number of Initial Assessments being completed each month has remained consistent, providing assurance that appropriate thresholds are being consistently applied in the Multi-Agency Safeguarding Hub (MASH).
9. Performance in the timely completion of Core Assessments improved slightly in 2014/15 Quarter 1 to 87.8%, compared with 87.3% in 2013/14 Quarter 4. The performance was particularly strong in April and May (90.3% and 91.3% respectively) although a higher volume of Core Assessments were completed in June.
10. The percentage of re-referrals to Children's Social Care was 25.4% in 2014/15 Quarter 1, compared with 28.9% in 2013/14 Quarter 4. The two main causes of repeat enquiries to the Multi-Agency Safeguarding Hub (MASH) are families experiencing domestic abuse and challenging adolescent behaviour. It is anticipated that the implementation of Encompass Nottinghamshire in September 2014 will lead to early identification and support for children affected by domestic abuse. In addition, the review of Family Support Services which has just started will include reviewing the pathway for teenagers with challenging behaviour.
11. The proportion of Looked After Children who had three or more placements in any one year was 12.1% in 2014/15 Quarter 1, compared with 11.6% in 2013/14 Quarter 4. However, this slight reduction in performance had been anticipated, because some

children and young people are being moved from expensive independent providers to the County Council's own provision.

Educational standards and closing the attainment gap:

12. For most of the KPIs relating to educational attainment, the most recent available data is for the 2012/13 academic year, which has already been included in previous performance reports to the Committee. Data for the 2013/14 academic year will be reported as it becomes available. This will include data on attainment at Key Stage 4, GCSE and A level.
13. Data for Early Years Foundation Stage attainment for the 2013/14 academic year has been released. 61.7% of Nottinghamshire pupils had reached a 'Good Level of Development', which is a significant improvement on the 56.6% achieved by Nottinghamshire pupils in 2012/13 and compares well with the 2012/13 average national attainment of 52.0%.
14. The data included in this report for the attainment gap at age 11 years and at age 16 years is the data for the academic year 2012/13, which has been reported previously to the Committee. For 2013/14, the attainment gap measure will compare the attainment of pupils who are eligible for the pupil premium with that of their peers. The pupil premium is additional funding given to publicly funded schools in England and is paid to schools according to the number of pupils who have been registered as eligible for free school meals at any point in the last six years or who have been in Local Authority care for six months or longer.
15. Data on the proportions of young people participating in education, employment or training is available quarterly. The proportion of Nottinghamshire young people in academic years 12-14 known to be participating in education, employment or training at the end of June 2014 (82.2%) was lower than at the end of March 2014 (85.7%). However, this reflects similar reductions nationally and for statistical neighbour local authority areas and the proportion participating in Nottinghamshire remains higher than that nationally (81.1%) and equal to that for statistical neighbours (82.2%).
16. For Nottinghamshire, the percentage of young people aged 16-18 years who are known not to be participating in education, employment or training (NEET) remains low, and has reduced slightly, at 2.7% in June compared with 2.9% in March. However, the proportion whose destination is unknown has increased to 9.6%. National data for 16-18 year old NEET is no longer published so no comparison is possible. NEET numbers show considerable seasonal variation, and tend to increase in the summer/autumn as young people leave school or college and their new destinations are not yet confirmed. The vast majority of those whose destination is unknown are those who have not responded to attempts to contact them, by phone, letter or social media. Work aimed at reducing NEET is now targeted towards more vulnerable young people, and less staff resource is available to actively contact the wider cohort of young people.

Early Help Support:

17. A number of KPIs monitor effectiveness across a range of services that provide early help to children, young people and families.

18. For numbers of children and young people engaged in positive activities by the Young People's Service or accessing Outdoor and Environmental Education, 2013/14 data is for one quarter only, so it is too early to identify any performance trends.
19. Children's Centres continue to reach a significant proportion of their target group of families living in low income areas. For 2014/15 Quarter 1, the number of families in these areas who were registered with Children's Centres was 82%, compared with 79% in 2013/14 Quarter 4. The proportion of families seen during 2013/14 Quarter 1 was 28%, which is equal to the proportion seen in 2012/13 Quarter 1 (as this indicator is cumulative, comparisons are made with performance for the equivalent quarter in the previous year).
20. The numbers of first time entrants to youth justice services continue to decrease, to 298 per 100,000 young people in 2013/14 Quarter 4 compared with 351 per 100,000 in 2012/13 Quarter 4 (data for this KPI is always available one quarter in arrears and as it is a cumulative indicator, comparison is made with performance for the equivalent quarter in the previous year). This represents a reduction of 15% in the number of young people entering the criminal justice system from the previous year and a reduction of 82.6% since 2007/08.

Education Health Care Plan:

21. The Education Health Care (EHC) Plan has been introduced to bring together the families and agencies for children and young people aged 0-25 years with Special Educational Needs and complex disabilities, so that they have coordinated individual support plans across a range of services. Nottinghamshire has been a pathfinder area for this work and has implemented the EHC Plan ahead of it becoming a national requirement in September 2014. The number of children or young people with EHC Plans has steadily increased throughout the year, and between January and June 2014 129 EHC Plans were completed. This compares with 122 Statements of Special Educational Need completed during the same period in 2013.

Other Options Considered

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

Reason/s for Recommendation/s

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

Statutory and Policy Implications

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

RECOMMENDATION/S

- 1) That the Committee notes the performance of the Council's services for children and young people during the period 1 April to 30 June 2014.

Anthony May
Corporate Director for Children, Families and Cultural Services

For any enquiries about this report please contact:

Jon Hawketts
Group Manager, Quality and Improvement
T: 0115 9773696
E: jon.hawketts@nottsc.gov.uk

Constitutional Comments

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

Financial Comments (KLA 11/08/14)

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

Background Papers and Published Documents

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

Performance reporting (2013/14) – services for children and young people: report to Children and Young People's Committee on 19 May 2014

Electoral Division(s) and Member(s) Affected

All.

C0475

Children and Young People’s Committee: Performance for Quarter 1 (2014/15)

For Nottinghamshire, the performance data available at the end of 201/15 Quarter 1 (April-June) is reported. The most recent data for national average and children’s services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes.

Key: (p) = provisional data; (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value

Outcome	Key Performance Indicator	Nottinghamshire							National Average	Statistical Neighbours
		Data updated since previous report?	2013/14 Annual Performance	Current Reporting Period	Current Value	Previous Reporting Period	Previous Value			
The most vulnerable children will be effectively protected and supported and children will stay with their families wherever this is possible and safe for them	Initial assessments for Children’s Social Care carried out within timescales	Yes	76.2%	2014/15 Q1	79.0%	(-)	2013/14 Q4	88.4%	75.5% (2012/13)	76.6% (2012/13)
	Core assessments for Children’s Social Care carried out within timescales	Yes	84.8%	2014/15 Q1	87.8%	(+)	2013/14 Q4	87.3%	76.7% (2012/13)	76.8% (2012/13)
	Percentage of child protection cases reviewed within timescale	Yes	97.4%	2014/15 Q1	99.2%	(+)	2013/14 Q4	97.4%	96.2% (2012/13)	95.9% (2012/13)
	Re-referrals to Children’s Social Care	Yes	26.5%	2014/15 Q1	25.4%	(+)	2013/14 Q4	28.9%	24.9% (2012/13)	24.5% (2012/13)
	Children who are subject to a child protection plan for 2 years or more	Yes	3.3%	2014/15 Q1	3.3%	(-)	2013/14 Q4	0.4%	5.2% (2012/13)	4.4% (2012/13)
	Children becoming the subject of a child protection plan on more than one occasion	Yes	18.2%	2014/15 Q1	22.9%	(+)	2013/14 Q4	23.5%	14.9% (2012/13)	15.5% (2012/13)
Children in our care will experience high quality and stable support	Percentage of children adopted who were placed with their adopters within 16 months (487 days) of becoming looked after*	Yes	59%	2014/15 Q1	32%*	(-)	2013/14 Q4	59%	55% (2010-13)	53% (2010-13)
	Average time between a LA receiving court authority to place a child and deciding on a match to an adoptive family (days)	Yes	283 days	2014/15 Q1	340 days	(-)	2013/14 Q4	283 days	210 days (2010-13)	223 days (2010-13)
	Looked after children with 3 or more placements in any one year	Yes	11.6%	2014/15 Q1	12.1%	(-)	2013/14 Q4	11.6%	11.1% (2012/13)	11.3% (2012/13)
	Percentage of looked after children cases reviewed within timescale	Yes	90.1%	2014/15 Q1	91.3%	(+)	2013/14 Q4	90.1%	–	–
	Percentage of care leavers in suitable accommodation	No	82.0%	2013/14 annual	82.0% ¹	(-)	2012/13 annual	87.0%	87.9% (2012/13)	86.9% (2012/13)

¹ This data relates to a small number of young people. Those regarded by the Department for Education as in unsuitable accommodation included unaccompanied asylum seekers, who left the country for a variety of reasons, and other young people who were in custody. All other Nottinghamshire young people leaving care were in accommodation regarded as suitable.

* This indicator definition changes every year with a new threshold set by the Department for Education. The threshold for 2012/13 was 20 months, 2013/14 was 18 months and 2014/15 is now 16 months.

Outcome	Key Performance Indicator	Nottinghamshire						National Average	Statistical Neighbours	
		Data updated since previous report?	2013/14 Annual Performance	Current Reporting Period	Current Value	Previous Reporting Period	Previous Value			
Children and young people will attain higher educational standards than the national average and attend good and outstanding schools	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)	Yes	2013/14 academic		61.7%	(+)	2012/13 academic	56.6%	52.0% (2012/13)	55.8% (2012/13)
	Pupils achieving Level 4 in reading, writing & mathematics at age 11	No	2012/13 academic		76.8%	n/a	Assessment criteria changed for 2012/13		75.0% ² (2012/13)	75.5% (2012/13)
	Achievement of 5 or more A*-C grades at GCSE or equivalent (including English & maths)	No	2012/13 academic		63.4%	(+)	2011/12 academic	60.6%	59.2% (2012/13)	60.1% (2012/13)
	Percentage of young people who have attained a full Level 3 qualification by 19	Yes	2012/13 academic		47.9% ³	(-)	2011/12 academic	48.7%	59.1% ⁴ (2012/13)	54.6% (2012/13)
	Percentage of A level entries at A*-E grades	No	2012/13 academic		98.0%	(+)	2011/12 academic	97.5%	98.7% (2012/13)	-
	Percentage of A level entries at A*-B grades	No	2012/13 academic		46.2%	(+)	2011/12 academic	43.4%	53.3% (2012/13)	-
	Primary schools judged by Ofsted as having good or outstanding standards of behaviour	Yes	n/a	As at Mar 2014	91.2%	(-)	As at Dec 2013	91.6%	93.7% (Mar2013)	93.6% (Mar 2014)
	Secondary schools judged by Ofsted as having good/outstanding standards of behaviour	Yes	n/a	As at Mar 2014	87.2%	(+)	As at Dec 2013	86.5%	85.1% (Mar 2014)	84.7% (Mar 2013)
	Number of primary schools in an Ofsted category (Inadequate)	Yes	n/a	As at Mar 2014	8 (provisional)	(-)	As at Dec 2013	7	-	-
	Number of secondary schools in an Ofsted category (Inadequate)	Yes	n/a	As at Mar 2014	2 (provisional)	(=)	As at Dec 2013	2	-	-
We will close the attainment gap between disadvantaged children and young people and their peers	Attainment gap at age 11 between pupils taking free school meals and the rest (<i>FSM during past six years</i>)	No	2012/13 academic		19.9%	n/a	Assessment criteria changed for 2012/13		18.7% (2012/13)	-
	Attainment gap at age 16 between pupils taking free school meals and the rest (<i>FSM during past six years</i>)	No	2012/13 academic		31.5%	(-)	2011/12 academic	30.7%	26.5% (2012/13)	-
	Rate of permanent exclusions from school	Yes	2012/13 academic		0.07%	(+)	2011/12 academic	0.09%	0.06% (2012/13)	0.08% (2012/13)
	Percentage of young people who have not attained a Level 2 qualification in English & maths at age 16 who go on to attain Level 2 or higher in both by the end of the academic year in which they turn 19	No	2012/13 academic		13.6%	(-)	2011/12 academic	16.0%	16.3% (2012/13)	15.9% (2012/13)
	Participation in education, employment and training (EET) in academic years 12-14	Yes	n/a	2014/15 Q1	82.2%	(-)	2013/14 Q4	85.7%	81.1% (14/15 Q1)	82.2% (14/15 Q1)
	Percentage of young people aged 16-18 years not in education, employment or training (NEET)	Yes	n/a	2014/15 Q1	2.7%	(+)	2013/14 Q4	2.9%	-	-
	Percentage of young people aged 16-18 years destination not known	Yes	n/a	2014/15 Q1	9.6%	(-)	2013/14 Q4	6.9%	-	-

² Previously recorded as 76.0%

³ Maintained sector only

⁴ Includes independent sector

Outcome	Key Performance Indicator	Nottinghamshire						National Average	Statistical Neighbours	
		Data updated since previous report?	2013/14 Annual Performance	Current Reporting Period	Current Value	Previous Reporting Period	Previous Value			
Children, young people and their families will receive the early help support they require to be safe, healthy and thriving	Dependent children in households whose income is below 60% of the national median income	No	2011 annual		17.0%	(+)	2010 annual	17.1%	20.1% (2011)	-
	Percentage of children aged 0-4 living in low income areas registered with children's centres (snapshot)	Yes	79%	2014-15 Q1	82%	(+)	2013/14 Q4	79%	-	-
	Percentage of children aged 0-4 living in low income areas seen at children's centres (cumulative)	Yes	57% ⁵	2014-15 Q1	28% ⁶	(=)	2012/13 Q1	28%	-	-
	Percentage of two year olds taking up their free entitlement	Yes	Annual	Annual	85%	(+)	March 2014	75%	-	-
	Percentage of children's centres achieving good or better in Ofsted inspections	Yes	2013/14 annual / cumulative		65%	(-)	2012/13	80%	-	-
	Numbers of individual children and young people engaged in positive activities delivered by the Young People's Service (cumulative)	Yes	33260 ⁵	2014-15 Q1	8390	(+)	2012/13 annual/Q4	38,500	-	-
	Numbers of children and young people accessing Outdoor and Environmental Education	Yes	n/a	2014-15 Q1	8743	n/a	-	-	-	-
	Percentage of overall absence in primary, secondary and special schools	No	2012/13 academic		5.3%	(-)	2011/12 academic	5.0%	5.2% (2012/13)	5.2% (2012/13)
	First time entrants to the Youth Justice System aged 10-17 (per 100,000) (cumulative)	Yes	2013/14 annual and Q4		298 ²	(+)	2012/13 Q3	351	-	-
	Numbers exiting substance misuse treatment in a planned manner	Yes	74.6%	2014/15 Q1	78.3%	(+)	2013/14 annual	74.6%	-	-
Children and young people will have improved health outcomes	Under 18 conception rate (per thousand females aged 15-17)	No	2012 annual		29.4	(+)	2011 annual	31.9	27.7 (2012)	28.3 (2012)
	Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Nottinghamshire NHS)	No	40.2%	2013/14 Q4	39.8%	(-)	2013/14 Q3	40.1%	47.2% (2012/13)	42.3% (2012/13)
	Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Bassetlaw NHS)	Yes	not yet available	2014/15 Q1	38.2%	(+)	2013/14 Q3	34.1%	47.2% (2012/13)	42.3% (2012/13)
	The number of individual children and young people who have an Education, Health and Care Plan in place (a statutory requirement from 1 September 2014)	Yes	n/a	2014/15 Q1	67	(+)	2013/14 Q4	62	-	-

⁵ Data for this indicator is cumulative and therefore performance is compared with performance for the equivalent quarter in 2012/13



29 September 2014

Agenda Item: 5

**REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND
INCLUSION**

**RADCLIFFE-ON-TRENT COMMUNITY INFANT & NURSERY AND
RADCLIFFE-ON-TRENT COMMUNITY JUNIOR SCHOOLS: POSSIBLE
AMALGAMATION - CONSULTATION OUTCOME**

Purpose of the Report

1. This report provides Committee with the outcome of formal consultation about possible amalgamation of the above named schools and recommends that Radcliffe-on-Trent Infant School and Radcliffe-on-Trent Junior School should not amalgamate to form a primary school at this time.

Information and Advice

2. It is current County Council policy that consultations take place to actively consider the advantages of amalgamating schools to form new primary schools and that reports be brought to Members on the outcome of the consultations with recommendations for action.
3. Radcliffe-on-Trent Infant and Junior Schools are located on separate school sites and are approximately 500 metres apart by the nearest available walking route. Following the departure of the infant school headteacher in August 2013, a temporary collaboration agreement between the two schools appointed the junior school's existing permanent headteacher as the acting headteacher of the infant school since September 2013.
4. The opportunity to consider a possible amalgamation of the two schools from September 2015 at the earliest therefore arose as a result of the headteacher vacancy at Radcliffe-on-Trent Infant and Nursery School.
5. The proposed amalgamation is not a reflection on the quality of education currently provided by either Radcliffe-on-Trent Infant School or Radcliffe-on-Trent Junior School.
6. The predicted combined pupil roll for 2015/16 is 499, with a combined net capacity of 515. Early years provision of 39 full-time equivalent places are also provided at the infant school. By the 2016/17 and 2017/18 academic years, the combined pupil roll is forecast to fall to 481 and 469 respectively.

Consultation

7. Prior to initiating a formal statutory process, informal discussions were held between representatives of Radcliffe-on-Trent Infant, Radcliffe-on-Trent Junior and the County Council about the possibility of amalgamating the schools. Joint formal consultation meetings were then held with the schools' staff, parents/carers and governors. A consultation document was circulated prior to the meetings.
8. The consultation meetings were held on 6 and 7 May 2014 and provided parents/carers, staff, governors and the wider public the opportunity to discuss with County Council officers the implications of amalgamating the two schools.
9. Approximately 1,000 consultation documents were distributed to:-
 - all the staff, governors and parents/carers of pupils at the Radcliffe-on-Trent schools
 - the wider community including residents adjoining the Radcliffe-on-Trent schools' sites where appropriate
 - other schools in the locality
 - the Member of Parliament
 - the local County Councillor
 - Diocesan Authorities
 - the local district and parish councils
 - other interested parties.
10. 81 responses were returned during the consultation period that expired on 13 June 2014. Of these responses:
 - 22 agreed with the proposal to amalgamate
 - 53 disagreed and
 - 6 consultees 'Didn't Know'.
11. The wide range of opposition to the proposed amalgamation led the governors of both schools to request that the process should progress no further.
12. A summary of written responses received either by the reply form provided, via the County Council's website, or by electronic mail is included in the attached **Appendix**.

Post-Consultation Update

13. Since consultation closed on 13 June 2014, the junior school headteacher tendered his resignation with effect from 31 December 2014. There are now therefore headteacher vacancies at both schools. The collaboration agreement will conclude on 31 December 2014 and the governing bodies of both schools are in the process of recruiting new headteachers.

Statutory Notice

14. If amalgamation were to be approved, the proposal requires that both schools shall formally close and that a new community primary school should be established. This will

involve the publication of a statutory notice under the provisions of Sections 11 and 15 of the Education and Inspections Act 2006. This notice would stand for four weeks and the decision on the outcome of its publication would be determined by an independent Schools Adjudicator.

Other Options Considered

15. One other possible option for the future of these two schools was considered which was for both schools to remain as separate infant and junior schools.

Reasons for Recommendation

16. There is significant opposition from staff, governors and parents/carers of both infant and junior schools to the proposed amalgamation.

Statutory and Policy Implications

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

Implications for Service Users

18. If the recommendation of this report is accepted, pupils will remain on roll at their existing schools and will transfer to their next designated school at the appropriate age.

Financial Implications

19. If the recommendation of this report is accepted, there will be no changes in the current financial arrangements which support these schools.

Public Sector Equality Duty Implications

20. An Equality Impact Assessment has been undertaken and is available as a background paper. Decision makers must give due regard to the implications for people with protected characteristics when considering this report.

Human Rights Implications

21. Parental preference will continue to be facilitated.

RECOMMENDATIONS

That:-

- 1) Committee notes and considers the outcome of formal consultation with staff, governors, parents/carers, local community and other interested parties about the proposals referred to in paragraph 1 of this report.
- 2) Radcliffe-on-Trent Infant and Junior Schools should not amalgamate to form a primary school at this time.

John Slater
Service Director, Education Standards and Inclusion

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Constitutional Comments (LM 03/09/14)

22. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (KLA 28/08/14)

23. The financial implications of the report are set out in paragraph 19 above.

Background Papers and Published Documents

- 1) The document for parents/carers, staff, governors and other interested parties explaining the possibility of amalgamating the two schools (circulated from 22 April 2014)
- 2) Minutes of questions and views expressed and discussed at the consultation meetings held on 6 and 7 May 2014 with parents/carers, staff, governors and local community
- 3) Letters from the governing bodies of Radcliffe-on-Trent Infant and Junior schools dated 5 and 11 June 2014, respectively
- 4) Equality Impact Assessment

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 and Members Affected

Radcliffe-on-Trent: Councillor Mrs Kay Cutts MBE

C0484

Possible Amalgamation of Radcliffe-on-Trent Infant & Junior Schools

Consultation Responses Analysis:

Number of consultation documents distributed approximately 1,000

Status of Respondent	No. of responses received Agreed	No. of responses received Disagreed	No. of responses received Didn't Know
Parent/Carer	20	29	5
Governor	0	4	0
Staff	0	13	1
Pupil	0	0	0
Other	1	5	0
Unknown	1	2	0
TOTALS	22	53	6
Where reply forms indicated more than one type of respondent, only one has been included in the table above using a priority order of 'parent/carer', 'governor', 'staff' and then 'pupil/other'.			

Comments/Issues/Points raised at consultation meetings and within Written/ Electronic/ On-line responses:

The views of the Governing Bodies

- Initially supporting the proposed amalgamation, after consideration of wider financial issues and the response of staff and parents to the consultation, both governing bodies formally wrote to Nottinghamshire County Council rejecting the proposal (letters available as background papers).

The decision making process

- In disagreeing with a proposed amalgamation, opinions expressed that the amalgamation has no vision for the future education of the children
- In opposing a proposed amalgamation, feeling expressed that before being in a position to support the proposal, there needs to be a clear plan for how the schools can continue to provide the excellent education service provision on a reduced budget.

Staffing matters

- In support of the proposal, comment made that there will be the opportunity to increase staff knowledge and skills across a wider age range
- In supporting the proposal, opinion expressed that this would result in continuity of teaching from Key Stages 1 to 2, although it was also suggested that this would be difficult to manage across two school sites
- In expressing support for the proposal, comment made that it would benefit children by making the transition from Key Stage 1 to 2 more smooth, as pupils would be more familiar with staff
- In strongly disagreeing with a proposed amalgamation, opinions expressed and concerns raised that this would lead to potential reduced staffing hours or job losses due to similar roles existing in each school
- In completely disagreeing with the proposal, opinions expressed that a reduced budget will mean experienced staff will be too expensive at a time of great change. It was felt that school staff are the most precious resource.

Building and site-related issues

- In support of a proposed amalgamation, opinion expressed that NCC should build a new primary school on the current junior school site to achieve greater efficiencies and economies of scale. It was also felt that given the age of the existing infant school building, it was no longer fit for purpose
- In supporting the proposal, opinion expressed that it would provide an opportunity to make best use of available school resources
- Comment made that the proposed new primary will be too big
- Opinion expressed that many of the proposal's benefits mentioned in the consultation document are not achievable if the new primary is located on two school sites.

Financial issues

- In supporting the proposal, opinion expressed that this would reduce overhead costs if provision was concentrated on one school site. Although this would need a large financial investment, it was felt this would save costs in the long run
- In strongly disagreeing with the proposal, comment made that reduced funding emanating from an amalgamation of the two schools would have many detrimental consequences for the children's education.

Pupil, Curriculum and Community related issues

- In supporting the proposal, opinion expressed that a primary school can provide benefits for children, parents/carers, staff and the local authority that separate infant and junior schools cannot. In particular, a consistent education from start of primary school through to secondary education. For parents/carers, the same school policies would apply throughout the primary years
- Feeling expressed that the proposal would make it a lot easier for families having their children attending one primary school instead of two separate schools
- Opinions expressed that an amalgamation would simplify communication between parents/carers and schools. It was also felt this would enable a more 'joined-up' way of thinking, fostering a consistent educational approach and shared school vision
- In strongly opposing the proposal, concern and opinion expressed that two good schools, which work very well individually, would become a larger school with pressurised staff and shared/over-stretched resources. In this context, it was felt, the quality of schooling could only suffer
- In opposing the proposal, opinion expressed that as the National Curriculum is different for Key Stages 1 and 2, there is no cross over issue. It was also felt that Radcliffe-on-Trent infant and junior schools had successfully managed this transition for several years.



29 September 2014

Agenda Item: 6

REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND INCLUSION

NOTTINGHAMSHIRE'S READINESS TO IMPLEMENT THE NEW SPECIAL EDUCATION NEEDS AND DISABILITY (SEND) REFORMS

Purpose of the Report

1. To update Members of the Committee on the progress that had been made by the County Council in implementing the Government's SEND reforms for children and young people with special educational needs and/or disabilities (SEND) aged 0 to 25 years, as set out in the Children and Families Act 2014 and associated regulations.

Information and Advice

2. The SEND Reforms require a significant set of cultural and systematic changes which are designed to improve the outcomes and life chances of children and young people with SEN or Disability (SEND).
3. Nottinghamshire was selected as a pathfinder authority in 2012 and has been working with the Department for education (DfE) since then to develop new ways of working and processes which could help to shape the future national arrangements for children and young people with SEND. We are therefore fortunate to have been given the opportunity to explore and evolve new practice and processes in Nottinghamshire which will help us to comply with the new legislation and at the same time influence the national direction of travel. Non-pathfinder local authorities are working more intensely in order to meet the requirements within a shorter timeframe. As from April 2014, Nottinghamshire has been identified as a national and regional Champion and as such we have been supporting authorities across the region and nationally to bring about the required changes.
4. The SEND reforms are described in 'Implementing a new 0 to 25 special needs system: LAs and partners. Duties, timescales - what you must do and when' (DfE, DoH, July 2014). This document is being used to measure our readiness to comply with the new legislation. The features of the reforms have been summarised as follows:
 1. The local offer
 2. Information, advice and support
 3. SEN support
 4. Transitional arrangements planning
 5. Education Health and Care (EHC) assessment and planning
 6. Personal budgets

7. Mediation
 8. Joint commissioning.
5. This report sets out the eight areas for reform and in each case presents:
- a description of the *requirement*
 - an update on Nottinghamshire's *readiness* in relation to the reform
 - a description of *next steps* in Nottinghamshire.

The local offer

Requirement

6. *"You must publish an initial accessible local offer. This local offer must have been developed in partnership with children and young people with SEND and their parents and education, health and care partners"*.

Readiness

7. In Nottinghamshire we have published our local offer. The local offer was developed in collaboration with all relevant partners. The local offer contains information about all services available to families of children and young people with SEND in Nottinghamshire. The local offer provides the capacity to search on a local basis (according to district and/or postcode), the services that are available to families in their communities.
8. The local offer can be viewed on the internet by typing 'Nottinghamshire Local Offer' into Google search or accessed via the County Council's website or the customer service centre. It can also be accessed through smart phones and tablet.
9. The library service is responsible for putting on new information on the local offer and this is seen as an ongoing developmental process. Support services, children's centres and advice and information services are aware of the local offer and can support families in identifying services that could meet their needs.
10. An evaluation of the local offer by Nottinghamshire parents and carers identified a number of positives and a number of areas for improvement. The following is a summary of the feedback received:

Some positives:

- easy if you know how to navigate, clear, visible icons and quick
- bright and colourful, makes it easy on the eye and makes you want to use the site
- simple, basic, appealing
- better to use than constantly searching the internet (information all in one place).

Some areas for improvement:

- transition, leaving school, moving to adult services page contains one full page of text – not attractive, needs to be broken up and use bullet points
- visually attractive at the top level but this needs to be spread throughout
- needs photos and pictures of what is at the attractions
- an overall timeline for 0-25 years would be useful showing the key events you can expect to experience

Next Steps

11. As a result of the feedback, a number of key actions have been identified. These include:
 - collaborating with other service areas to ensure children's and adult's services are available on local offer
 - enriching local offer with photos, video and other media
 - improving the information on transition arrangements.
12. We have met our duty to have a local offer and will continue to improve this service over time in accordance with the statutory requirement to make the local offer responsive to feedback from service users.

Information, advice and support

Requirement:

13. *"By September you must ensure that there is a source of independent information, advice and support for parents and children and young people with SEND across health, education and care. This should include but not be limited to independent supporters".*

Readiness

14. Nottinghamshire has a number of sources of advice and information which are available to parents and carers. These advice and information services are located within education, social care and health settings and are often divided into children's and adults services. There are a number of additional sources of specialist advice and information provided by the independent and voluntary sector.
15. We have undertaken a review of these services which has involved using an electronic questionnaire (SurveyMonkey) and this will help to inform our future plans. The review has the intention of utilising resources available to the County Council to provide an easily accessible advice and information service that covers the 0 to 25 years age group, and is able to offer advice about health, education and care.
16. In September parents will continue to receive advice and information from these services. These include:
 - City Hospital Information Service
 - County Council Family Information Service
 - Parent Partnership Service
 - IRIS (Magazine)
 - Citizens Advice Bureau
 - Futures
 - Job Centre Plus
 - Disability Nottinghamshire
 - Disability specific organisations (deaf, autism etc.)
 - Parents support groups.
17. In addition to these services the DfE has awarded a grant to Futures in Nottinghamshire to establish an independent parent supporters network. This will enable parents

undergoing the statutory EHC process to access independent advice and support through the new EHC process.

Next Steps

18. Following the completion of the review of information and advice services we will develop recommendations that show how we can improve the advice and information offer in Nottinghamshire. This will be done in consultation with parents.
19. We are able to demonstrate that we can meet our duties and have plans to improve the offer to Nottinghamshire families and young people over time.

SEN support

Requirement

20. *"LAs should reassure themselves that early years settings, schools and FE colleges, have reviewed the 0-25 SEND code of practice to ensure their provision will meet the requirements on teaching, curriculum and wider policies".*

Readiness

21. Staff working in SEND Policy and Provision have briefed schools, colleges and settings on their duties. These duties include the following:
 - transferring children and young people on School Action and School Action Plus over to the new category of 'SEN Support' by spring 2015
 - using 'best endeavours' to put SEN support in place
 - developing partnerships to ensure smooth transitions between stages
 - publishing an annual SEN information report
 - reviewing and updating their SEN policy
 - contributing to the local offer
 - engaging with children, young people and families
 - tracking progress of children and young people on SEN support
 - having arrangements in place for children with medical needs.
22. The Local Authority has taken a number of approaches to ensure schools, settings and colleges are aware of their duties. These approaches include:
 - publication of a framework for reviewing and writing SEN policies
 - advice and support on SEN information duties, including the development of a template to assist schools
 - the provision of SEND conferences on new arrangements and new duties
 - meetings and briefings with Family Senco's
 - availability of an on-line training and information resource
 - animations describing aspects of the new arrangements, including the new EHC Plan Pathway
 - briefings on engaging with children and young people and their families
 - the development of a participation network for local authorities and providers to meet with representative groups of parents and carers. This is known as the Nottinghamshire Participation Hub

- briefings for independent and non-maintained special school providers
- briefing for specialist colleges and local FE sector on new duties.

Next Steps

23. We are able to demonstrate that we have taken steps to ensure schools, settings and colleges are aware of their duties. We need to continue to support settings and SEND networks in order that the offer from these settings continues to develop and improve. This may involve the development of:
- training apps to share information with networks
 - arrangements for monitoring compliance
 - a further programme of briefings and updates.

Transitional arrangements planning

Requirement

24. *By September “You should have published a plan.....setting out how you will go about transferring young people who receive support as a result of a Learning Disability Assessment (LDA) and children and young people with statements to EHC plans by April 2018”.*

Readiness

25. In Nottinghamshire we have published a strategy which describes how we will convert the 1,500 statements and 500 LDAs (where appropriate) to EHC plans. We have shared this information with the Parent Partnership Service and other parents groups in order to support families. This information will also be published on the SEND Local Offer. We intend to convert statements and LDAs into EHC plans through the annual review process which will be managed by schools, providers and colleges
26. It is expected that LAs will convert within the following timeframe, which has been set by the DfE:
- 2 years for LDAs into EHC Plans: September 2014 – September 2016
 - 3.5 years for Statements into EHC Plans: September 2014 – April 2018.
27. In Nottinghamshire it is proposed to develop a process which will support the delivery of conversions, within the above timeframe. It will be organised in three phases:
- **Phase 1:** Key Stage 4 and beyond and significant transitions between phases and other cases where there has been a significant change of circumstances.
 - **Phase 2:** Key Stages 2 and 3 and significant transitions between phases and other cases where there has been a significant change of circumstances
 - **Phase 3:** Birth to the end of Key Stage 1.
28. In actuality, it is hoped that the majority of conversions will be achieved in advance of the Government’s specified timeframe. The Local Authority is proposing to deliver the conversions through the statutory annual review process for children and young people

with existing statements. However, we will review the appropriateness of converting LDAs for young adults who have left, or are planning to leave education.

29. Cases will be considered on an individual basis. In line with the SEND Code of Practice, Nottinghamshire's process will adopt the following general principles which will underpin effective assessment and planning.
30. Conversions will:
 - focus on the child or young person as an individual
 - enable children and young people and their parents to express their views, wishes and feelings
 - enable children and young people and their parents to be part of the decision making process
 - be easy for children, young people and their parents or carers to understand and use clear, ordinary language and images rather than professional jargon
 - highlight the child's or young person's strengths and capabilities
 - enable the child or young person and those that know them best to say what they have done, what they are interested in and what outcomes they are seeking in the future
 - tailor support to the needs of the individual
 - organise assessments to minimise demands on families
 - bring together relevant professionals to discuss and agree together the overall approach
 - deliver an outcomes-focused and co-ordinated plan for the child or young person and their parents.
31. Converted EHC plans will be expected to meet the same standard as the Nottinghamshire EHC plan.
32. As the majority of children and young people with a statement or LDA are accessing education, discussion will take place with the providers of the education service about facilitating the conversion through the annual review process, which is a statutory duty. These will include local maintained schools, academies, independent non-maintained providers, colleges, specialist colleges and alternative provision. Other arrangements will be developed for those young people who are not in education, training or employment.
33. Schools, providers and colleges who have children and young people on roll with either a statement and/or an LDA have been contacted. They have been given information on how to facilitate the conversion process and they have been informed of the names of children and young people and which phases of conversion they will be in. Training is in place for providers in September prior to next year's round of annual reviews.

Next Steps

34. We have met our duty by having a plan to convert statements and LDA over three phases, within the permitted timescales, and have a clear strategy in place to do this.

EHC assessment and planning

Requirement

35. "By September you must have a coordinated education, health and care assessment process in place which can be used to issue a final EHC plan within a maximum of 20 weeks".

Readiness

36. As a pathfinder we have developed and implemented our EHC pathway since September 2013. This has been published and guidance has been provided in the form of an animation (this animation can be accessed via the local offer and has already been shared with Members of the Children and Young People's Committee at the December 2013 meeting).
37. As a pathfinder we decided to initiate the EHC pathway for all new requests from September 2013. Since that date any new requests for statutory assessment have followed the new process and new timelines. A multi-agency panel has been in place in order to process requests for EHC plans. **Table 1** below shows the figures for referrals and outcomes of decisions regarding EHC assessments. To date there have been 412 requests for EHC assessments. The multi-agency panel agreed to proceed with 219 of these by carrying out formal EHC assessments. For the same period last year there were 336 requests, with 210 proceeding to a formal assessment. There has been an increase of 22% in referrals for assessment and an increase in 4% in decisions to proceed with an assessment.

Table 1: the increase in referrals for a formal SEND (EHC) assessment

	Number in 2012/13	Number in 2013/14	Increase/number	Increase %
Referrals	336	412	+ 76	+ 22%
Yes decisions	210	219	+ 9	+ 4%
No decisions	126	170	+ 44	+ 35%

38. There has been a corresponding increase in the number of appeals to the SEND Tribunal, with 32 Appeals lodged to date since last September. The majority of these relate to the decision 'not to assess'. Very few relate to the content and the wording of the EHC Plan. We believe this reflects better engagement with families throughout the process for those that go through the EHC assessment process.
39. The DfE has recently published one of Nottinghamshire's EHC plans as a national exemplar. This exemplar demonstrates the detail required in an EHC plan and can be accessed via the following link <http://www.sendpathfinder.co.uk/infopacks/ap/>
40. A parent satisfaction survey has been carried out for those families who have experienced the new process. The feedback from families has been overwhelmingly positive.

41. As a regional and national champion we have helped and supported a number of local authorities in developing their own EHC pathways. Many of these authorities have used Nottinghamshire's frameworks and guidance to produce similar versions of the pathway.

Next Steps

42. We are confident that we can continue to deliver EHC plans within statutory timelines and have a robust EHC pathway in place. We will continue to refine the process and work with parents, carers and young people, to ensure a continued positive experience for all those undergoing a statutory assessment process.

Personal budgets

Requirement

43. *"You must have a clear policy in place setting out the scope of the personal budget offer to families in September"*.

Readiness

44. Those families who are undergoing an EHC assessment have the right to request a personal budget. In Nottinghamshire, as from September 2014, young people and parents will be offered a personal budget if they request it. Where young people or families wish to take up this offer, the local authority has a strategy which describes how this personal budget will be delivered.
45. Personal budgets are available for services provided by education, health and care, as follows:

A Personal SEN Budget

This is a sum of money made available by a local authority to support a child's learning. The school/college involved will already have funding for learning support across the school, but only children and young people with more complex learning support needs are likely to need a personal SEN budget. In some circumstances, a school or college/learning provider may choose to offer some funding towards a personal SEN budget. For example, funding may be provided to buy equipment or to arrange home to school transport. (Use of a personal budget to fund the cost of a place at a school or post-16 establishment has been excluded as an option by central government).

A Personal Health Budget

Children and young people who are supported by Continuing Healthcare funding have the right to request a personal health budget. A personal health budget refers to a financial allocation that can be made available should a child or young person have complex, long term and/or any life-limiting condition. A personal health budget may be available to help with equipment costs or some health services.

A Personal Social Care Budget

This refers to the budget that will be made available if a child or young person is assessed as needing additional and individual support at home and when out and about in the community. Children who are assessed as requiring support from Nottinghamshire's Children's Disability Service may be offered a personal budget. For

example, this could include a personal budget for short breaks or a befriending service. As a young person approaches adulthood they may be eligible for assessment by Adult Social Care so that a smooth transition from children's to adult's services can be organised. The personal social care budget in adulthood could be different from the budget that was available previously.

46. In all cases the option of a personal budget is based upon the support of a child or young person's needs to meet their outcomes. A personal budget may be available from more than one source, such as Social Care, an SEN Service and/or Health.

Next Steps

47. The personal budget policy sets out the scope for the personal budget offer to parents and young people. The scope of resources for inclusion in a personal budget offer will be extended over time, as the EHC process evolves.

Mediation

Requirement

48. *"You must have commissioned access to high quality mediation for those who need it".*

Readiness

49. Mediation may be required by parents who feel dissatisfied with the outcome or content of an EHC plan and are unable to negotiate a satisfactory resolution with the Local Authority. External mediation may be the way agreement could be achieved without the need to resort to a tribunal or recourse to a formal complaints procedure.
50. Currently mediation is offered on a regional basis across local authorities in the East Midlands. The charity organisation, Together Trust, has been commissioned to offer this service. In the last academic year, this service has only received six phone call requests from the region for advice and information and has taken forward only one case for mediation. In future, parents, carers and young people will need to demonstrate that they have considered mediation before they are able to appeal to the SEND Tribunal. In order to do this parents and young people will need to obtain a certificate from an independent mediation advisor confirming that they have received advice about mediation and they have given it due consideration. It is likely therefore, that referrals for mediation will increase.

Next Steps

51. To continue to use the Together Trust independent mediation service as an interim arrangement until the end of March 2015.
52. To develop a regional tender specification enabling us to commission for dispute resolution and mediation services from 1 April 2015. This will enable a framework of providers of dispute resolution and mediation services to be made available to parents and young people, thus extending their choice and access to these services
53. We are meeting our duty to provide mediation and a dispute resolution service.

Joint commissioning

Requirement

54. *“LA’s and CCGs must work together with partners and parents at a strategic level to develop the systems set out above”.*

Readiness

55. Families, children and young people with SEND, receive support from a range of services. It is better for families who receive these services if the services collaborate and communicate effectively around the provision they make. Joint commissioning of the services for families takes place at two levels:

- Level one - commissioning services for an individual through the EHC pathway process. The EHC pathway offers the opportunity for collaborative planning and service delivery across education, health and social care agencies which results in an individually commissioned package of support for a family or young person.
- Level two - strategically commissioning services across agencies, where service managers plan the delivery of services to meet the population requirements in Nottinghamshire.

56. In Nottinghamshire, the way in which we intend to deliver strategic levels of commissioning, is described in the strategy “Nottinghamshire Children and Young People’s (aged 0-25) Special Education Needs and Disability Integrated Commissioning Strategy (2014-2017).

57. The aims of the strategy is to effectively commission services in an integrated way for children and young people with SEND and to establish an integrated system for collecting and reporting on data for children and young people with SEND. The way in which this will be achieved is through the following actions:

1. continuation and development of the Integrated Commissioning Hub within Public Health
2. continuation and development of the Integrated Commissioning Group (ICG) for SEND
3. identify all areas that can be jointly commissioned and develop a three year programme of integrated commissioning published in an ICG SEND delivery plan
4. integrate and network services and information, advice and guidance, wherever possible
5. evaluation and feedback from young people and their families about their experience of accessing services and service delivery
6. align and pool budgets wherever possible.

Next Steps

58. To implement the steps outlines in the SEND integrated Commissioning Strategy.

Statutory and Policy Implications

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

Financial Implications

60. The County Council is in receipt of a DfE Implementation grant of £880,000, which will be directed toward ensuring Nottinghamshire complies with the duties set out in the Children and Families Act 2014 and associated regulations.

RECOMMENDATION/S

- 1) That the progress made in implementing the SEND reforms in Nottinghamshire be noted.

John Slater
Service Director, Education Standards and Inclusion

For any enquiries about this report please contact:

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Constitutional Comments

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

Financial Comments (KLA 01/09/14)

62. As the report is for noting, there are no financial implications arising directly from the recommendation in 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.

Implementing a new 0 to 25 special needs system: LAs and partners. Duties, timescales - what you must do and when - DfE, DoH, July 2014

Education Health and Care Plans – update on the implementation of new arrangements for assessing the needs of children and young people with special education needs and disability – report to Children and Young People’s Committee on 9 December 2013.

Electoral Division(s) and Member(s) Affected

All.

C0489

29 September 2014

Agenda Item: 7

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE THE TROUBLED FAMILIES PROGRAMME IN NOTTINGHAMSHIRE

Purpose of the Report

1. This report provides further information for noting on the development of the Government's Troubled Families Programme in Nottinghamshire.
2. The report also seeks approval for the establishment of a temporary post of Systems of Work Development Manager until 31 March 2015.

Information and Advice

3. The Department for Communities and Local Government describes 'Troubled Families' as "those that have problems and cause problems to the community around them, putting high costs on the public sector". The Government states that it is "committed to working with local authorities and their partners to help 120,000 troubled families in England turn their lives around by 2015". The aims of the current national Troubled Families Programme are to:
 - get children back into school
 - reduce youth crime and anti-social behaviour
 - put adults on a path back to work
 - reduce the high costs these families place on the public sector each year.
4. In April 2013 Nottinghamshire County Council began to take a proactive approach to identifying families with multiple and complex problems by creating a 'Troubled Families List' which matches hitherto separate information about children, young people and their families. Nottinghamshire County Council agreed to work with 1,580 families over the three years of the Programme (2012-2015).
5. Central government funding for the Programme consists of two separate streams:

An infrastructure grant - this pays for the coordination function to allow the relevant data and support to be provided to make the Programme viable.

An attachment fee - which is paid on a sliding scale, with an element paid by results on the declaration of agreed outcomes. The attachment fee plus the payment equal £4,000 per family and the element that is on a results basis will increase over time. Local

agencies are expected to contribute the additional resources required to fully fund interventions.

6. Further information on the context and establishment of the Troubled Families Programme in Nottinghamshire is set out in previous reports to this Committee. The Troubled Families Programme in Nottinghamshire (known as 'Supporting Families') has been managed within the Targeted Support and Youth Justice Service since April 2013.

Performance of the Troubled Families Programme in Nottinghamshire

7. In May 2014 the Department for Communities and Local Government (DCLG) released the latest local and national statistics for the Programme. A summary of performance compared to the most similar county areas is attached as **Appendix 1**. The figures in brackets for Nottinghamshire relate to the provisional August claim. District level data is attached as **Appendix 2**.
8. Nottinghamshire has now made 808 claims in total since the Programme began. An average of 240 claims per quarter is required for the target of 1,580 families turned around to be met by May 2015. The May claim attained this target and an improvement plan shown at **Appendix 3** is in place to drive activity to ensure that targets are met. This plan is subject to a longitudinal 'Peer Review' process from a multi-agency team led by a Corporate Director from Gedling District Council.
9. Unavoidable delays in filling vacancies in the Supporting Families Teams has had an impact on performance in the north of the County. Managers have now been able to recruit to all of the Key Worker vacancies and are hopeful of filling District Co-ordinator posts imminently. Where necessary, agency staff have been used on short term contracts to fill gaps. Given the particular challenges of this client group, close attention is being paid to the proven competence of staff at the point of recruitment and in building skills and confidence amongst the existing workforce. A number of staff have been undertaking vocational qualifications in working with "Complex Families" and managers have been monitoring staff performance. We have taken swift and robust action in cases where staff have not been operating to the required standards.
10. We are confident based on current performance that we will have reached the target of 1,580 families turned around by the final claim of this phase of the project in May 2015 and the 75% (1,185) of our families by February 2015 claim to be eligible for participation in the expanded programme detailed below. We have received positive feedback from the Families Team at the DCLG and we will be meeting with central Government colleagues again in October to review our performance and to deal with any risks that may emerge.

Indications about the Troubled Families Programme from 2015 onwards

11. The Government has announced that the Troubled Families Programme will be extended until the year 2020 and that funding has already been identified for 2015-16. The extended programme will be focusing on a wider range of families and also the way that services work together. A new Cost Benefits calculator which has been approved by Her Majesty's Treasury is now available and we will be testing this with a small cohort of families in preparation for next year, when its use is a requirement.

12. The aims for the changes in whole authority service delivery are very wide but they are likely to be:
 - to transform the way that services work together
 - to reduce the number of services intervening with one family
 - to use a whole family approach in interventions
 - to make universal services more accessible for these families
 - to improve data sharing.
13. There are a number of emerging ideas about the families that will be targeted but we know that the current criteria will remain with the following themes being added:
 - families affected by Domestic Violence
 - vulnerable children
 - families affected by a range of mental and physical health problems
 - high risk of worklessness
 - those involved in crime generation to generation.
14. With the significant expansion of volume and the increased diversity of social issues which the revised programme will seek to address, this will place the Troubled Families in less of a niche and more into the mainstream of our Early Help Provision. Due to this we will begin work on remodelling how these services are delivered and their alignment with other elements of the children's services offer. This work has just been commenced and will be reported back to the Committee at a later date.

Establishment of a Temporary Systems of Work Development Manager

15. In order to establish the processes across the Supporting Families and Targeted Support teams to support the next phase of the Troubled Families it is proposed to establish a temporary post of Systems of Work Development Manager until 31 March 2015. This post will lead on aligning the processes across these two business areas to ensure that data collection, assessment, planning and packages of intervention are standardised and consistent with best practice and wider developments within children's services. This post would be recruited to through the secondment of one of the existing Locality Managers within Targeted Support and Youth Justice with an honorarium of 10% being paid to recognise the strategic nature of this work, which would fall outside of the existing job description. The successful locality manager's post would be backfilled through an internal process.

Other Options Considered

16. Assigning the additional work required to an existing post has been considered but given the current workload pressures within Targeted Support and Youth Justice it has been assessed that the project would be at risk of failure without dedicated resource.

Reason/s for Recommendation/s

17. The recommendations are made to support a successful delivery of the next phase of the Troubled Families Programme.

Statutory and Policy Implications

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

Financial Implications

19. The cost of the temporary Systems of Work Development Manager would be a maximum of £27,600. This amount is available from within the grant for Troubled Families within this financial year.

RECOMMENDATION/S

That:

- 1) the update on the development of the Troubled Families Programme in Nottinghamshire be noted.
- 2) the temporary post of Systems of Work Development Manager be established until 31 March 2015, as described in the report.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

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Constitutional Comments (LM 03/09/14)

20. The Children and Young People's Committee has delegated authority to approve the recommendations in the report.

Financial Comments (KLA 10/09/14)

21. The financial implications of the report are set out in paragraph 19 above.

Background Papers and Published Documents

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

Troubled Families Programme - report to Children and Young People's Committee on 16 July 2012

Troubled Families Programme update - report to Children and Young People's Committee on 11 February 2013

The Troubled Families Programme in Nottinghamshire – report to Children and Young People's Committee on 16 September 2013

Electoral Division(s) and Member(s) Affected

All.

C0452

APPENDIX 1:TROUBLED FAMILIES - PROGRESS INFORMATION AS AT THE END OF MARCH 2014 AND FAMILIES TURNED ROUND AS AT THE END OF MAY 2014 (FIGURES IN BRACKETS ARE PROVISIONAL FOR AUGUST 2014)

Area	Total number of Families	% of families identified as at the end of March 2014	% of families worked with as at the end of March 2014	% of families achieving crime/asb/education result as at the end of May 2014 ¹	% of families achieving progress to work as at the end of May 2014 ²	% of families turned around as at the end of May 2014 ³
Essex	2220	100%	68%	53%	1%	56%
Nottinghamshire	1580	100%	82% (92%)	30% (37%)	5% (6%)	39% (51%)
Staffordshire	1390	91%	76%	33%	4%	42%
Lincolnshire	1370	95%	78%	37%	6%	41%
Derbyshire	1355	94%	91%	53%	3%	55%
Durham	1320	100%	95%	49%	3%	51%
Cornwall	1270	88%	70%	35%	13%	37%
Suffolk	1150	100%	83%	19%	10%	22%
Cumbria	1050	100%	58%	29%	3%	29%
Gloucestershire	900	100%	85%	45%	4%	52%
Worcestershire	900	94%	81%	30%	1%	31%
Oxfordshire	810	100%	78%	48%	6%	57%
Cambridgeshire	805	87%	87%	29%	0%	34%
Northumberland	650	85%	85%	33%	0%	35%
National	118,082	94%	82%	40%	4%	45%

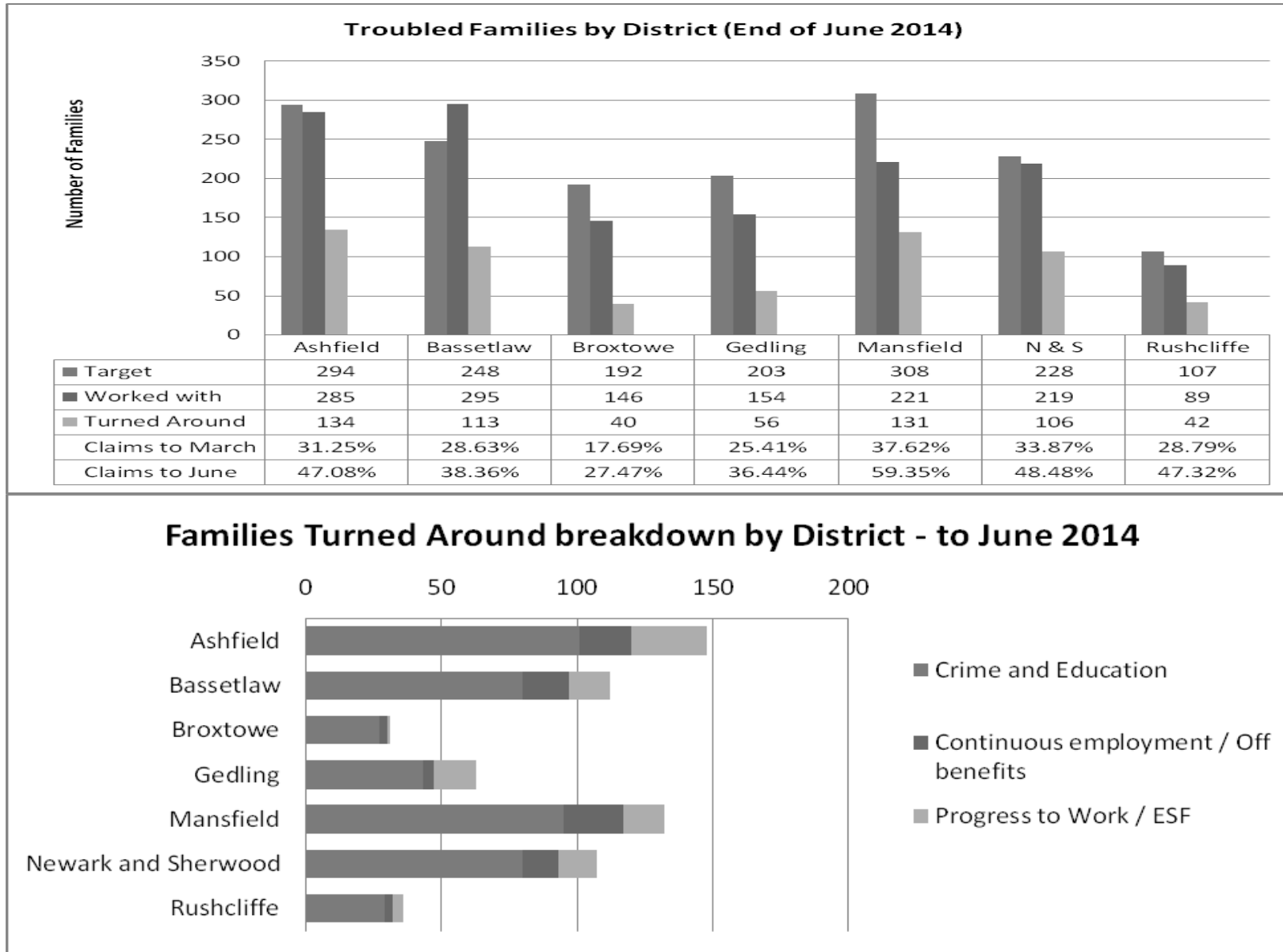
¹ These figures represent the number of families achieving crime/asb/education results as claimed by local authorities up to the end of March 2014 and as defined within the [Troubled Families programme Financial Framework \(March 2012\)](#).

² These figures represent the number of families in which one adult in the household has moved off out of work benefits and into continuous employment as claimed by local authorities up to the end of March 2014 and as defined within the Troubled Families programme Financial Framework (March 2012).

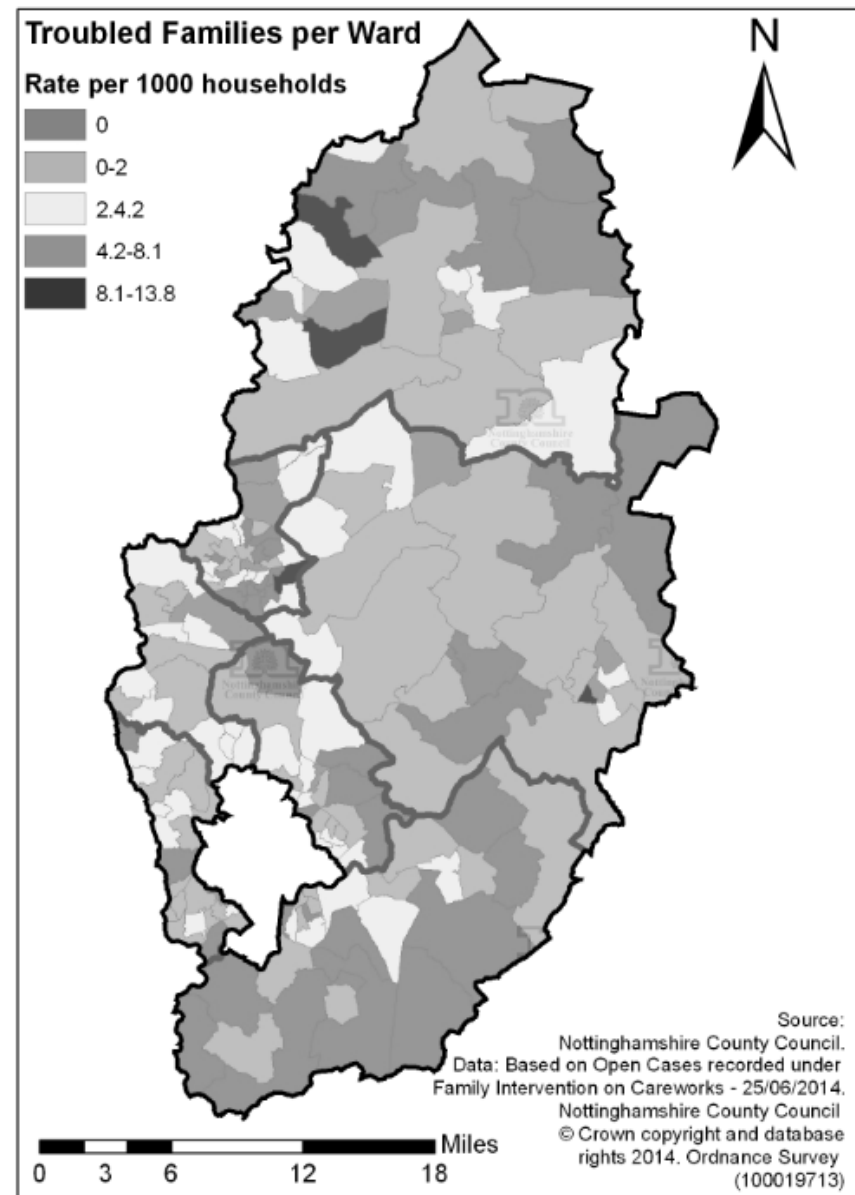
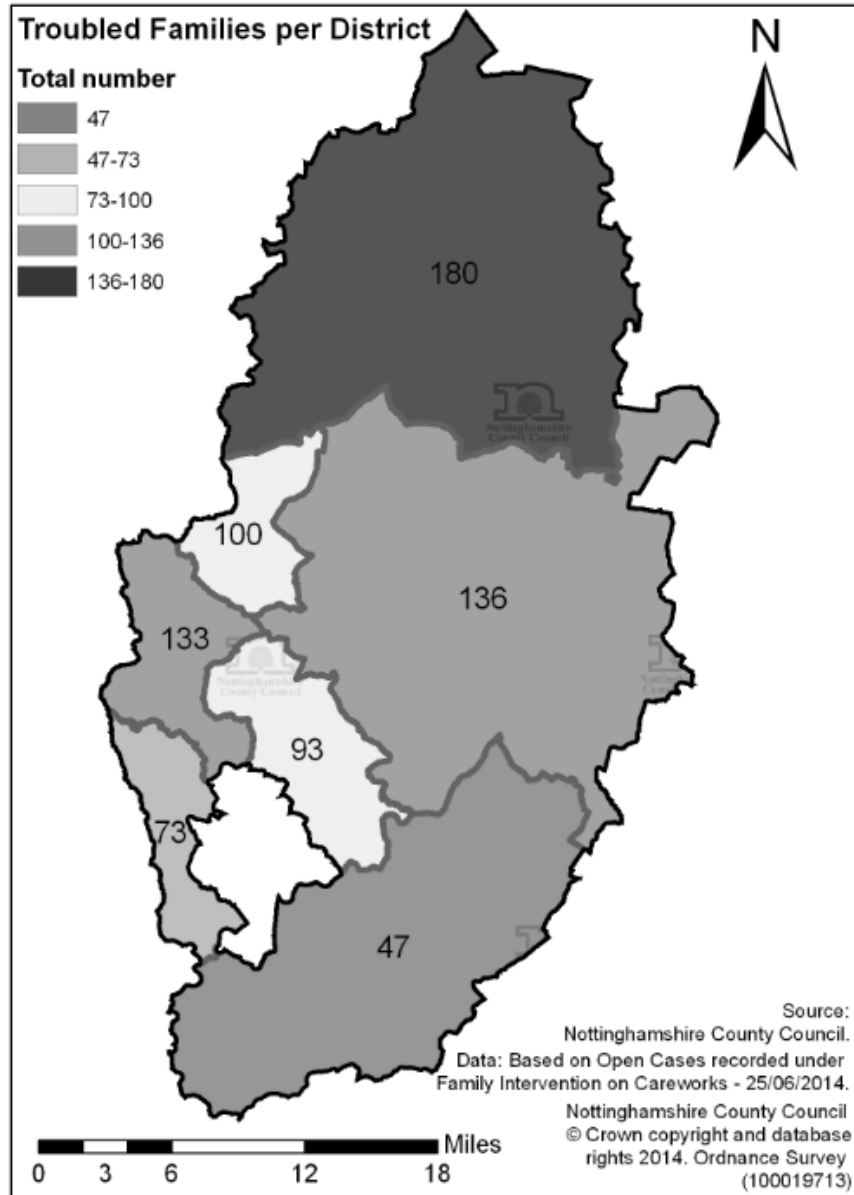
³ These figures take account of **all** results for turning around families as claimed by local authorities up to the end of March 2014. This combines all crime/asb/education results and all continuous employment results since the start of the programme. This does not include progress to work outcomes.

⁴ These figures represent the number of families achieving the progress to work outcome, as defined within the Troubled Families programme Financial Framework (March 2012).

Appendix 2: District Data



Supporting Families - June 2014



Appendix 3: Improvement Plan

Outcome	Action	Lead	Timescale	Update
A sufficient quantity of Troubled Families is identified	<ul style="list-style-type: none"> • Revise local eligibility • Use all available data streams 	Suzanne Littlehales	1.2.14	<p>Families living in the top 25% deprivation areas have been added as an alternative local criterion.</p> <p>District Councils have carried out an extensive exercise going through our '2 criteria' lists to match against adult ASB. This has given us a potential of 50+ additional families.</p>
Families receiving intervention have a good prospect of success within the projects time limits	<ul style="list-style-type: none"> • Review cases prior to allocation to ensure that outcomes are realistic 	Jenny Spencer	1.3.14	Identified cases are now being initially assessed by dedicated workers and this has led to more effective use of time and an increase in 'quick wins'. Families are being moved through to their programme of intervention more quickly.
Families receive good quality and timely outcome focused interventions	<ul style="list-style-type: none"> • Management monitoring of service standards • Introduction of a revised initial assessment • Delivery of quality assurance activity • Train staff to NVQ4 level 	Jenny Spencer	1.2.14	Quality assurance now carried out as a monthly activity by all managers. Initial assessments now following revised procedure – South have not had an additional member of staff but are using a more focussed approach to initial contact. Staff are working through the level 4 qualification and a

	<ul style="list-style-type: none"> • Robust management of staff under performance 			<p>number have completed the first unit with others already completing the full award.</p> <p>A number of action plans have been put in place and there are staff that are going through a formal competency process.</p>
Claims are maximised for all eligible work	<ul style="list-style-type: none"> • Historic cases are scrutinised to ensure that claims are made when appropriate 	Jenny Spencer/Suzanne Littlehales	1.5.14	Historic YISP cases claimed in May.
Practice in Nottinghamshire draws on the best practice nationally	<ul style="list-style-type: none"> • Visits to high performing areas • Attendance at national and regional events 	Jenny Spencer/Laurence Jones	1.6.14	Not yet begun.
Potential data sources to identify families for extended programme are identified and access is agreed	<ul style="list-style-type: none"> • Consideration of most appropriate criteria for which to seek data • Decisions on criteria selected to be agreed by board • SLAs & procedures put in place to ensure access to data • Difficulties with access to be brought to board 	Jenny Spencer/Suzanne Littlehales	<p>Sept board meeting</p> <p>Dec board meeting</p> <p>Dec board meeting</p>	<p>First meeting September 3rd.</p> <p>Paper to be prepared for Board meeting.</p> <p>Transformation programme will be significant in this; but work to be carried out with non-NCC partners</p>

Using Cost Saving Calculator provide cost benefit analysis of programme	<ul style="list-style-type: none"> • Attend seminar to introduce use of CSC • Populate calculator with best local cost estimates • Produce cost benefit for first cohort 	Jenny Spencer and others to be agreed	30.6.14 30.9.14 Dec board meeting	Completed Small cohort exercise to be carried out by JS & SL
Produce strategy for extended programme	<ul style="list-style-type: none"> • Take active part in current transformation programme • Identify potential lead professional agencies for extended programme • Hold a series of seminars and workshops for partner agencies to create new procedures 	Jenny Spencer	Ongoing Sept board meeting 31.1.15	Not yet available
Produce appropriate recording systems for extended programme	<ul style="list-style-type: none"> • Create new monitoring forms • Create additional assessment tool to sit with EHAF 	Jenny Spencer/Paul Hutchinson/Mel Craven	28.2.15	

29 September 2014**Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE****UPDATE AND FUTURE OPERATING MODEL OF THE YOUNG PEOPLE'S
SERVICE AND PETITION ABOUT THE YOUNG PEOPLE'S SERVICE
RESTRUCTURE****Purpose of the Report**

1. To seek approval for a revised management and staffing structure for the Young People's Service from 1 October 2014. The report highlights that the proposed structure is based in part on the inclusion of the Outdoor Environmental Education function of the Council within the Service from June 2014 and the transfer of the Skills for Employment Team to the Libraries, Archives and Information Service from October 2014.
2. To update Committee, as agreed at the Children and Young People's Committee in March 2014, on work to implement the budget reduction for the Service agreed at Full Council in February 2014, from 1 October 2014, and resultant mitigating actions.
3. To note the response to a petition about the previously agreed Full Council decision of 27 February 2014 regarding the restructuring of the Young People's Service from 1 October 2014.

Information and Advice

4. As part of a range of budget savings across the Council approved by Full Council at its meeting on 27 February 2014, the Young People's Service was required to make savings of £1,350,000 (30%) by April 2015.
5. It was agreed that these savings would be achieved through:
 - a restructure of the Young People's Service, including a reduction in the numbers of managers and changes to the deployment and working hours of youth work staff. This would be implemented from October 2014 and would deliver a locally-based youth work offer operating from 31 Centres and 4 mobile facilities (reduced from 38 and 10 respectively) for 37 weeks of the year (reduced from 42), with the mobile provision operating on a County-wide basis in areas of the highest need that did not have local building-based provision. This would maintain a strong open access service for young people, with an increased focus upon the areas of

highest need. There would also be an increase in support to the voluntary youth sector to mitigate the reduction of provision in some locations

- in addition, the Service would continue to offer strong specialist youth work services, including: participation work for children and young people, youth work services for Looked After Children, management of the Nottinghamshire Duke of Edinburgh's Award Scheme and specialist youth clubs for disabled young people (though this provision would reduce from 15 youth work sessions per week to 12 countywide)
- the Service would decommission open access play provision
- the Service would seek to identify alternative arrangements for future delivery from the Young People's Centres listed below, and would work with local communities and stakeholders to achieve this. If this could not be achieved the Centres would close from October 2014:

Balderton YPC - Council building - closed for health and safety reasons

The Core YPC (Southwell) - Council building - open 5 evenings per week

Collingham YC - Community venue - open 1 evening per week

Winthorpe YC - Community venue - open 1 evening per week

The Lodge YC (Arnold) - Council building - open 2 weekend sessions

Bingham YPC - Council building - open 4 evenings per week

Ruddington YPC - Council building - open 5 evenings per week.

Mitigating Actions

6. The Service has sought to identify alternative arrangements for the future delivery of youth centres faced by potential closure. This has entailed significant amounts of liaison work with local communities and voluntary youth organisations. Surplus vehicles have also been offered to voluntary youth activities providers to ensure the most efficient use of these assets. The current situation is as follows:

- **Balderton Young People's Centre:** the Centre has been closed for over a year for health and safety reasons. The disproportionate cost of repairing the premises makes remediation unviable. The property will now form part of the redevelopment of the former Grove School site under the Priority Schools Building Programme that will see new premises established for the Newark Academy. Youth work provision will be maintained through a one night a week youth club operated in partnership with a local church, and operated by Service staff
- **The Core Young People's Centre (Southwell):** the Library Service will assume responsibility for the Centre premises, which adjoin Southwell Library, and will utilise the space for service delivery throughout the week. This will support continuing use of the Centre by Southwell Young People's Art Club, the Young Farmers Club and children's counselling services. Southwell Diocesan Youth Office has, in addition, agreed to provide a point of contact for local voluntary youth groups who wish to use the Centre for youth activities on up to three evenings per week. Young people who currently use the centre have been crucial

in encouraging groups to come forward. At present there is a local organisation that is keen to work with current youth service volunteers and young people to establish provision with the support of the Youth Service's Voluntary Sector Development specialists

- **Collingham Youth Club:** the Management Committee of this one night per week voluntary youth club has been supported by the Service's Voluntary Sector Development Specialist, but has chosen to close the Club with effect from October
- **Winthorpe Youth Club:** the Management Committee of this voluntary youth club has been supported by the Service's Voluntary Sector Development Specialist and has decided to continue its one night a week provision with Youth Service trained volunteers. The Committee also intends to open a new youth club at Besthorpe with the same support from the Service
- **The Lodge Youth Club (Arnold):** a mobile youth vehicle will operate one evening per week in this area of Arnold. It is anticipated that the premises will be used by another Council service, though this is yet to be confirmed
- **Bingham Young People's Centre:** the premises are leased from Toot Hill Academy. Negotiations are continuing to hand back the premises whilst allowing the Bingham Scouts Group to remain using the property as its regular meeting place. These negotiations are ongoing; officers are hopeful of a favourable resolution
- **Ruddington Young People's Centre:** work has been undertaken to formally secure a provider to assume responsibility for the Centre building under a 10 year lease and provide a minimum of three evenings of youth activities for at least 38 weeks a year, with support from the Service's Voluntary Sector Development Specialist. A partner has now been identified and appointed, Project Body UK, and is set to commence operating from the Centre in October. Should the selected partner cease to deliver the required youth work activity, then the lease will be subject to forfeit
- The Service has also sought to asset transfer surplus Mobile Youth vehicles and minibuses to local voluntary sector youth providers in order to support continuity of provision. In consequence, the availability of the vehicles was widely advertised to Nottinghamshire third sector youth activities providers. A formal application and selection process, coupled with appropriate transfer agreements designed to ensure that the vehicles are used appropriately for youth activities, has ensured that the voluntary groups awarded a vehicle will operate youth activities for the benefit of the young people of Nottinghamshire. The groups are as follows: 7th Retford Scouts, 3rd Star (Rainworth), Mansfield Woodhouse Youth Project, Carlton-in-Lindrick Youth Club, Radcliffe-on-Trent Methodist Youth Group, 1st Cropwell Bishop Scouts, Take Over Radio (Sutton in Ashfield) and Real Education (County Wide).

Service Structure

7. The revised Service structure, which reflects the inclusion of Outdoor Environmental Education along with the need to ensure capacity is available to carefully consider the most efficient and effective long term delivery model for the Council's Youth Work, is attached as a series of **appendices** to this report.

Petition

8. A 76 signature petition, without contact details, was received regarding adjustments to the delivery programme for the Broxtowe mobile vehicle youth work sessions, known locally as the 'Motivator'. The petition was presented to Full Council on 15 May 2014. It is recommended that, in response to the petition, the Full Council decision, made on 27 February 2014, regarding the future delivery arrangements for the Young People's Service from 1 October 2014 be noted.

Other Options Considered

9. None. The budget reductions, and associated alternative business cases were considered as part of the Council's Budget Consultation Exercises and were then approved at both Full Council and the Children and Young People's Committee.

Reason/s for Recommendation/s

10. To enable the implementation of the revised Service structure set out in the appendices accompanying this report.

Statutory and Policy Implications

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

RECOMMENDATION/S

That:

- 1) the revised Young People's Service structure be approved from 1 October 2014
- 2) the actions taken by the Service to mitigate the impact of the budget reductions agreed by Council in February 2014 be noted
- 3) in response to the received petition, the previously agreed Full Council decision of 27 February 2014 regarding the restructuring of the Young People's Service from 1 October 2014 be noted.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

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Constitutional Comments (LM 03/09/14)

12. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (KLA 10/09/14)

13. The financial implications of the report are described in paragraphs 4 and 5 above.

Background Papers and Published Documents

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

Young People's Service and Outdoor Environmental Education Outline Business Cases Autumn 2013

Savings Proposals 2014/15 – 2016/17 – report to Policy Committee on 13 November 2013

Annual Budget 2014/15 – report to Full Council on 27 February 2014

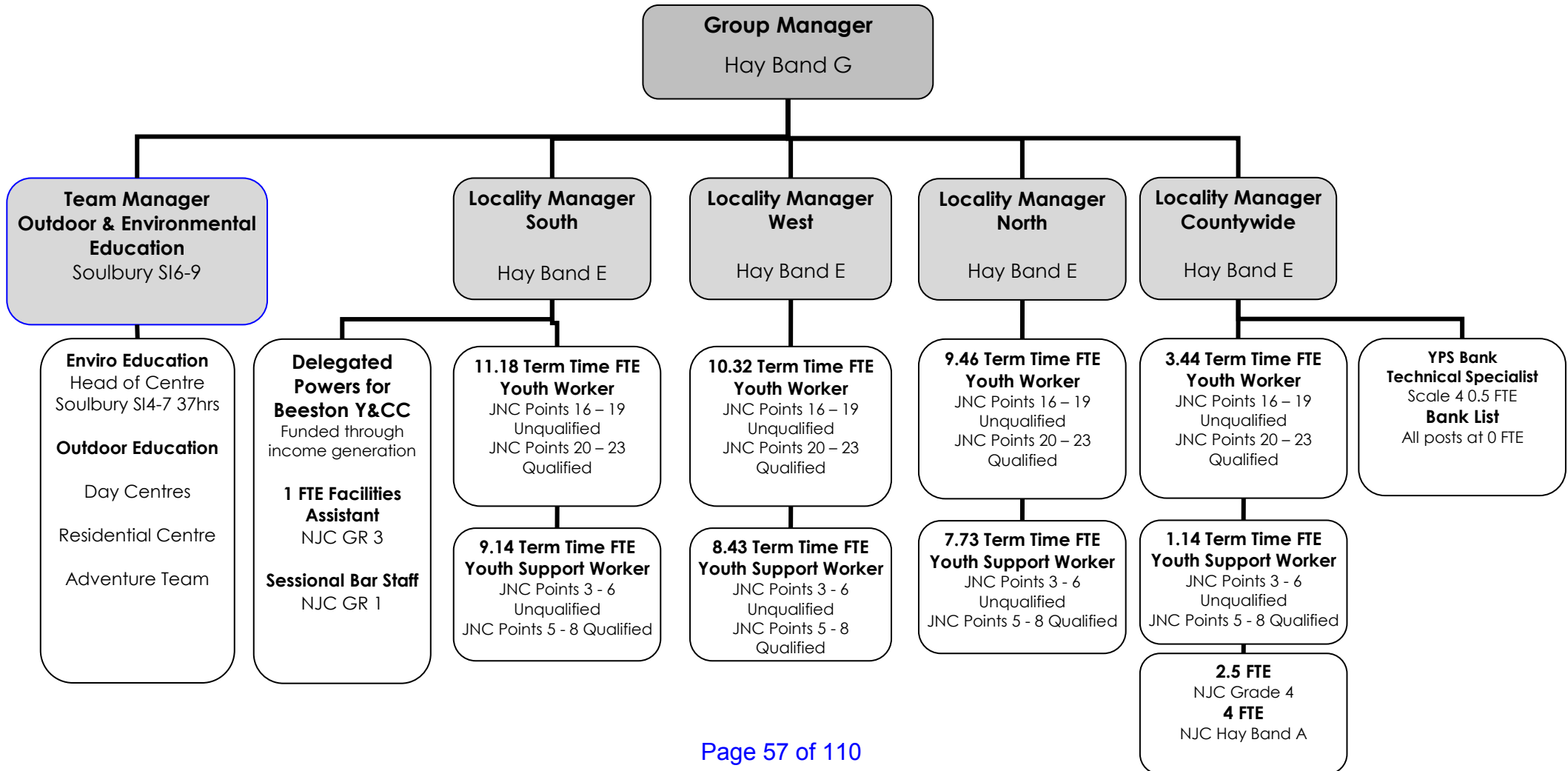
Proposed restructure of the Young People's Service from 1 October 2014: response to petitions – report to Children and Young People's Committee Meeting on 17 March 2014

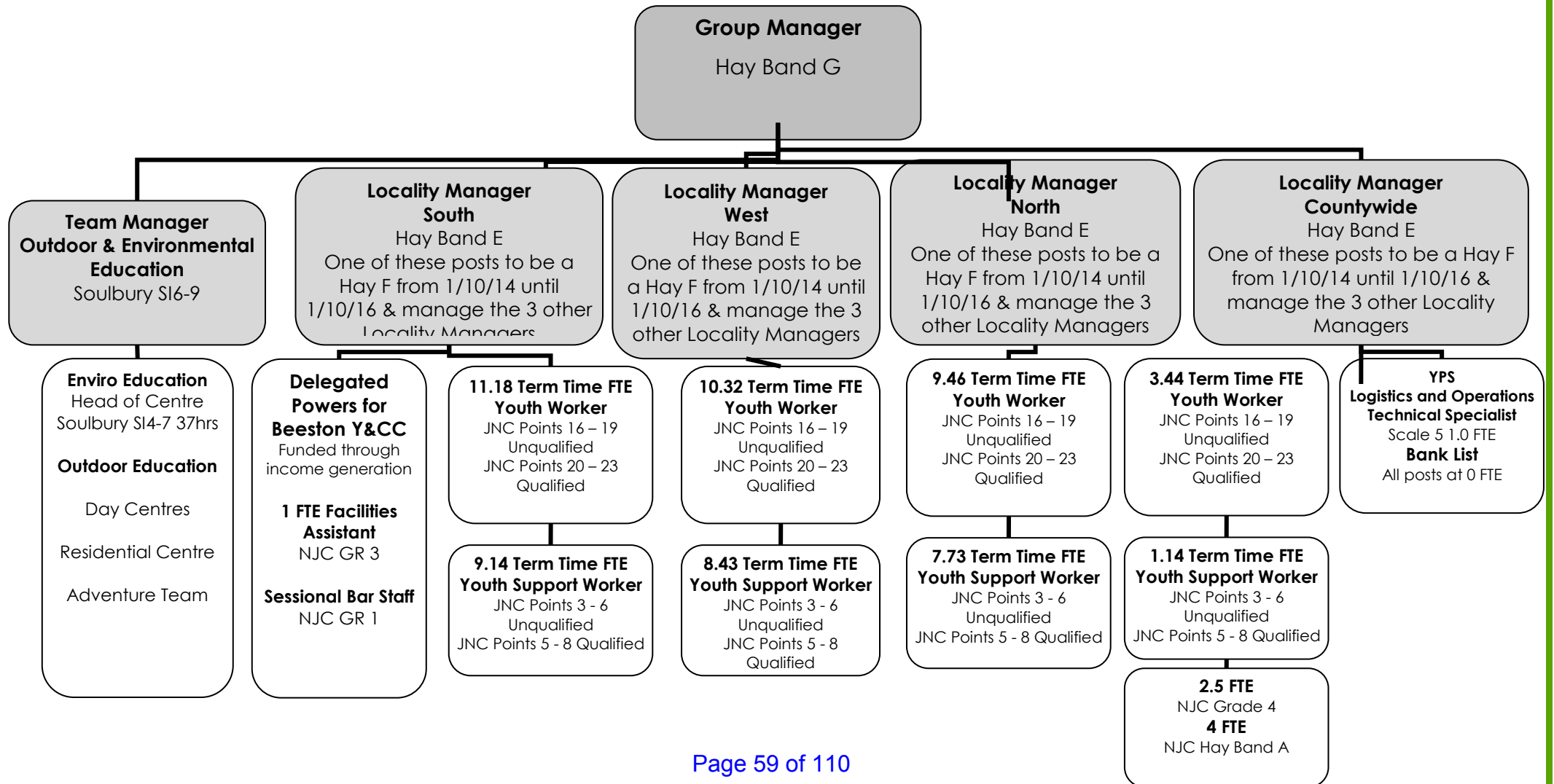
'Keep the Motivator' petition

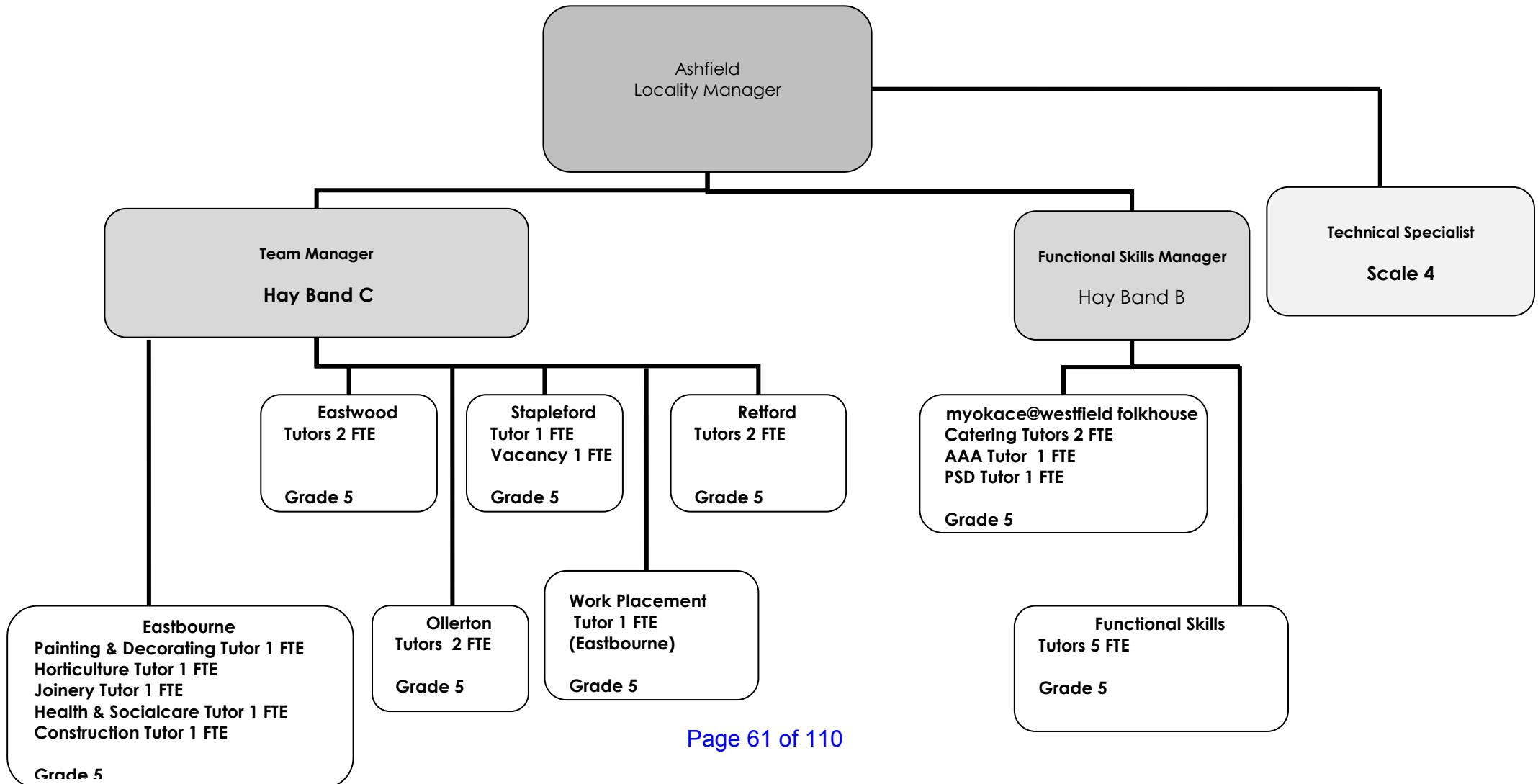
Electoral Division(s) and Member(s) Affected

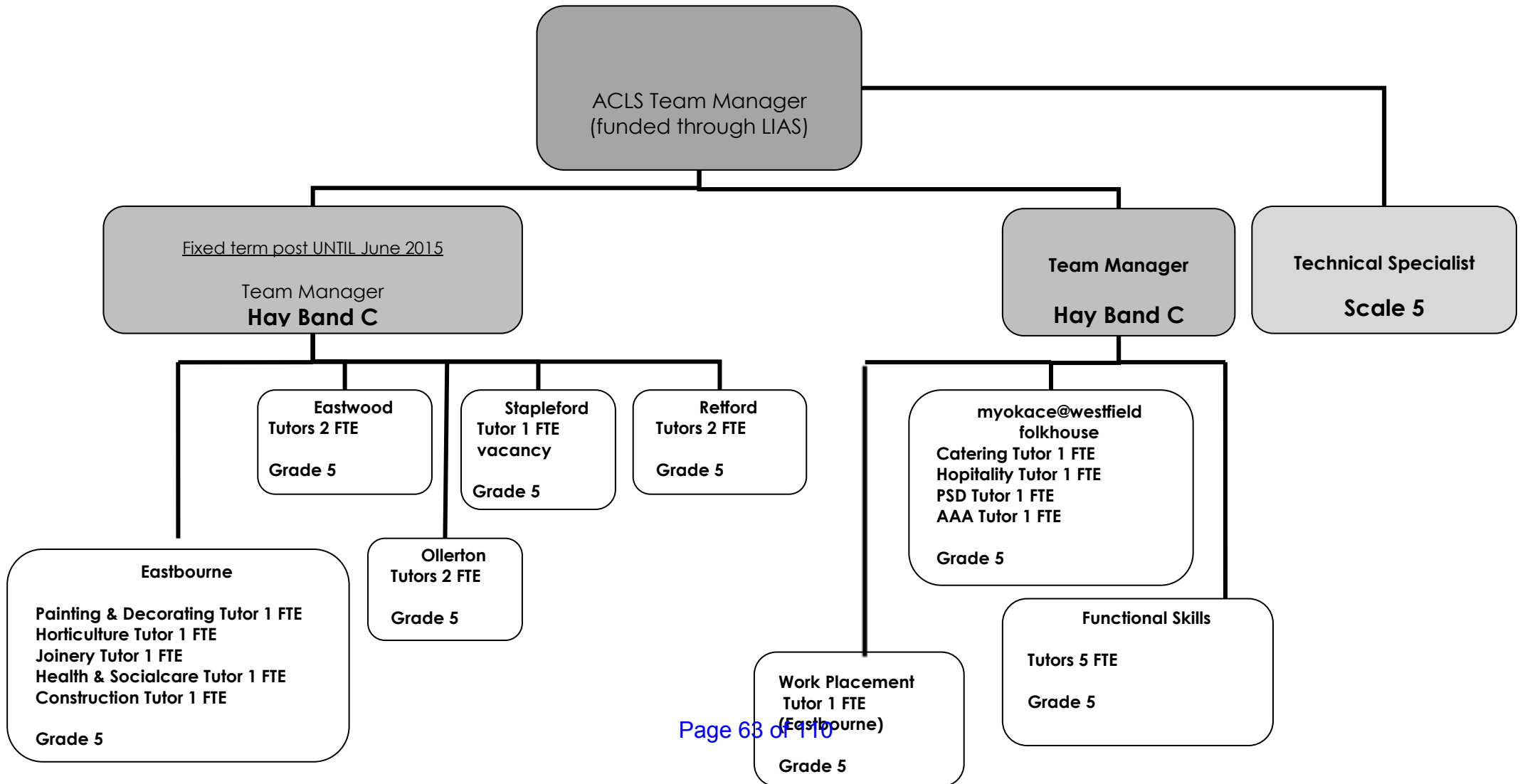
All.

C0487









29 September 2014**Agenda Item: 9****REPORT OF THE CHILDREN'S COMMISSIONER & CONSULTANT IN PUBLIC
HEALTH****HEALTHY CHILD PROGRAMME AND PUBLIC HEALTH NURSING FOR
CHILDREN AND YOUNG PEOPLE****Purpose of the Report**

1. To inform Members of the Committee about the following:
 - the national Healthy Child Programme (HCP), focusing on the roles of Public Health (PH) nurses for children, young people and families
 - the responsibilities placed on Nottinghamshire County Council (NCC) and NHS England Area Teams for commissioning the HCP and PH nursing services for children and young people
 - opportunities for future commissioning and delivery of PH nursing services, linking with Nottinghamshire County Council's early help offer to children, young people and families.

Information and Advice**The Healthy Child Programme**

2. The HCP¹ was published in November 2009² and sets out the recommended framework of services for children and young people aged 0 -19 years (including during pregnancy) to promote optimal health and wellbeing, to prevent ill health and to provide early intervention when required.
3. The HCP delivers universal services to all children and families, including routine screening and developmental checks. Through the programme, families in need of additional support and children who are at risk of poor outcomes can be identified and the appropriate support provided; a key aim of the HCP is to reduce health inequalities.

¹ The HCP comprises three guidance documents: HCP - pregnancy and the first 5 years of life; HCP - the 2 year review; HCP – from 5-19 years. The documents include a programme schedule of age appropriate health and development reviews.

² The HCP is currently undergoing a national review and an update version is anticipated to be published during the first half of 2014. This will include a refresh of current evidence based interventions.

4. Effective implementation of the HCP contributes to a range of health and wellbeing outcomes such as strong parent-child attachment and positive parenting; care that helps to keep children healthy and safe (e.g. healthy eating, prevention of certain serious communicable diseases, increased rates of breastfeeding); readiness for school and improved learning.

Public health nursing for children and young people

5. The main groups of PH nurses who provide services to children and young people and their families are health visitors, school nurses and family nurses (this final group delivering the Family Nurse Partnership Programme). An overview of the roles of each professional group is given below.
6. There is overwhelming evidence that the first few years of life play a significant and formative role in shaping children's future health, social and educational outcomes. Health visitors have a valuable part to play during this period of a child's life; as the universal provider of health and wellbeing services for under five year olds, they carry out routine health and development checks for all children (as part of the HCP), assessing if they are healthy and progressing well. As experts in PH, they complete holistic assessments of families, recognising the wider determinants of health and supporting parents and families as well as children. Supporting parents can include providing advice about parenting, relationship issues, bonding, isolation or postnatal depression. As qualified, registered nurses, they are able to help identify physical and mental health issues and other problems that require further investigation or care, e.g. sight, language or hearing problems, or they can intervene early to address any issues before they become serious.
7. School nurses are acknowledged as leaders in delivering PH services to children and young people between school entry age and 19 years; their position within schools and local communities gives them the opportunity to work with children, families, education and wider community services to deliver a broad range of health and wellbeing interventions as part of the HCP. As experienced registered nurses and experts in PH, they deliver universal health reviews, advice, information and support in relation to staying healthy, emotional health and wellbeing, substance misuse and sexual health as appropriate. In addition to providing early help for children and young people with additional needs, they support children with established health conditions to manage them in school.
8. The **Family Nurse Partnership (FNP)** is an evidence-based, intensive, preventive home visiting programme for vulnerable, first-time teenage parents. The programme begins in early pregnancy and ends when the child reaches two years of age. Family nurses tend to have a background in health visiting, school nursing or midwifery and are experienced, highly trained professionals, delivering the programme to strict fidelity criteria, in line with the evidence base. The FNP has three aims:
 - i. to improve pregnancy outcomes
 - ii. to improve child health and development
 - iii. to improve parents' economic self-sufficiency.

National Policy Drivers

9. There have been recent national developments in relation to all three professional groups and the services they provide.
10. **The Health Visitor Implementation Plan 2011-15³** details the universal provision led by health visitors as part of the HCP and outlines a tiered approach, whereby health visitors offer additional targeted support to those most in need, as shown below:

The Plan will put in place across the country a new health visiting service that all families can expect to access.

The new health visiting service: what it means for families

Your community has a range of services including some Sure Start services and the services families and communities provide for themselves. Health visitors work to develop these and make sure you know about them.

Universal services from your health visitor and team provide the Healthy Child Programme to ensure a healthy start for your children and family (for example immunisations, health and development checks), support for parents and access to a range of community services/resources.

Universal plus gives you a rapid response from your HV team when you need specific expert help, for example with postnatal depression, a sleepless baby, weaning or answering any concerns about parenting.

Universal partnership plus provides ongoing support from your HV team plus a range of local services working together and with you, to deal with more complex issues over a period of time. These include services from Sure Start Children's Centres, other community services including charities and, where appropriate, the Family Nurse Partnership.

11. A key element of the Health Visitor Implementation Plan (HVIP) is the increase in the number of health visitors in each area across England. Locally, the target number of health visitors to be in post by April 2015 is shown below:
 - in Nottinghamshire (excluding Bassetlaw) there will be 136 whole time equivalent (wte) health visitors, from a baseline of 69 in May 2010
 - in Bassetlaw there will be 22.4 wte health visitors, increased from 13.62 in May 2010.
12. NHS England published a National Health Visiting Service Specification in March 2014⁴ and it is anticipated that local areas will be required to commission services using this specification.
13. **Getting it Right for Children, Young People and Families – Maximising the contribution of school nursing⁵** was published in 2012 by the Department of Health.

³ Department of Health (2011) Health Visiting Implementation Plan – A call to action'

⁴ <http://www.england.nhs.uk/wp-content/uploads/2014/03/hv-serv-spec.pdf>

The document sets out a vision and model for school nursing services to meet both current and future needs of children and young people. There are no targets or benchmarks set for numbers of school nurses nationally or locally. The proposed service model for school nursing is described with the same tiered approach as health visiting:

'School nursing is a universal service, which also intensifies its delivery offer for children and young people who have more complex and longer term needs (Universal Plus). For children and young people with multiple needs, school nurse teams are instrumental in co-ordinating services (Universal Partnership Plus)'⁴.

14. In April 2014, the Department of Health and Public Health England published **Maximising the school nursing team contribution to the public health of school aged children: Guidance to support the commissioning of public health provision for school aged children 5-19**⁶. This document provides guidance for local commissioners and providers, setting out the core school nurse offer and innovative ways that school nursing services can be commissioned and developed to meet local needs. It includes a structured service specification that can be used by commissioners locally.
15. In relation to the **Family Nurse Partnership** (FNP) programme, the Government made a commitment in October 2010 to increase the number of places on the programme to 16,000 nationally by 2015. It is unlikely that there will be further expansion of the Nottinghamshire programme. A report on the **Family Nurse Partnership** programme will be presented to the Children and Young People's Committee on 10 November 2014.
16. The **Public Health Outcomes Framework**⁷ sets out the desired outcomes for PH and how they will be measured, enabling local areas to understand how well PH is being improved and protected. A key focus is the reduction of health inequalities. Improvements in a range of the PH outcomes can be achieved or influenced through delivery of high quality health visiting, school nursing and FNP services. These outcomes are detailed in **Appendix 1**.

Current commissioning arrangements and activity in Nottinghamshire

Health Visiting and FNP

17. Currently the responsibility for commissioning health visiting and FNP services is delegated to NHS England. This responsibility will transfer to local authorities by October 2015. Two NHS England Area Teams (ATs) cover Nottinghamshire: the Nottinghamshire and Derbyshire AT and the South Yorkshire and Bassetlaw AT. These ATs commission health visiting and FNP services in Nottinghamshire County (area previously covered by Nottinghamshire County PCT) and Bassetlaw respectively.

⁵ Department of Health (2012) 'Getting it Right for Children, Young People and Families – Maximising the contribution of the school nursing team: vision and call to action'

⁶ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/303769/Service_specifications.pdf

⁷ DH (2012) Public Health Outcomes Framework <https://www.gov.uk/government/publications/healthy-lives-healthy-people-improving-outcomes-and-supporting-transparency>

18. Health visiting services and the FNP are currently provided across the whole of Nottinghamshire by Health Partnerships, part of the Nottinghamshire Healthcare NHS Trust.

School Nursing

19. The responsibility for commissioning of school nursing services transferred from PCTs to PH in the Local Authority in April 2013, following implementation of the Health and Social Care Act 2012. Nottinghamshire County Council (NCC) commissions the service for all of Nottinghamshire including Bassetlaw.
20. As for health visiting and the FNP in Nottinghamshire, Health Partnerships provide school nursing services.
21. The PH team has completed a review of the Nottinghamshire school nursing service to inform future commissioning intentions. The final review report will be published in the next two months but initial findings indicate capacity and demand challenges, inequity in provision across the County and gaps in services for those not in formal educational settings. While recognising that the service needs to deliver to key public health priorities, (e.g. improving emotional health and wellbeing, reducing alcohol and drug misuse), this is not always possible with the current demands on the service.

Proposed future commissioning arrangements

22. Once commissioning responsibility has transferred to NCC, health visiting services and the FNP will be commissioned by the Children's Integrated Commissioning Hub (ICH), which currently leads commissioning of school nursing. By bringing commissioning of all three PH nursing services together, it will be possible to integrate these services more effectively and also align them with the operating model for CFCS. It is envisaged that this will lead to improved working across children's services in local areas, providing better value, improved service quality and better outcomes for children, young people and families.
23. The current contract with Health Partnerships for health visiting and school nursing services expires in March 2016, requiring NCC to undertake a procurement exercise (alongside NHS England AT colleagues) in order to award a new contract during 2015-16. Timescales for this provide an opportunity to align the commissioning of health visiting and school nursing, with the aim of having an integrated 0 - 19 HCP service in place from April 2016.

Public health nursing and the early help offer

24. It is recognised that there is an overlap between elements of PH nursing services and Nottinghamshire County Council's early help offer to children, young people and families, with both services targeting and supporting many of the same children and families in relation to the same presenting problems. There are close working arrangements in place between the PH nursing services, children's centres and other early help services in many areas of Nottinghamshire but planning, commissioning and delivery is not currently aligned.

25. In future, it may be appropriate to consider a whole system approach to the planning, commissioning and provision of PH nursing and early help services to children, young people and families requiring additional support and early help. This will reduce duplication and improve delivery of efficient, coordinated services. However, as part of this process, it will be important to recognise that PH nurses provide services to all children, young people and their families through the HCP and their clinical and PH training is essential to their role. Early help (*Universal Plus, Universal Partnership Plus* on tiered service model) is just one element of the work of PH nurses.

Other Options Considered

26. The report is for noting only.

Reasons for Recommendations

27. The report is for noting only.

Statutory and Policy Implications

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

RECOMMENDATION/S

That Members of the Committee note the following:

- 1) the national Healthy Child Programme (HCP), focusing on the roles of Public Health (PH) nurses for children, young people and families
- 2) the responsibilities placed on Nottinghamshire County Council (NCC) and NHS England Area Teams for commissioning the HCP and PH nursing services for children and young people
- 3) opportunities for future commissioning and delivery of PH nursing services, linking with NCC's early help offer to children, young people and families.

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Constitutional Comments

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

Financial Comments (KLA 10/09/14)

30. 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.

'Nottinghamshire School Nursing Review' Nottinghamshire Children's Trust Committee – 5 September 2013

<http://www.nottinghamshire.gov.uk/caring/childrenstrust/about-the-childrens-trust/childrenstrustCommittee/>

'Healthy Child Programme and Public Health Nursing for Children and Young People' Nottinghamshire Health and Wellbeing Board – 8 January 2014

http://www.nottinghamshire.gov.uk/dms/Committees/tabid/62/ctl/ViewCMIS_CommitteeDetails/mid/381/id/505/Default.aspx

Electoral Division(s) and Member(s) Affected

All.

C0483

APPENDIX 1

National Public Health Outcomes influenced by Health Visitors, School Nurses and the Family Nurse Partnership Programme

DOMAIN 1: Improving the wider determinants of health

Objective: Improvements against wider factors that affect health and wellbeing, and health inequalities

Reduced numbers of children in poverty
Improved readiness for school
Reduced school absences
Reduced numbers in fuel poverty
Reduced incidence of domestic abuse

DOMAIN 2: Health improvement

Objective: People are helped to live healthy lifestyles, make healthy choices and reduce health inequalities

Reduced prevalence of low birth weight of term babies
Reduced prevalence of smoking status at time of delivery
Reduced smoking prevalence in adults
Reduced smoking prevalence in 15 year olds
Reduced teenage conception rates (repeat pregnancies)
Improved child development at 2 – 2½ years
Reduced hospital admissions caused by unintentional and deliberate injuries in children and young people aged 0-14 and 15-24 years
Improved emotional wellbeing of looked after children
Reduced alcohol and drug misuse
Reduced excess weight in 4-5 year olds and 10-11 year olds

DOMAIN 3: Health protection

Objective: The population's health is protected from major incidents and other threats, while reducing health inequalities

Population vaccination coverage
Reduced Chlamydia prevalence in 15-24 year olds

DOMAIN 4: Healthcare public health and preventing premature mortality

Objective: Reduced numbers of people living with preventable ill health and people dying prematurely, while reducing the gap between communities

Reduced tooth decay in children aged 5

29 September 2014**Agenda Item: 10****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****BLOCK PURCHASE OF RESIDENTIAL CARE FOR CHILDREN WITH
SOCIAL, EMOTIONAL AND BEHAVIOURAL DIFFICULTIES (SEBD)****Purpose of the Report**

1. This report seeks approval from Committee to undertake a procurement exercise in order to identify two strategic partners to purchase a total of 24 residential care placements for Looked After Children assessed as having social, emotional and behavioural difficulties (SEBD) and meeting the threshold for residential care.

Information and Advice**Context**

2. All local authorities place a small number of children in residential care. National benchmarking indicates that this is typically in the region of 8% of the total population of Looked After Children.
3. Children placed in Residential Care have a variety of needs. A very small percentage of this group require highly specialist placements (for example residential units for children and young people with complex disabilities). The majority of the young people requiring residential care have difficulties which include attachment difficulties, behavioural issues and some learning needs; they often have a history of foster placements breaking down. The broad definition used to describe this cohort of young people is 'Social, Emotional and Behavioural Difficulties' (SEBD).
4. Nottinghamshire's Looked After Children's Placements Commissioning Plan, which was agreed at Children and Young People's Committee in May 2014, identified that at least 40 SEBD residential care placements will be needed over the next ten years, of which only 15 will be provided by existing internal provision (with some small expansions currently being explored separately). The plan also assumes that Nottinghamshire will reduce the percentage of children placed in residential care from 11.5% as it is currently to the national average of 8% through increasing the use and stability of foster placements.
5. Demand for residential care placements is significantly higher than capacity within internal children's homes. To meet this demand for placements, the County Council currently places Looked After Children requiring residential care with a range of private providers to ensure their needs are met.

6. These placements are currently purchased via the Nottinghamshire Approved Provider List (NAPL), a list of Providers who have been approved as suitable to provide residential care to young people. Placements are purchased individually at the point of need and with a range of different private providers on the NAPL. The weekly unit price of provision varies significantly depending on the assessed needs of the young person and the provider identified.
7. Due to a shortage of good quality local provision Nottinghamshire children in residential care are most likely to be placed out of county (when compared to other types of placements). At present, of the 72 young people in external residential care, only 36% (27) are placed within Nottinghamshire. The placements are spread across 36 different homes, each with differing management structures, services and costs. The table below demonstrates demographic spread of out of county placements.

Authority	Number of Placements
Nottingham City	13
Staffordshire	9
Derbyshire	4
Lincolnshire	4
Leicestershire	3
Barnsley	2
Cumbria	2
Derby	2
Rutland	2
Sandwell	1
Sheffield	1
Shropshire	1
Wrexham	1

8. Research demonstrates that the majority of Looked After Children come from the North of the County (Mansfield, Ashfield and Bassetlaw). However, the majority of young people who are placed in County are placed in the South and thus struggle to maintain relationships with their communities of origin.
9. Although Nottinghamshire County Council currently only places children and young people in provision which is rated as either 'Good' or 'Outstanding' by Ofsted, monitoring visits undertaken by the County Commissioning Officers suggest that provision varies considerably. As the Council currently has contracts with a number of different suppliers, it has little influence over the provision available. By entering into a fixed term arrangement with two strategic partners the Council would have significant influence and promote consistency in the service offer. This would create equity of service for young people regardless of whether they were placed within Nottinghamshire County Council provision or within this externally commissioned provision. Research suggests that children and young people are safer and achieve better outcomes when placed within 20 miles of their family of origin.
10. Nottinghamshire County Council and Nottingham City Council have both stated their intention to commission block contracts for a set number of children's residential care placements. Both Nottinghamshire County Council and Nottingham City Council would be the first councils within the East Midlands to enter into such an arrangement.

However, a number of other authorities have entered into block purchase arrangements. Shropshire County Council entered into a similar arrangement in 2008 and have been successful in improving the relationship between the authority and the successful provider and reducing unit costs.

11. As both the County Council and Nottingham City Council have stated their intention to seek strategic partners, it is proposed that the procurement exercise is undertaken in partnership but ultimately results in separately managed contracts. This not only reduces the administrative burden on suppliers and makes best use of resources with both Councils, but also mitigates an adverse market impact of two substantial procurements happening within similar timeframes.

Proposal

12. This proposal provides a means of improving outcomes for Looked After Children and achieving significant savings for the County Council over the life time of the contract.
13. Market consultation and research into other authorities suggests that the weekly unit cost of placements will be significantly reduced. There will also be a reduction in travel time and associated costs for child social workers, independent reviewing officers, and placement commissioning officers as a result of more placements being within Nottinghamshire. Children will also be more likely to be able to stay in their existing education settings.
14. A key outcome of this arrangement is that children will be placed closer to the communities from which they entered care, as the contract will specify targets for the providers to place a minimum number of children in-county by November 2015. The contract will stipulate a timetable to set up new provision within North Nottinghamshire to reach the required level of provision within the County.
15. The ambition of the contract is to foster a collaborative model between the agreed providers and our existing internal homes. Models of best practice will be created, as internal homes (which are all rated as Good or Outstanding by Ofsted) will share training and approaches to stabilising difficult behaviours. Innovation and best practice will also be shared between internal and external provision to raise standards and further improve the quality of care received by children and young people.
16. It is also anticipated that placements will be more stable due to the providers agreeing to a 'No Disruption' clause, which will ensure that children and young people will only leave their placements within Residential Care by mutual agreement and planning, as is the case within Nottinghamshire's internal children's homes.
17. Analysis of data relating to missing children in Nottinghamshire also suggests that Looked After Children are less likely to go missing if their placement is within Nottinghamshire than an out of county placement. There are more collaborative systems in place between the Police and County Council to review, manage and discuss missing children incidents within County.
18. Children placed within County will have access to Nottinghamshire's Looked After Children Physical Health Team, the CAMHS (Child and Adolescent Mental Health

Services) Looked After and Adopted Children's Team and the Virtual School, who all provide a range of high quality interventions to Looked After Children placed within the County, and whose services are not available out of County. There are also better links with the Police which ensure that missing children and children at risk of Child Sexual Exploitation are more easily identified and that there are robust safeguarding systems in place.

19. The length of the contract will be seven years initially with scope to extend for a further three years. A contract of this length is necessary to enable successful providers to manage their operational costs in the medium to long term, which will enable them to offer the County Council a lower unit cost for placements within their provision. This is particularly important as we are requiring suppliers to increase capacity in the North of the County and they will need to invest capital into properties. A shorter contract will increase their risk and therefore our cost.
20. The contract includes provision to mitigate risks of unforeseen fluctuations on demand and concerns with quality of placements. In addition to robust performance indicators and contract management provision, the contract will have a one year 'No Fault' fixed notice clause which will allow either party to exit after a year's notice. This clause is essential as it protects the Council should the needs of the Looked After population change significantly during the life-time of the contract and will protect the strategic partner who may have business reasons for wishing to exit the contract. A year gives sufficient time to move children and young people in a planned and child-centred way.
21. The contract will commission beds across the provider's range of provision and will only make placements in units which are Ofsted registered as 'Outstanding' or 'Good'. If a child is placed in a unit which becomes down-graded during the course of the placement then a review will be undertaken to agree an action plan for improvement that is respectful of the needs of the child or young person. Where appropriate we will work with the provider to allow improvement but will decommission the placement should the provider be unable to improve within timescales.
22. Placement Matching will be managed by the Nottinghamshire County Council Placements Team, and by the creation of a panel which will ensure young people are matched to the appropriate placement in an equitable and transparent way. An inability to match children appropriately will be escalated and managed as part of the contract management process.
23. The County Council will use this opportunity to enter into contracts with two strategic partners who share the County Council vision for improving the aspirations and outcomes for our most vulnerable Looked After Children; and in addition increase the social value of any contract by increasing job opportunities in the North of the County and by continuing to develop a skilled children's workforce who specialise in the care and development of vulnerable Looked After Children.
24. Councillor Kate Foale, Vice-Chairman of the Children and Young People's Committee, has agreed to take leadership of this initiative and will have oversight of the procurement process and subsequently be involved in quality visits in partnership with the County Children's Placements Team.

Other Options Considered

25. Continued use of existing Residential Placement Procurement Framework - this has not led to any increased provision in Nottinghamshire and placement costs have not decreased.
26. Increased investment in internally provided and managed children's homes - this has been reviewed extensively and the decision was made to reject this option because of the costs and timescales involved. It was also felt that providing a 'mixed economy' of care with a public and private partnership would build on the stability and expertise of our existing homes and also develop creativity and innovation.
27. To become part of the East Midlands Framework Contract when it renews in 2015 - this will not achieve the aim of placing more young people within County and will not address the issue of escalating Placement Costs. This option does not address the issue of ensuring a high quality of placements with a market provider.
28. The Market Position Statement, attached as **Appendix 1**, also refers to other options.

Reason/s for Recommendation/s

29. To ensure there is a sufficient number of placements for Looked After Children in Nottinghamshire who have complex needs and require residential care.
30. To reduce overall placement costs and improve outcomes for Looked After Children.

Statutory and Policy Implications

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

Financial Implications

32. The actual saving that would be achieved would depend on what price is offered by the successful provider(s) during the tender process. Identified savings will contribute to the target of £6.59m set out in the LAC Placements Outline Business Case as part of the Council-wide savings.
33. There is a risk that the projected level of savings will not be achieved. Whilst market testing and consultation has indicated a level of saving which could be achieved, the actual savings that would be achieved would not be known until the conclusion of the tender process.

Safeguarding of Children and Vulnerable Adults Implications

34. Research evidence and recent Serious Case Reviews into Child Sexual Exploitation suggest that children and young people are better safeguarded when placed nearer to home.

Implications for Service Users

35. The Block Purchase agreement will lead to a closer commissioning arrangement with external providers and will lead to better outcomes for Looked After Children. The 'No Labels' Children in Care Council will be actively involved in the tendering process.

RECOMMENDATION/S

- 1) That the proposal to undertake a procurement exercise to identify two strategic partners from which to purchase a total of 24 residential care placements for Looked After Children assessed as having a social, emotional and behavioural difficulties (SEBD) and meeting the threshold for residential care be approved.

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Constitutional Comments (LM 15/09/14)

36. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (KLA 15/09/14)

37. The financial implications of the report are set out in paragraphs 32 and 33 above.

Background Papers and Published Documents

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

Nottinghamshire Looked After Children Placements Commissioning Plan and Block Purchase of Residential Placements – report to Children and Young People's Committee on 19 May 2014

Electoral Division(s) and Member(s) Affected

All.
C0476

Members Briefing**August 2014****Market Position on Commissioning of Residential Children's Care Provision****Introduction**

1. At the Targeted Service Review of Children's Social Care Services on 23 July 2014, a market position was requested of commissioning approaches for residential children's care provision.
2. Nottinghamshire is proposing to re-commission its residential children's care provision so that rather than spot-purchasing these placements, the authority enters a long-term contract with a smaller number of providers. The current commissioning arrangements are not consistently providing positive outcomes for our most vulnerable looked after children.
3. Other commissioning managers at other local authorities in the East Midlands were contacted. In addition, desktop research was undertaken and where appropriate, commissioning managers at other local authorities were contacted.

Commissioning models at other local authorities

4. At present Nottingham City; Rutland; Derby City; Derbyshire and Derby City Commission their Residential Placements using the East Midlands Framework Contract for the purchase of Residential Placements. Nottinghamshire County Council operates instead within the Nottinghamshire Approved Provider List (NAPL), which has been found to be more cost-effective than being part of the regional framework.
5. Within the East Midlands Region, development work is being undertaken to review the existing East Midlands Framework for residential Placement Commissioning. This will conclude in the autumn and the region will consider whether or not it wishes to extend the Contract in the future.
6. Nottingham City and Nottinghamshire have both completed internal reviews to look at Sufficiency and Costs of all Looked After Children's Placements and created Placements Commissioning strategies which meet local need.
7. Both Nottinghamshire and Nottingham City have concluded that the way to increase capacity, improve quality and reduce the costs of residential placements is to enter into a fixed-price contract with a smaller number of providers. Within this contract there will be leverage to scale the contract up or down according to need.
8. Nationally whilst a number of other authorities are beginning to review their Placement Budgets and reach similar conclusions to Nottingham City and Nottinghamshire County Council, a number of authorities have already entered into Block Purchase arrangements.
9. Shropshire County Council entered in to a fixed price contract with a single provider in 2008, and due to its success scaled up the number of residential care beds within the block.
10. Other local authorities who are either considering or have taken up this option include Darlington; Oldham and York, Stockton-on Tees. Herefordshire County Council also entered a similar arrangement with six other local authorities.

Decommissioning arrangements

11. At the challenge panel, there was particular discussion in relation to the most appropriate contract length. A seven year contract is recommended to ensure that the contract is financially viable for providers and achieves the savings targets proposed.
12. The contract will, however, have a robust performance management framework that will allow the Council to decommission the provider if the quality is not good. A protocol for working with a provider where a home with NCC placements in is rated below good will also be put in place.
13. The contract will include a 1 year 'no fault' termination clause that allows either the Council or the provider to terminate the contract with a year's notice.
14. There is cost for the provider in going through a competitive process as well as the operational instability, and so a shorter contract build add to their level of financial risk. A longer contract will enable strong working relationships and the sharing of best practice with our existing internal provision.
15. In summary, the benefit of a longer contract is that it provides stability for the provider which means they will be able to offer a lower rate by spreading their capital costs with greater confidence.
16. A shorter contract could be considered, but will reduce anticipated savings and may impact on the number and quality of bids received through the tender exercise.

Conclusion

17. Commissioning approaches for residential children's care fit in to either a block purchase or spot purchase model. There are benefits and risks to both, but if procured and contract managed effectively, a block purchase approach has been proven to improve outcomes and reduce cost.
18. Nottinghamshire and Nottingham City will be the first local authorities to do this in the East Midlands, but a number of others are already doing this nationally.
19. A seven year contract is recommended to ensure that value-for-money is achieved. Robust decommissioning arrangements will protect the County Council should there be any issues with performance or quality.

Supporting documents

[Nottinghamshire County Council Looked After Children Placement Commissioning Plan \(April 2013\)](#)
[Nottingham City Block Contract for Children's Residential Care \(July 2014\)](#)
[Action research into the more effective strategic commissioning of children's residential care homes \(July 2013\)](#)
[DfES Children's Services. Children's Homes and Fostering \(2004\)](#)

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29 September 2014**Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****ESTABLISHMENT AND REDESIGNATION OF POSTS IN CHILDREN'S
SOCIAL CARE****Purpose of the Report**

1. This report proposes that the following four posts be established within Children's Social Care: one Fostering Team Manager (0.5 full time equivalent (fte)), two Supervising Social Workers (2 fte) and one Business Support Officer (1 fte) at Clayfields House Secure Unit; and that one Social Work post (1 fte) be re-designated to that of a Practice Consultant.

Information and Advice

2. The four posts proposed for establishment are one Fostering Team Manager (0.5 fte), two Supervising Social Worker posts (2 fte) and one Business Support Officer (1 fte) at Clayfields House Secure Unit, which is a national resource, contracting with the Youth Justice Board for England and Wales.
3. The need for additional team manager capacity within the Fostering Service is attributable to the significant increase in one area of fostering activity - that of family and friends foster care. In a three year period, to 2012, there was a 193% increase in the number of referrals received by the Fostering Service to assess people as family and friends foster carers. In June 2014, the Divisional Leadership Team agreed that a new countywide fostering team would be created to deal with this type of fostering. Whilst the social work resources to staff this team will come from within existing staffing establishment, a team manager post is required to lead, manage and develop this team. The span of projected managerial control is such that a 0.5 fte team manager is required. Within the authority's Transformation Programme, and its investment in the internal Fostering Service, there is sufficient budget capacity to recruit a 0.5 fte team manager (Hay band D).
4. The need for additional supervising social worker capacity within the Fostering Service is attributable to the continued expansion of the fostering service. The authority's Transformation Programme is being effective in reshaping the business activity within the Fostering Service and, to support the continued growth of the authority's internal fostering capacity, the social work infrastructure needs to be increased. Supervising Social Workers assess and supervise foster carers and it is essential, to the provision of safe foster care, that there is the social work capacity to fulfil these roles. The authority's fee paid foster scheme, Fostering Futures, has increased its provision by 400% since

2008 and further expansion is intended. To support this expansion, two additional, full time equivalent Supervising Social Workers (Hay Band A/B) are required to join the Fostering Futures team. This proposal for expansion was considered by the Divisional Leadership Team in June 2014 and there is sufficient budget capacity, within the investment in the internal Fostering Service, to recruit two full time equivalent Supervising Social Workers.

5. The Business Support Officer post is to replace the Deputy Support Services Manager post, which has not been filled since becoming vacant. The Business Support Officer post will be on the same grade as the previous Deputy Support Services Manager post but will be primarily concerned with managing business support processes rather than the technical emphasis of the Deputy Support Services Manager post. Clayfields House is a self-financing business unit, operating as a £4 million trading organisation. It is now generating an increasing income, including finding jobs and educational / vocational facilities for young people who are serving a sentence, remanded or secured for welfare reasons. It has also embarked on a social enterprise working in partnership with the Gelders group, which officially opens in September 2014. Once fully operational, it will provide a provision for local schools within Nottinghamshire and Derbyshire, and the aim is for 80% of learners to be referred from mainstream education to the vocational centre. Due to the expansions of the operational business services, the original Deputy Support Services Manager's roles and responsibilities would not meet the requirements needed in relation to the high level of complex business support, including complex reports in relation to forecast outturns, quality assurance of aligning and reconciling large budgets, and financial requirements of a trading organisation along with managing a team and resources.
6. A 1 fte Social Work post (Hay Band B) within the fostering service's therapeutic fostering team is proposed for redesignation. This Social Work post is currently being used to provide therapeutic support to foster carers and consultancy to other social work staff in the Fostering Service. This is needed in order to meet the specialist needs of the foster carers in this team who are caring for children with very complex profiles and ongoing needs for therapeutic support. The current post-holder is a suitably qualified therapist and, whilst managed by a Fostering Team manager, clinical supervision is provided from within the Child and Adolescent Mental Health Service. A job evaluation process has been undertaken by the fostering team manager and an inequity has been identified. Work of similar value is being conducted in Children's Social Care at a practice consultant level not at a social work level. To redress this inequity, and to ensure that this therapeutic role is protected in the future, re-designation at Hay Band C is proposed.

Other Options Considered

7. No other options have been considered.

Reason/s for Recommendation/s

8. The establishment of a 0.5 fte Fostering Team Manager post will ensure that the creation of a new countywide family and friends fostering team is safely managed; that staff are safely supervised; that the family and friends fostering team is developed and compliant with a High Court ruling (Haringey March 2014) in this area of fostering activity; and that

the existing fostering management structure is enabled to focus upon its core foster carer recruitment and retention activities.

9. The establishment of two additional full time equivalent Supervising Social Worker posts will ensure that the authority's intention to recruit more fee paid foster carers to the Fostering Futures team is safely supported.
10. The recruitment of a Business Support Officer will ensure the smooth operation and delivery of the complex financial business, and its financial viability, essential for Clayfields House to remain open and to ensure the necessary support and management of the administration team.
11. The re-designation of 1 fte Social Work post to one of Practice Consultant will ensure that the current inequity within the Fostering Service, compared with a similar role in the wider Children's Social Care division, is addressed.

Statutory and Policy Implications

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

Financial Implications

13. The establishment of a 0.5 fte Fostering Team Manager post for the family and friends fostering team, 2 fte Supervising Social Worker posts, and the re-designation of 1 fte Social Work post (Hay Band B) to a Practice Consultant post (Hay Band C), can be met from the £196,000 that has been invested in the Fostering Service, as part of the authority's Transformation Programme.
14. The establishment of a 1 fte Business Support Officer at Clayfields House will be met by the current vacancy which is graded at the same level. Therefore there are no cost implications.

RECOMMENDATION/S

That:

- 1) the following four posts be established within Children's Social Care:
 - one Fostering Team Manager (0.5 fte Band D)
 - two Supervising Social Workers (2 fte Band A/B)
 - one Business Support Officer (1 fte grade 5) at Clayfields House Secure Unit
- 2) one Social Work post (1 fte Band B) be re-designated to that of a Practice Consultant (1 fte Band C).

- 3) one Deputy Support Services Manager post (1 fte grade 5) at Clayfields House Secure Unit be disestablished

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 (SLB 10/09/14)

15. Children and Young People's Committee is the appropriate body to consider the content of this report; changes in staffing structures are subject to HR advice and consultation with the recognised trade unions.

Financial Comments (KLA 18/09/14)

16. The financial implications of the report are set out in paragraphs 13 and 14 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C0486

29 September 2014

Agenda Item: 12

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE

PROVISION OF FUNDING FOR ADAPTATIONS TO LOCAL AUTHORITY FOSTER HOMES

Purpose of the Report

1. This report seeks approval to provide funding totalling £247,000 for adaptations to five Local Authority foster homes.

Information and Advice

2. KOD and PP, RJ and AJ, JT and CT, JW and RW, and JW and JW are approved foster carers. The five Local Authority foster homes require adaptations as follows.
3. KOD and PP foster a family member. The fostered child's care plan is one of long term fostering with KOD and PP. Additional bedroom and living space needs to be created in the foster home to secure this child's care plan. £30,000 is required for the extension to the foster carers' property. The need for an extension has been actively promoted by the child's Independent Reviewing Officer and is supported by the social care teams who are involved with the child.
4. RJ and AJ are currently caring for nine fostered children - a sibling group of six children; a sibling group of two children and one singleton child. The care plan for the sibling group of six children is long term fostering with RJ and AJ. Additional bedroom and living space needs to be created in the foster home to secure these children's care plans. £100,000 is required for an extension to the foster carers' property. The need for an extension to the foster carers' property has been promoted by the children's Independent Reviewing Officer and is supported by the social care teams who are involved with all nine fostered children.
5. JT and CT are currently caring for a sibling group of three children. The children were placed with them on a short term basis but their care plan has now been changed to one of long term fostering with JT and CT. Additional bathroom and living space needs to be created in the foster home to secure these children's care plans. £35,000 is required for an adaptation to the foster carers' property. The need for an adaptation is supported by the social care teams who are involved with the children.
6. JW and RW care for a sibling group of four young children. The care plan for these children is long term fostering and it is planned that they will remain in this placement

until they reach adulthood. An additional bedroom and increased living space is required to secure these children with these carers and to ensure a safe care policy can be implemented. £100,000 was agreed at the Children and Young People's Committee meeting on 3 December 2012, but delays in care proceedings, delays in planning permission and the need to underpin the property have resulted in the costs rising. £20,000 is required for the extension to the foster carers' property. A further £3,000 is requested to enable the foster carers to rent a property whilst the work is completed. The need for an extension has been actively promoted by the children's Independent Reviewing Officer and is supported by the social care teams who are involved with the child.

7. JW and JW provide therapeutic fostering. They are currently caring for a young person aged seventeen years. The foster carers are keen to develop their fostering career and have proposed a conversion to their garage to create additional placement capacity for a teenager. This proposal is supported by the fostering team. £11,000 is required for this conversion. The investment of £11,000 represents good value to the Local Authority in that additional placement capacity would be created at a relatively low cost.
8. CW is a 7 year old child who has lived in a residential unit since February 2014. The unit is offering CW therapeutic support to help with emotional development. Foster Carers JJ and PJ are exceptional carers, bringing a great deal of prior skills, knowledge, training and experience into their role. These carers are hard to find. They are offering a therapeutic placement with support from the lead therapeutic Social Worker on the fostering team. It is in CW's best interests to move from residential care into a family/home environment as soon as possible. In order to accommodate CW, alterations are needed on the carers' home to provide an additional bedroom space. This would involve the garage being converted into a bedroom and bathroom, with an alternative garage area being built. The cost of this would be £48,000 which includes the cost of planning permissions/designs. It is likely to take up to 16 weeks to complete all the necessary work. The carers have stated they would use this room for the purposes of fostering for the duration of their career. The cost of care for CW in residential care is currently £4,000 per week.
9. There is a strong culture of permanency and sustainability within the care planning processes for children in the Local Authority's care. To ensure placement stability and positive outcomes for fostered children, the Local Authority has a duty to ensure that its children live in an environment that meets the children's immediate and future needs. It is important that foster carers are supported in maintaining good levels of physical and emotional resilience and that the emergence of stresses and strains, arising from restricted physical space within a foster household, are prevented.
10. Whilst there needs to be a realignment of budgets, there is sufficient capacity within the children's social care budget to provide grants of £247,000. In respect of the adaptation and conversion requests, a legal charge would be imposed upon the properties. The term and conditions of a legal charge ensure that the investment of public money is protected for a period of ten years.

Other Options Considered

11. No other options have been considered.

Reason/s for Recommendation/s

12. The Local Authority's looked after population continues to rise and there is significant pressure upon the external placement budget. A saving of £6.59 million has to be achieved by 2017. Any measure that can reduce potential expenditure represents a significant efficiency to the Local Authority. The request for £11,000, to convert a garage into a living space for a looked after child, is such an efficiency measure.
13. Standard 10, the national minimum standards for fostering (2011) requires that "the foster home can comfortably accommodate all who live there...children live in foster homes that provide adequate space... each child over the age of three years should have her/his own bedroom...". The requests for adaptations to foster households are made with the intention of ensuring compliance with this standard for the seventeen children concerned. The Local Authority, through its care planning processes for its looked after children, considers it appropriate for these children to remain in the long term care of the foster carers. To support the achievement of its own care plans, the Local Authority is required to make adaptations to the foster carers' properties.

Statutory and Policy Implications

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

Implications for Service Users

15. The service user is a looked after child. By creating additional internal fostering capacity, local placement choice will be increased and reliance upon external placement provision will be reduced. By supporting existing placement arrangements for looked after children, the potential for continued placement stability will be enhanced.

Financial Implications

16. £135,000 worth of these projects are planned to take place this financial year and are included in the current year forecast for the Fostering Service budget. The remaining £112,000 worth is expected to commence in the new financial year and will be funded from the Fostering Service budget for 2015-16 and included in routine forecasts then.

Human Rights Implications

17. A child's right to family life is enhanced when the Local Authority has sufficient and sustainable family placement provision.

RECOMMENDATION/S

That:

- 1) approval is given to provide funding of £30,000 for an adaptation to a Local Authority foster home to foster carers KOD and PP. Standards legal charges upon the foster carers' property will apply to protect the Local Authority
- 2) approval is given to provide funding of £100,000 for an adaptation to a Local Authority foster home to foster carers RJ and AJ. Standards legal charges upon the foster carers' property will apply to protect the Local Authority
- 3) approval is given to provide funding of £35,000 for an adaptation to a Local Authority foster home to foster carers JT and CT. Standards legal charges upon the foster carers' property will apply to protect the Local Authority
- 4) approval is given to provide funding of £23,000 for an adaptation to a Local Authority foster home to foster carers JW and RW. Standards legal charges upon the foster carers' property will apply to protect the Local Authority
- 5) approval is given to provide funding of £11,000 for an adaptation to a Local Authority foster home to foster carers JW and JW. Standards legal charges upon the foster carers' property will apply to protect the Local Authority
- 6) approval is given to provide funding of £48,000 for an adaptation to a Local Authority foster home to foster carers JJ and PJ. Standards legal charges upon the foster carers' property will apply to protect the Local Authority.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

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Constitutional Comments (LM 15/09/14)

18. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (KLA 18/09/14)

19. The financial implications of this report are set out in paragraph 16 above.

Background Papers and Published Documents

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

Provision of funding for home extension to enable a sibling group of four looked after children to remain with foster parents as the subject of a Special Guardianship Order throughout childhood – report to Children and Young People’s Committee on 3 December 2012

Electoral Division(s) and Member(s) Affected

All.

C0488

29 September 2014**Agenda Item: 13****REPORT OF THE CORPORATE DIRECTOR FOR CHILDREN, FAMILIES AND
CULTURAL SERVICES****QUALITY AND IMPROVEMENT GROUP – STAFFING STRUCTURE****Purpose of the Report**

1. The purpose of this report is to seek approval from the Committee for a revised staffing structure to support the planning, quality assurance, information and systems management, and workforce development functions within the Children, Families and Cultural Services department.

Information and Advice

2. The new Quality and Improvement Group was established from 1 April 2014, following earlier reports to Children and Young People's Committee at its meetings on 14 October 2013 and 17 March 2014 which set out the development of a revised operating model for children's services, including bringing together a suite of specialist support services within the department under a single point of leadership.
3. The purpose of the Quality and Improvement Group is to provide a range of support functions which, through an appropriate mix of information, advice, support and challenge, enable the front line services within the department to meet their priorities vis-à-vis delivering continuously improving services to children, young people and families in Nottinghamshire. The Group follows the principle that services should be child-centred and integrated to best and most efficiently meet the needs of children, young people and families.
4. The Group is derived from the former Planning, Performance and Quality Assurance Group, but the proposed staffing structure reflects the outcome of a number of initiatives over the past few months – both within the department (i.e. the development of the new operating model described above) and more widely across the Council. These have led to a significant movement of staff both out of and into the new Quality and Improvement Group.
5. For example, responsibility for all school property matters has recently transferred to the Council's corporate property service and with it the transfer of staff and associated budgets from the former departmental Capital Projects Team to the Environment and Resources department. In addition, under the auspices of the Council's Strategic Management Framework, a number of colleagues engaged in performance review and in undertaking statutory data collections to/from central government will over the coming

weeks transfer to the Policy, Planning and Corporate Services department to join a new team that will manage these functions across all of the Council's services.

6. At the same time, the act of establishing a centralised suite of specialist support services to support front line services' work with children and families has brought together within the Quality and Improvement Group a number of individual staff and larger teams that were hitherto managed within different parts of the Children, Families and Cultural Services Department. The proposed structure for the new Group is attached as **Appendix 1**. It contains four discrete service areas set out below, together with their respective key priorities:

(a) Information and Systems

- managing and developing the department's ICT systems, notably *Capita1*, *Framework-i* and *Careworks*, to reflect departmental and corporate priorities
- providing child-focused, system-wide and service wide management information reports
- developing business reporting tools so that managers and practitioners can independently access management information (MI)
- undertaking strategic data analysis including for the Joint Strategic Needs Assessment
- supporting the department in delivering its responsibilities for information governance, data security and information sharing/data processing agreements.

(b) Quality Assurance and Improvement

- implementing the department's quality assurance framework, including supporting QA activity, analysing QA intelligence (case file auditing, staff forums, service user feedback, learning from complaints etc.), and producing quarterly quality assurance reports to inform service improvement activity, including workforce development
- supporting and enabling a 'single assessment framework' approach to service delivery
- coordinating departmental readiness for regulatory inspections (Ofsted)
- Supporting strategy, policy development and commissioning activity across the department
- providing project management capacity to support service improvement activity determined by QA and management information.

(c) Workforce Development

- developing and implementing the department's workforce development plan
- coordinating workforce development activity across the department
- working with colleagues from the Council's Workforce and Organisation Development Team, acting as lead commissioner of activity to develop the children's workforce.

(d) Department Support Services

- providing executive support to the department's senior leadership team, and to the Children's Trust Board
 - coordination of the department's responsibilities in relation to risk management, health & safety, and emergency management
 - lead responsibility for departmental accommodation issues, such as establishing locality service arrangements, and coordinating the work of Nominated Property Officers.
7. The Group has been established at the same time as delivering budget savings of £1.35m during 2014/15. It is anticipated that the Group will contribute further savings towards the Department's continuing financial challenges over the coming years and savings proposals for the period 2015-2018 are included within those from across the department to be considered by Elected Members over the coming months.
8. In the meantime, there are no compulsory redundancies arising from the proposals contained in this report. The structure outlined in **Appendix 1** is affordable within the Group's remaining budget, which has been derived from the transfer of existing budgets commensurate with the movement in and out of staff and with the new areas of responsibility that fall to the Group. A revised senior staffing structure, notably at Team Manager level, is being established to reflect the revised responsibilities and to put in place appropriate line management responsibilities for the staff transferring into the Group and those remaining from the former Planning, Performance and Quality Assurance service. Staff will be enabled into the new posts via the Council's normal procedures, following a period of consultation / feedback with those affected.

Other Options Considered

9. The remit of the Quality and Improvement Group has emerged from the work to develop and the new operating model for children's services, whilst the staffing structure has been determined via a period of consultation and engagement with staff from inside and outside of the Group.

Reason/s for Recommendation/s

10. The proposals outlined in this report to clarify the role and remit of the functions that support the front-line services within the Department, and to bring together a number of teams under a single point of leadership, will help to ensure that the front line services across the department will continue to receive the range and level of support that they require at a cost that remains affordable.

Statutory and Policy Implications

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

Human Resources Implications (BC 18/09/14)

12. The new posts identified within this report will be subject to job evaluation and, where appropriate, staff will be enabled into these posts using the Council's enabling procedure. All staff affected will be subject to the Council's agreed consultation processes.

RECOMMENDATION/S

- 1) That the staffing structure for the Quality and Improvement Group, as set out in the report, be approved.

Anthony May
Corporate Director for Children, Families and Cultural Services

For any enquiries about this report please contact:

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Constitutional Comments (SG 03/09/14)

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

Financial Comments (KLA 10/09/14)

14. The financial implications of the report are set out in paragraphs 7 and 8 above.

Background Papers and Published Documents

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

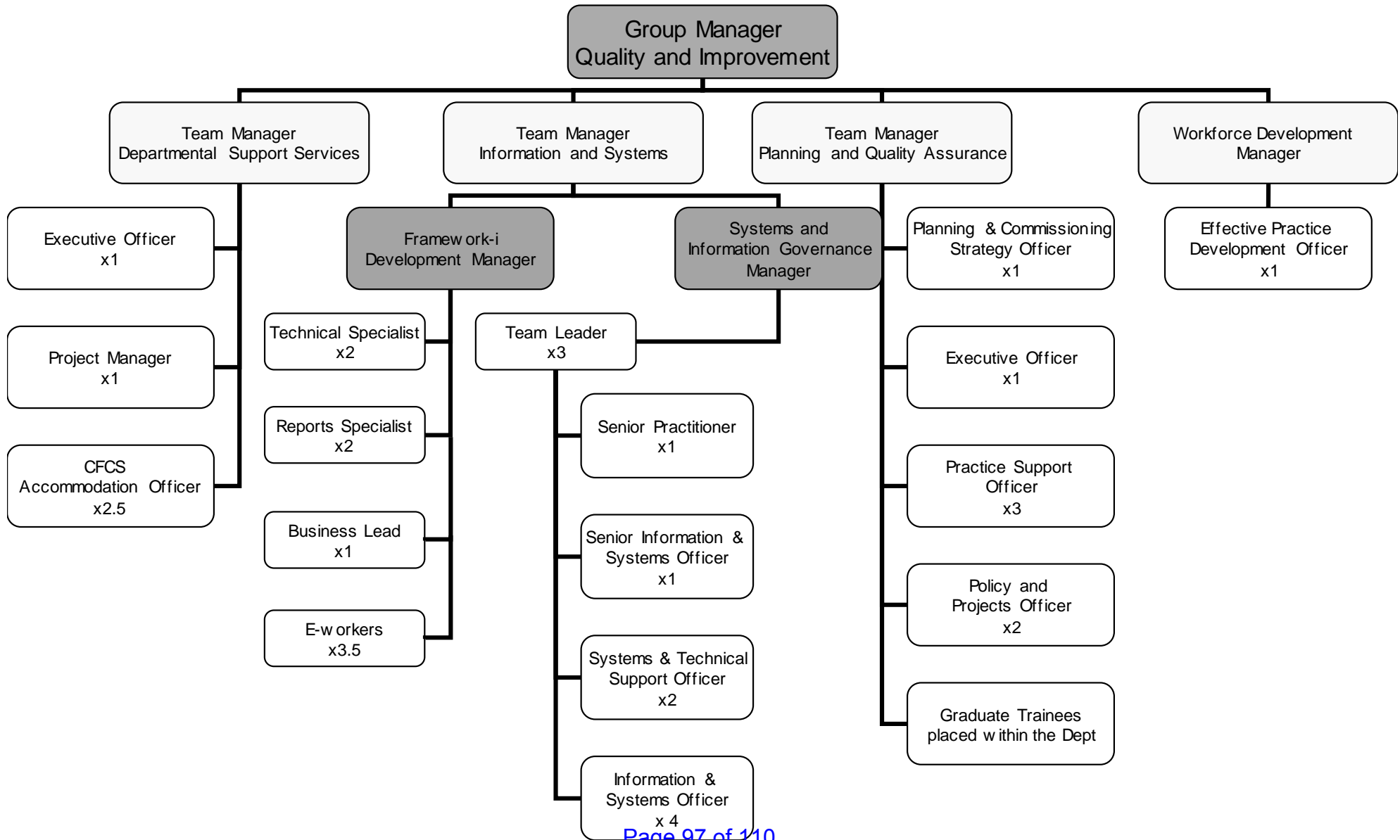
Developing a new operating model for the Children, Families and Cultural Service department – report to Children and Young People's Committee on 14 October 2013

Update on a revised operating model for Nottinghamshire Children's Services – report to Children and Young People's Committee on 17 March 2014

Electoral Division(s) and Member(s) Affected

All.
C0481

Proposed Staffing Structure for Quality & Improvement Group 2014/15



29 September 2014**Agenda Item: 14****REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND
INCLUSION****AUTHORITY GOVERNOR APPOINTMENTS AND REAPPOINTMENTS AND
LOCAL AUTHORITY GOVERNOR APPOINTMENTS TO SCHOOL
GOVERNING BODIES****Purpose of the Report**

1. To note new appointments to Authority governor vacancies and re-appointments of Authority governors who reach the end of their term of office during the period 1 March to 30 September 2014 and have indicated their willingness to serve a further four year term of office.
2. To note the appointment of two Additional Authority governors to the Robin Hood Primary School governing body.
3. To note the nomination and appointment of Local Authority governors to reconstituted governing bodies.

Information and Advice

4. The Corporate Director for Children, Families and Cultural Services has delegated authority to approve school governor appointments for which the Council has responsibility, including Authority governors, and is required to report the decisions quarterly to the Children and Young People's Committee.
5. Under the School Governance (Constitution) (England) Regulations 2012, governing bodies may choose to reconstitute to a more skills-based model of governance and are allowed one Local Authority governor on the reconstituted governing body. For this model of governance, governing bodies may set eligibility criteria for, and appoint, the Local Authority governor. Nominations are made by the County Council, in accordance with the eligibility criteria, and are then considered by the governing body for appointment.
6. As part of the action plan to support Robin Hood Primary School, the County Council has appointed two additional Authority governors to support the school and strengthen the governing body.

Authority governor appointments and reappointments to school governing bodies

7. In line with the procedures set out in the Local Authority's governor recruitment strategy, officers sought new nominations to outstanding vacancies from political parties and from school governing bodies.
8. A number of Authority governors who were approaching the end of their term of office were identified and each governor was asked whether he or she would be willing to serve as an Authority governor for a further term of four years. Those governors re-appointed had indicated their willingness to be re-nominated.
9. The new appointments and re-appointments of Authority governors, which are made subject to the successful completion of appropriate checks, are as listed below:

New appointments

ASHFIELD	
Broomhill Junior	Mr Andrew Filer
Priestsic Primary and Nursery	Mr Andrew King
BASSETLAW	
The Primary School of St Mary and St Martin, Blyth	Mrs Zoey Alexander
BROXTOWE	
Albany Junior	Miss Lucy Willoughby
Bramcote Hills Primary	Mr Tahir Yousaf
Larkfields Infant	Mrs Sonya Cartwright
GEDLING	
Abbey Gates Primary	Mr Kenneth George Fallows
Arno Vale Junior	Mr Rob Main
Newstead Primary and Nursery	Mr Christopher Ball
Woodborough Woods Foundation CE VA Primary	Mrs Jenna Louise Hill
MANSFIELD	
Crescent Primary	Mr Ian Frederick Elton MBE
High Oakham Primary	Mrs Louise Marie Stead
Nettleworth Infant	Mr David Mark Winter
Newlands Junior	Mrs Natalie Fleet
Sutton Road Primary	Councillor Denis O'Neill
NEWARK	
Lake View Primary and Nursery	Ms Sue East
Lowe's Wong Infant	Mr Charles Philip Pountney
Newark Lovers Lane Primary	Dr Tina Haux
Sutton-on-Trent Primary	Mr John Williams

RUSHCLIFFE	
Lantern Lane Primary	Mr Adam Brooks
West Bridgford Infant	Mrs Kathrine Day

Reappointments

ASHFIELD	
Bracken Hill	Mr Philip Edward Lakin
Bracken Hill	Mrs Sue Hudson
Butler's Hill Infant and Nursery	Mr Trevor Ronald Peat
Croft Primary	Councillor Steven Terence Carroll
Dalestorth Primary and Nursery	Mr Neil George Walker
Edgewood Primary and Nursery	Mr Paul James
Hucknall National CE VA Primary	Mr Robert Nigel Gow
BASSETLAW	
Carr Hill Primary	Mr Anthony Arthur Danny Tromans
Tuxford Academy Technology College and Training School	Councillor Kathleen Sutton
BROXTOWE	
Bramcote Hills Primary	Councillor Dr John Doddy
Eskdale Junior	Mrs Margaret Deryn Braham
John Clifford School	Councillor Eileen Hepworth Atherton
John Clifford School	Mr Nicholl Elliott
Larkfields Infant	Councillor Philip John Owen
Round Hill Primary	Ms Jane Marshall
GEDLING	
Arno Vale Junior	Mrs Doreen Ellen Wilson
Derrymount	Mr Melvyn Alfred Shepherd
Killisick Junior	Dr Mike John Lyon
Westdale Junior	Mr Eliot Burrows
MANSFIELD	
Debdale Federation	Mr Brian Andrew Singleton
Eastlands Junior	Mrs Joanne Rush
Leas Park Junior	Mr Henry William Jackson
NEWARK	
All Saints Anglican Methodist Primary	Mr Michael Roy Harris
Farndon St Peter's CE VC Primary	Mrs Gill Wardle
Southwell Holy Trinity CE VC Infant	Mr Anthony Nigel Ladbury
St Joseph's Catholic Primary and Nursery	Mrs Gala Middleton
The Muskham Primary	Councillor Susan Elizabeth Saddington
RUSHCLIFFE	
Archbishop Cranmer CE Academy	Ms Andrea McCaskie

James Peacock Infant and Nursery	Mr Charles Arthur Rayner
Tollerton Primary	Councillor Reginald Aaron Adair

Additional Authority governor appointments

MANSFIELD	
Robin Hood Primary School	Mrs Dianne Stendall
Robin Hood Primary School	Mrs Susie Adele Bergenroth

Local Authority governor nominations and appointments to reconstituted governing bodies

10. Local Authority governors nominated by the County Council and appointed by school governing bodies during the period 1 May to 30 June 2014 are as follows.

ASHFIELD	
Abbey Hill Primary and Nursery School	Mr David Leslie Ball
BASSETLAW	
Dunham-on-Trent CE (Controlled) Primary	Mrs Alison Jane Brogden
Gamston CE (Aided) Primary	Mr Francis Michael Waite
Sutton-cum-Lound CE Voluntary Aided Primary	Mr Stephen Geoffrey Kenney
BROXTOWE	
Lynncroft Primary	Ms Ellen Milazzo
GEDLING	
Carlton Central Infant and Nursery	Mrs Elaine Diane Bovey

Other Options Considered

11. There are no other options. The County Council has a statutory duty to ensure governor vacancies are filled without undue delay.
12. Nottinghamshire County Council's strategy for recruiting and retaining school governors includes the re-appointment of existing governors. The County Council sees many advantages in retaining experienced governors and actively seeks to encourage governors approaching their end of term of office to stand again either in the same school or in a different one. The appointments made ensure the retention and supply of experienced governors.

Statutory and Policy Implications

13. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and [Page 102 of 160](#) and ways of working and where such

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

Public Sector Equality Duty Implications

14. New nominations have been encouraged and received from a broad range of sources. We welcome applications from all types of people, especially those from ethnic minority communities and under-represented groups such as disabled people.
15. All existing Authority governors approaching the end of their term of office have had the opportunity to put themselves forward for re-nomination.

RECOMMENDATION/S

That:

- 1) new appointments to Authority governor vacancies and re-appointments of Authority governors, who reach the end of their term of office during the period 1 March to 30 September 2014, as listed in paragraph 9, are noted.
- 2) the appointment of two Additional Authority governors to the Robin Hood Primary School governing body, as listed in paragraph 9, are noted.
- 3) the nomination and appointment of Local Authority governors to reconstituted governing bodies, as listed in paragraph 10, are noted.

John Slater
Service Director, Education Standards and Inclusion

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Constitutional Comments

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

Financial Comments (KLA 11/09/14)

17. 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.

Completed Authority governor nomination forms

Authority governor appointments and reappointments and Local Authority governor appointments to school governing bodies and the appointment of parent, community and authority governors to the temporary governing body of a new primary school in Hucknall - report to Children and Young People's Committee on 10 February 2014

Electoral Division(s) and Member(s) Affected

Hucknall	Cllr Alice Grice, Cllr John Wilkinson & Cllr John Wilmott
Kirkby-in-Ashfield North	Cllr John Knight
Sutton-in-Ashfield Central	Cllr David Kirkham
Sutton-in-Ashfield North	Cllr Jason Zadrozny
Sutton-in-Ashfield East	Cllr Steve Carroll
Blyth & Harworth	Cllr Sheila Place
Misterton	Cllr Liz Yates
Retford West	Cllr Ian Campbell
Tuxford	Cllr John Ogle
Beeston North	Cllr Steve Carr
Beeston South & Attenborough	Cllr Kate Foale
Bramcote & Stapleford	Cllr Stan Heptinstall MBE & Cllr Jacky Williams
Chilwell & Toton	Cllr Richard Jackson & Cllr John Doddy
Eastwood	Cllr Keith Longdon
Nuthall	Cllr Philip Owen
Arnold North	Cllr Pauline Allan & Cllr Cllr Michael Payne
Arnold South	Cllr Roy Allan & Cllr Muriel Weisz
Calverton	Cllr Boyd Elliott
Carlton West	Cllr Darrell Pulk and Cllr Jim Creamer
Newstead	Cllr Christopher Barnfather
Mansfield North	Cllr Joyce Bosnjak & Cllr Parry Tsimbiridis
Mansfield South	Cllr Stephen Garner & Cllr Andy Sissons
Mansfield West	Cllr Darren Langton & Cllr Diana Meale
Warsop	Cllr John Allin
Blidworth	Cllr Yvonne Woodhead
Farndon & Muskham	Cllr Susan Saddington
Newark West	Cllr Tony Roberts
Ollerton	Cllr Stella Marie Smedley MBE JP
Rufford	Cllr John Peck
Southwell & Caunton	Cllr Bruce Laughton
Bingham	Cllr Martin Suthers
Ruddington	Cllr Reg Adair
Soar Valley	Cllr Andrew Brown
West Bridgford Central & South	Cllr Steve Calvert & Cllr Liz Plant

C0490

29 September 2014

Agenda Item: 15

REPORT OF CORPORATE DIRECTOR, POLICY, PLANNING AND CORPORATE SERVICES

WORK PROGRAMME

Purpose of the Report

1. To consider the Committee's work programme for 2014/15.

Information and Advice

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

Other Options Considered

4. None.

Reason for Recommendation

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

Statutory and Policy Implications

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

RECOMMENDATION

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

Jayne Francis-Ward
Corporate Director, Policy, Planning and Corporate Services

For any enquiries about this report please contact:

Sara Allmond
Democratic Services Officer
T: 0115 9772794

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 (PS)

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

Background Papers

None

Electoral Division(s) and Member(s) Affected

All.

CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2014-15

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
10 November 2014		
Performance reporting (Quarter 2 2014/15) – Services for Children and Young People	Quarterly performance report	Anthony May
School Admissions and Appeals		John Slater
A Strategy for Closing the Educational Gaps in Nottinghamshire – six month review	Six monthly review report	John Slater
Update on the implementation of the Raising the Participation Age Plan for Nottinghamshire		John Slater
Nottinghamshire Child and Family Poverty Strategy refresh	Annual update	Derek Higton
Nottinghamshire Children's Trust Early Help Development Plan 2013-16: six monthly update		Derek Higton
Permanent establishment of the Early Help Unit	For decision	Steve Edwards
Work of the Family Nurse Partnership		Derek Higton
CAMHS commissioning plan	For information	Kate Allen
Integrated assessment framework	For noting	
Social Work Retention Strategy		Steve Edwards
Nottinghamshire Safeguarding Children Board annual report 2013/14	Annual report	Steve Edwards
Annual report of the Principal Social Worker		Steve Edwards
From Care2Work quality mark – care leavers		Steve Edwards
Knowledge Transfer Partnership		Derek Higton
Provision of funding for adaptations to Local Authority foster homes/Special Guardianship Order	For decision	Steve Edwards
Rota Visits	Six monthly report	Steve Edwards
Permanent establishment of Multi-Agency Safeguarding Hub (MASH) Operations Manager and Education Adviser posts	For decision	Steve Edwards
Work Programme		Anthony May
8 December 2014		
Nottinghamshire Outstanding Achievement 4Uth Award 2014	Annual update report	Derek Higton
Evaluation of implementation of alternative provision for	Page 107 of 110	John Slater

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
pupils at risk of permanent exclusion		
Transformation Programme update		Steve Edwards
Options for Children's Disability Service		Steve Edwards
Children's Disability Service – development of personalisation		Steve Edwards
Authority governor appointments and reappointments and Local Authority governor appointments to school governing bodies	Quarterly report on appointments made	John Slater
National Children and Adult Services Conference 2014	Report back on attendance	Anthony May
Work Programme		Anthony May
12 January 2015		
A Strategy for Closing the Educational Gaps in Nottinghamshire – month review	Six monthly review report	John Slater
School Capital Programme update	Six month update report	Derek Higton
Children's Social Work Health Check 2015		Steve Edwards
Child Sexual Exploitation update	Six monthly update report	Steve Edwards
Schools Forum	Annual officer group report	Anthony May
Rota Visits	Six monthly report	Steve Edwards
Work Programme		Anthony May
9 February 2015		
Performance reporting (Quarter 3 2014/15) – Services for Children and Young People	Quarterly performance report	Anthony May
Financial support for students in post 16 education	Annual determination	John Slater
Education Trust Board	Annual officer group report	Anthony May
Work Programme		Anthony May
9 March 2015		
Performance figures for Nottinghamshire schools and academies – Summer 2014	For information	John Slater
Nottinghamshire School Admission Arrangements 2016/17	For determination	John Slater
National Minimum Fostering Allowances and Fees for Foster Carers	Annual determination	Steve Edwards
National School Food Plan - progress		Jas Hundal
Authority governor appointments and reappointments and Local Authority governor appointments to school governing	Quarterly report on appointments made	John Slater

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
bodies		
Work Programme		Anthony May
20 April 2015		
Under 16 Home to School Transport 2015 and Post 16 Transport Policy 2015/16	Annual determination.	John Slater
Nottinghamshire Children's Trust Early Help Development Plan 2013-16: six monthly update		Derek Higton
Work Programme		Anthony May
18 May 2015		
Performance reporting (2014/15) – Services for Children and Young People	Annual performance report	Anthony May
Work Programme		Anthony May
15 June 2015		
Exceptional payments for school clothing and footwear 2014/15	Annual determination	John Slater
Children's Social Work Health Check Action Plan 2015 – progress report	Progress report.	Steve Edwards
Authority governor appointments and reappointments and Local Authority governor appointments to school governing bodies	Quarterly report on appointments made	John Slater
Work Programme		Anthony May
13 July 2015		
Rota Visits to children's homes	Six monthly report	Steve Edwards
School Capital Programme update	Six month update report	Derek Higton
Youth Justice Plan 2015-16		Derek Higton
Nottinghamshire Child and Family Poverty Strategy annual performance report	Annual update	Derek Higton
Children who go missing from home or care: end of year report 2014/15	For information	Steve Edwards
Child Sexual Exploitation update	Six monthly update report	Steve Edwards
Nottinghamshire Children's Trust	Annual officer group report	Derek Higton
Members' visit to Outdoor & Environmental Education residential centres	For decision	Derek Higton
National Children and Adult Services Conference 2015	For decision	Anthony May

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
Work Programme		Anthony May
To be placed		
School Age Vaccination Service vision		Kate Allen
Childhood obesity update		Kate Allen
Multi-Agency Safeguarding Hub – information sharing		Steve Edwards
Work of the CDS/Short Breaks services		Steve Edwards