

Priority 4 CHILDREN, YOUNG PEOPLE AND FAMILIES RECEIVE SUPPORT WHEN NEEDED IN NOTTINGHAMSHIRE

	Key activities	Evidence source	Evidence of achievement
1	To deliver better assessment and planning for families across early help services	Nottinghamshire Safeguarding Children Board web pages, <i>NSCB Annual Report 2016/17</i> and conversations with the Group Manager, Early Help	Government guidance received that all of social care should use the same assessment process. Both soci adopted the 'single assessment' process in 2016. Early Help audit of Early Help Assessment Forms in 201 managed and progressed; professionals worked well together; conversations between professionals wor cases being managed by an appropriate lead professional in most cases; good quality assessments leadin children. Improvement plan developed in response to findings is reviewed and monitored by Multi Agenc
2	To increase take up of early education places for eligible 2 year olds	Performance report to Children & Young People's Committee March 2018 - <i>Performance Reporting (Quarter 3 2017/18) Services for Children and Young People</i> ; Report to Children's Trust Board February 2017 - <i>Nottinghamshire Early Years Improvement Plan 2015-2017 Progress Report</i>	Children's Centre registrations performance remains high with 100% of all children under 5 years who liv defined by their IDACI (Income Deprivation Affecting Children Index) score, registered with a Children's C 3. The number of these who had been seen at a Children's Centre shows an increase to 72.6%, from 64.1 year.
3	To support the development of Family Support Workers in all publicly funded school settings	Conversation with the Group Manager, Early Help	The launch of the Family Service reduced the amount of work carried out with families with less complex needs support work was being carried out by school support staff. Family Service set up peer support net of staff in 2016.
4	To deliver a sustainable model to reduce offending by young people	<i>Nottinghamshire Youth Justice Strategy 2015-18 - 2017 update</i> http://www.nottinghamshire.gov.uk/media/129276/nottinghamshire-youth-justice-strategy-2015-18.pdf and conversation with the Group Manager, Early Help	Youth justice services are made up of 3 multi-agency locality Youth Offending Teams. Aims to reduce the entering the criminal justice system by offering a range of targeted crime prevention programmes and di First time entrants to the youth justice system have reduced dramatically since 2008/09 and is below nat of re-offending and numbers of re-offences committed by re-offenders reduced steadily from 2008/09 b by 2017. However it remained lower than national re-offending rates. Number of young people remande reduced significantly since 2009 by over 70%.
5	To improve the timeliness of access to Child & Adolescent Mental Health Services (CAMHS)	Report to Children's Trust Executive January 2017 - <i>Mid-Year Review of the Children, Young People and Families Plan's Continuous Improvement Plan for 2016-17</i> ; Report to Children's Trust Executive March 2017 - <i>Children and Young People's Mental Health and Wellbeing Transformation Plan</i> ; Report to NSCB December 2017 - <i>Audit into the use of s136 with Young People</i>	Expansion of CAMHS and integration of tiers 2 and 3 with more practitioners working in the service redu referral to treatment to an average of 6.59 weeks by January 2017. This increased to 10.9 weeks by April of increased demand and issues recruiting and retaining an appropriately skilled workforce. Primary Men introduced in 2016 now provide advice, consultation and guidance to schools and GPs about children's m Take 5' resilience programme is being rolled out across schools in mid and north Nottinghamshire, and Y with schools in the south of the County to promote mental wellbeing. Crisis team was introduced in 2016 extended to include CAMHS Liaison Teams in both Queen's Medical Centre and King's Mill Hospital.

Priority 3 CHILDREN AND YOUNG PEOPLE ACHIEVE THEIR POTENTIAL IN NOTTINGHAMSHIRE

	Key activities	Evidence source	Evidence of achievement
1	To continue to develop an effective working relationship with key partners including all publicly funded schools, Multi Academy Trusts, Teaching School Alliances and the Regional Schools Commissioners to further raise standards	Performance report to Children & Young People's Committee March 2018 - <i>Performance Reporting (Quarter 3 2017/18) Services for Children and Young People</i> ; performance information confirmed by the Performance Business Partner, Performance, Intelligence and Policy Resources.	The Council is a member of the Sub-regional Improvement Board which is chaired by the Regional Schools Commissioner. A responsibility of this board has been to agree improvement priorities for the region and for the County. In addition, this Board has fulfilled a quality assurance role in relation to bids to the Strategic School Improvement Fund but does not fulfil a decision making function. 61.8% of pupils at the end of primary education achieved the expected standard in reading and writing, in line with national average of 62% (Quarter 3 statistics). All districts witnessed increases in this measure. Previously agreed Key Performance Indicator (KPI) around pupils achieving A*-C grades in English and mathematics at the end of key stage 4 to be in line with national average but new grading system put in place since. Government aim for rising number of pupils achieving grade 5 "strong pass" (graded 9 to 1). Final results for 2017 shows that 45.5% of pupils achieved a strong pass in both GCSEs. The percentage of A-Level entries in Nottinghamshire sixth forms awarded a pass grade at A*-B has increased to 50.2%, an increase of 0.8% from 2016. Nationally 42.9% of state funded schools achieved this measure.
2	To continue implementing the Closing the Gaps Strategy with an enhanced focus on addressing the East Midlands Challenge to improve the attainment and progress for	Children & Young People's Committee Report December 2017 Appendix 1 - <i>Nottinghamshire Early Years Improvement Plan 2015-17</i> ; Children's Trust Executive report March 2017 - <i>A Strategy for Closing the Educational Gaps in Nottinghamshire</i> ; and statistical data provided by the Performance Business Partner, Performance, Intelligence and Policy Resources.	By December 2017 Children's Centres active approaches had resulted in 73% of targeted children who live in low income households receiving a service, providing services to 543 teenage parents under the age of 19 and 6,784 young parents under the age of 21. 76% of 2 year olds eligible for 15 hours of free early help education per week were engaged compared to 72% same period in 2016. In early years, provisional outcomes in 2016 indicated gap for pupils eligible for free school meals attaining a good level of development and those not had narrowed from 27.6% in 2015 to 22.6%. This widened slightly in 2017 and by quarter 3 2017/18 the gap stood at 23.0 percentage points which is a 0.4 percentage point increase from the 22.6 reported in 2016. This remains above the 17 percentage point gap reported nationally which has seen a 1 percentage point narrowing from 2016. Support to Schools Service has been restructured to incorporate an extended group of teams focused on advocacy for all children, young people and their families with many teams championing the most vulnerable and disadvantaged groups.
3	To improve the effectiveness of the virtual school to intervene when required to support	Appendix 1 to Children & Young People's Committee report January 2018 - <i>Virtual School Peer Challenge Pilot Review outcome letter</i> ; and Children & Young People's Committee report January 2018 - <i>Virtual School Peer Review Challenge</i>	Peer review in June 2017 by National Association of Virtual School Heads. Strengths identified: 1. strong leadership team and political commitment to prioritise education of LAC; 2. multi agency approach, bold and forward thinking vision; 3. strong relationships with social care have led to Virtual Schools being consulted on placement moves to allow planning and all school moves are reviewed by Virtual School Coordinator. Planning is child centred; 4. evidence of schools recognising and meeting their responsibilities towards the education of LAC and inclusive practice; 5. evidence of children's voice influencing practice. January 2018 approval to create Post 16 LAC Adviser to provide support
4	To implement the Early Years Improvement Plan and the School Place Planning Strategy to ensure there are sufficient places for every Nottinghamshire child including 2 year olds who are eligible for free early years education	Children & Young People's Committee Report December 2017 Appendix 1 - <i>Nottinghamshire Early Years Improvement Plan 2015-2017</i> ; Report to Children's Trust Board February 2017 - <i>Nottinghamshire Early Years Improvement Plan 2015-2017 Progress Report</i> ; Report to Children's Trust Board February 2017 - <i>School Place Planning Strategy</i>	Priority 2 of the Early Help Improvement Plan focuses on sufficient early education / childcare places. Prominent in 2016/17 as Government extended the current 15 hours of free entitlement to 30 hours for working parents, whilst protecting free childcare places for eligible 2 year olds. Nottinghamshire awarded Early Innovator status to help pilot and prepare for roll out of new funded childcare entitlements for 3 and 4 year olds launched September 2017. 90.5% of eligible children are using all or part of their 30 hour entitlement. As an Early Innovator the Council has been working closely with local partners and providers to prepare for full implementation in 2018. Increased demand for primary school places since 2013, the Council has accessed £70m to fund the creation of 5,064 permanent primary school places. Legislation dictates that all new schools will be Free Schools and C&YP Committee agreed Schools Policy would be revised to encourage new school sponsors to open new schools in areas of need. January 2017 event attended by over 60 sponsors, developers and other key partners to share information around where new schools are required. Also raised the need for new special schools and alternative provisions for some vulnerable learners. Funding made available from Dept of Education to create 60 extra early years places for 3 and 4 year olds in areas of need. Both capital projects due for completion by April 1st 2018.
5	To improve the transitions for young people with disabilities between Children's Services and Adult Services	<i>SEND Strategic Action Plan 2017-2019</i> ; NCC and NHS document on NCC website http://www.nottinghamshire.gov.uk/care/adult-social-care/moving-to-adult-services ; http://helpyourselfnotts.org.uk/kb5/nottinghamshire/director y	Most referrals for disabled young people are now made through the Customer Services Centre and directed to the Notts Enabling Service (NES) who offer a period of short term, goal driven enablement to improve independent living skills and increase community engagement. NES provides up to 12 weeks support with a Promoting Independence Worker and/or a Community Independence Worker who sources and collates information related to community based alternatives for young people. If a Care and Support Assessment is needed, under the Care Act 2014, the referral is routed to the Transitions Team. Referrals can be made from the age of 14, but most young people will not be allocated until they are aged 16 or older, depending on need. The Transitions Team works closely with colleagues in adult and children's services, education, health and children's short breaks units to plan a smooth transition and to ensure referrals are appropriate and timely.
6	To coordinate a local response to the new Ofsted and Care Quality Commission (CQC) inspection framework for SEND provision	Health and Wellbeing Board Report September 2017 - <i>Nottinghamshire's Special Educational Needs and Disabilities (SEND) Strategic Action Plan (2017-2019)</i>	During 2015-16 3 significant reviews of SEND services in Nottinghamshire; CQC and Ofsted Joint local areas SEND inspection in June 2016; Nottinghamshire Review of Arrangements for SEND in November 2016; and Improving Outcomes for Children and Young People with Disabilities in September 2016. Reviews identified common areas for development and the Council's Children and Young People's Committee agreed to develop a multi agency SEND Strategic Action Plan 2017-19 to be monitored by a SEND Accountability Board, representative of the partnership. Areas for improvement grouped into 4 work streams: Plans and Pathways, Health, Education Provision, and Preparing for Adulthood. Annual progress report to Health and Wellbeing Board

Priority 2 CHILDREN AND YOUNG PEOPLE ARE HAPPY AND HEALTHY IN NOTTINGHAMSHIRE

	Key activities	Evidence source	Evidence of achievement
1	To implement the Future in Mind Transformation Plan to improve services for children and young people with emotional and mental health difficulties	Children & Young People's Committee report Feb 2018 - <i>Annual Refresh of Local Transformation Plan for Children & Young People's Emotional and Mental Health 2015-2021</i> ; Report to Children's Trust Executive January 2017 - <i>Mid-Year Review of the Children, Young People and Families Plan's Continuous Improvement Plan for 2016-17</i> ; and conversation with the Senior Public Health and Commissioning Manager	Future in Mind Transformation Plan 2016-2020 outlines areas for improvement over the next 4 years and includes an additional investment of £1.5m to improve the effectiveness of services. Improvements to services for children and young people with mental health issues include; 1. Mobilisation of Kooth online counselling. First 2 Quarters of 2017/18 608 young people registered with the website and 88% of these returned after their initial log in. Council and Commissioning Group (CCG) joint commissioned Safe Time in 2016 to provide support to children who have been sexually abused or exploited. 48 young people commenced support in first 12 months. Increased active marketing of service planned for 2017 / early 2018 3. Piloting youth work sessions at King's Cross providing support on paediatric wards with emotional health needs and promoting engagement in community activities post-discharge
2	To begin to integrate and transform specialist community health services for children and young people (ICCYPH) by April 2018	Children's Trust Executive report May 2016 - <i>Update on the Outcome of the Integrated Children and Young People's Healthcare (ICCYPH) Programme Procurement</i> ; Report to Children's Trust Executive September 2017 - <i>Community Children and Young People's Health Services</i> and information from the Senior Public Health and Commissioning Manager	Bassetlaw has a different service specification for children's community specialist services than the rest of the County and continues to develop this. The rest of the County the CCG has funded services to deliver specialist children and young people's community nursing, occupational therapy, speech and language therapy, physiotherapy and phlebotomy. Ongoing development of the services in the context of the NHS Quality, Innovation, Productivity and Prevention Challenge and emerging priorities. Mobilisation and transformation began in November 2015 with contract start in April 2016. 5 year contract with a 1 year extension. Following consultation the service was named the Community Children and Young People's Service (CCYPS). Service uses a web based platform to provide bespoke clinical advice to families, in the form of an individual clinical prescription, using digital technologies to improve their experience and to improve self care. Service performance improvements include: all children have a plan to reduce avoidable admissions, over 75% have an integrated electronic care plan, 100% of families involved in agreeing outcomes and interventions for their child. Fewer complaints since new service launched
3	To commission an Integrated Healthy Child Programme and Public Health Nursing Service for 0-19 year olds by March 2017	Meeting document from Health and Wellbeing Board June 2017 - <i>Introduced the new Healthy Families Programme. A briefing for stakeholders. Nottinghamshire Healthcare NHS Trust Foundation</i>	Healthy Families Programme commissioned from April 1st 2017. Contract brings together care provided by health visitors, school nurses, the Family Partnership Programme (for first time teenage mums) and the National Childhood Measurement Programme. Establishment of 20 locally based 'Healthy Families Teams' across the County providing integrated health services for children, young people and their families.
4	To champion children and young people issues with the wider health service community	Young People's Health Strategy Celebration event Monday 16th January 2017 presentation slides available at http://www.nottinghamshire.gov.uk/media/117413/presentation.pdf ; Report to NSCB 6th December 2017 - <i>Teenage deaths by apparent suicide</i> ; and conversation with the Senior Public Health and Commissioning Manager	Young People's Health Strategy 2015 developed by request of HWB. Wealth of engagement work with overwhelming response from young people and clear vision for how we would raise the profile of young people's health and responds to young people request for improved information and education and engaging health services. Achievements include; launch of Kooth online counselling service, expansion of academic resilience offer to schools, Primary Health Workers to provide support, training and consultation, integration of CAMHS with a single point of access, development of transitions protocol for school nursing to a Healthy Families Programme for 0-19s, implementation of ChatHealth facility to text school nurses, young people's website for Teens. NSCB convened a multi agency meeting in response to a cluster of 5 young people deaths by suicide early in 2017, to consider whether there were common features. Outcomes included publication of revised guidance for schools on self harming (September 2017) enabling a better understanding of the issue, advising how to respond and the role of other agencies as well as a series of 7 training events in spring 2018.
5	To review the health pathway for children in care and implement recommendations	<i>Looked After Child and Care Leavers Strategy 2018-21</i> available at http://www.nottinghamshire.gov.uk/care/childrens-social-care/nottinghamshire-childrens-trust/looked-after-children-care-leavers	1. Care leavers now routinely receive important health information 2. Pathway plans are more specific regarding actions and timescales, and are reviewed by the service 3. Management information is now used to identify care leavers who are missing, at risk of sexual exploitation, misusing substances or offending, in order to better understand their needs and allocate additional resources.

Priority 1 CHILDREN AND YOUNG PEOPLE ARE SAFE IN NOTTINGHAMSHIRE

	Key activities	Evidence source	Evidence of achievement
1	To further develop the effectiveness of Children's Social Care and Early Help services working together	Committee report to Children & Young People's Committee December 2017 - <i>Increase in Establishment in the Children's Social Care Multi-Agency Safeguarding Hub (MASH)</i> and conversations with the Group Manager, Early Help	MASH set up by the Council in 2012 to bring together Children's Social Care, Adult Social Care, Police and Health, co-located to receive and respond to all safeguarding concerns, with virtual links to other services. Considered well established by Ofsted during 2015 inspection. Increased demand since: average number of enquiries per month 1,408 in 2014/15 up to 2,066 in 2016/17 led to review in 2016 and improved call handling processes found to be 49% more productive. Both Early Help and Social Care have been reporting to the same Service Director since late 2017. Early Help Unit co-located with MASH. Both of these have led to improved communications between social workers and early help staff. Work with partner agencies to ensure referral processes are understood, amended telephone menu and development of new website and on line referral form to support referrers and ensure appropriate referrals are made. At the end of 2017/18 Quarter 3 the Family Service had accepted 556 referrals of which 23% were for children who had been referred initially to the MASH with a safeguarding concern and who were then passed to the Early Help Unit (EHU) as threshold for statutory services was not met. Prior to the go-live of the Family Service these would have been defined as 'No Further Action' from the MASH with the referrer needing to make a separate referral to the EHU for a service.
2	To embed fully the Child and Family Assessment process, and review it	Nottinghamshire Safeguarding Children Board web pages, <i>NSCB Annual Report 2016/17</i> ; Report to NSCB by the Group Manager, Early Help, January 2018 - <i>Early Help Assessment Form - secondary school audit</i> and conversation with the Group Manager, Early Help	Government guidance received that all of social care should use the same assessment process. Both social care and early help adopted the 'single assessment' process in 2016. Recommendation from Serious Case Review "NSCB and DSCB to seek assurance that assessments and plans for early help intervention are agreed by families and have clear identified outcomes" Audit of 7 cases in January 2018 of MASH referrals for secondary school aged children identified as tier 2 and passed to Early Help for assessment, to examine the quality of inter agency work. 4 were found to be good, 1 required improvement and 2 were inadequate. Generally multi-agency activity at tier 2 was being co-ordinated by lead professionals in schools and through the Family Service Level Two Development Workers. Report noted links between MASH and EHU had improved since the time of the reviewed cases. 2 inadequate (both poor case recording and decision making by same member of staff) were followed up by EH management
3	To implement the Looked After Children and Care Leavers Strategy's annual action plans	<i>Looked After Children and Care Leavers in Nottinghamshire 2018-21</i> ; Children & Young People Committee report December 2017 - <i>Report of the Service Director, Youth, Families and Social Work. Leaving Care Service Update and Proposal to Increase the Staffing Establishment</i> ; and information provided by John Robinson Chief Executive of Gedling Borough Council	Key achievements include: 1. care leavers now routinely receive important health information; 2. pathway plans are more specific regarding actions and timescales, and are regularly reviewed by the service; 3. management information is now used to identify care leavers who are missing, at risk of sexual exploitation, misusing substances or offending in order to better understand their needs and allocate additional resources; 4. implementing, monitoring and reviewing a 16+ accommodation strategy; 5. strengthened governance for the leaving care service. Other significant achievements include: personal advisors pilot supporting more young people into semi-independent living, dedicated practice consultant supporting pathways planning to improve the quality of plans, nationally recognised supported accommodation model which ensures more young people are suitably housed. In November 2017 92% of young people open to the Leaving Care Team were reported to be in suitable accommodation at their last birthday. In Quarter 2 2017/18 all 7 cases from Leaving Care Service that were audited were graded as 'Good'. Borough and district councils are currently agreeing council tax exemptions for care leavers. A new Care Leavers Forum is being established with a view to agreeing a countywide offer for care leavers
4	To strengthen preventative and early identification strategies so that children and young people at risk of 'emerging threats' are protected and supported	Children & Young People's Committee Report March 2018 - <i>Child Sexual Exploitation (CSE) and Children Missing from Home and Care: six monthly update 2017/18</i> ; Report to Children & Young People's Committee October 2017 - <i>First Annual Tackling Emerging Threats to Children Conference</i> ; <i>NSCB Annual report 2016/17</i> ; Report to Children's Trust Executive January 2017 - <i>Mid-Year Review of the Children, Young People and Families Plan's Continuous Improvement Plan for 2016-17</i> ; and 'Prevalence of FGM in Nottinghamshire - summary of report published by City University London in July 2015'	1.Operation Striver, a multi agency, operational, bi-monthly meeting shares local intelligence relating to potential Child Sexual Exploitation (CSE) locations and perpetrators. 2.Multi Agency Sexual Exploitation (MASE) monthly panel since March 2017 considers children and young people, both high risk victims and perpetrators of CSE to ensure robust and effective interventions. 3.Awareness training for taxi drivers delivered in borough and districts. Approximately 4,000 taxi drivers trained to recognise and respond to CSE by January 2017.4. Police & Crime Commissioner funding secured to deliver training in licensed premises. 5.Awareness raising activity regarding risk and role of GPs undertaken through training and newsletters 6.NSCB multi agency audit of CSE underway. 7.Tackling Emerging Threats to Children (TECT) Team established to provide advice and guidance to schools on emerging threats. Level 2 Development Workers linked to the team available to support families in the home. Resources available through Schools Portal and Health for Teens website. 8.TETC conference entitled 'We need to talk about...extremism' took place on October 20th 2017 - TETC in partnership with Vision West Nottinghamshire College, included Victim Support, Counter Terrorism and those with direct experiences of radicalisation. TETC launched a competition to enable young people to share their thoughts and feelings on the subject matter. Prevalence of forced marriage, honour based violence and human trafficking remains limited. Estimated 981 women born in Female Genital Mutilation (FGM) practising countries (2011 census) live in Nottinghamshire. 60% aged under 50 years. Estimated 154 of these have FGM, 77% aged between 15 and 48 years and 7% aged under 15. Between 2005 and 2013 186 girls born to women from FGM practising countries, of whom 38 are estimated to have been born to women with FGM, 0.1% of girls born to all women in the County.
5	To implement the Children's Social Care Recruitment and Retention Plan (2016-2018)	Children & Young People's Committee report Feb 2018 - <i>Extension of the Social Work Support Officer Programme</i> and Report to Children's Trust Executive January 2017 - <i>Mid-Year Review of the Children, Young People and Families Plan's Continuous Improvement Plan for 2016-17</i> and information from the Children's Workforce Development Manager	1. Market factor supplement for social work staff in front line child protection. 2. Close collaboration with higher education institutions to support the recruitment of newly qualified social workers through D2N2 Teaching Partnership, through annual recruitment talks to groups of graduating students at local universities [Sheffield Hallam, Lincoln, Derby, Nottingham Trent & University of Nottingham]; via individual 1:1 job application advice sessions delivered to all students on placement. 3. Rolling recruitment programme. 4. ICT investment to enable staff mobilisation. 5. Extension of Social Work Support Officer programme. 6. Ongoing training and development complemented by input from the D2N2 Teaching Partnership, enabling a) offer a wider range of Continuing Professional Development (CPD) events throughout the year, b) enhanced Assessed and Supported Year in Employment programme, and c) improved Practice Educator training programme. 7. Developed Social Work Career Pathway which clearly outlines the opportunities for development and progression in Children's Services. 8.21% reduction in agency spend from £5.2m in 2016/17 to £4m in 2017/18. 9. Reduction in days lost to sickness per FTE in front line child protection teams from 16.3 days in 2014/15 to 11.2 days in 2016/17. 10. Overall number of vacancies within Children's Social Care has reduced by 70% and staff turnover has reduced from 17% to 5%