

Children and Young People's Committee

Monday, 16 November 2015 at 10:30

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

AGENDA

- | | | |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Minutes of the last meeting held on 19 October 2015 | 3 - 6 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 4 | Performance reporting (Quarter 2 2015-16) - services for young people | 7 - 28 |
| 5 | A strategy for closing the educational gaps in Nottinghamshire | 29 - 38 |
| 6 | The Troubled Families Programme in Nottinghamshire | 39 - 66 |
| 7 | Changes to Early Help staffing structures | 67 - 76 |
| 8 | Information and Systems team restructure | 77 - 82 |
| 9 | Children's Social Care Transformation Programme - social work support officer pilot update | 83 - 90 |
| 10 | Children's Social Work Health Check Action Plan 2015 - progress report | 91 - 94 |
| 11 | Nottinghamshire Safeguarding Children Board annual report 2014-15 | 95 - 98 |

12	Children and Young People's Mental Health and Wellbeing Transformation Plan	99 - 104
13	Work programme	105 - 110

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 19 October 2015 (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
John Wilmott
Vacancy

A Ex-officio (non-voting)
Alan Rhodes

CO-OPTED MEMBERS (NON-VOTING)

A Ms Gail Neill
Mr David Richards JP

OFFICERS IN ATTENDANCE

Teresa Godfrey	Children, Families and Cultural Services
Derek Higton	Children, Families and Cultural Services
Philippa Milbourne	Children, Families and Cultural Services
Sam Morris	Children, Families and Cultural Services
Colin Pettigrew	Children, Families and Cultural Services
Matt Rooney	Children, Families and Cultural Services
John Slater	Children, Families and Cultural Services
Alison Fawley	Resources

MINUTES OF THE LAST MEETING

The minutes of the meeting held on 21 September 2015, having been circulated to all Members, were taken as read and were confirmed and were signed by the Chair.

APOLOGIES FOR ABSENCE

None

DECLARATIONS OF INTEREST

None

NOTTINGHAMSHIRE'S REVIEW OF ARRANGEMENTS FOR SPECIAL EDUCATIONAL NEEDS AND DISABILITY (SEND)

RESOLVED 2015/081

That the County Council's review of Special Educational Needs and Disability (SEND), focusing on the Council's special schools and other specialist education provision made by the Council for children and young people with a SEND, be noted.

PROPOSED OPERATIONAL MODEL FOR IMPLEMENTATION OF SINGLE ASSESSMENT

RESOLVED 2015/082

That the proposed operational model to support the implementation of single assessment within Children's Social Care be noted.

UPDATE ON THE YOUTH JUSTICE PLAN 2015-16

Sam Morris introduced the report and presentation and responded to questions and comments by Members.

RESOLVED 2015/083

That the update on the Youth Justice Plan 2015-16 be noted.

STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION (SACRE): PROPOSED REVISION OF THE CONSTITUTION

RESOLVED 2015/084

That the revised constitution of Nottinghamshire's Standing Advisory Council for Religious Education be approved and adopted with immediate effect.

ARTS AND MUSIC SERVICES FOR YOUNG PEOPLE – CHANGES TO STAFFING ESTABLISHMENT

RESOLVED 2015/085

That the proposed changes to the staffing structure of the Arts and Music Services for Young People as detailed in paragraph 3 and Appendix 3 of the report be approved.

WORK PROGRAMME

RESOLVED 2015/086

That the Committee's work programme be noted.

The meeting closed at 11.10pm

CHAIRMAN

16 November 2015**Agenda Item: 4****REPORT OF THE CORPORATE DIRECTOR, RESOURCES****PERFORMANCE REPORTING (QUARTER 2 2015/16) - 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 July and 30 September 2015 and to recommend next steps on the reporting of schools and academies performance data.

Information and Advice**Performance Reporting for 2015/16**

2. This report forms the second quarterly report of 2015/16, reporting on quarterly performance for the 2015/16 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. 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. Nottinghamshire's Statistical Neighbours changed in October 2014 and are:
 1. Derbyshire
 2. Staffordshire
 3. Lancashire
 4. Worcestershire
 5. Cumbria
 6. Northamptonshire
 7. Essex
 8. Kent
 9. Cheshire West and Chester
 10. Warwickshire

5. In addition, for each KPI, the table indicates whether performance has improved (+), declined (-), or remained the same (=) over the current reporting period.

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

6. It is positive to note that the rate of initial and core assessments completed within timescales remains higher than the target and the national and statistical neighbour averages.
7. There is a high volume of work leading to no further Children's Social Care (CSC) involvement following assessment. This may suggest that the threshold for assessment into CSC is too low, although at a recent inspection Ofsted were satisfied that thresholds were appropriate. Work is ongoing to look at the quality of referrals and the relationship between the Early Help Unit and the Multi-Agency Safeguarding Hub (MASH), as well as the step-down processes between CSC and early help services. It is anticipated that the introduction of the Family Service from November 2015 will further improve passage of work between early help and CSC.
8. Current performance is significantly better than the target for the rate of re-referrals. It is positive to note that the performance for quarter 2 has continued to be below the National and statistical neighbours' averages. This is the third consecutive quarter where this has been the case.
9. At the end of September 2015, there were a total of 829 children subject to a Child Protection Plan. This is a further increase from the total number of 796 at the end of June 2015. Over the last quarter there have been 291 children made subject to a plan; this is an increase of 14 from the first quarter, with a slow decrease in the number of Initial Child Protection Conferences taking place with 71 in July to 57 in September. At the end of September 2015 the number of children subject to a child protection plan was at the rate of 51.1 per 10,000 children. The figure is higher than that of our statistical neighbours and England average at the end of 2013/14 which was 40 and 42.1% respectively. Neglect continues to be the most frequent category of harm noted in 48% of Child Protection Plans, with emotional abuse as 34% and 12% as physical.
10. The short-term stability of placements for looked after children is steadily and consistently improving quarter-on-quarter. Of 845 looked after children at the end of September 2015, 73 had experienced 3 or more placements within the last 12 months, with the largest majority of children aged 12 or older. Those young people aged 17 or 18 are consistently being moved into independent supported lodgings, in order to ensure they are adequately supported to live in the community on their own which has affected the figure this period and in previous quarters.
11. For those children remaining in long-term placements, performance continues to be above target and therefore higher than the national average. Those children excluded from this indicator have been in their current placement for less than 2½ years. On further scrutiny of these cases, the majority of looked after children have recently moved into a permanent arrangement and have a care plan which sets out the actions and aims to ensure stability in the child's future.

Educational standards and closing the attainment gap:

12. In the Early Years Foundation Stage, provisional 2015 figures show an increase of 3.6% to 65.3% of pupils achieving a good level of development. Comparisons nationally however show the rate of improvement in Nottinghamshire schools to have slowed as there was an increase of 5.9% (to 66.3%) nationally.
13. At Key Stage 2 provisional figures show a slight increase in the percentage of pupils achieving level 4 or above in combined reading, writing and mathematics. 80.6% of pupils in Nottinghamshire schools achieved this measure compared to 80.0% nationally. Comparisons against our statistical neighbours places Nottinghamshire 4th (out of 11) on this measure, an improvement from 5th in 2014.
14. In secondary schools, outcomes in 5+ A*-C GCSEs including English and mathematics show a fall of 2.6 percentage points to 55.4% of pupils achieving this measure. This is against a national fall of 0.6 percentage points. Although Nottinghamshire still remains above the national average our position in relation to statistical neighbours has fallen from 4th in 2014 to 8th in 2015 placing the LA below the combined average for our statistical neighbours of 56.6%.
15. A more detailed analysis of the provisional performance data for Nottinghamshire schools and academies is included as **Appendix 2**. These figures are provisional awaiting the outcomes of any examination result appeals. The revised data will be published in January 2016 at which time it is recommended that a further report be brought to Children and Young People's Committee to include further analysis and detail steps to be taken to address any performance issues identified.
16. The number of Nottinghamshire primary schools in an Ofsted category (inadequate) has fallen to 2 (as at September 2015) from the 3 reported in March. The number of secondary schools in an Ofsted category has remained static at 2 over the same period.
17. Education Improvement Advisers (EIAs) continue to be deployed to maintained schools at risk of failing to secure good or outstanding at their next Ofsted inspection. EIAs are working closely with Teaching School Alliances (TSAs) and partnership schools to ensure that their support provided to maintained schools impacts on Leadership and the quality of teaching. Some partnerships have now agreed to share data within FFT Aspire Collaborate (a secure on-line system to share and analyse school level performance data across groups of schools or partnerships). These are Cotgrave Candleby Lane TSA, Rushcliffe Learning Alliance and Together for Newark.
18. The gap between pupils eligible for free school meals at any point in the past 6 years (FSM6) and the rest continues to close at the end of primary education. The gap now stands at 16.1% for the percentage achieving level 4 or above in combined reading, writing and mathematics, with FSM6 pupils increasing at a faster rate from 2014 to 2015 than non-FSM6 pupils. Since 2012, the gap has narrowed 6.2%.
19. At secondary, provisional figures suggest a widening of the gap (0.7%) to 29.6%. National data from the NCER (National Consortium for Examination Results) however suggests the gap has widened greater than in Nottinghamshire (a 1.5% increase). The FSM6 gap nationally stands at 27.5%.
20. The Closing the Gap strategy continues to target the work of NCC and other partner support services in working with schools to reduce the FSM / non-FSM educational gap.

This strategy continues to develop with greater inter agency working. A significant achievement has been a partnership with health through speech and language therapists. Approximately 40 primary head teachers from across the County have bought in support from speech and language therapists in 2015-2016 to target those early years' pupils who require the support of a therapist but who do not meet the thresholds for a health referral. This has been developed out of the success of the Closing the Gap Project in Gedling.

Early Help Support:

21. A number of KPIs monitor effectiveness across a range of services that provide early help to children, young people and families.
22. Between April and June there were 48 actual entrants to the youth justice system, equating to 68 per 100,000 population. This compares similarly to the same period in 2014/15 where there were 45 actual or 63 first time entrants (FTEs) per 100,000 population. 41 of the first time entrants were boys, 7 girls. 44 were white or white British, 1 black or black British, 2 mixed heritage and 1 did not have ethnicity details recorded. As would be anticipated the majority of FTEs were dealt with by way of pre court disposals – in the form of youth cautions or youth conditional cautions.

Education Health Care Plan:

23. 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 had implemented the EHC Plan ahead of it becoming a national requirement in September 2014. There were a total of 69 EHC Plans finalised and issued during quarter 2 in 2015/16, compared with 90 in quarter 1 2015/16. This represents an increase of 10% over the same period the previous year, when there were 63 EHC Plans issued (albeit they were technically classed as non-statutory EHC Plans as they were finalised whilst we were a Pathfinder authority and prior to the new legislation taking effect).

Other Options Considered

24. 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

25. 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

26. 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 Committee notes the performance of the Council's services for children and young people during the period 1 July 2015 – 30 September 2015.
- 2) a further report be brought to Children and Young People's Committee once the revised schools performance data is available. This is to include further analysis and to detail steps to be taken to address any performance issues identified.

Jayne Francis-Ward
Corporate Director, Resources

For any enquiries about this report please contact:

Matthew Garrard
Team Manager, Performance, Intelligence and Policy
T: 0115 9772892
E: matthew.garrard@nottsc.gov.uk

Constitutional Comments

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

Financial Comments (SS 02/11/15)

28. 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 (Quarter 1 2015/16) – services for children and young people – report to Children and Young People's Committee on 21 September 2015.

Electoral Division(s) and Member(s) Affected

All.
C0719

Children and Young People's Committee: Quarter 2 Performance for 2015/16

For Nottinghamshire, the performance data available at the end of quarter 1 2015/16 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. If the indicator is highlighted in grey, the data has been updated since the previous report.

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	75.8%	2015/16 Q2	78.1% (Provisional)	(-)	2015/16 Q1	83.0%	69.6% (2013/14)	67.2% (2013/14)
	Core assessments for Children's Social Care carried out within timescales	Yes	85.5%	2015/16 Q2	85.2% (Provisional)	(-)	2015/16 Q1	87.5%	72.8% (2013/14)	70.7% (2013/14)
	Percentage of assessments leading to an on-going children's social care involvement	Yes	56.1%	2015/16 Q2	49.5%	(-)	2015/16 Q1	54.3%	66.5 (2013/14)	–
	Percentage of child protection cases reviewed within timescale	Yes	97.8%	2015/16 Q2	97.9% (Provisional)	(+)	2015/16 Q1	97.1%	94.6% (2013/14)	95.8% (2013/14)
	Re-referrals to Children's Social Care	Yes	20.1%	2015/16 Q2	19.6% (Provisional)	(+)	2015/16 Q1	23.3%	23.4% (2013/14)	24.8% (2013/14)
	Children subject to a Child Protection Plan – Rate per 10,000	Yes	36.4	2015/16 Q2	51.1 (Provisional)	n/a	2015/16 Q1	48.9	42.1 (2013/14)	40.0 (2013/14)
	Children who are subject to a child protection plan for 2 years or more	Yes	3.3%	2015/16 Q2	2.0% (Provisional)	(-)	2015/16 Q1	0.0%	4.5% (2013/14)	4.4% (2013/14)
	Children becoming the subject of a child protection plan on more than one occasion	Yes	18.3%	2015/16 Q2	23.0% (Provisional)	(-)	2015/16 Q1	16.5%	15.8% (2013/14)	14.7% (2013/14)
Children in our care will experience high quality and stable support	Average time between a child entering care and moving in with its adoptive family, for those adopted children (days)	Yes	606 days (2011-14)	2015/16 Q2	600 days (Provisional)	(+)	2015/16 Q1	609 days	628 days (2011-14)	622 days (2011-14)
	Average time between a LA receiving court authority to place a child and deciding on a match to an adoptive family (days)	Yes	254 days (2011-14)	2015/16 Q2	323 days (Provisional)	(+)	2015/16 Q1	345 days	217 days (2011-14)	213 days (2011-14)
	Looked after children with 3 or more placements in any one year	Yes	12.0%	2015/16 Q2	8.3% (Provisional)	(+)	2015/16 Q1	8.7%	11.0% (2013/14)	10.0% (2013/14)
	Percentage of looked after children remaining in long-term placements	Yes	72%	2015/16 Q2	72.9% (Provisional)	(-)	2015/16 Q1	73.7%	66% (2013/14)	67% (2013/14)

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			
	Percentage of care leavers in suitable accommodation	No	82.0%	2013/14 annual	82.0% ¹	(-)	2012/13 annual	87.0%	78.0% (2013/14)	74.4% (2013/14)
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	2014/15 academic		65.3% (provisional)	(+)	2013/14 academic	61.7%	66.3% (2014/15)	67.6% (2014/15)
	Pupils achieving Level 4 in reading, writing & mathematics at age 11	Yes	2014/15 academic		80.6% (provisional)	(+)	2013/14 academic	78.8%	80.0% (2014/15)	79.5% (2014/15)
	Achievement of 5 or more A*-C grades at GCSE or equivalent (including English & maths)	Yes	2014/15 academic		55.4% (provisional)	(-)	2013/14 academic	58.0%	52.8% (2014/15)	56.6% (2014/15)
	Percentage of young people who have attained a full Level 3 qualification by 19	No	2013/14 academic		50.5% ²	(+)	2012/13 academic	48.0%	59.9% ³ (2013/14)	57.5% (2013/14)
	Percentage of A level entries at A*-E grades	Yes	2014/15 academic		98.4% (provisional)	(=)	2013/14 academic	98.4%	98.7% (2014/15)	-
	Percentage of A level entries at A*-B grades	Yes	2014/15 academic		46.2%	(-)	2013/14 academic	48.5%	53.2% (2014/15)	-
	Primary schools judged by Ofsted as having good or outstanding standards of behaviour	Yes	n/a	As at Sept 2015	93.4%	(+)	As at Mar 2015	92.7%	94.3% (Sept 2015)	94.1% (Sept 2015)
	Secondary schools judged by Ofsted as having good/outstanding standards of behaviour	Yes	n/a	As at Sept 2015	79.1%	(-)	As at Mar 2015	83.3%	85.1% (Sept 2015)	84.2% (Sept 2015)
	Number of primary schools in an Ofsted category (Inadequate)	Yes	n/a	As at Sept 2015	2 (provisional)	(+)	As at Mar 2015	3	-	-
	Number of secondary schools in an Ofsted category (Inadequate)	Yes	n/a	As at Sept 2015	2 (provisional)	(=)	As at Mar 2015	2	-	-
We will close the	Attainment gap for a good level of development in EYFSP between pupils taking free school meals and the rest	Yes	2014/15 academic		27.6%	(-)	2013/14 academic	27.1%	18.9% (2013/14)	-
	Attainment gap at age 11 between pupils taking free school meals and the rest (<i>FSM during past six years</i>)	Yes	2014/15 academic		16.1%	(+)	2013/14 academic	17.4%	16.0% (2013/14) (Provisional)	-
	Attainment gap at age 16 between pupils taking free school meals and the rest (<i>FSM during past six years</i>)	Yes	2014/15 academic		29.6%	(-)	2013/14 academic	28.9%	26.0% (2013/14)	-
	Rate of permanent exclusions from school	No	2013/14 academic		0.04%	(+)	2012/13 academic	0.07%	0.06% (2013/14)	0.07% (2013/14)
	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	2013/14 academic		16.2%	(+)	2012/13 academic	13.6%	16.9% (2013/14)	16.5% (2013/14)
	Participation in education, employment and training (EET) in academic years 12-14	No	85.7% (2013-14 Q4)	2014/15 Q4	89.1%	(+)	2014/15 Q3	88.8%	88.7% (2014-5 Q4)	89.9% (14-15 Q4)

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.

² Maintained sector only

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			
attainment gap between disadvantaged children and young people and their peers	Percentage not in education, employment or training (NEET) in academic years 12-14	No	3.4% (2013-14 Q4)	2014/15 Q4	1.9%	(-)	2014/15 Q3	1.8%	4.8% (2014-5 Q4)	4.5% (14-15 Q4)
	Percentage whose destination is not known in academic years 12-14	No	10.3%(2013-14 Q4)	2014/15 Q4	9.0%	(+)	2014/15 Q3	9.3%	6.5% (2014-5 Q4)	5.6% (14-15 Q4)
	Percentage of children aged 0-4 living in low income areas registered with children's centres (snapshot)	No	79%	2015-15 Q1	100%	(=)	2014-15 Q4	100%	-	-
	Percentage of children aged 0-4 living in low income areas seen at children's centres (cumulative)	No	57%	2015-16 Q1	35% ⁴	(+)	2014/15 Q1	28%	-	-
	Percentage of two year olds taking up their free entitlement	No	Annual	March 2015	59%	(-)	March 2014	75%	-	-
	Percentage of children's centres achieving good or better in Ofsted inspections	No	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	2015/16 Q1	24095	(+)	2014/15 Q1	12500	-	-
	Numbers of children and young people accessing Outdoor and Environmental Education (cumulative)	Yes	n/a	2015-16 Q1	9355	(+)	2014/15 Q1	8743	-	-
	Percentage of overall absence in primary, secondary and special schools	No	2013/14 academic		4.5%	(+)	2012/13 academic	5.4%	4.5% (2013/14)	4.4% (2013/14)
	First time entrants to the Youth Justice System aged 10-17 (per 100,000) (cumulative)	Yes	298 ²	2015/16 Q1	68	(-)	2014/15 Q1	65	-	-
	Numbers exiting substance misuse treatment in a planned manner	Yes	74.6%	2015/16 Q1	89%	(+)	2014/15 Q4	85%	79% (2013/14)	-
Children and young people will have improved health outcomes	Under 18 conception rate (per thousand females aged 15-17)	No	2013 annual		24.2	(+)	2012 annual	29.4	24.3 (2013)	23.6 (2013)
	Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Nottinghamshire NHS)	Yes	40.2%	2015/16 Q2	41.6%	(+)	2015/16 Q1	40.5%	47.2% (2012/13)	42.3% (2012/13)
	Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Bassetlaw NHS)	Yes	34.4%	2015/16 Q2	36.5%	(-)	2015/16 Q1	41%	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	2015/16 Q2	69	(-)	2015/16 Q1	90	-	-

⁵ Includes independent sector

PERFORMANCE FIGURES FOR NOTTINGHAMSHIRE SCHOOLS AND ACADEMIES – ACADEMIC YEAR 2014/15

1. This appendix details the achievements of young people attending Nottinghamshire schools and academies in Key Stage assessments in 2014/15.
2. At the end of each Key Stage, students are assessed by a combination of teacher assessment and/or testing. The expected level of attainment together with assessment age is summarised below:

Key Stage	Age	Expected level of attainment	Method of assessment
Early Years Foundation Stage Profile	3-5	A 'Good Level of Development' – reaching at least expected in all early learning goals in all prime areas and in the specific areas of literacy and mathematics	Teacher Assessed
Key Stage 1	5-7	Level 2+	Teacher Assessed
Key Stage 2	7-11	Level 4+	Test / Teacher Assessed
Key Stage 4 (GCSE and equivalent qualifications)	14-16	5+ A*-C grades including GCSE English and mathematics English Baccalaureate	Test
Key Stage 5 (GCE A level and equivalent qualifications)	16-18	Average point score per candidate and per exam entry together with threshold pass rates	Test

3. Early Years Foundation Stage together with Key Stage 1 results are reported directly to the Local Authority (LA). Key Stage 2 test results are reported to schools and the LA by the Standards and Testing Agency. The LA receives Key Stage 4 and Key Stage 5 results from the DfE / awarding bodies.
4. For each measure the performance of Nottinghamshire is benchmarked against the England average and that of the Council's children's services statistical neighbours, where available. Nottinghamshire's Statistical Neighbours changed in October 2014 and are:
 1. Derbyshire
 2. Staffordshire
 3. Lancashire
 4. Worcestershire
 5. Cumbria
 6. Northamptonshire

7. Essex
8. Kent
9. Cheshire West and Chester
10. Warwickshire

5. The statistical neighbour average is based on the same methodology as used in the local authority interactive tool (LAIT) in that outcomes for each LA are averaged to create a statistical neighbour figure (as opposed to a weighted average). This will have the effect of treating each LA as having an equal population as opposed to a weighted average which takes into account population size. The statistical neighbour average excludes Nottinghamshire results.

Early Years Foundation Stage Profile

6. In 2015, 65.3% of Nottinghamshire pupils achieved a good level of development (reaching at least expected in all early learning goals in all prime areas and in the specific areas of literacy and mathematics). This represents an increase of 3.6% points on the 61.7% reported in 2014.
7. Comparisons nationally over the same period show a 5.9% point increase (to 66.3% of pupils achieving this measure) and 6.2% point increase against statistical neighbours (to 67.6%).
8. The County's overall ranking against statistical neighbours has fallen from 4th (where 1st is best) to 9th (out of 11 positions) over the two years. A similar fall was witnessed nationally with Nottinghamshire now placed 84th amongst all 151 LAs nationally (52nd in 2014).
9. All districts increased in this measure with Gedling district witnessing the greatest increase of 7.1% points (to 70.1%) between the years.
10. With regard to closing the gap of pupils who are eligible for free school meals (FSM) and their peers, 2015 results shows a slight widening of the gap to 27.6 (from 27.1 in 2014). 2015 data shows that 41.0% of FSM pupils achieved a good level of development which is a 2.0% point increase on 2014. 68.6% of non-FSM pupils achieved this measure in 2015 which is a 2.5% point increase on 2014.
11. Although national data is not yet available on the FSM / non-FSM gap, data from 2014 shows nationally the gap was 18.9 (44.8% of FSM pupils vs 63.7% non-FSM pupils achieving the measure nationally in 2014).
12. 2015 headline figures for Nottinghamshire are:

	Nottinghamshire			National			Statistical Neighbours		
	2015	2014	Difference	2015	2014	Difference	2015	2014	Difference
Good Level of Development (GLD)	65.3%	61.7%	↑ 3.6%	66.3%	60.4%	↑ 5.9%	67.6%	61.4%	↑ 6.2%

Key Stage 1

13. Since 2005 (when reporting changed to teacher assessments), at Level 2 or above (the expected level for 7 year olds), Nottinghamshire has remained consistently around the national averages in all KS1 subjects.
14. Reported figures show that the LA has witnessed a slight increase in reading (1.0% point increase), writing (1.1% point) and mathematics (0.4% point) at Level 2+ from 2014.
15. Comparisons against national averages place Nottinghamshire slightly above in reading (when rounded). Outcomes in writing and mathematics are below the national average by 1% point in both subjects.
16. The County's overall ranking against statistical neighbours show a fall in position in all subjects. Outcomes in reading is ranked joint 9th (out of 11 positions, where 1st is best) from 7th in 2014. In writing, the County is ranked 9th (from 6th in 2014) and 11th (from 7th in 2014) in mathematics.
17. Comparisons nationally out of all 151 LAs show the County's position has remained relatively static in reading and it ranked 80th (79th in 2014) but witnessed a decline in writing (81st from 66th in 2014) and mathematics (95th from 63rd in 2014).
18. At the expected level (Level 2+), 2015 headline figures for Nottinghamshire are:

	Nottinghamshire			National			Statistical Neighbours		
	2015	2014	Difference	2015	2014	Difference	2015	2014	Difference
Reading	89.8%	88.8%	↑ 1.0%	90.0%	90.0%	▬ 0.0%	91.2%	90.6%	↑ 0.6%
Writing	86.8%	85.7%	↑ 1.1%	88.0%	86.0%	↑ 2.0%	88.3%	87.1%	↑ 1.2%
Mathematics	92.4%	92.0%	↑ 0.4%	93.0%	92.0%	↑ 1.0%	93.6%	92.9%	↑ 0.7%

Key Stage 2

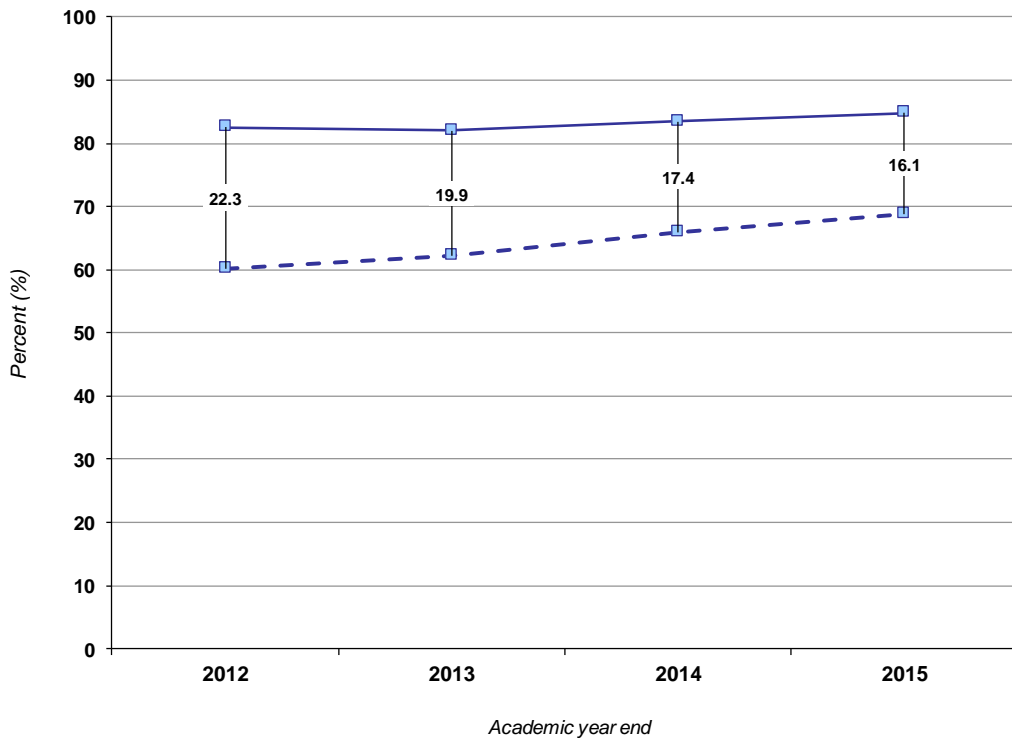
19. A new reporting arrangement was introduced in 2013 and there is no longer a test result calculated for English. A new grammar, punctuation and spelling test was introduced for 2013 and pupils continue to undertake a reading and mathematics test. Writing tests were abolished in 2012 and replaced by writing teacher assessments.
20. Since 2008, achievements at Level 4 or above (the expected level for 11 year olds) have remained above or in line with national averages.
21. 2015 figures in reading, writing, mathematics and grammar, punctuation and spelling are in line with the national average (when rounded).

22. Comparisons to 2014 show grammar, punctuation and spelling have witnessed the largest increase of 5% points to 80.1% of pupils achieving Level 4+. Reading has seen the smallest increase of 0.3% points to 89.1%.
23. At the expected level in reading, writing and mathematics, 2015 provisional figures put Nottinghamshire above the national average by 0.6% points. Nationally this measure has witnessed a 1% point increase from 2014 (to 80%) where Nottinghamshire has increased 1.8 points over the same period (to 80.6%).
24. The County's overall ranking against statistical neighbours show an improvement in the majority of subject areas. The rank for grammar, punctuation and spelling has improved from 6th to 4th, writing has improved to where the County is placed joint 1st (from 6th in 2014) and combined reading, writing and mathematics outcomes have moved up a position (5th to 4th). Reading has remained static at joint 6th position and there has been a drop in mathematics from a ranking of 3rd in 2014 to 6th in 2015.
25. A similar position is seen nationally when looking at all 151 LAs. Grammar, punctuation and spelling (91st in 2014 to 70th in 2015), writing (81st to 53rd) and combined reading, writing and mathematics (71st to 68th) have all improved in 2015. Reading has witnessed a drop of 9 places (64th to 73rd) with mathematics witnessing the largest fall from 53rd in 2014 to 74th in 2015.
26. Provisional data for Nottinghamshire schools show there are 16 schools below the government's minimum performance floor standards (four academies and 12 maintained). This is where fewer than 65% of pupils achieve Level 4+ in combined reading, writing and mathematics and below the national medians in pupils making the expected levels of progress in reading, writing and mathematics. Please note 2014 medians have been applied to 2015 data in order to get a provisional below floor figure. Data will be recalculated when 2015 national progress medians are released.
27. 2014 data shows there were also 16 schools below the floor standards which represents no change to 2015. Of the 16 schools provisionally below floor in 2015, only one of these was below floor in 2014.
28. 2015 is the second of three years' worth of data which will be used to identify coasting schools. Coasting schools are those schools where fewer than 85% of pupils fail to achieve Level 4+ in combined reading, writing and mathematics and are below the national medians for three consecutive years. These schools are considered coasting as they are failing to push each pupil to reach their full potential.
29. 2015 data (using 2014 national medians) suggest 20 schools are below the coasting schools threshold (three of these are academies) for two consecutive years. If these schools are below the threshold for a third year they will be 'coasting'. These schools will be required to produce a clear plan for improvement. The regional commissioner, together with her local elected head teacher board, will assess whether the school has a credible plan and will be supported to improve. Those that cannot will be turned into sponsor led academies.
30. The gap between pupils eligible for free school meals at any point in the past 6 years (FSM6) and the rest continues to close at the end of primary education. The gap

now stands at 16.1% for the percentage achieving Level 4 or above in combined reading, writing and mathematics.

31. Attainment of FSM6 pupils in combined reading, writing and mathematics increased at a faster rate from 2014 to 2015 than non-FSM6 pupils. Provisional data shows 68.7% of FSM6 pupils achieved Level 4+ (a 2.7% point increase from 2014) compared with 84.8% of non-FSM6 pupils (1.4% point increase). Since 2012, the gap has narrowed 6.2%.

Percentage of pupils achieving Level 4+ in combined reading, writing and mathematics by FSM6 status together with the gap



2012 data has been re-calculated based on combined reading, writing and mathematics as in 2012 the performance measure was English and mathematics.

32. At the expected level (Level 4+), 2015 headline figures for Nottinghamshire are:

	Nottinghamshire				National				Statistical Neighbours			
	2015	2014	2013	Difference (2014-15)	2015	2014	2013	Difference (2014-15)	2015	2014	2013	Difference (2014-15)
Grammar, punctuation and spelling (Test)	80.1%	75.1%	74.3%	↑ 5.0%	80.0%	77.0%	74.0%	↑ 3.0%	79.8%	76.0%	73.0%	↑ 3.8%
Reading (Test)	89.1%	88.8%	87.3%	↑ 0.3%	89.0%	89.0%	86.0%	- 0.0%	89.6%	89.5%	86.2%	↑ 0.1%
Writing (Teacher Assessed)	87.2%	85.3%	84.4%	↑ 1.9%	87.0%	86.0%	84.0%	↑ 1.0%	86.6%	85.6%	83.8%	↑ 1.0%
Mathematics (Test)	87.4%	86.5%	86.0%	↑ 0.9%	87.0%	86.0%	85.0%	↑ 1.0%	86.7%	86.2%	84.4%	↑ 0.5%
Reading, Writing & Mathematics	80.6%	78.8%	76.8%	↑ 1.8%	80.0%	79.0%	75.0%	↑ 1.0%	79.5%	79.1%	75.4%	↑ 0.4%

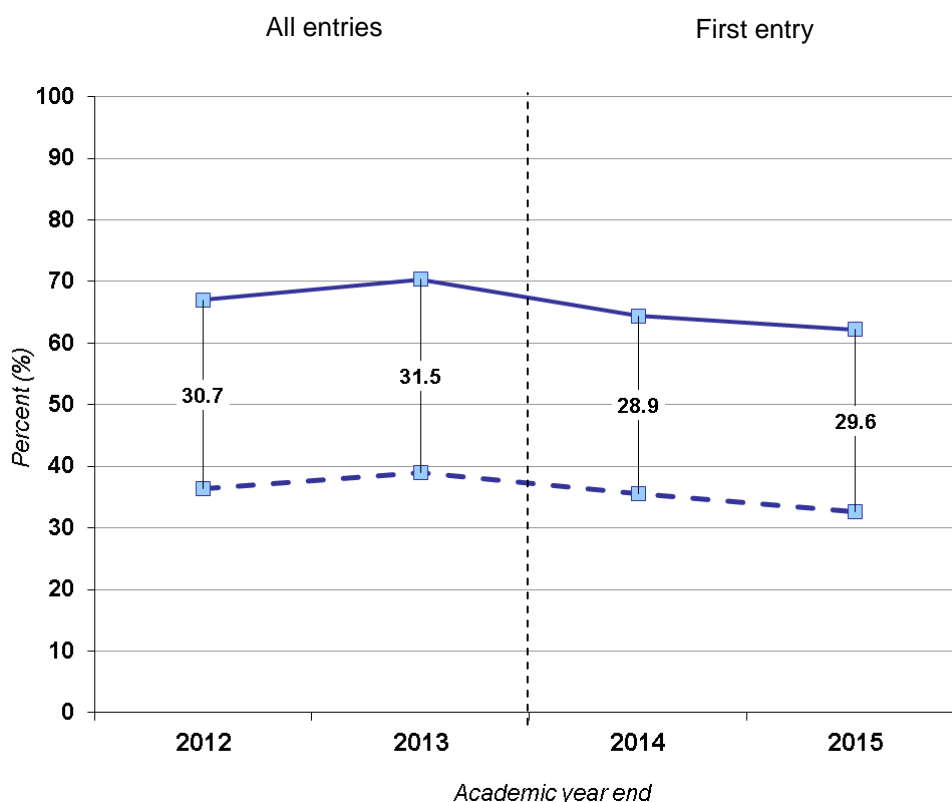
Key Stage 4 (GCSE and equivalent qualifications)

33. Information regarding the achievements of young people in GCSE and equivalent qualifications is based on provisional data which is currently in the process of being checked by secondary schools in preparation for 2015 Secondary School Performance Tables.
34. There were significant and multiple changes to Key Stage 4 in 2014. Changes included the grade for the first entry in English Baccalaureate subjects (English, mathematics, science, history, geography, languages) being counted in performance measures as opposed to best grade used historically.
35. There were also changes to vocational qualifications in both the number of courses included in performance measures and their qualification weighting / value. Qualifications are now capped at a maximum size of one GCSE. BTEC qualifications for example, previously counting for the equivalent of two / four GCSE, are now capped at one. Only two vocational qualifications can be counted in performance measures where previously this was not restricted.
36. Syllabus changes also occurred with exams now at the end of the course rather than a modular based assessment. Also subjects such as GCSE English / English Language have seen changes to the weighting of coursework with written exams now counting for 60% (previously this was 40%).
37. Changes in 2015 included the expansion of the first entry policy which now covers all qualifications.
38. After witnessing year on year improvements between 2005 and 2013 in the government's preferred indicator of 5 or more GCSEs (or equivalent) at grades A*-C including GCSE English and mathematics, results for 2014 witnessed a fall potentially as a result of these changes described above.
39. 2015 provisional results show a further decline of 2.6% points to 55.4% achieving 5+ A*-C including GCSE English and mathematics. A decline was also witnessed in the percentage of pupils achieving the English Baccalaureate (A*-C grades in English, mathematics, two science subjects, a humanities and a language) which witnessed a 3.0% point fall to 22.3%. Although nationally outcomes have also fallen they have not dropped to the same extent as seen in the County.
40. Nationally there was a 0.6% point fall to 52.8% of pupils in all schools achieving 5+ A*-C including English and mathematics and a 0.4% point fall to 22.5% for the English Baccalaureate. Comparisons against statistical neighbours shows no change from 2014's figure of 56.6% for 5+ A*-C including English and mathematics and a slight increase of 0.3% points for the English Baccalaureate.
41. The County's overall ranking against statistical neighbours show a decline in both measures. The rank for 5+ A*-C including English and mathematics has fallen from 4th in 2014 to 8th in 2015 and for the English Baccalaureate 4th to 7th.
42. The County's position nationally in both these measures has fallen. In 5+ A*-C including English and mathematics the ranking has dropped 23 places to 83rd (from

60th in 2014) and the English Baccalaureate has fallen 24 places to 83rd also (from 59th).

43. Entries and outcomes in English Baccalaureate subjects are important for schools in 2016 when there will be greater challenge around the attainment 8 and progress 8 measures. The attainment 8 measure, set to replace 5+ A*-C including English and mathematics as the government's main measure of attainment together with progress 8, relies heavily on the entries in English Baccalaureate subjects (five out of the eight subjects will be English Baccalaureate based).
44. The percentage of pupils entering key subjects between 2014 and 2015 shows an increase in science subjects (61.1% to 70.8%) but a slight fall in languages (50.1% to 46.2%). Humanities subjects has remained static at 67% (when rounded) between the years.
45. Provisional data for Nottinghamshire schools show there are 8 schools below the government's minimum performance floor standards (all academies) however, one school is now a closed school. This is where fewer than 40% of pupils achieve 5+ A*-C including English and mathematics and below the national medians in pupils making the expected levels of progress in English and mathematics. As with Key Stage 2, 2014 medians have been used in the calculations as 2015 national progress medians are yet to be.
46. 2014 data shows there were four schools below the floor standards although one school has since closed as a result of academy sponsorship. Of the three which are still open all three are provisionally below floor in 2015.
47. 2015 is the second of three years' worth of data which will be used to identify coasting schools. Coasting schools are those schools where fewer than 60% of pupils fail to achieve 5+ A*-C including English and mathematics and are below the national medians for three consecutive years.
48. 2015 data (using 2014 national medians) suggest 16 schools are below the coasting schools threshold (all apart from one are academies) for two consecutive years. If these schools are below the threshold for a third year they will be 'coasting'.
49. Early provisional figures suggest a widening of the gap for pupils who were eligible for free school meals at any point in the past 6 years (FSM6) against other pupils in Nottinghamshire schools. In 2015, 32.6% of FSM6 pupils achieved 5+ A*-C grades including GCSE English and mathematics compared to 62.2% who were not FSM6. The FSM6 gap for the LA is 29.6 percentage points which represents a widening of the gap (0.7 percentage points) from 28.9 percentage points reported in 2014.
50. Provisional national data from NCER (National Consortium for Examination Results) suggests nationally the gap has widened more than seen in Nottinghamshire. 36.1% of FSM6 pupils nationally achieved the measure against 63.6% who were not FSM6. The FSM6 gap nationally is 27.5 percentage points which represents a widening of the gap (1.5 percentage points) compared to 26.0 percentage points reported in 2014.

Percentage of pupils achieving 5+ A*-C including English and mathematics by FSM6 status together with the gap



51. 2015 headline figures for Nottinghamshire are:

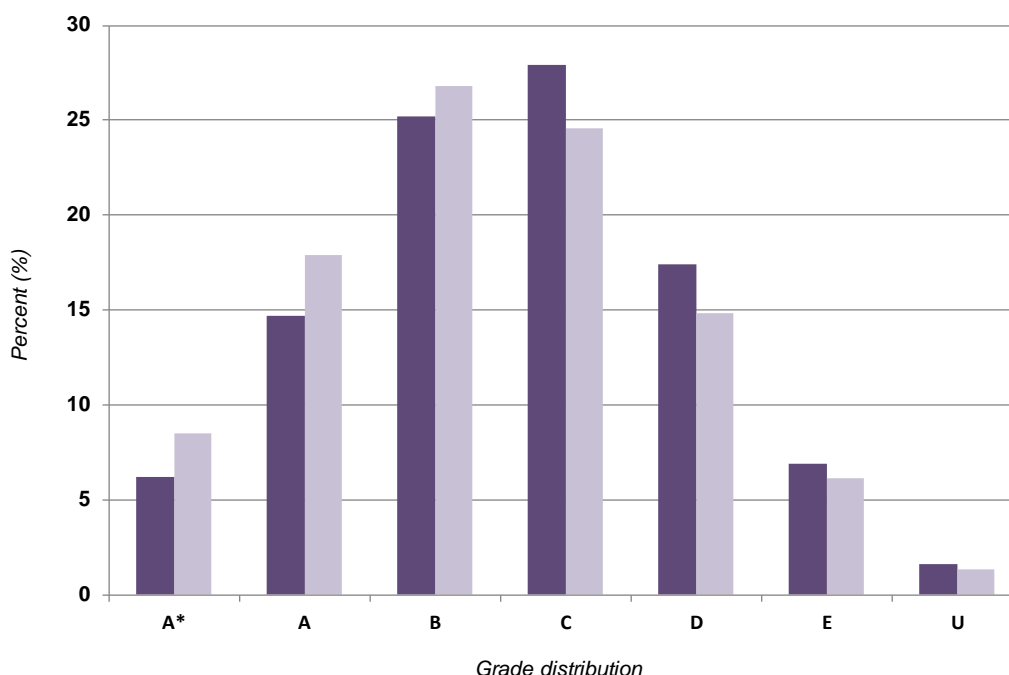
	Nottinghamshire			National			Statistical Neighbours		
	2015	2014	Difference	2015	2014	Difference	2015	2014	Difference
5+ A*-C (inc. English & maths)	55.4%	58.0%	↓ 2.6%	52.8%	53.4%	↓ 0.6%	56.6%	56.6%	0.0%
English Baccalaureate	22.3%	25.3%	↓ 3.0%	22.5%	22.9%	↓ 0.4%	23.6%	23.3%	↑ 0.3%

Key Stage 5 (GCE A / AS and equivalent qualifications)

52. Information regarding the achievements of young people in GCE A/AS and other Level 3 qualifications is based on provisional data which is currently in the process of being checked by schools in preparation for 2015 Performance Tables.
53. Provisional data shows the overall pass rate in Nottinghamshire sixth forms remains unchanged. In 2015 98.4% of full A-level entries were at grades E or above. This compares to 98.7% nationally which witnessed a slight increase of 0.1% points from 2014.

54. 46.2% of A-level qualification entries in sixth-forms achieved a pass at grades A*-B. This represents a 2.3% point fall on 2014 final data. Nationally over the same period there was a slight increase (0.2% point to 53.2%) in this measure.
55. 6.2% of A-level entries were awarded an A* grade. This is a slight decrease of 0.1% points from last year which was also witnessed nationally. Nationally 8.5% of entries were at this grade.

Percentage of A-level entries by grade awarded in Nottinghamshire sixth forms in 2015 (provisional)

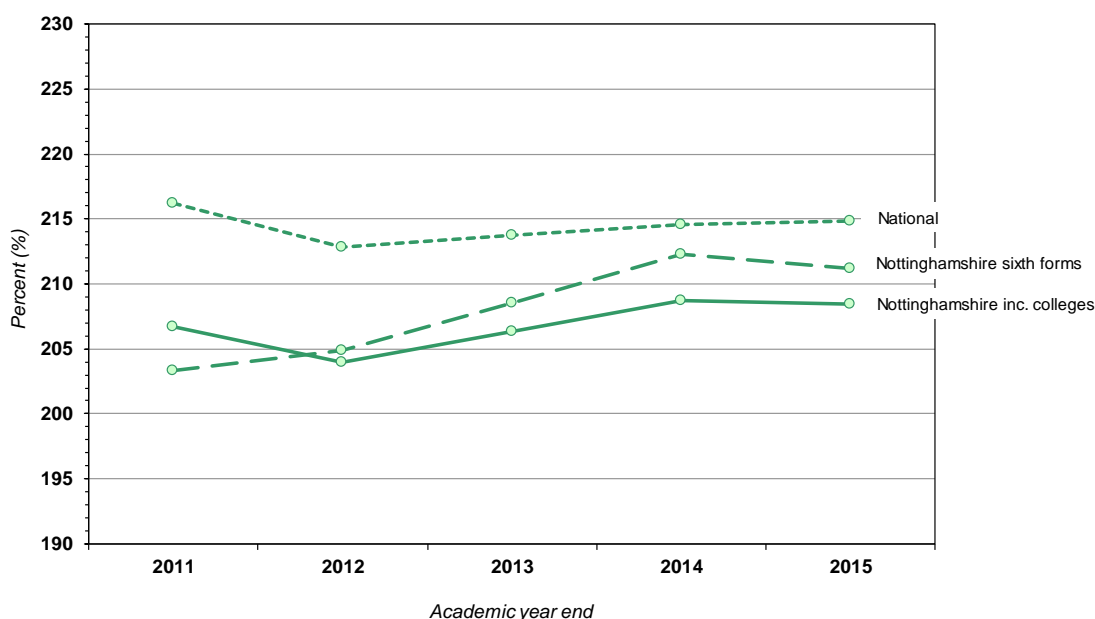


	A*	A	B	C	D	E	U
Nottinghamshire	6.2	14.7	25.2	27.9	17.4	6.9	1.6
National (inc. colleges)	8.5	17.9	26.8	24.6	14.8	6.1	1.3

56. Newark and Sherwood district witnessed the greatest increase in all these measures compared with other districts. 1 in 10 entries (10.7%) in Newark sixth forms achieved an A* grade (a 5.3% point increase on 2014) which is the highest outcome amongst all districts.
57. The average point score (APS) per entry which incorporates all Level 3 qualifications and represents the average grade per exam shows a slight fall on 2014. In 2015 the APS per entry was 208.4 (including colleges) which is just below an average grade C at full A-level (a 0.3 point fall from 2014). The APS per entry in sixth forms only shows a point score of 211.2 for 2015 (a 1.1 point fall from 2014) which is just above an average grade C at full A-level.

58. The APS per entry score for all centres (including colleges) nationally is 214.8 (an increase of 0.2 on 2014) and for statistical neighbours is 211.0 (a 0.4 point increase on 2014).
59. The County's overall ranking against statistical neighbours show an improvement of 1 place to 7th (from 8th in 2014). For sixth forms only the County's position is 6th which represents no change on 2014. The County's position nationally against all 151 LAs has fallen to 100th (from 95th in 2014) when including colleges.
60. The chart below shows the improvement over time (2011 to 2015) comparing Nottinghamshire sixth forms to the Nottinghamshire and national average when data includes colleges.

Average point score per entry 2015 (provisional)



61. 2015 headline figures for Nottinghamshire are:

	Nottinghamshire			National			Statistical Neighbours		
	2015	2014	Difference	2015	2014	Difference	2015	2014	Difference
Entry pass rate (A*-E) (Sixth forms only)	98.4%	98.4%	0.0%	98.7%	98.6%	0.1%	-	-	
Entry pass rate (A*-B) (Sixth forms only)	46.2%	48.5%	2.3%	53.2%	53.0%	0.2%	-	-	
Entry pass rate (A*) (Sixth forms only)	6.2%	6.3%	0.1%	8.5%	8.6%	0.1%	-	-	
APS per entry (including colleges)	208.4	208.7	0.3	214.8	214.6	0.2	211.0	210.6	0.4
APS per entry (Sixth forms only)	211.2	212.3	1.1	215.4	214.8	0.6	212.2	212.7	0.5

REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND INCLUSION

A STRATEGY FOR CLOSING THE EDUCATIONAL GAPS IN NOTTINGHAMSHIRE

Purpose of the Report

1. To present a summary of the impact of Nottinghamshire's Closing the Educational Gaps (CtG) Strategy.

Information and Advice

Context

2. The CtG Strategy was approved by Full Council on 29 March 2012 and updated in autumn 2014 for the 2014-16 period. It sets out Nottinghamshire County Council's long term commitment to ensuring that the full range of services and partners work coherently with schools and other educational settings to maximise the impact of available resources in further improving the attainment and progress of vulnerable groups of learners.

Key actions and update on impact since the last report

3. The key actions identified in the CtG Strategy, led by the **Education Improvement Service** and monitored termly by the **CtG Performance Board** continue to provide the focus of the collaborative working between all partners named within the Strategy.
4. Nottinghamshire's **Performance, Intelligence and Policy Team (PIP)** continues to produce a wide range of high quality CtG datasets in order to assess impact, identify areas of greatest need, areas for improvement and examples of good practice that can be shared and built upon at county, local and school level.
5. The **2015 provisional attainment data** for pupils who were eligible for free school meals at some point in the past six years (**FSM6**) indicates that;
 - in Early Years, 43.3% of FSM6 pupils achieved a good level of development compared to 37.9% in 2013 and 40.1% in 2014. The attainment gap, however, widened from 22.8 percentage points (pp) in 2013 to 26.4pp in 2014 and 25.4pp in 2015 due to the greater gains secured by Non FSM6 children in 2014 and 2015.

- at Key Stage 2, provisional data shows that the gap between FSM6 pupils achieving level 4 or above in combined reading, writing and mathematics against those not eligible has narrowed for the fourth year running. 68.7% of FSM6 pupils achieved this measure compared to 84.8% who were not FSM6, representing a gap of 16.1pp. This represents a 1.3pp decrease from the 17.4 gap reported in 2014. Whilst national data is not yet available for 2015, the Nottinghamshire gap is, for the first time since the start of the Strategy, in line with the national gap for the previous year (17pp). Since the inception of the Closing the Gap Strategy in 2012, the gap has narrowed by 6.2pp.
 - at Key Stage 4, invalidated outcomes for the 5+A*-C GCSEs including English and mathematics indicator shows that the Nottinghamshire gap has increased by 0.7pp to 29.6pp. Since the start of the Closing the Gap Strategy, the gap has narrowed by 1.1pp.
6. Analysis of **district level provisional data** provides the following commentary and provisional data charts are attached as **Appendix 1**:
- at KS2, provisional data indicates that the gap has narrowed in Bassetlaw, Broxtowe and Mansfield. The gap widened slightly in Newark and Sherwood by 0.3pp and in Gedling by 1.5pp. The gap widened significantly in Ashfield and Rushcliffe.
 - at KS4, unvalidated data indicates that the gap narrowed in Broxtowe, Gedling and Mansfield. The gap widened slightly in Ashfield by 1.2pp and in Newark and Sherwood by 1pp. The gap widened significantly in Bassetlaw and Rushcliffe.
7. Nottinghamshire's **Fair Access Team** continues to work closely with schools through the school-led locality panels to secure school places for vulnerable children as part of Nottinghamshire's well-established Fair Access Protocol (FAP). The average waiting time for FAP cases in 2013-2014 was 29 days and the longest wait for a school place was 78 days. In 2014-2015 the average waiting time has reduced to 22 days, and the longest wait has reduced to 65 days. Clear processes have been introduced in 2014-2015 to identify children at risk of becoming Children Missing Education (CME). Interim educational provision has been provided by the Local Authority in exceptional circumstances to ensure that learning is maintained for vulnerable children. Of the 53 children identified in May 2014 as being without education (CME) only 1 child of statutory school age was still not engaged with education by May 2015, whilst 36 were engaging full-time with mainstream provision.
8. The **Family Service** continues to work with vulnerable families who meet the Level 3 Threshold and/or Level 4 criteria in the Pathway to Provision. This includes families in need of Early Help where there are issues with attendance or behaviour at school. Persistent absence rates remain below the national average. Post 16 NEET (not in education, employment or training) also continues to be low in Nottinghamshire.
9. A key aspect of the Strategy is to encourage and enable greater inter agency working across key agencies. To exemplify this, a significant achievement has been a deepened partnership with health through the extended deployment of speech and language therapists in targeted schools. Approximately 40 primary head teachers from across the County have bought in additional support from Nottinghamshire's **Speech and**

Language Team in 2015-2016 to target those early years, Key Stage 1 and Key Stage 2 disadvantaged pupils (as well as non disadvantaged pupils) who require additional support to develop their language skills but who do not meet the thresholds for a health referral. This has been developed due to the success of the Closing the Gap "Talking to Learn" Project in **Gedling** delivered during 2014-15.

10. **The 'Together for Newark' (TfN)** locality collaboration has now entered its fourth year of development. Schools and local partners are now leading and funding the strategy for themselves as a result of the proven benefits of local collaboration on narrowing the gaps and improving the life chances for disadvantaged learners and their families. The TfN Steering Group, following local consultation and external evaluation, has re-set the vision for the work of TfN during 2015-16. There is now a strong focus on early years' school readiness, improving mental health and well-being of vulnerable learners and securing economic well-being for 16-25 year olds in the town. This innovative collaboration continues to attract significant interest at local and national level. Most recently, in July 2015, a group of Ofsted Inspectors visited schools and partners in the town to compile a good practice case study on 'transition' and 'closing the gaps' strategies at locality level.
11. Analysis of **'TfN' outcomes for 2015** compared to Nottinghamshire and national outcomes provides the following positive commentary:
 - between 2014 and 2015, the KS2 the gap between FSM6 and Non FSM6 at level 4 or above in **combined reading, writing and mathematics** has narrowed yet again in the TfN primary schools by 2.4pp, compared to a Nottinghamshire reduction of 1.3pp. The TfN gap is now well below the national gap for 2014 at 11.4pp compared to a national gap of 17pp.
 - since the introduction of Nottinghamshire's CtG Strategy and the launch of TfN in **2012**, Newark Town primary schools have reduced the **L4+ combined gap** by 14.3pp compared to a Nottinghamshire reduction of 6.2pp. FSM6 outcomes in TfN have improved by 15.1pp compared to an 8.5pp improvement in Nottinghamshire overall.
 - The most significant gains can be demonstrated in **the L4+ reading progress (KS1-2) outcomes** for FSM6 pupils. In TfN, since 2012, FSM6 gains in **pupils making the expected 2 levels of progress** in reading have improved by 15.7pp compared to 3.1pp gains for FSM6 in Nottinghamshire. Indeed, FSM6 outcomes in reading **progress** are, for the first time in four years, above the outcomes for Non FSM6 pupils in the TfN schools. The gap in TfN reading **progress** outcomes has reduced by 13.8pp in four years, compared to a Nottinghamshire reduction of 3.1pp.
12. A second locality collaboration is now being facilitated and co-ordinated by the Education Improvement Service. **'Together for Worksop' (TfW)** schools and local partners have used their first year of collaboration to seek and agree key strands of collaborative working focused on a range of strategies proven to further close educational attainment gaps and maximise pupils' engagement with and readiness for learning. External evaluation activities will be conducted by colleagues from the Centre for Equity in Education at Manchester University, as was also the case for TfN.
13. Two new "Closing the Gap" locality collaborations have just begun and are being facilitated by the Education Improvement Service. In the **Mansfield district**, a steering group of

primary head teachers has identified the need to develop collaborative research and action around the impact of loss and bereavement on disadvantaged learners. In the **Broxtowe** district, a focused English as an Additional Language (EAL) Pilot is in the early planning stage and will build upon the learning from other locality pilots.

Other Options Considered

14. No other options were considered.

Reason for Recommendations

15. Latest impact data and external research evaluation indicates that the CtG Strategy is having a positive impact on narrowing the gaps for vulnerable and/or disadvantaged learners. There is secure evidence that cross service/phase collaborative working at County and locality level is supporting the development of new ways of working focused on earlier intervention to close gaps and ensure vulnerable learners meet their potential.

Statutory and Policy Implications

16. 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 impact of Nottinghamshire's Closing the Educational Gaps Strategy is noted.

John Slater
Service Director, Education Standards and Inclusion

For any enquiries about this report please contact:

Janeen Parker
Education Improvement Adviser
T: 01623 434134
E: janeen.parker@nottscc.gov.uk

Constitutional Comments

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

Financial Comments (SS 27/10/15)

18. 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.

A Strategy for Closing the Nottinghamshire Educational Gaps 2014-16 (renewed version)

A Strategy for Closing the Educational Gaps in Nottinghamshire – report to Children and Young People’s Committee on 10 November 2014

A Strategy for Closing the Educational Gaps in Nottinghamshire – report to Children and Young People’s Committee on 18 May 2015

Electoral Division(s) and Member(s) Affected

All.

C0713

Appendix 1: Closing the Educational Gaps in Nottinghamshire 2013-15

Early Years Foundation Stage Profile – Percentage achieving a good level of development
Free school meal (FSM) / Non-FSM gap

		2013	2014	2015
Nottinghamshire LA	Non-FSM	60.7	66.1	68.6
	FSM	37.0	39.0	41.0
	FSM / Non-FSM GAP	23.7	27.1	27.6
National	Non-FSM	55.2	63.7	
	FSM	36.2	44.8	
	FSM / Non-FSM GAP	19.0	18.9	0.0

Nottinghamshire Districts	Ashfield	Non-FSM	56.3	62.7	65.2
		FSM	38.2	36.7	40.1
		GAP	18.1	26.0	25.1
	Bassetlaw	Non-FSM	51.7	60.9	65.5
		FSM	29.6	43.5	38.5
		GAP	22.1	17.4	27.0
	Broxtowe	Non-FSM	61.7	64.2	68.2
		FSM	42.4	40.1	34.4
		GAP	19.3	24.1	33.8
	Gedling	Non-FSM	61.7	67.5	72.1
		FSM	41.8	37.6	53
		GAP	19.9	29.9	19.1
	Mansfield	Non-FSM	59.3	66.3	64.9
		FSM	38.4	38.5	42.5
		GAP	20.9	27.8	22.4
	Newark and Sherwood	Non-FSM	63.3	67.2	68.9
		FSM	33.2	40.1	40.4
		GAP	30.1	27.1	28.5
	Rushcliffe	Non-FSM	69.2	72.4	74.4
		FSM	30.7	36.0	35.7
		GAP	38.5	36.4	38.7

Key Stage 2 – Percentage achieving Level 4+ in combined reading, writing and mathematics
Free school meal at any point in the past 6 years (FSM6) / Non-FSM6 gap

		2012	2013	2014	2015
Nottinghamshire LA	Non-FSM6	82.5	82.0	83.4	84.8
	FSM6	60.2	62.1	66.0	68.7
	FSM6 / Non-FSM6 GAP	22.3	19.9	17.4	16.1
National	Non-FSM6		81.0	83.0	
	FSM6		64.0	67.0	
	FSM6 / Non-FSM6 GAP		17.0	16.0	0.0

Nottinghamshire Districts	Ashfield	Non-FSM6	82.9	80.2	81.7	85.2
		FSM6	60.2	61.8	85.7	67.4
		GAP	22.8	18.4	-4.0	17.8
	Bassetlaw	Non-FSM6	80.5	78.9	80.1	81.9
		FSM6	63.8	64.2	68.3	72.1
		GAP	16.7	14.7	11.8	9.8
	Broxtowe	Non-FSM6	81.3	80.6	82.5	84.2
		FSM6	60.3	59.8	61.3	74.4
		GAP	21.0	20.8	21.2	9.7
	Gedling	Non-FSM6	83.1	84.6	84.3	86.0
		FSM6	60.9	66.9	68.7	68.9
		GAP	22.2	17.7	15.6	17.1
	Mansfield	Non-FSM6	77.0	73.7	80.4	79.6
		FSM6	54.3	51.7	59.9	62.4
		GAP	22.7	22.0	20.5	17.2
	Newark and Sherwood	Non-FSM6	80.4	80.8	82.3	82.2
		FSM6	56.8	63.5	67.5	67.1
		GAP	23.6	17.3	14.8	15.1
	Rushcliffe	Non-FSM6	89.8	91.7	90.1	91.9
		FSM6	72.7	74.1	76.3	74.2
		GAP	17.1	17.7	13.8	17.7

Key Stage 4 – Percentage achieving 5+ A*-C including English and mathematics
Free school meal at any point in the past 6 years (FSM6) / Non-FSM6 gap

		2012	2013	2014	2015
Nottinghamshire LA	Non-FSM6	67.0	70.4	64.4	62.2
	FSM6	36.3	38.9	35.5	32.6
	FSM6 / Non-FSM6 GAP	30.7	31.5	28.8	29.6
National	Non-FSM6	64.0	66.0	62.0	
	FSM6	38.0	41.0	36.0	
	FSM6 / Non-FSM6 GAP	26.0	25.0	26.0	0.0

Nottinghamshire Districts	Ashfield	Non-FSM6	61.3	65.1	58.1	57.7
		FSM6	32.1	38.1	33.1	31.5
		GAP	29.2	27.0	25.0	26.2
	Bassetlaw	Non-FSM6	67.8	73.2	67.3	69.5
		FSM6	36.0	51.2	51.3	42.4
		GAP	31.9	21.9	16.0	27.1
	Broxtowe	Non-FSM6	65.1	64.6	63.9	60.6
		FSM6	31.6	35.5	29.6	31.9
		GAP	33.6	29.0	34.3	28.7
	Gedling	Non-FSM6	65.1	69.0	63.4	61.8
		FSM6	46.9	37.9	31.1	39.5
		GAP	18.2	31.1	32.3	22.3
	Mansfield	Non-FSM6	65.8	66.9	61.4	56.4
		FSM6	29.7	33.0	33.1	29.2
		GAP	36.1	33.9	28.2	27.2
	Newark and Sherwood	Non-FSM6	63.4	69.5	56.7	52.5
		FSM6	33.0	31.1	24.4	19.2
		GAP	30.3	38.4	32.3	33.3
	Rushcliffe	Non-FSM6	78.5	82.2	76.1	72.2
		FSM6	53.3	50.8	49.4	36.4
		GAP	25.2	31.4	26.6	35.8

16 November 2015**Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE
THE TROUBLED FAMILIES PROGRAMME IN NOTTINGHAMSHIRE****Purpose of the Report**

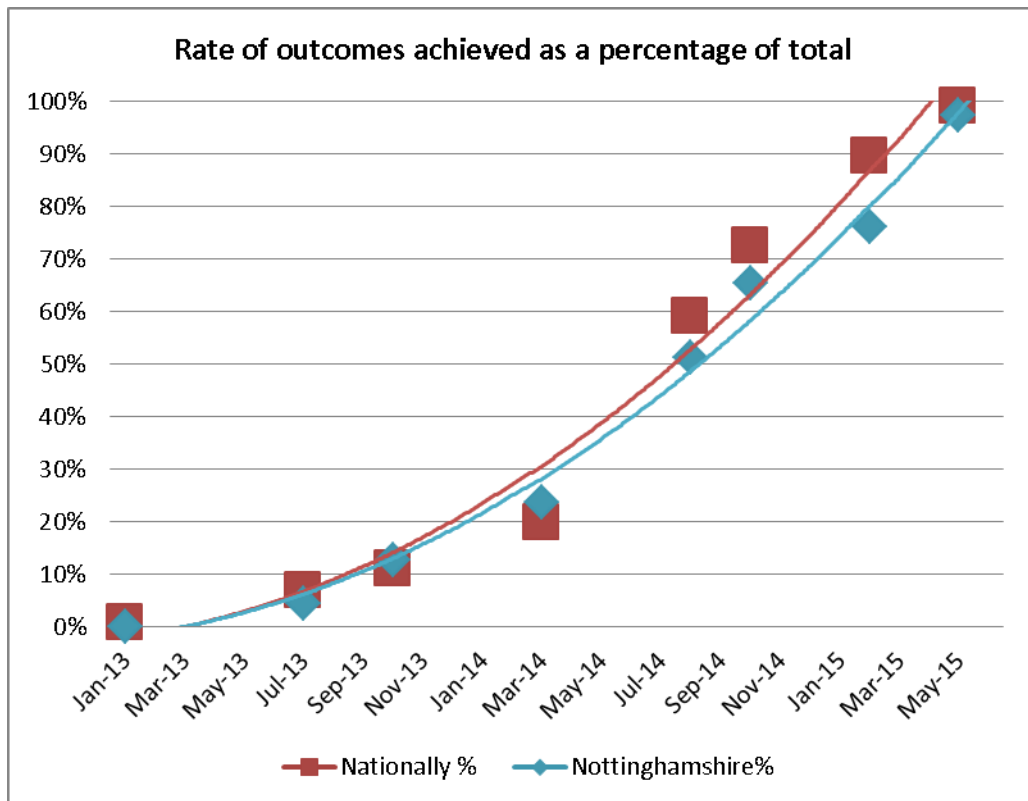
1. This report provides further information for noting on the conclusion of the first phase and the development of the Government's Troubled Families Programme in Nottinghamshire.

Information and Advice**Background**

2. For the first phase of the Troubled Families Programme, Nottinghamshire committed to 'turning around' 1,580 families affected by poor school attendance, youth crime, anti-social behaviour and unemployment. In Nottinghamshire the approach to delivering the programme has been known as "Supporting Families".
3. The next phase of the programme, which will last until 2020, will retain the first programme's focus on families with complex problems and will continue to include families affected by poor school attendance, youth crime, anti-social behaviour and unemployment. However, it will also reach out to families with a broader range of problems who are the highest cost to the public purse. These will be families with multiple problems who are most likely to benefit from an integrated, whole family approach.

Progress to date

4. During "phase one" 2,450 families were actively worked with and the required 1,580 families achieved the positive outcomes needed and full Payment By Results payments claimed. An initial cost benefit analysis of the work carried out with the 2012-13 cohort produced a conservative estimate that for every pound spent, there are savings of about two pounds to the public purse. A full breakdown of these savings is contained in the full end of phase one report attached as **Appendix 1**. Many of those families who had not met the outcomes required by the end of the first phase can move into the extended programme.
5. The graph overleaf illustrates the rate of outcomes for Nottinghamshire over the first phase of the programme. This shows a slightly delayed start but with overall good results achieved.



6. Throughout the first phase of the programme partnership working was a vital feature of the service provided, particularly the District Councils who worked closely with us to achieve outcomes and several of whom provided free office accommodation for our staff.
7. The contribution of the Department of Work and Pensions secondees who, working with our staff, achieved positive outcomes for many who had been away from the labour market for a significant amount of time should also be noted. These staff were also instrumental in ensuring that families received correct benefits and helped avoid periods of suspension for some claimants.
8. The Family Service will be established from 1 November 2015; staff from Supporting Families and Targeted Support are already working with families as part of the extended programme – some are referrals from the Early Help Unit or the Youth Justice Service and others are families highlighted from a number of data sources.
9. The programme is able to access a number of useful pieces of information to identify suitable families and the Local Authority's Strategic Analytical Unit uses this data to provide us with a prioritised list of families for the service to approach and offer a service. We are working with partners to increase the range and quality of data available to identify those families most in need.
10. As part of the evaluation of this expanded programme, Nottinghamshire will be taking part in a Family Survey being carried out by Ipsos Mori. It is expected that this research will give valuable qualitative information about the service our Family Service offers and the outcomes achieved.

Other Options Considered

11. The report is for noting only.

Reason/s for Recommendation/s

12. This report is for noting only.

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 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

14. There are no financial implications arising from this report.

RECOMMENDATION

1) That the conclusion of the first phase and development of the Troubled Families Programme in Nottinghamshire is noted.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

Laurence Jones
Group Manager, Targeted Support and Youth Justice Service
T: 01623 520109
E: laurence.jones@nottscc.gov.uk

Constitutional Comments

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

Financial Comments (SS 02/11/15)

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

Background Papers and Published Documents

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

The Troubled Families Programme in Nottinghamshire – update – report to Children & Young People’s Committee on 12 January 2015

Changes to Early Help staffing structures – report to Children & Young People’s Committee on 9 March 2015

Electoral Division(s) and Member(s) Affected

All.

C0717

Troubled Families Report End of Phase 1

September 2015

Report author:	Simon Howes
Department:	Strategic Analytical Unit (SAU)
Date authored:	10 September 2015
Email:	simon.howes@nottsc.gov.uk

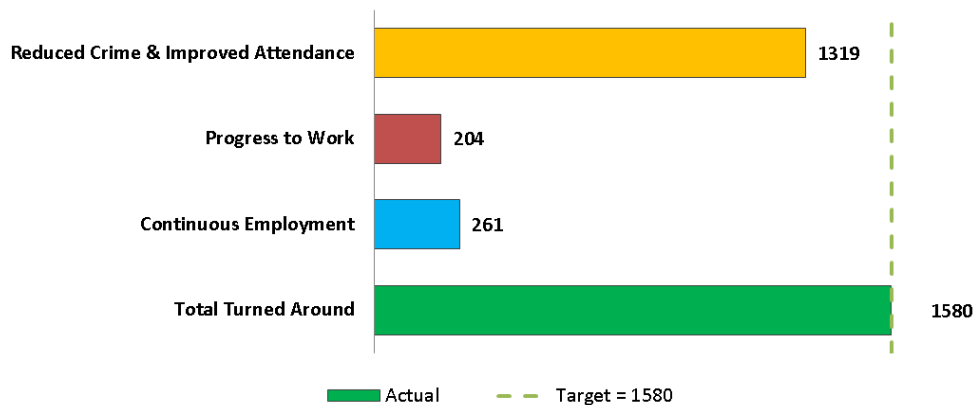
Table of contents

Contents

1.	EXECUTIVE SUMMARY	3
2.	METHODOLOGY & TERMS OF REFERENCE	4
3.	IDENTIFYING FAMILIES TO WORK WITH	5
4.	TROUBLED FAMILIES CHARACTERISTICS.....	6
5.	FAMILIES TURNED AROUND.....	7
6.	COST SAVINGS CALCULATOR.....	9
7.	EXPANDED PROGRAMME / PHASE 2.....	11
	APPENDIX A – OVERALL OVERVIEWS.....	12
	APPENDIX B – DISTRICT OVERVIEWS.....	13
	APPENDIX C – FULL COUNTY PHASE ONE	20
	APPENDIX D1 – Turning around - Crime and Education	22
	APPENDIX D2 – Turning around – Progress to Work.....	23
	APPENDIX D3 – Turning around – Continuous Employment	24

Nottinghamshire was given a target of turning around 1580 troubled families over a period of three years (2012-2015). Having worked with 2450 families, we turned around and claimed for 97% (1537) of our target 1580 troubled families (May 2015). Nottinghamshire has since turned around all of its allocated 1580 families (July 2015) and we have moved onto the changed requirements of the expanded programme.

Troubled Families Phase One

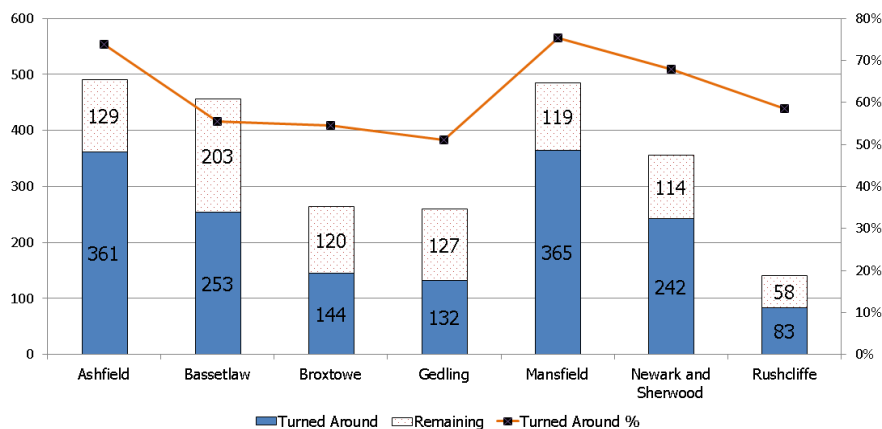


To date 64% of families that we started to work with have been 'turned around'. Some of these families that are yet to achieve their target will be worked with under the extended programme to ensure that the needs of the family are met. There are families that have failed to continue to engage or moved out of the area or are now being worked with by social care, these families will be or are already closed to the service ('remaining' in chart below). If the household is re-referred and they meet the threshold for the new Family Service they will receive a service, and if they meet the new criteria for the extended programme will be included in that new cohort.

Over the programme we saw a fiscal net benefit of £6,201,706 and a Cost Benefit Ratio of £2.10 for every £1 spent. Significant savings were found with reducing out of work benefits & improving school attendance.

When originally setting up Troubled Families, the numbers of staff appointed to the districts varied according to the expected numbers of qualifying families and the rurality of the area covered. These numbers were slightly adjusted as the programme progressed with the establishment in the North being slightly increased. The proportion of families turned around varied considerably around the county, with some wards having more positive outcomes than others.

Troubled Families Turned Around



North – Worksop South East had the most troubled families, however it was Langold where we struggled to get families turned around at 20% which was well below the county average. In Newark and Sherwood, Devon ward had the most troubled families, yet it was in the Ollerton area where we struggled to find people work.

West – Generally the rate of families being turned around was high for Mansfield and Ashfield in both districts the numbers of adults returning to work was good. Oak Tree Ward had the highest number of Troubled Families in Mansfield and yet there were significant improvements in youth crime and education attendance.

South – The South had far less identified Troubled Families, however out of these families, there was a greater prevalence of families refusing to engage with the programme (21%). The programme had above average success in some wards but in others, such as Gedling's Netherfield, families continued to struggle to achieved the targets set.

2. METHODOLOGY & TERMS OF REFERENCE

This report takes a geographic approach and aims to give a strategic overview of the first phase of the Troubled Families programme by outlining Identified families, Families Turned around & Cost savings made through intervention and partnership working.

Nottinghamshire County Council had a target of supporting 1,580 Nottinghamshire families with complex needs by May 2015, following the launch of the National Troubled Families Programme.

For the period of 2012 to 2015 Troubled Families Programme was implemented across the county as "Supporting families", but for the purposes of this report will be referred to as 'Troubled Families'.

"Supporting Families" teams were based in each District within Nottinghamshire County and worked with in partnership with District Councils, Health providers, Police, Probation, local schools and other organisations.

Families were allocated a named worker who was responsible for delivering intensive whole-family support focussed on reducing criminal activity and anti-social behaviour, improving school attendance and supporting adults into work.

This report may show differences from previous reports as some families will refuse to work with the council and therefore will not be classed as being worked with and some families were also deemed as not meeting Troubled Families' criteria.

The analysis of Districts and Wards are based on boundaries from 2015. Analysis of smaller areas such as LSOA and COA are based on 2011 census.

Overall county totals are based on claimed totals and do not double count, whereas Districts may include double counting ie where families are turned around for both Crime/ASB/Education and Continuous Work together.

Statistics of Districts of turned around families are split pro-rata and assumptions are made prior to October 2013, as there is insufficient information to analyse the location and type of Payment by Results.

Work comparisons with ONS are using 2003 wards.

*DCLG report - Troubled Families programme: progress information and families turned around.

<https://www.gov.uk/government/publications/troubled-families-progress-information-by-december-2014-and-families-turned-around-by-may-2015>

The project identification criteria can be found in pages 3-6 of the Troubled Families Financial Framework -

<https://www.gov.uk/government/policies/helping-troubled-families-turn-their-lives-around>

Payments by Results process can be found on page 9 of the Troubled Families Financial Framework -

<https://www.gov.uk/government/policies/helping-troubled-families-turn-their-lives-around>

May 2013 DWP data source - <https://www.gov.uk/government/collections/dwp-statistical-summaries>

Appendix guide

Refer to Appendix A for all county overview.

Refer to Appendix B for district overviews.

Refer to Appendix C for full county maps.

Refer to Appendix D for detailed analysis of turned around families.

Glossary of terms

NIS – National Impact Study

FMD – Family Monitoring Data

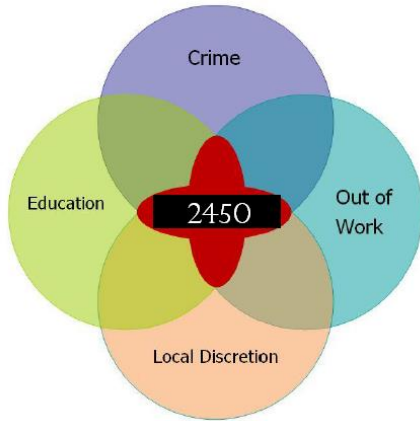
SAU – Strategic Analytical Unit is hosted by Nottinghamshire County Council and provides data and analytical support for both Safer Nottinghamshire Board and the Troubled Families programme.

3. IDENTIFYING FAMILIES TO WORK WITH

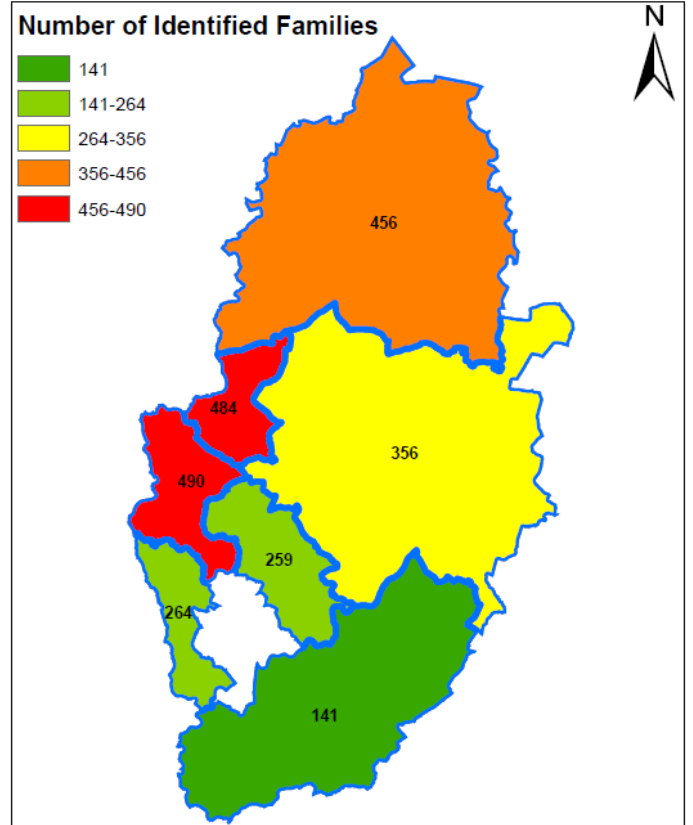
Nottinghamshire was given a target of turning around 1580 troubled families by End of March 2015. Since the beginning of the Troubled Families programme (April 2012), 2450 families matched three criteria from the troubled families programme's financial framework identification criteria of:

1. Youth crime or ASB.
2. School absence or exclusion.
3. Adults out of work.
4. Local discretion. (Children's Social Care or living in a high index of deprivation)

Further details can be found in pages 3-6 from the [Troubled Families Financial Framework](#).

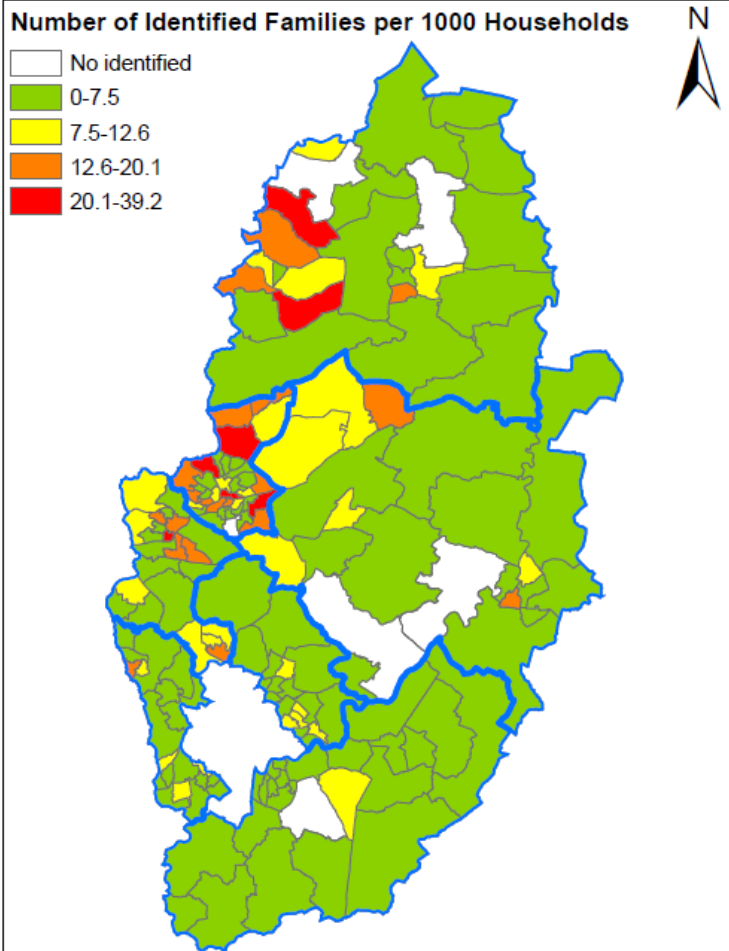


Identified Troubled Families per District using Phase1 criteria (2012-2015)



Nottinghamshire County Council © Crown copyright and database rights 2015. Ordnance Survey (100019713)
 Source: Nottinghamshire County Council, Police and DWP copyright.

Identified Troubled Families by LSOA (2012-2015)



Nottinghamshire County Council © Crown copyright and database rights 2015. Ordnance Survey (100019713)
 Source: Nottinghamshire County Council, Police and DWP copyright.

Above: Shows the district breakdown of Troubled Families over the 3 year programme by District.

Left: Shows the Ward breakdown of Troubled Families.

Below: Shows the top 10 Wards with the highest rate of troubled families.

Name	District	Identified per 1000 Households	Number of Identified Families
Oak Tree	Mansfield	39.2	50
Worksop South East	Bassetlaw	33.4	114
Carr Bank	Mansfield	28.3	41
Market Warsop	Mansfield	25.1	33
Langold	Bassetlaw	24.5	25
Leamington	Ashfield	23.4	41
Woodhouse	Mansfield	23.2	33
Devon	N and S	20.1	83
Penniment	Mansfield	19.6	24
Carsic	Ashfield	19.3	31

Please view Appendix C for a more detail map of identified troubled families.

4. TROUBLED FAMILIES CHARACTERISTICS

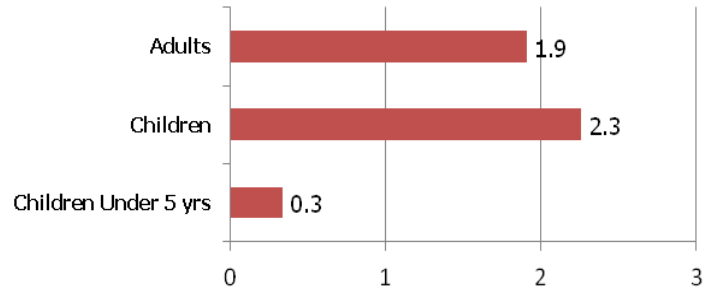
Right: Shows average number of people per family. (FMD)
Largest family had 9 family members.

Below: Shows the Gender split within troubled families. (NIS)

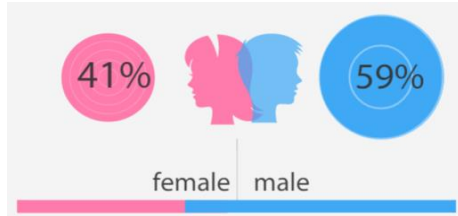
Below Right: Shows the age breakdown within troubled families. The largest age group is between 13 and 18. (NIS)

Below Left: Ethnicity Statistics (FMD)

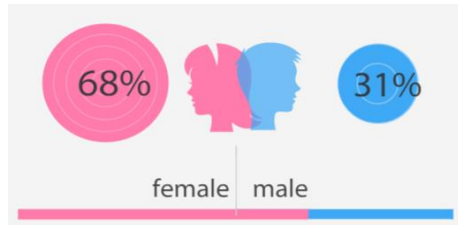
Average number of people per family



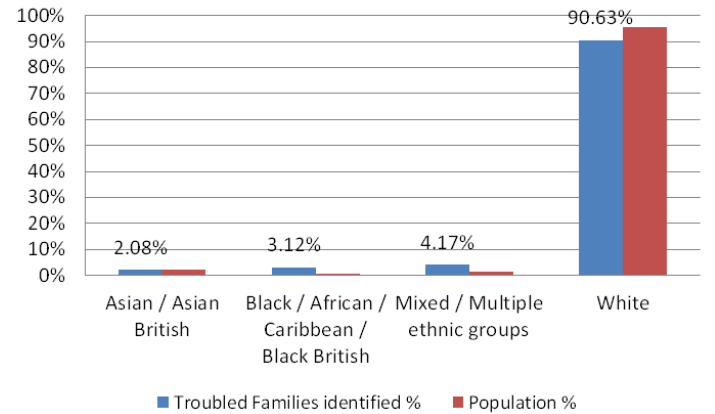
Children



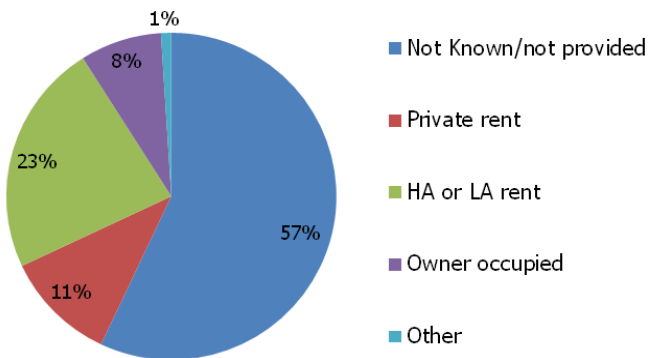
Parents



Ethnicity

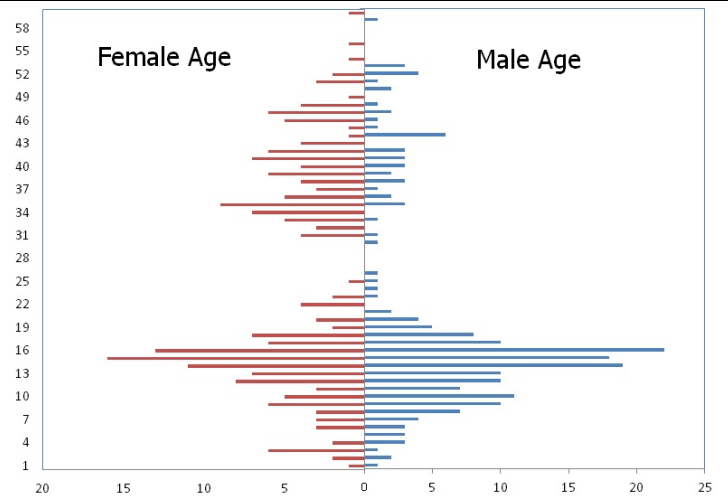


Housing Tenure

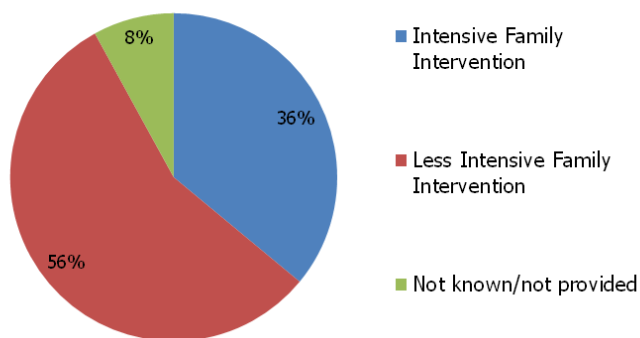


Female Age

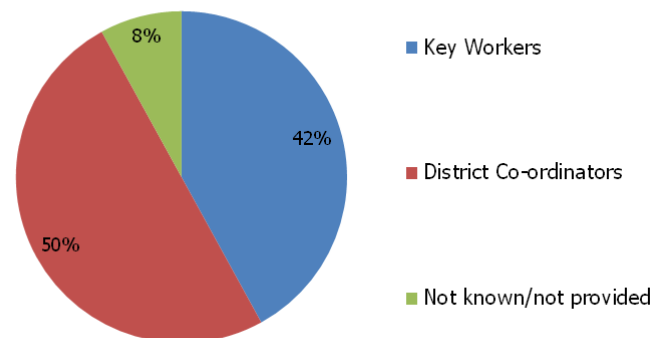
Male Age

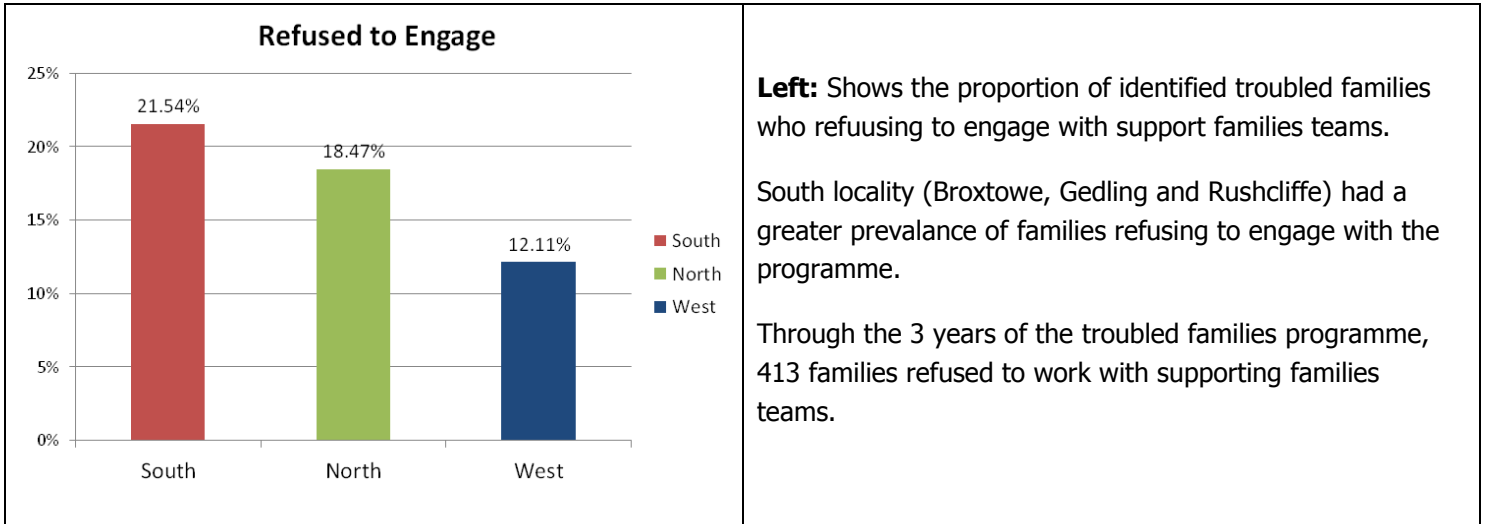


Service Intensity



Key Worker Status





5. FAMILIES TURNED AROUND

Top Right: Shows Troubled Families Outcomes for phase one from 2012-2015.

By 31st March 2015 Nottinghamshire had turned around and claimed for 97% (1537) of its target 1580 troubled families. Nottinghamshire has since turned around all of its 1580 families (July 2015). 1319 Troubled Families saw a reduction in crime and improved school attendance, 204 families progressed onto work programmes through ESF or the Work Programme and 261 families actually returned to work and were no longer claiming out of work benefits.

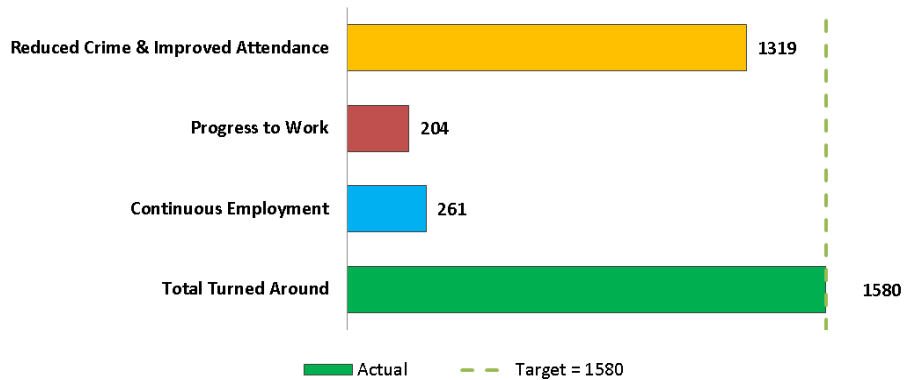
Of the 2450 identified families meeting 3 criteria, 1580 families were turned around, resulting in a turn around rate of 64.4%.

By the end of phase one troubled families programme, 268 troubled families cases remained open that will continue under the expanded troubled families programme and be worked with by Nottinghamshire's new Family Service.

Right: Shows District Performance.

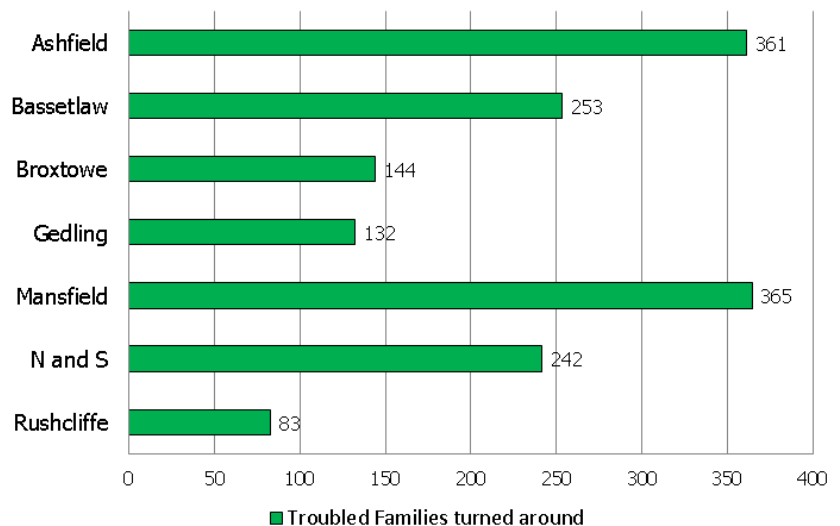
Key Performance Indicators

Troubled Families Phase One

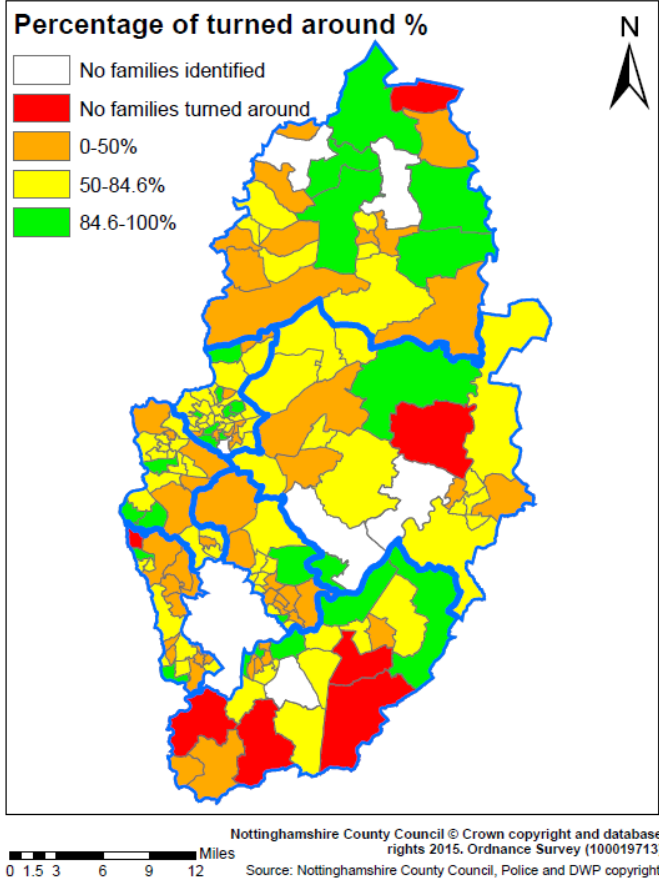


*Before a family could be deemed as being turned around, the families were monitored for a period of time to check if they met the payments by results criteria.

Turned Around



Troubled Families turned around as a proportion of families identified



Below: Top 5 Wards – Number of Families turned around.

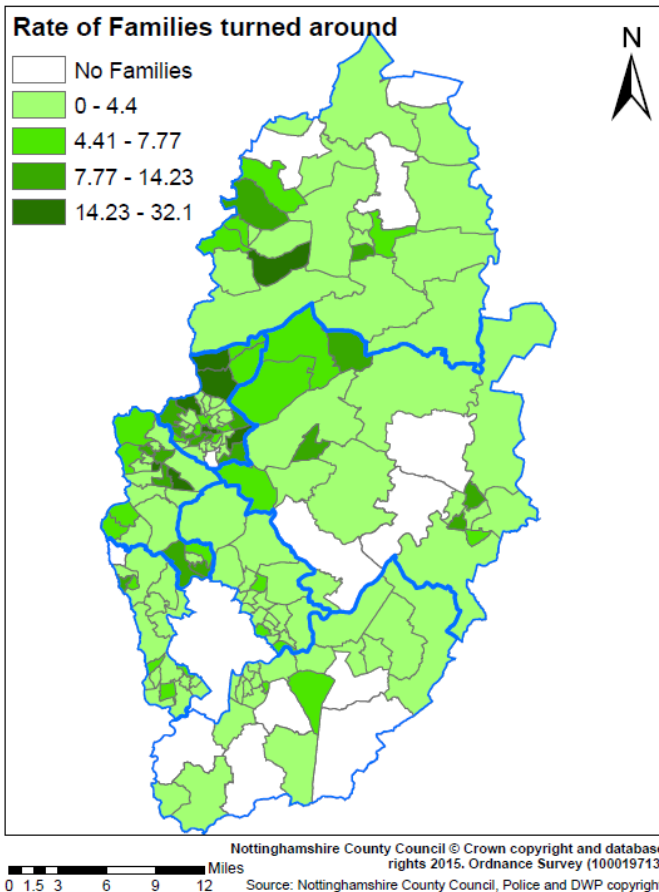
Name	District	Families Turned around
Worksop South East	Bassetlaw	64
Devon	N and S	50
Oak Tree	Mansfield	41
Summit	Ashfield	35
Central & New Cross	Ashfield	33

Bassetlaw’s Worksop South East had the highest number of troubled families turned around.

Below: Top 5 Wards - Turn around rates per 1000 Households.

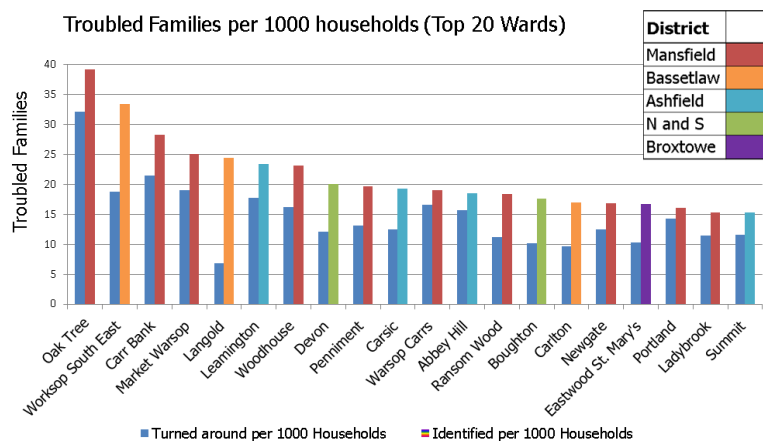
Name	District	Turned around rate per 1000 HHs
Oak Tree	Mansfield	32.1
Carr Bank	Mansfield	21.4
Market Warsop	Mansfield	19.0
Worksop South East	Bassetlaw	18.8
Leamington	Ashfield	17.7

Rate of Troubled Families turned around per 1000 Households



Mansfield’s Oak Tree Ward had the highest rate of turning families around per 1000 households.

Below: Shows the Performance of Top 20 Wards with the most troubled families (2012-2015) .



Out of the top 20 wards with the most troubled families, Bassetlaw’s Langold Ward had the poorest success, turning around only 20% of all troubled families from 2012-2015. This statistic is one that we need to monitor with the extended programme and numbers become more significant.

For further analysis and details of turned around families please refer to Appendix D. Also Appendix C for more detail maps.

6. COST SAVINGS CALCULATOR

Nottinghamshire County Council was required to complete a cohort study of our troubled families' pre and post intervention. We tracked each family who had had interventions from Nottinghamshire's "Supporting Families" through data matching techniques and the [Cost Savings Calculator](#).

Cost Benefit Ratio - £2.10.

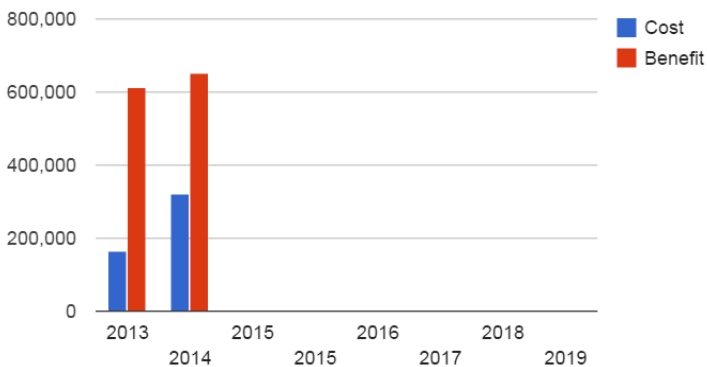
For Years 1 and 2, Nottinghamshire achieved an average of £2.10 savings for every £1 spent. *The ratio is calculated based on adjusted (net) benefits and total net fiscal costs.

Tracking 322 families over the first two years of the programme, we calculated there was a Fiscal net benefit of £1,263,892, an Economic benefit of £436,356 and a Social benefit of £3,646.

Based on the full 1580 families turned around for phase1, we **estimate a Fiscal net benefit of £6,201,706**. This is only based on available datasets to measure the impact and the actual benefit will be significantly larger.

Results showed significant savings in finding people work, reducing out of work benefits, improving school attendance and reducing school exclusion. Other savings found were with reducing first time entrants to the criminal justice system, reducing Police callouts for ASB, reducing fire service callouts & a falling number of ambulance callouts. Increased costs were mostly seen with more children taken into care and children in need.

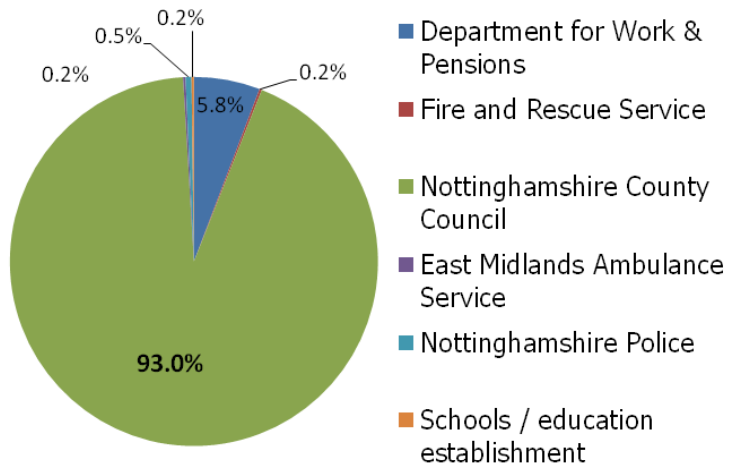
Actual Fiscal Costs and Benefits By Year



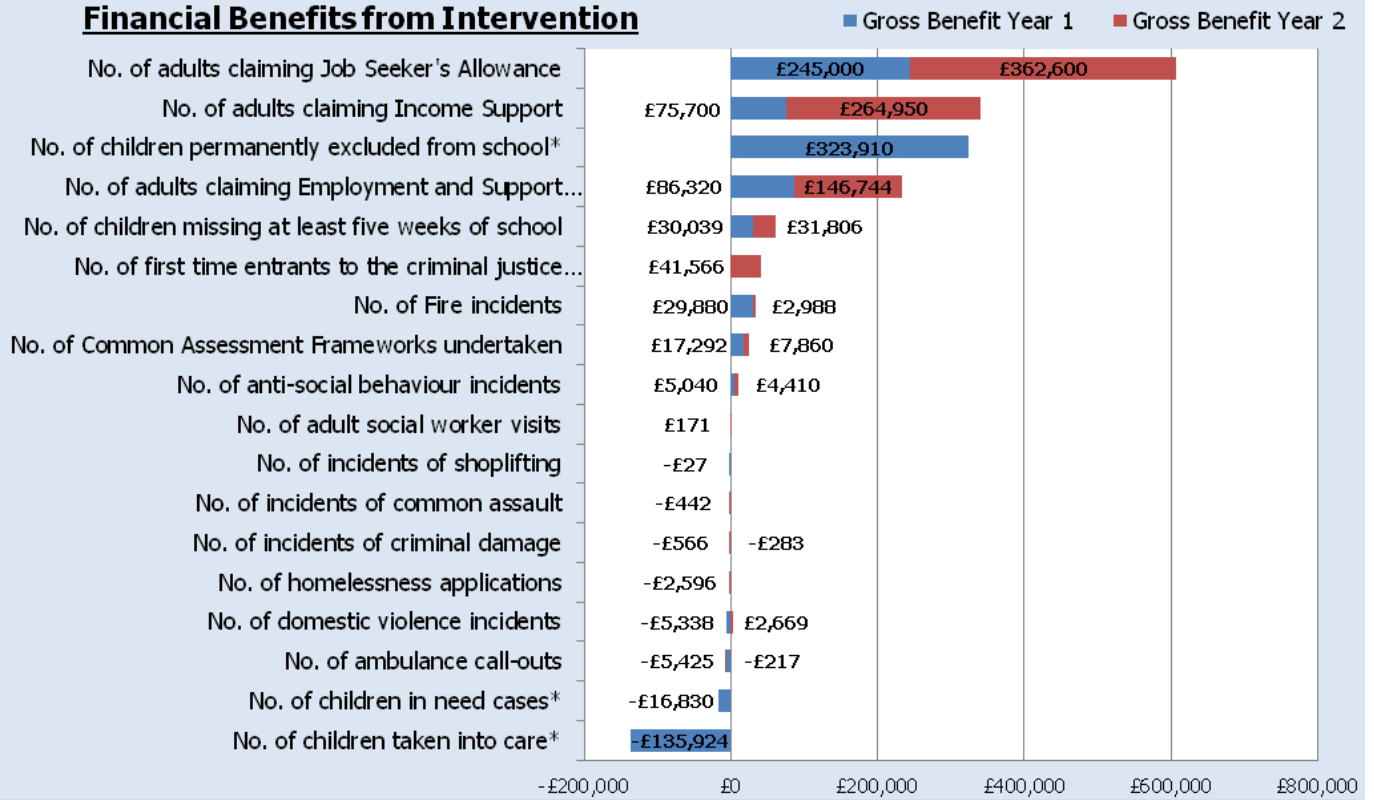
*Above chart is based on a cohort study of 322 families.

Troubled Families Costs

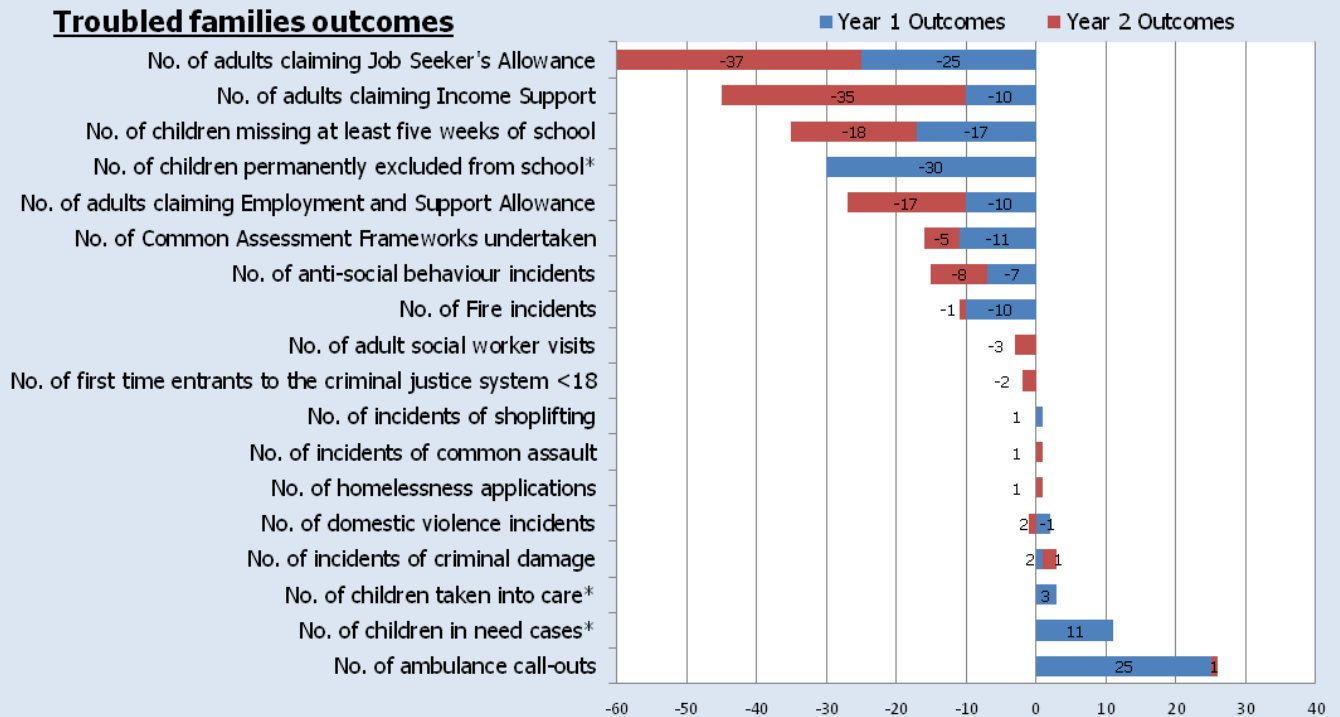
Year 2 Costs



Financial Benefits from Intervention



Troubled families outcomes



Average Cost per Family for Year1 and 2 respectively was £1221 & £1721. Average benefit per family was Year1 and 2 respectively were £4498 & £3506.

*Unfortunately Year2 benefit analysis is incomplete due to lack of data for School exclusions, children in need and children taken into care. Average benefit per family in Year2 would be £4881 (rather than £3506) per family based on the assumption of Year1 data for these three data sets and an overall cost benefit ratio of £3 for every £1 spent. We also have very limited health data at address level, so no cost benefit analysis was complete here. We were also unable to access the data for young people becoming NEET in time in either year, and we would also expect this to represent some additional savings.

7. EXPANDED PROGRAMME / PHASE 2

The troubled families expanded programme started early for Nottinghamshire in January 2015 and its aim is to turn around 5320 families. Key outcomes are to achieve either significant and sustained progress with the family or move an adult in the family off benefits and into continuous employment. Nottinghamshire is transitioning its services for Troubled Families from "Supporting families" to "The Family Service". Also Nottinghamshire is currently in transition of its key case management IT systems for troubled families. Nottinghamshire new family service will be live in November 2015.

For details on the expanded troubled families programme please refer to

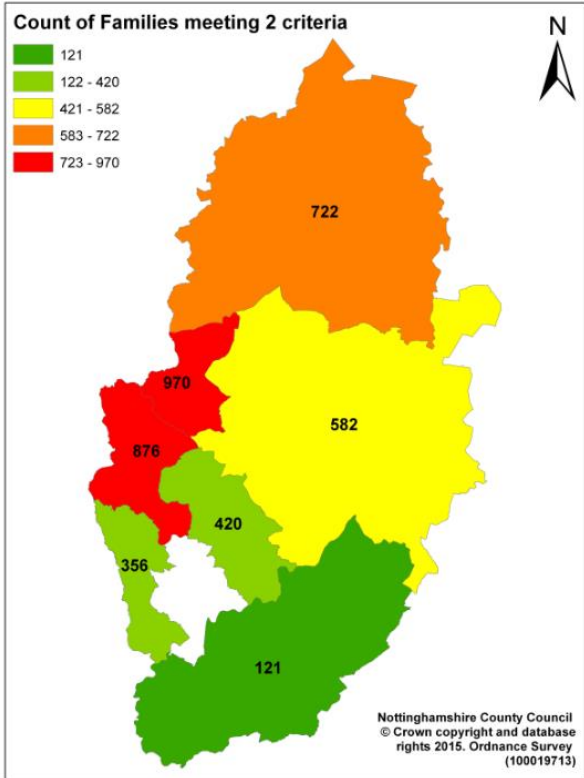
<https://www.gov.uk/government/publications/financial-framework-for-the-expanded-troubled-families-programme>

Nottinghamshire implementation of the Expanded Troubled Families outcomes plan can also be found at

<http://www.nottinghamshire.gov.uk/EasySiteWeb/GatewayLink.aspx?aId=507081>

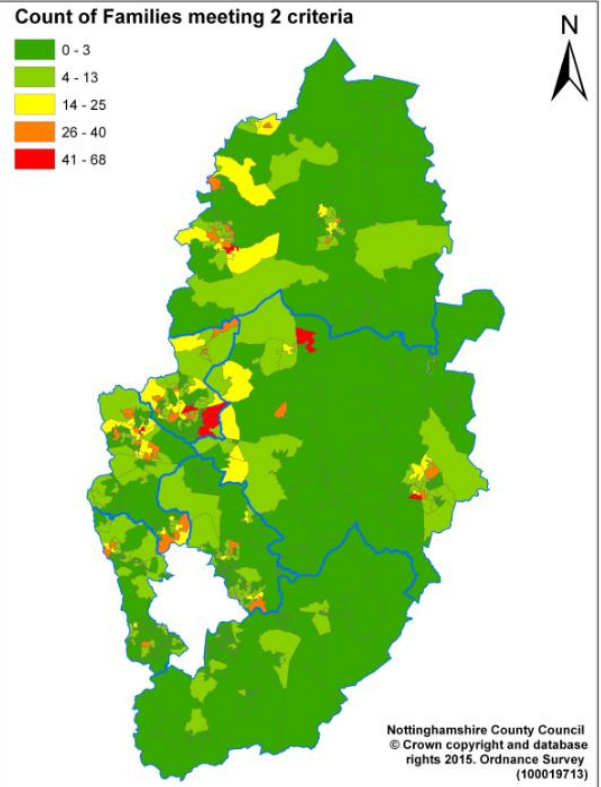
Strategic Analytical Unit (SAU) recently performed a data matching process for eligible troubled families and identified approximately 8000 new troubled families under the expanded troubled families programme criteria. Clearly Nottinghamshire will have enough families to work with under the new programme from both live referrals and its systems and data sources. Prioritisation methodologies are being reviewed, as more data sources are established.

Families meeting 2 criteria



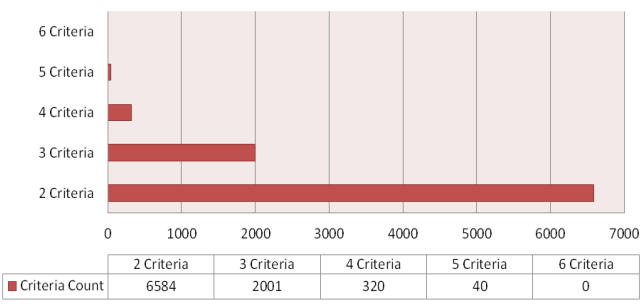
0 1.5 3 6 9 12 Miles
Source: Nottinghamshire County Council, Police and DWP.

Families meeting 2 criteria - Lower Super Output Area

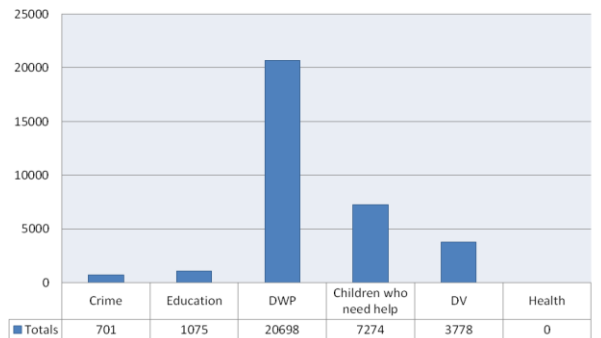


0 1.5 3 6 9 12 Miles
Source: Nottinghamshire County Council, Police and DWP.

Criteria Met



Data Sources matching criteria



All of County

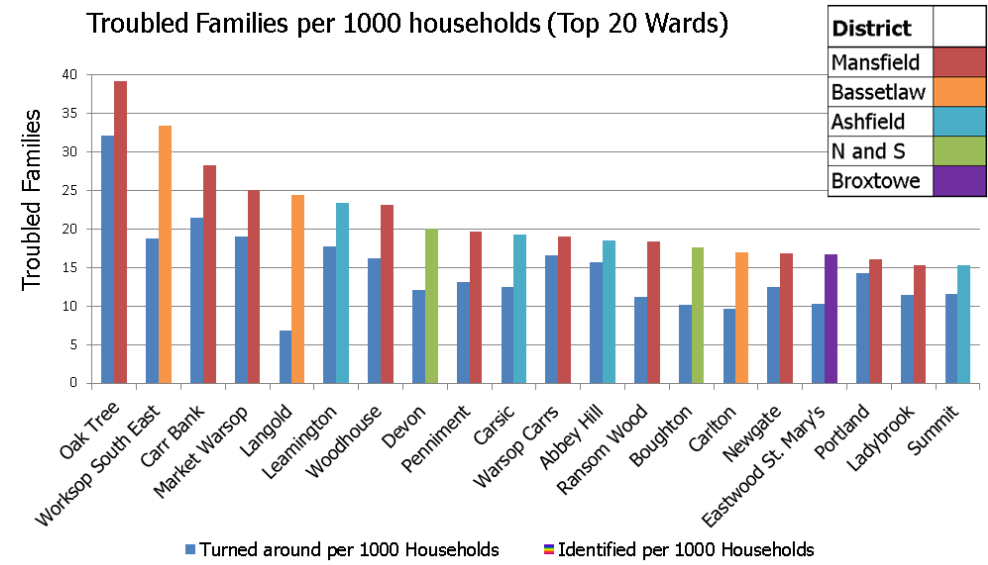
Mansfield and Ashfield saw the most troubled families turned around.

Bassetlaw’s Worksop South East had the highest number of troubled families turned around.

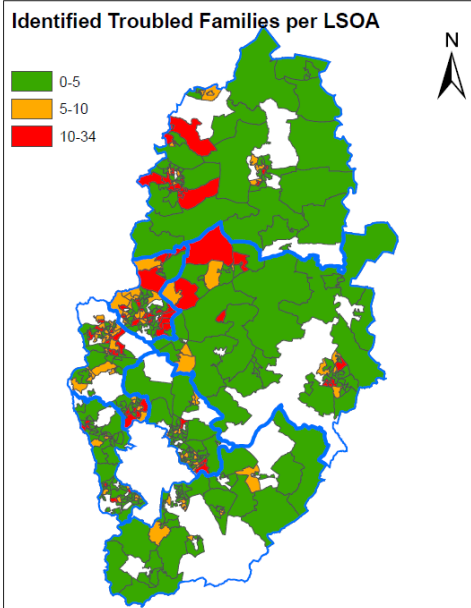
Mansfield’s Oak Tree Ward had the highest rate of turning families around per 1000 households.

Out of the 20 wards with the most identified Troubled Families, staff working in Bassetlaw’s Langold Ward found it most difficult to turn families around.

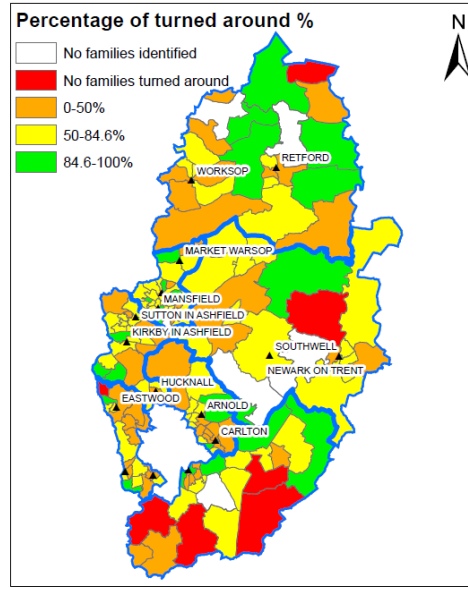
Troubled Families per 1000 households (Top 20 Wards)



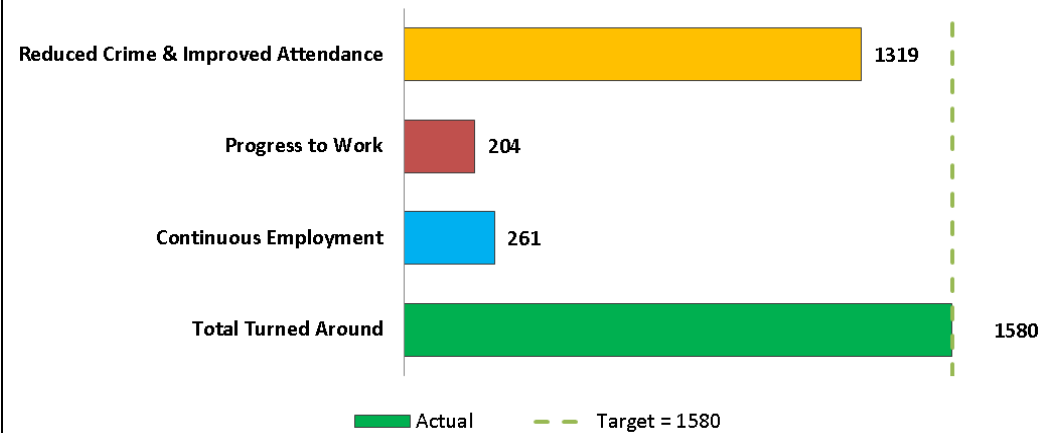
Identified Troubled Families (2012-2015)



Troubled Families turned around as a proportion of families identified



Troubled Families Phase One



Ashfield District

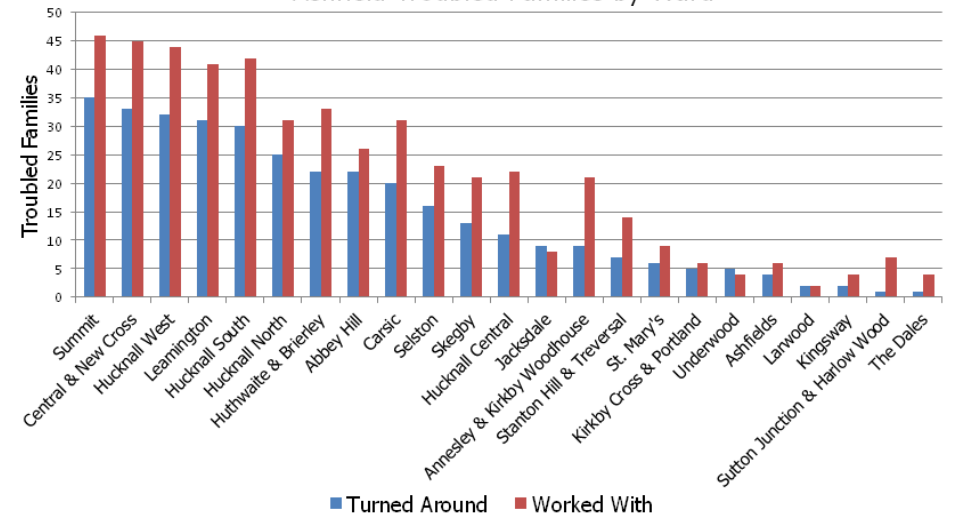
In Ashfield, Leamington Ward had the most troubled families proportionally per Household.

Great work at turning families around in Abbey Hill Ward, nearly all troubled families were turned around. Also particularly well in turning round families regarding Crime/Education in LSOA code E01027952 of Summit ward.

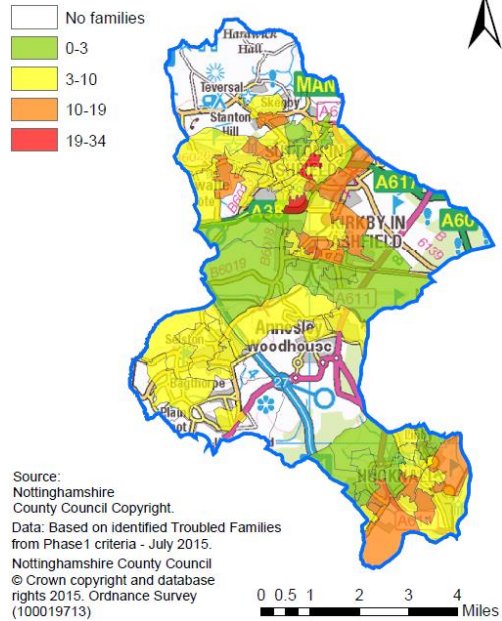
We struggled to turn around families in Wards Hucknall Central and Annesley & Kirkby Woodhouse.

Families in Hucknall West and Central & New Cross Ward were most successful at returning to work. Hucknall West, Hucknall South and Summit Wards saw the highest number join the Work Programme.

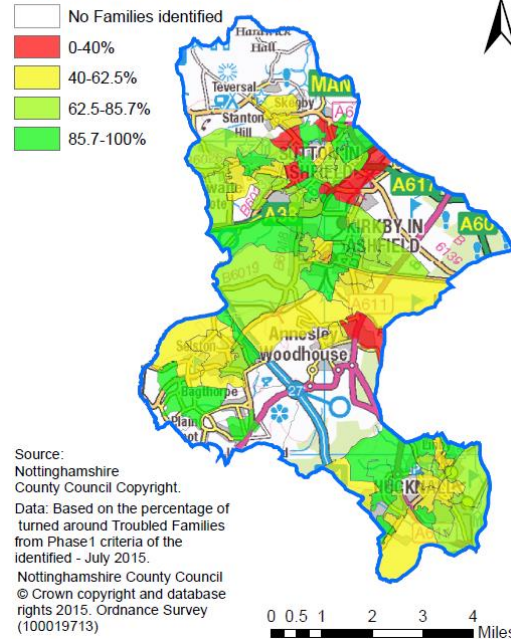
Ashfield Troubled Families by Ward



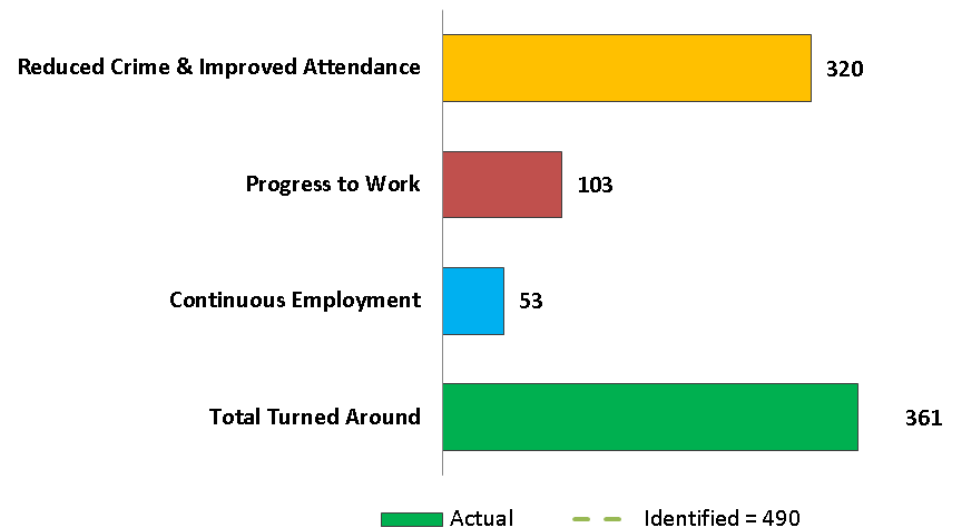
Identified per LSOA



Turned around % per LSOA



Ashfield Outcomes - Phase One



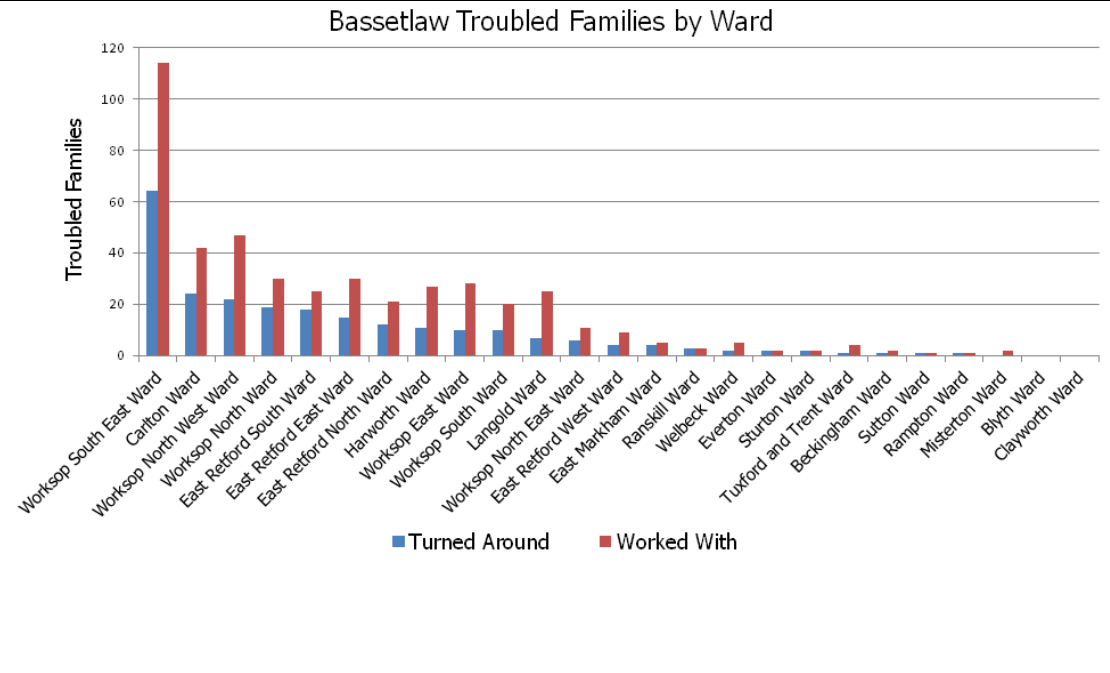
Bassetlaw District - Worksop South East Ward had the most troubled families identified in Bassetlaw. Parts of Carlton Ward (LSOA E01028001) had also large proportion of troubled families. 64 families in Worksop South East were turned around. Of which 54 families had a reduction in crime and school exclusion, 19 went onto a Work programme and 13 found continuous employment. Langold Ward had a low rate of turning around its families.

LSOA E01028001 within Carlton Ward had the large improvement of troubled families with crime and education.

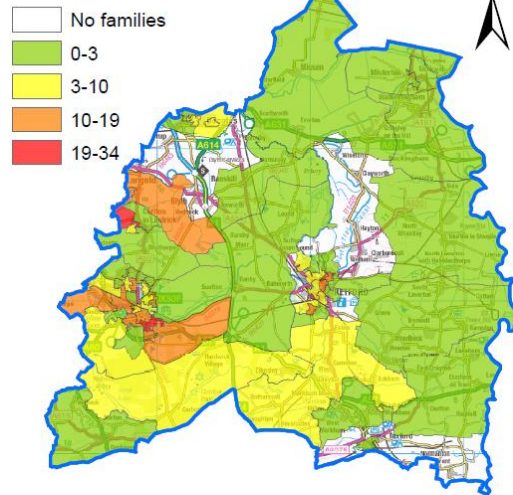
The area most successful in obtaining continuous employment was found in Worksop South East Ward (particularly closest to the centre of town LSOA E01028065). Harworth, Retford South and Retford North struggled to find troubled families continuous employment.

Proportionally Langold Ward had the worst performance in Bassetlaw only turning around 7 out of 25 families.

Blyth and Clayworth wards had no identified troubled families.

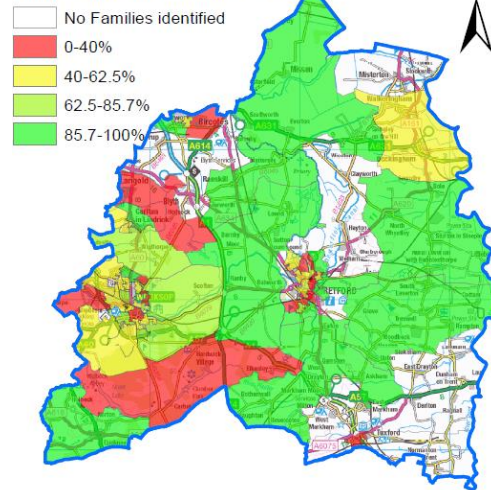


Identified per LSOA



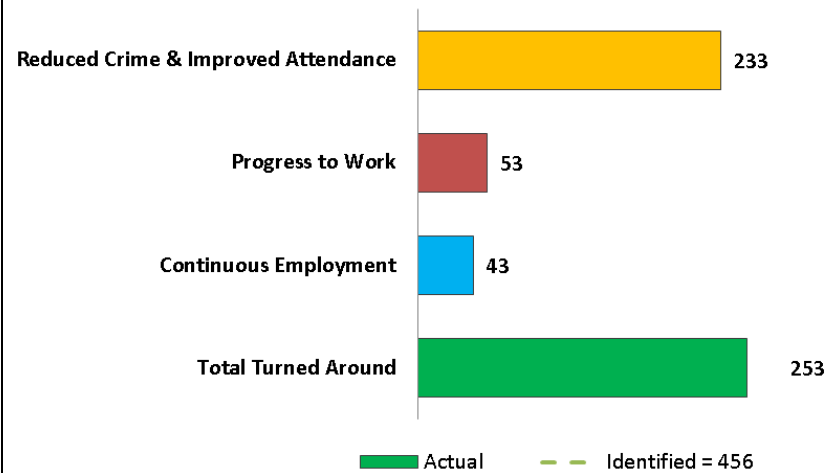
Source: Nottinghamshire County Council Copyright.
 Data: Identified Troubled Families from Phase1 criteria - July 2015.
 Nottinghamshire County Council ©
 Crown copyright and database rights 2015. Ordnance Survey (100019713)

Turned around % per LSOA



Source: Nottinghamshire County Council Copyright.
 Data: Based on the percentage of turned around Troubled Families from Phase1 criteria of the identified - July 2015.
 Nottinghamshire County Council © Crown copyright and database rights 2015. Ordnance Survey (100019713)

Bassetlaw Outcomes - Phase One



Broxtowe District

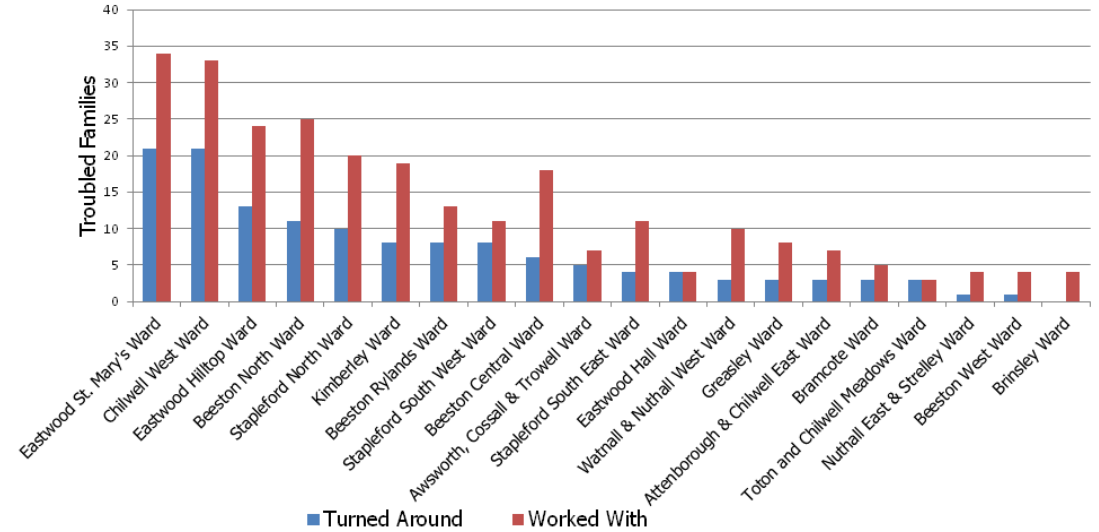
In Broxtowe, we identified and turned around more troubled families in Eastwood St. Marys and Chillwell West Wards (in particular LSOA E01028101).

We struggled to turn around troubled families in Brinsley, Beeston Central, Stapleford South East and "Watnall & Nuthall West" wards.

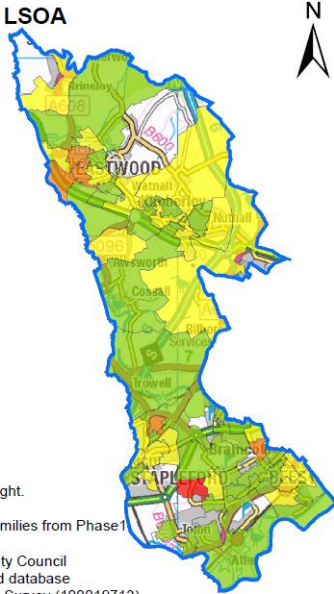
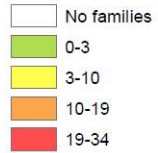
Chilwell West Ward made the most progress for crime and education (LSOA E01028101).

In Beeston North we saw a high proportion of individuals from troubled families go on a Work Programme (7 from 11).

Broxtowe Troubled Families by Ward

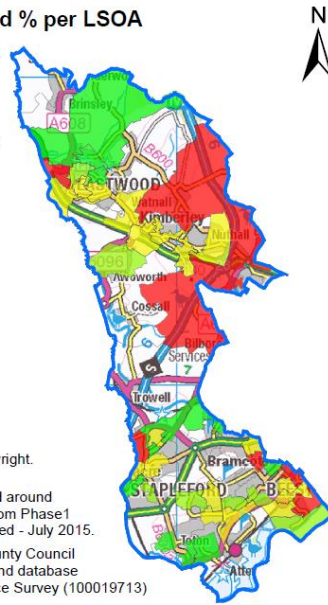
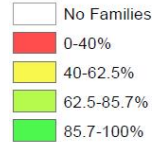


Identified per LSOA



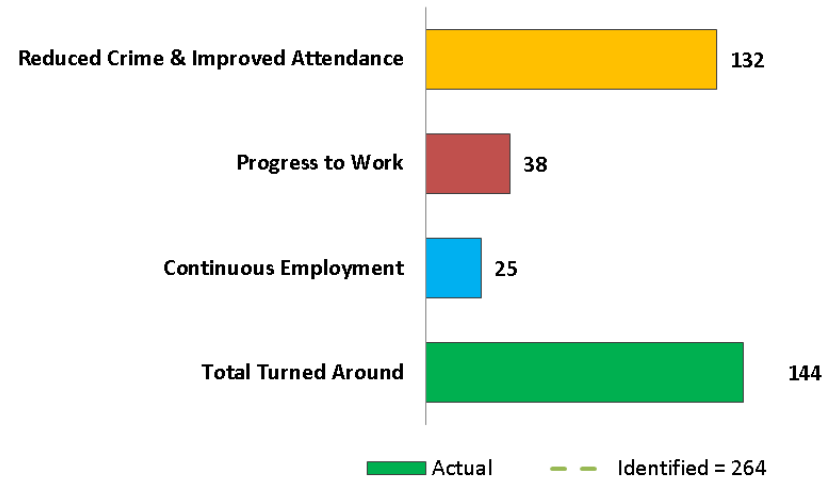
Source: Nottinghamshire County Council Copyright.
 Data: Based on the Identified Troubled Families from Phase 1 criteria - July 2015.
 Nottinghamshire County Council © Crown copyright and database rights 2015. Ordnance Survey (100019713)
 0 0.5 1 2 3 4 Miles

Turned around % per LSOA



Source: Nottinghamshire County Council Copyright.
 Data: Based on the percentage of turned around Troubled Families from Phase 1 criteria of the identified - July 2015.
 Nottinghamshire County Council © Crown copyright and database rights 2015. Ordnance Survey (100019713)
 0 0.5 1 2 3 4 Miles

Broxtowe Outcomes - Phase One



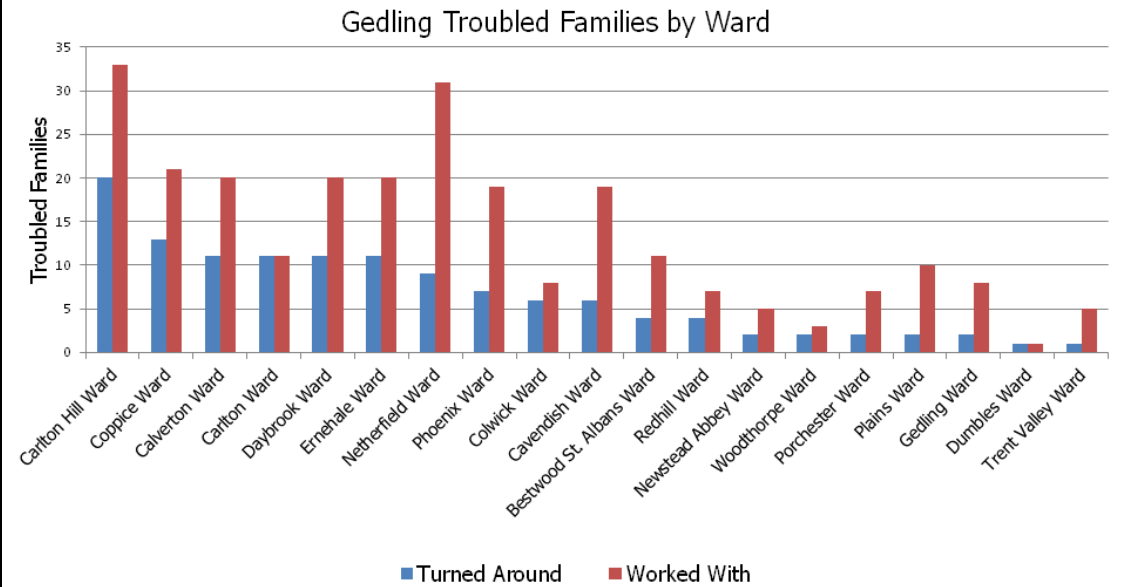
Gedling District

Carlton Hill and Netherfield had the most identified troubled families, however staff working in Netherfield struggled to turn the families around, as they did in Pheonix & Cavendish wards where the outcomes were disappointing. Plains wards where the identified number of families was lower, the outcomes were also disappointing.

Staff working in Carlton ward had excellent success, by turning around 100% of families identified.

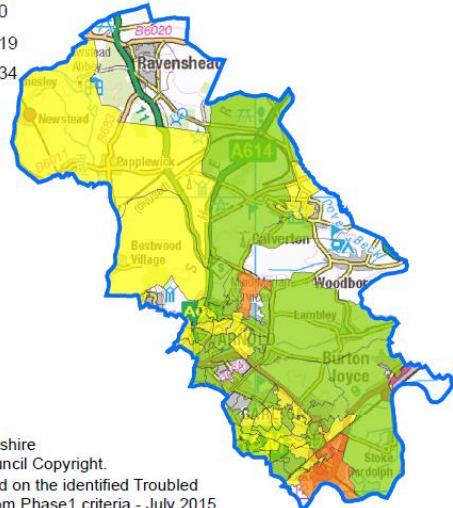
Carlton Hill and Daybrook wards saw the most people from troubled families move onto a Work Programme in Gedling.

Carlton Hill troubled families also found the most continuous work and had the best improvement in Crime & Education.



Identified per LSOA

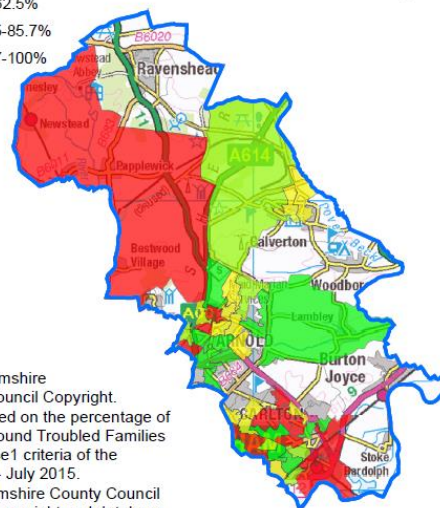
- No families
- 0-3
- 3-10
- 10-19
- 19-34



Source: Nottinghamshire County Council Copyright.
Data: Based on the identified Troubled Families from Phase1 criteria - July 2015.
Nottinghamshire County Council © Crown copyright and database rights 2015. Ordnance Survey (100019713)
0 0.75 1.5 3 4.5 6 Miles

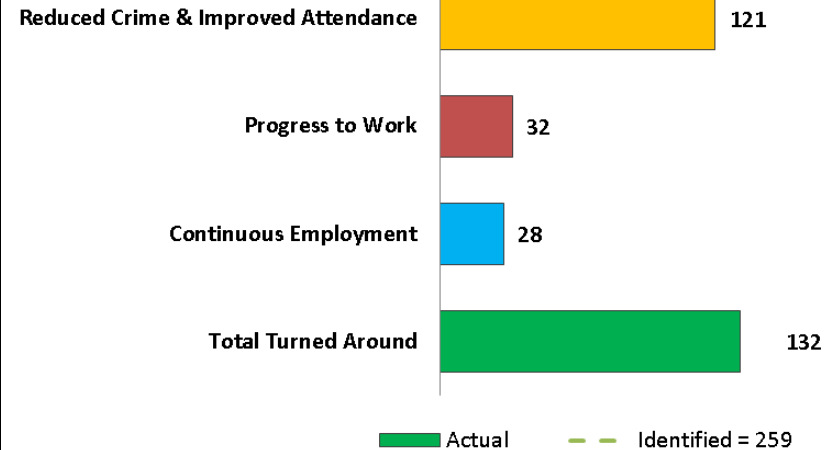
Turned around % per LSOA

- No Families identified
- 0-40%
- 40-62.5%
- 62.5-85.7%
- 85.7-100%



Source: Nottinghamshire County Council Copyright.
Data: Based on the percentage of turned around Troubled Families from Phase1 criteria of the identified - July 2015.
Nottinghamshire County Council © Crown copyright and database rights 2015. Ordnance Survey (100019713)
0 0.75 1.5 3 4.5 6 Miles

Gedling Outcomes - Phase One



Mansfield District

Oak Tree, Carr Bank, Market Warsop and Woodhouse Wards had the most troubled families identified and turned around.

Staff in Netherfield ward struggled to turn families around. Particularly notable is that no troubled family from Netherfield ward went onto a work programme or found continuous work.

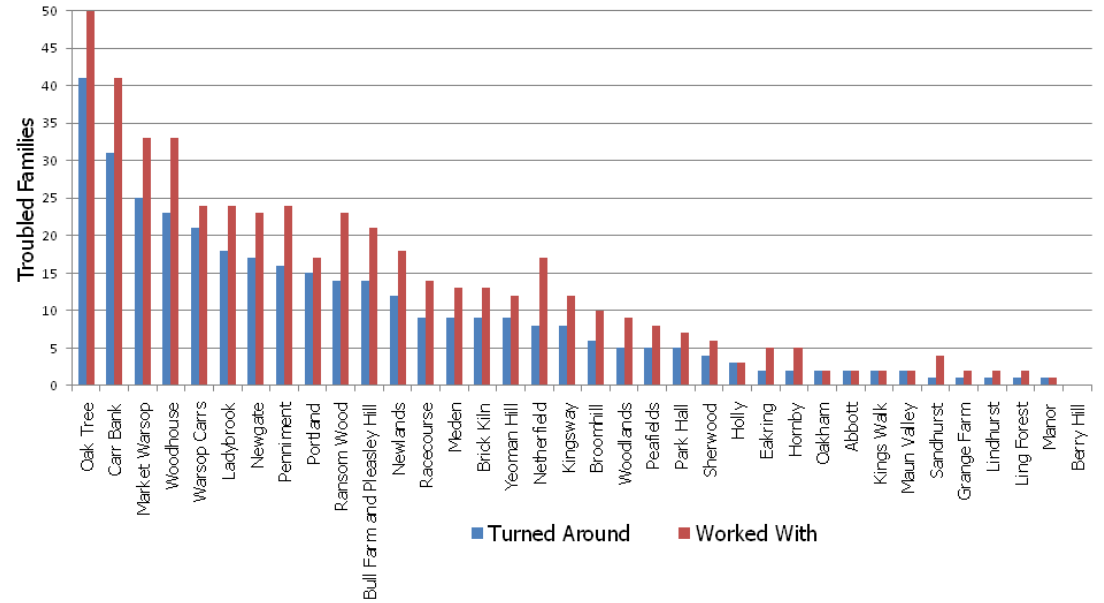
Warsop Carrs ward had the most success in continuous work (7 families).

Carr Bank and Oak Tree Wards saw the most people go onto a Work Programme, although only 2 Families in Oak Tree found continuous work.

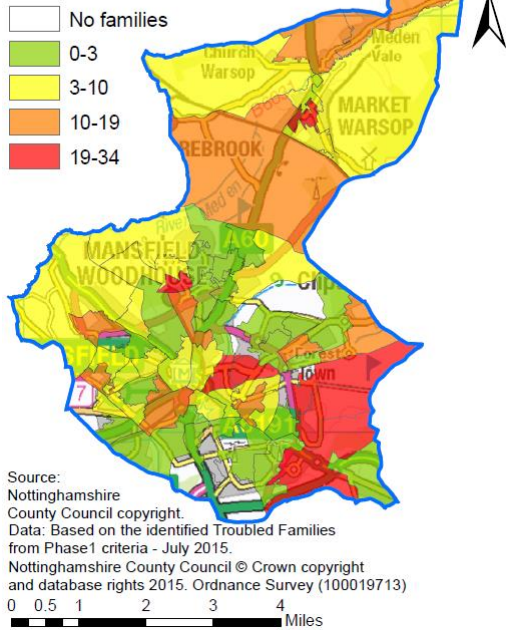
Large improvements in crime and education were seen with troubled families living in Oak Tree Ward (40 families). Particularly LSOA code E01028263.

Berry Hill had no troubled families.

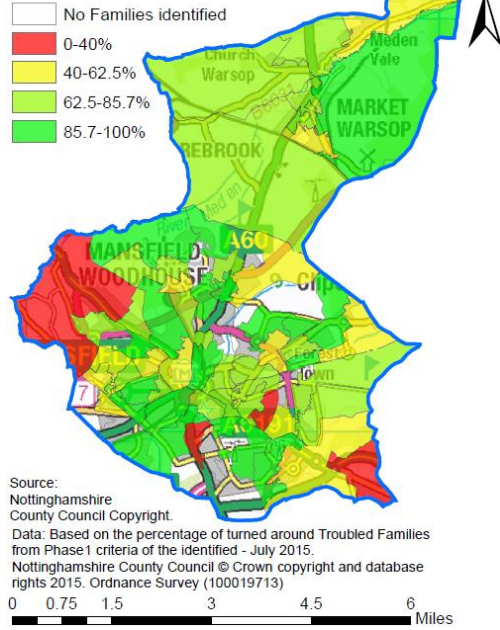
Mansfield Troubled Families by Ward



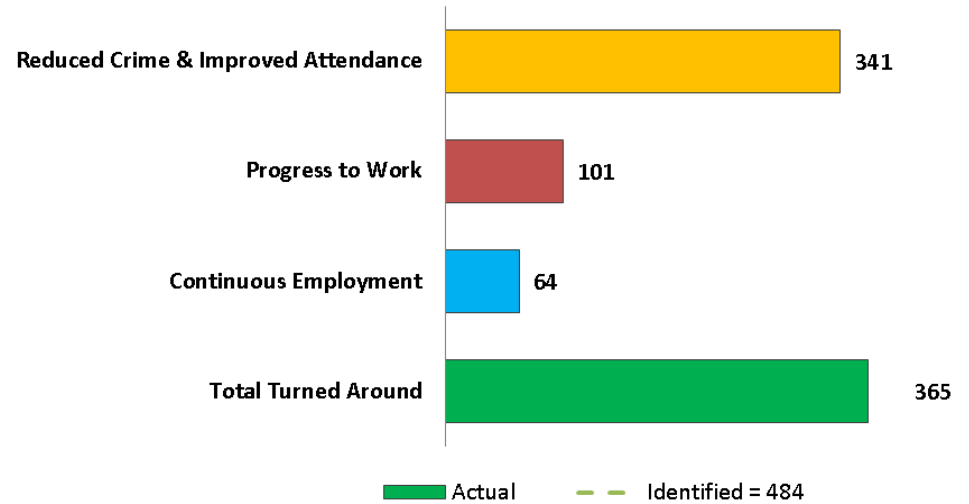
Identified per LSOA



Turned around % per LSOA



Mansfield Outcomes - Phase One



Newark and Sherwood District

Devon Ward had the most troubled families identified, over double any other ward in Newark and Sherwood.

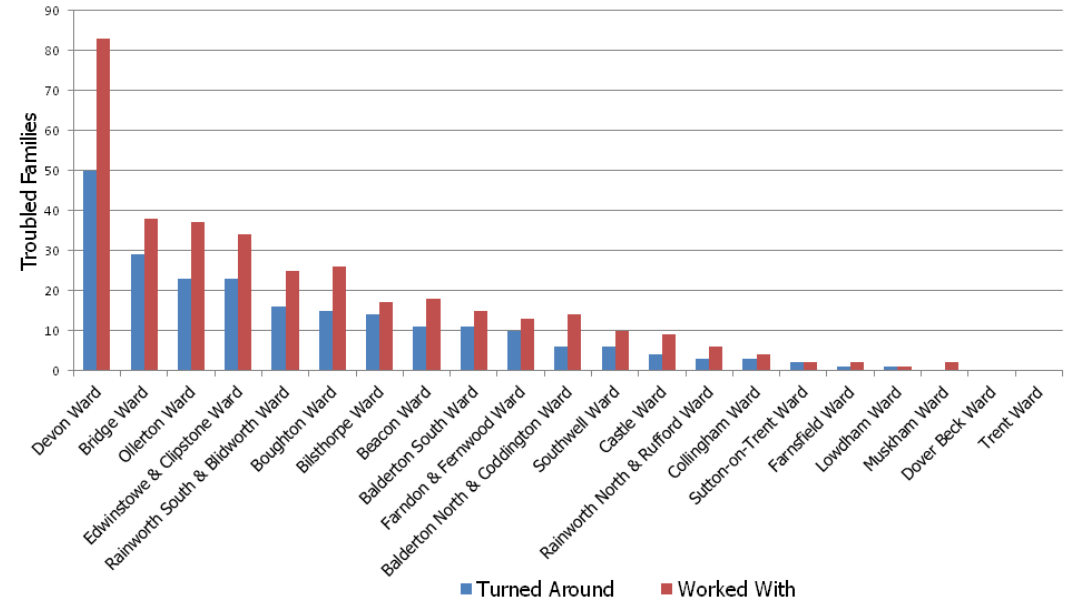
Impressive improvements were seen in crime and education for the troubled families in Devon, Bridge & Ollerton Wards and also Boughton's LSOA E01028301.

The Work Programme saw the most enrolments from troubled families come from Newark's Devon and Bridge wards. We also found that most continuous work was found by troubled families living in Devon ward.

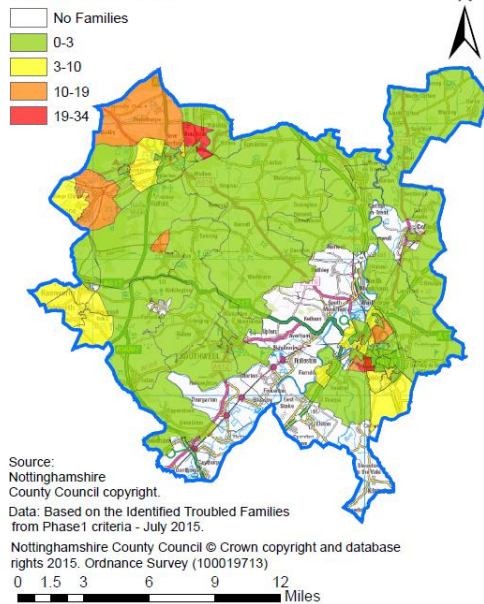
However no individuals from a troubled family in Boughton ward found continuous work and only a couple of families from Ollerton, Edwinstowe & Clipstone. (Boughton, Ollerton and Edwinstowe all being in close proximity of Thorseby Mine which recently closed and was a major employer).

Dover Beck and Trent Ward had no troubled families identified.

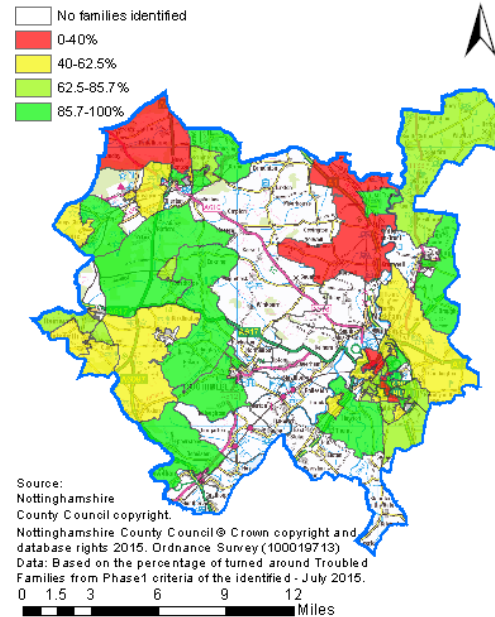
Newark and Sherwood Troubled Families by Ward



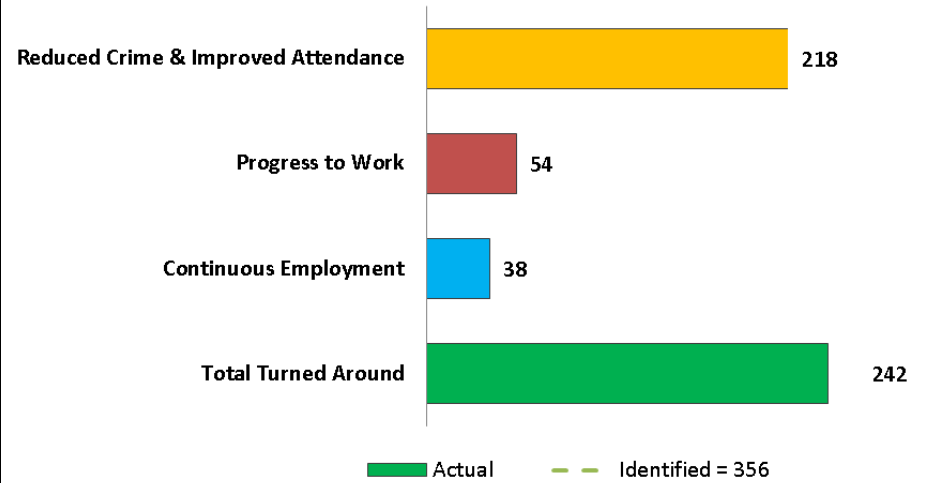
Identified per LSOA



Turned around % per LSOA



Newark and Sherwood Outcomes - Phase One



Rushcliffe District

Rushcliffe had the least troubled families as a district, however Cotgrave Ward still had 26 identified families.

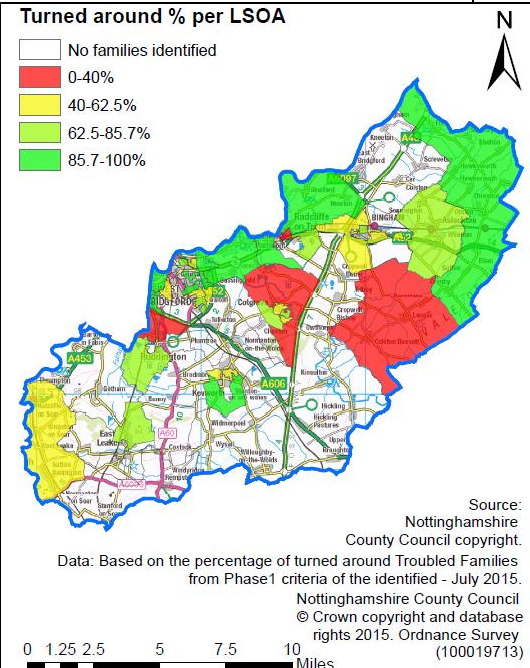
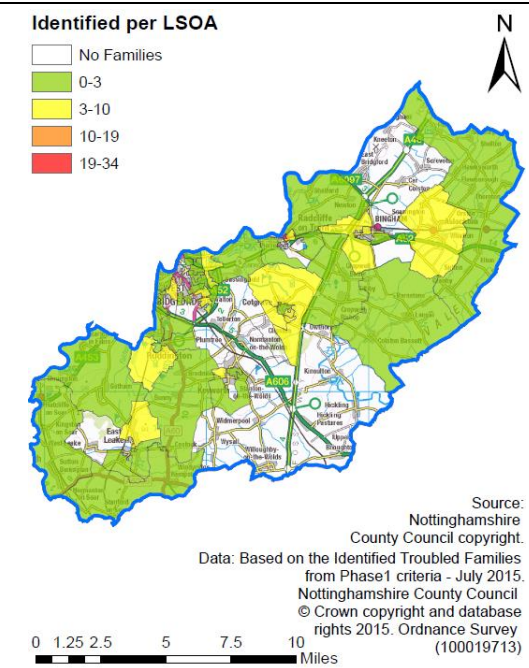
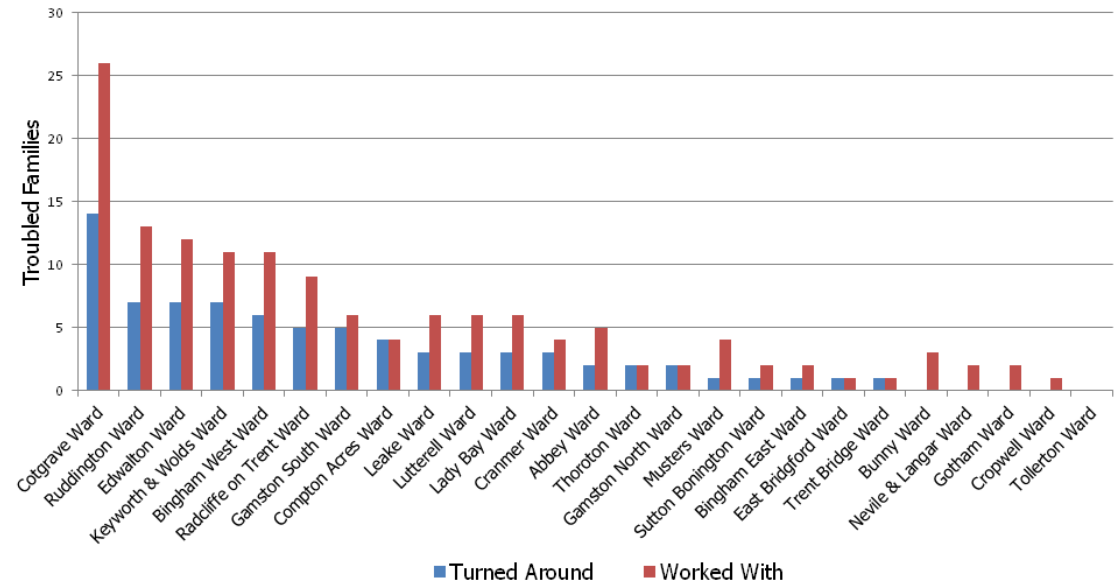
In Rushcliffe, after Cotgrave Ward, the most troubled families identified came from Ruddington, Edwalton, Bingham West, Keyworth & Wolds.

Cotgrave had the most families turned around, although the actual success rate wasn't as high as the county average, in particular improvements were seen in crime and education and individuals going on a work programme.

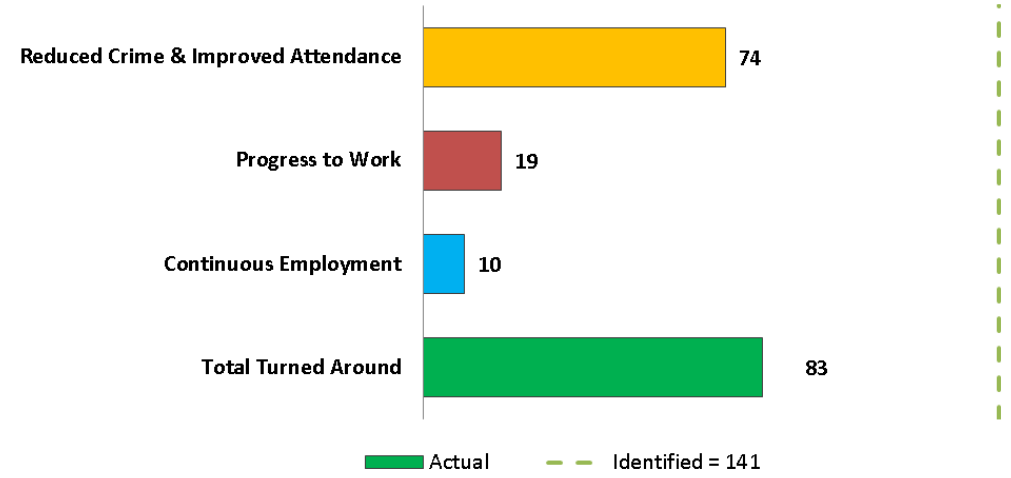
Edwalton Ward had the most troubled families with individuals who found work.

Tollerton ward had no troubled families identified.

Rushcliffe Troubled Families by Ward

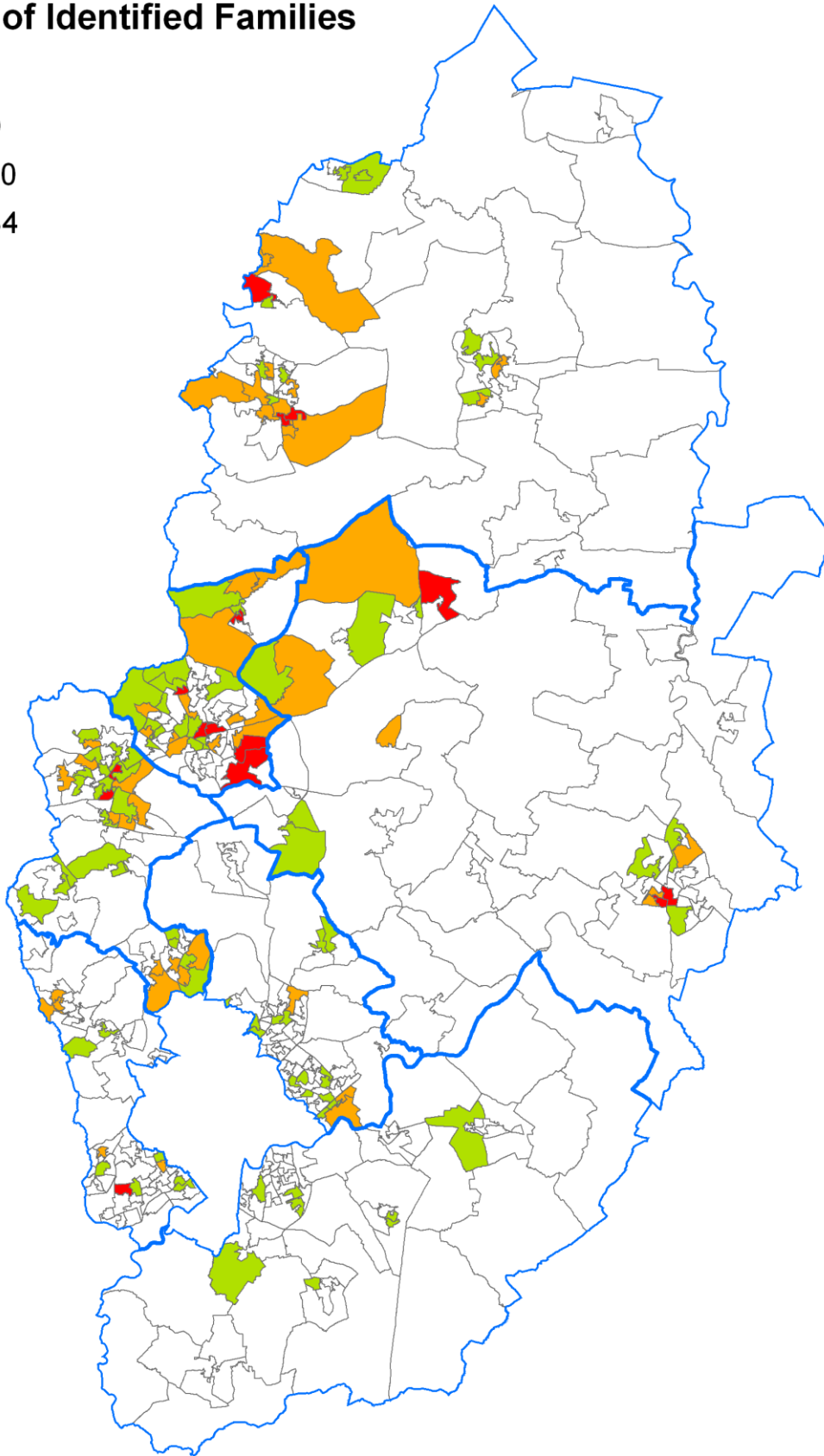
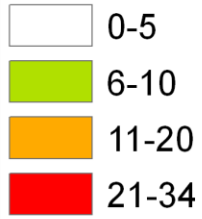


Rushcliffe Outcomes - Phase One

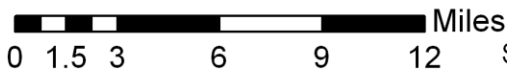


Identified Troubled Families by LSOA (2012-2015)

Number of Identified Families



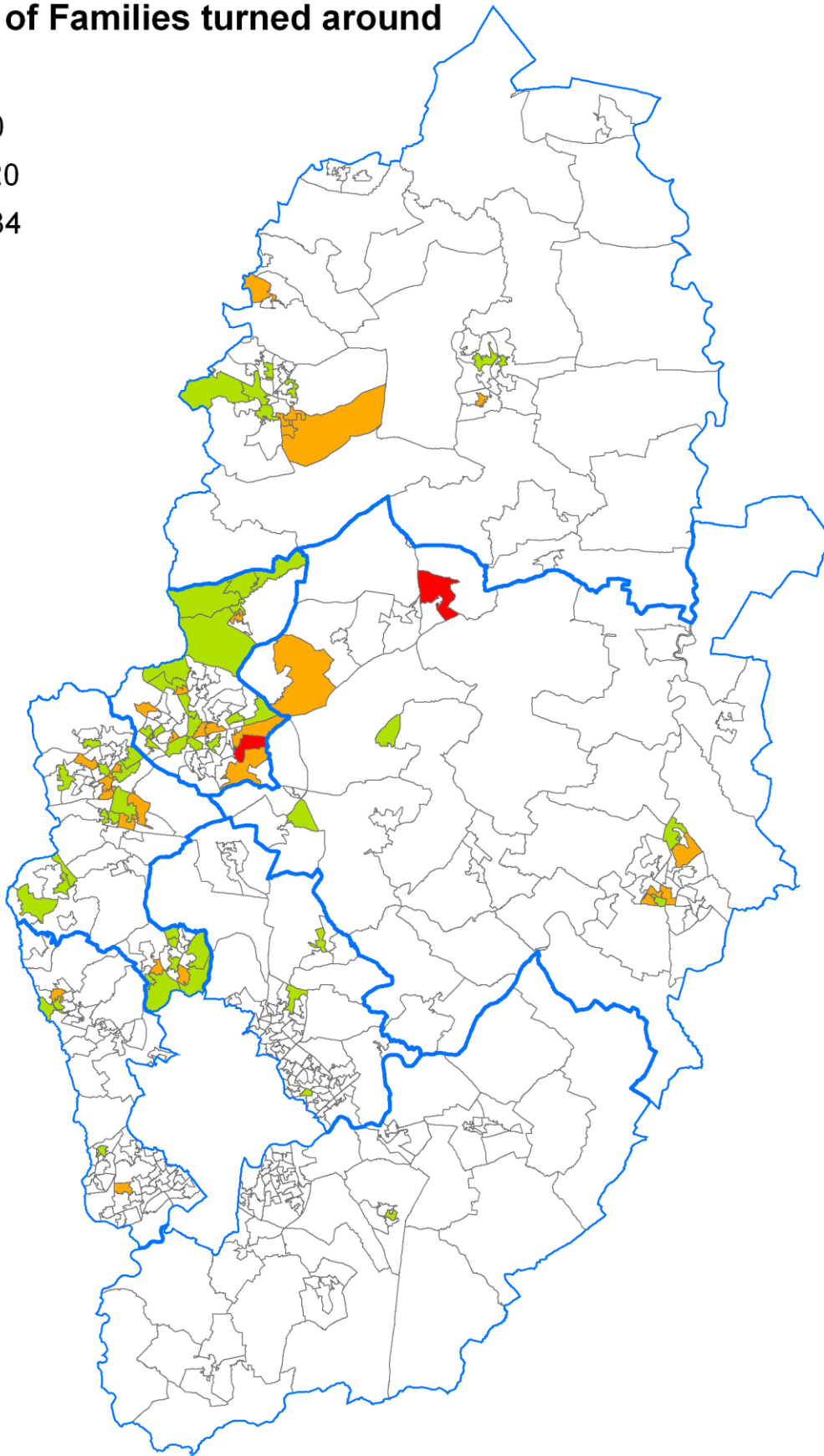
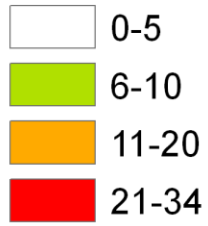
Nottinghamshire County Council © Crown copyright and database rights 2015. Ordnance Survey (100019713)



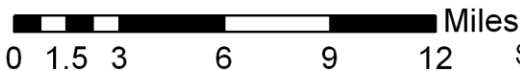
Source: Nottinghamshire County Council, Police and DWP copyright.

Troubled Families Turned around by LSOA (2012-2015)

Number of Families turned around



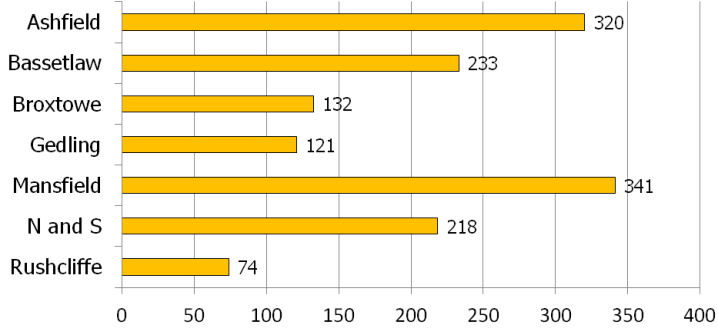
Nottinghamshire County Council © Crown copyright and database rights 2015. Ordnance Survey (100019713)



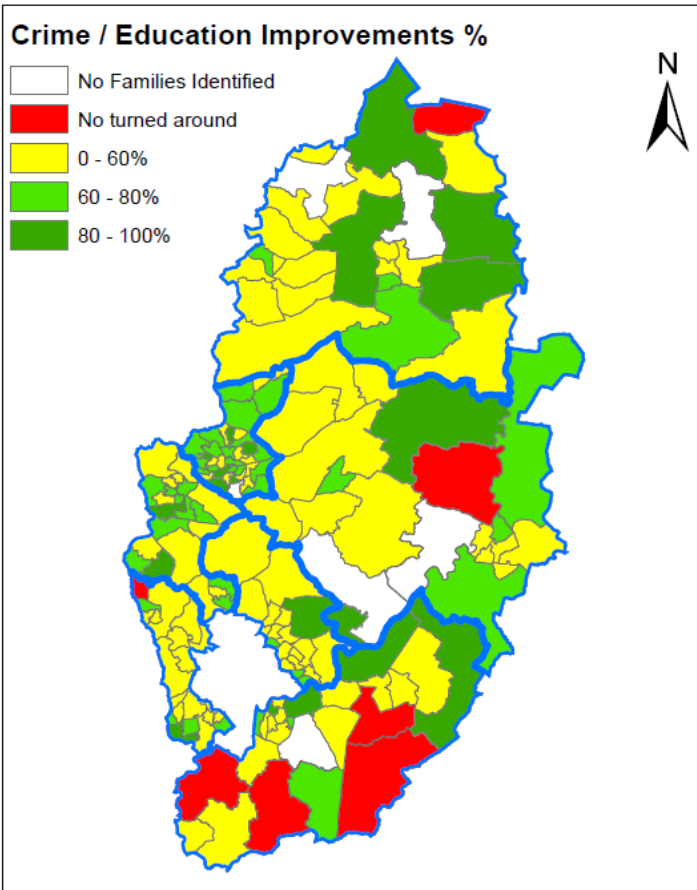
Source: Nottinghamshire County Council, Police and DWP copyright.

Mansfield had the most troubled families turned around in terms of cutting youth crime and improving school attendance.

Reduced Crime and Improved Attendance



Achieving Crime / Education result



Nottinghamshire County Council © Crown copyright and database rights 2015. Ordnance Survey (100019713)
 Source: Nottinghamshire County Council, Police and DWP copyright.

Nottinghamshire’s schools have seen its primary and secondary absence drop from 5.1% in Autumn 2012 to 3.8% in Autumn 2014. Many of Nottinghamshire schools have moved to academies, it would be difficult to merit this to troubled families programme, but it may have been a contributing factor.

Below shows the wards with the highest numbers of families turned around where education, crime or ASB was an identifying criteria.

Name	District	Education, Crime and ASB
Worksop South East	Bassetlaw	54
Devon	N and S	46
Oak Tree	Mansfield	40
Summit	Ashfield	31
Hucknall South	Ashfield	29

Of the families continuing into the expanded programme, below shows the Top 5 wards with the most remaining issues which are either crime or education.

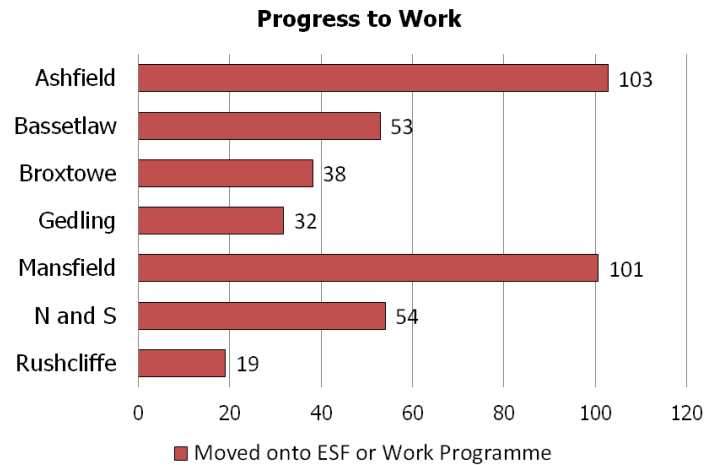
Name	District	Families remaining Ed/Crime
Worksop South East	Bassetlaw	60
Devon	N and S	37
Worksop North West	Bassetlaw	27
Netherfield	Gedling	23
Langold	Bassetlaw	20

10 wards of families turned around with highest rate regards to Crime and Education per 1000 Households.

Name	District	Ed/Crime turned around per 1000 HHs
Oak Tree	Mansfield	31.3
Carr Bank	Mansfield	20.0
Market Warsop	Mansfield	16.7
Woodhouse	Mansfield	16.2
Worksop South East	Bassetlaw	15.8
Leamington	Ashfield	15.4
Abbey Hill	Ashfield	14.9
Portland	Mansfield	14.2
Warsop Carrs	Mansfield	12.7
Newgate	Mansfield	12.4

Nottinghamshire’s youth crime as a whole has reduced since 2012, troubled families programme may have been a contributing factor, but there have also been significant police and youth justice/offending practice changes.

Below: Shows the number of Troubled Families who had family members going onto an ESF or Work Programme.



Nottinghamshire’s Work programme was run through Ingeus and A4E. The ESF provision was commissioned by Working Links. During the length of the programme we had a number of difficulties with the ESF provision which weren’t resolved until 8 months were left of the programme.

The provision varied across the county and at times there was no provision in some districts, this lack of availability will have affected the numbers of referrals made to this provision. Any conclusions made about this area of work will need to take this into account.

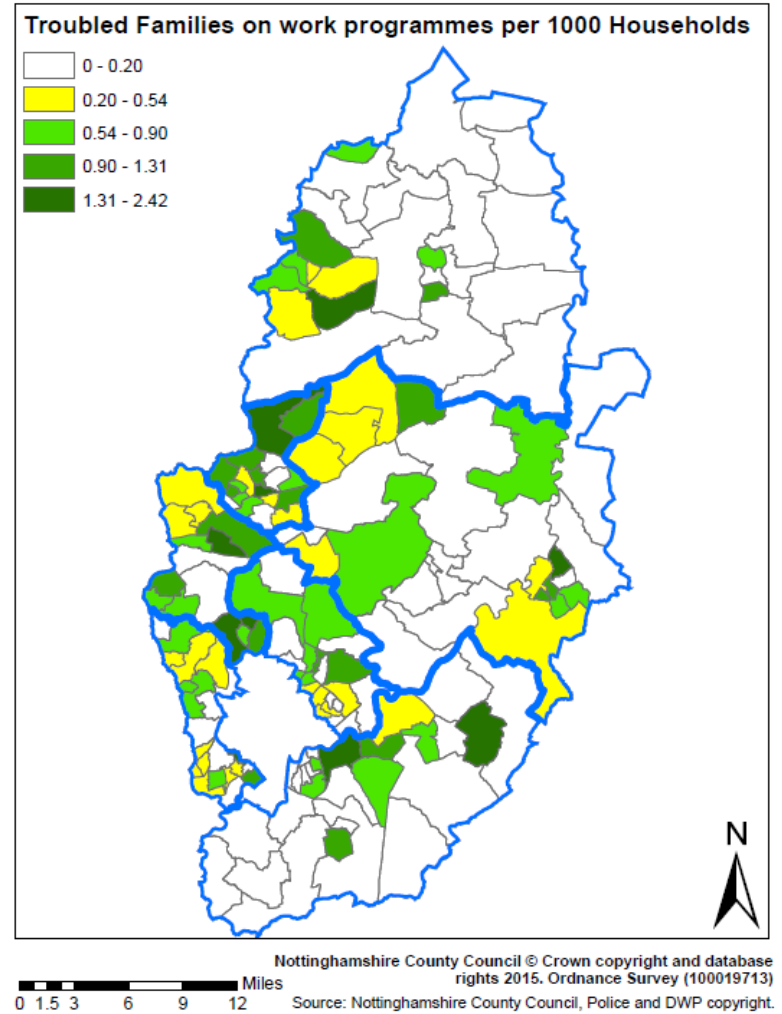
Ashfield & Mansfield had the most who went onto an ESF or Work Programme.

Through the Labour Market system it was recorded that 428 individuals started a work programme and 174 individuals started an ESF programme.

Rate per 1000 households of troubled families with family members going onto an ESF or work programme.

Name	District	Rate of Families with Individuals moving onto an ESF or Work Programme per 1000 Households
Oak Tree	Mansfield	9.40
Carr Bank	Mansfield	8.29
Warsop Carrs	Mansfield	7.92
Woodhouse	Mansfield	6.32
Market Warsop	Mansfield	6.08

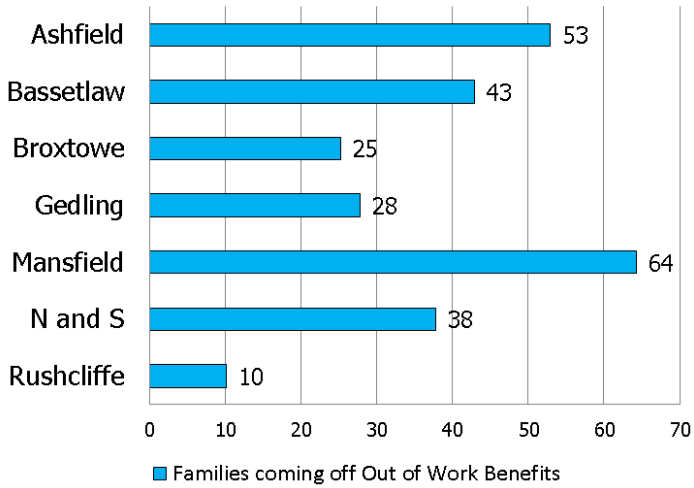
Troubled Families going on an ESF or Work Programme as a proportion of people on out of work benefits



Number of Troubled Families with family members going onto an ESF or work programme.

Name	District	Number of families with individuals moving onto a Work or ESF programme
Workshop South East	Bassetlaw	19
Devon	N and S	14
Hucknall West	Ashfield	13
Bridge	N and S	13
Oak Tree	Mansfield	12

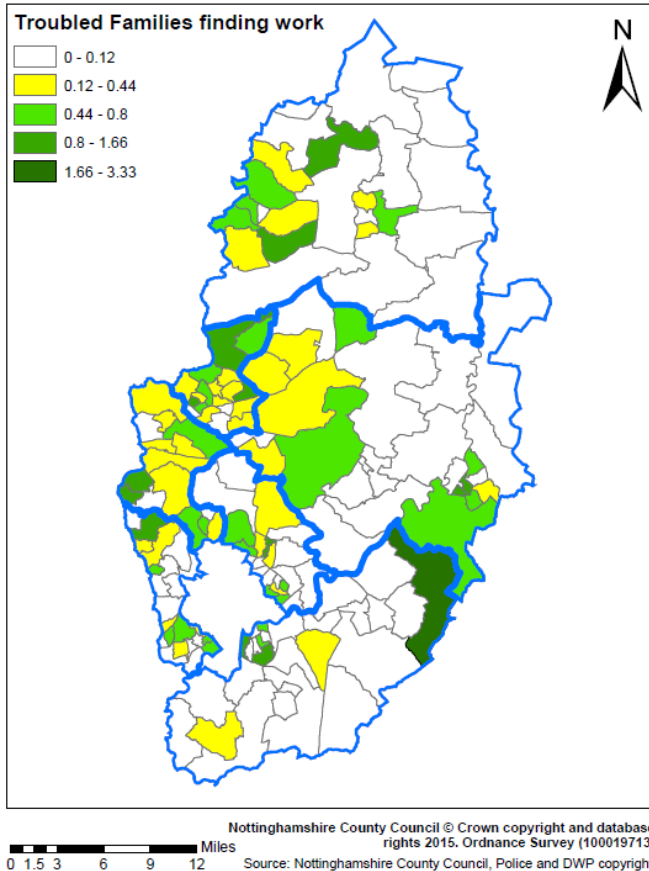
Continuous Employment



3 DWP staff were seconded to work with our cohort of troubled families and help find them continuous work, leading to 261 Families finding continuous employment

Below: Shows the rate of troubled families finding work per 1000 Households.

Troubled Families finding continuous work as a proportion of people on out of work benefits



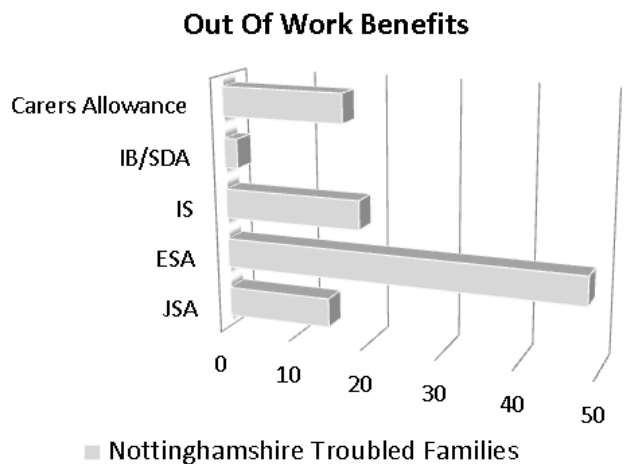
Below: Shows the Top 5 wards – Families coming off Out of Work benefits and finding Continuous Employment.

Name	District	Families
Worksop South East	Bassetlaw	13
Devon	N and S	11
Warsop Carrs	Mansfield	7
Central & New Cross	Ashfield	7
Hucknall West	Ashfield	6

Below: Shows the Top 10 wards – Rate of Families coming off Out of Work benefits and finding Continuous Work.

Name	District	Continuous work per 1000 HHS
Warsop Carrs	Mansfield	5.5
Worksop South East	Bassetlaw	3.8
Penniment	Mansfield	3.3
Oak Tree	Mansfield	3.1
Market Warsop	Mansfield	3.0
Carr Bank	Mansfield	2.8
Devon	N and S	2.7
Ladybrook	Mansfield	2.6
Kingsway	Mansfield	2.3
Leamington	Ashfield	2.3

Below: Percentage breakdown of Out of Work Benefits.



With the introduction of the new DWP ADMS (automated data matching solution) in October 2014, a more effective tracking of troubled families who find continuous work has occurred.

16 November 2015**Agenda Item: 7**

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE

CHANGES TO EARLY HELP STAFFING STRUCTURES

Purpose of the Report

1. This report seeks approval for changes to the staffing structure within Early Help Services through the establishment of three full-time equivalent Early Help Case Manager posts.

Information and Advice

2. The Family Service was established in November 2015 and brings together a range of Early Help and Children's Social Care services to provide a more streamlined and effective service to families and children with established vulnerability. As part of the change of model the amount of support and assistance being offered to professionals in universal settings, such as schools, early years and youth service provision, who are coordinating the services where there is emerging rather than established need is being improved and increased. This support will be provided by Early Help Case Managers seconded from the Family Service into the Early Help Unit.
3. Within the current establishment of the Family Service are three identified Case Managers who will be seconded to the Early Help Unit. An application to the Schools Forum has successfully attracted the funding for a further three full time posts for the next three years. This will double the capacity available to support universal settings.
4. Committee is therefore asked to approve the establishment of three full time equivalent Early Help Case Managers on a fixed term basis until 31 March 2019. These posts will be established in each of the three Early Help Case Management Teams (north, west and south) within the Family Service but will be seconded to the Early Help Unit. This arrangement is in place to ensure professional development of staff. Structure charts are attached as **Appendices** with the location of the additional posts marked in grey.

Other Options Considered

5. The funding of this role has been specifically funded by the Schools Forum and as such other options have not been considered.

Reason/s for Recommendation/s

6. The recommendations are made to increase and improve support to schools and other universal settings who are working with children and families who have emerging needs but who do not meet the threshold for formal early help or social care services.

Statutory and Policy Implications

7. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, 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

8. The cost of the three posts based on the top of the scale (Hay Band A) is £112,000 of salary costs and £5,000 of running costs per annum. This funding has been approved by the Schools Forum from the Dedicated Schools Grant (non ISB Reserve). Annual approval to continue this arrangement will be sought from the Secretary of State.

RECOMMENDATION/S

- 1) That the establishment of three Early Help Case Managers on a fixed term basis until 31 March 2019 be approved.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

Laurence Jones
Group Manager, Early Help Services
T: 01623 520109
E: laurence.jones@nottsc.gov.uk

Constitutional Comments (LM 22/10/15)

9. The recommendations in the report fall within the Terms of Reference of the Children and Young People's Committee.

Financial Comments (SS 29/10/15)

10. The financial implications of this report are contained within paragraph 8 above.

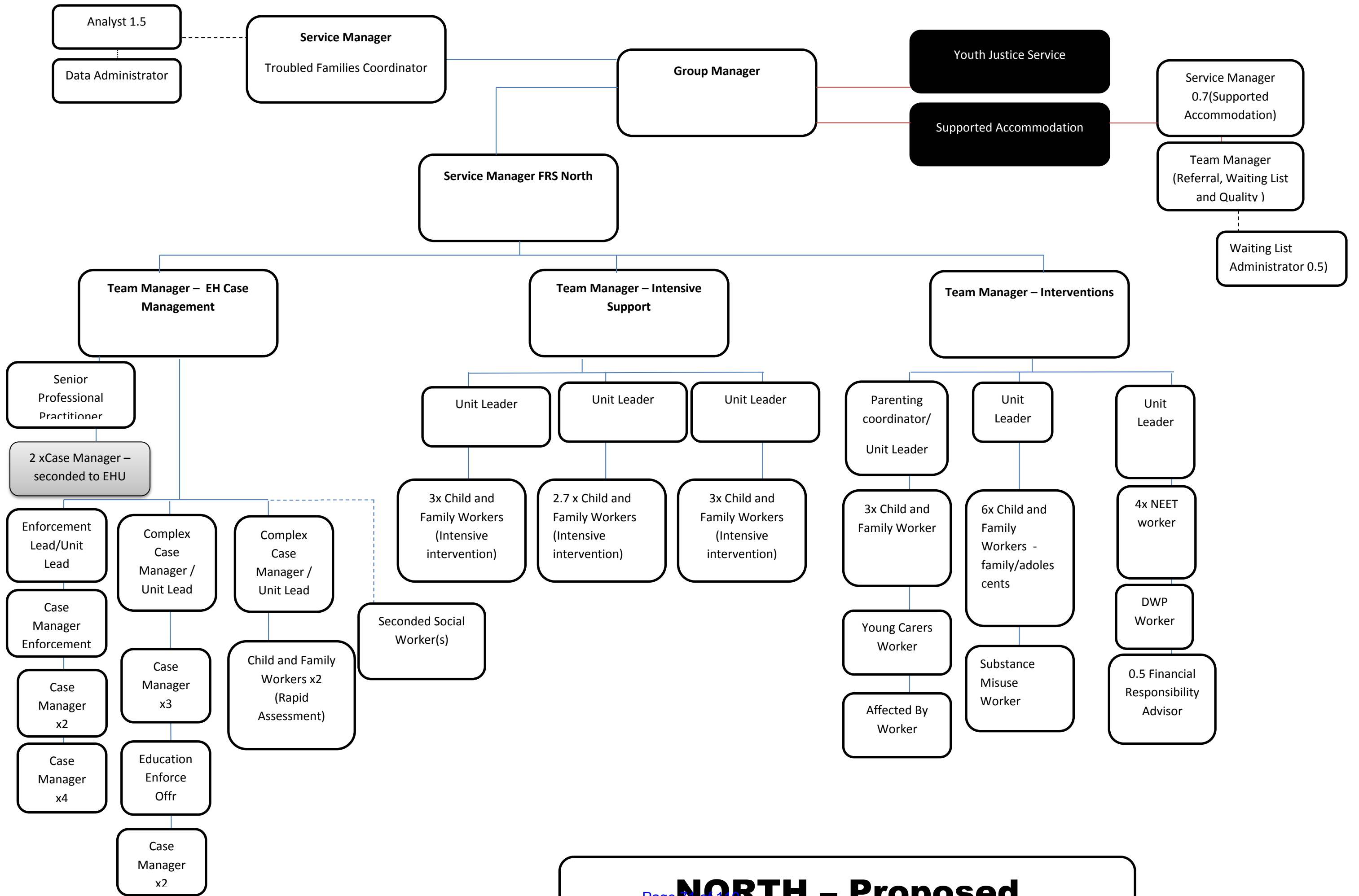
Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

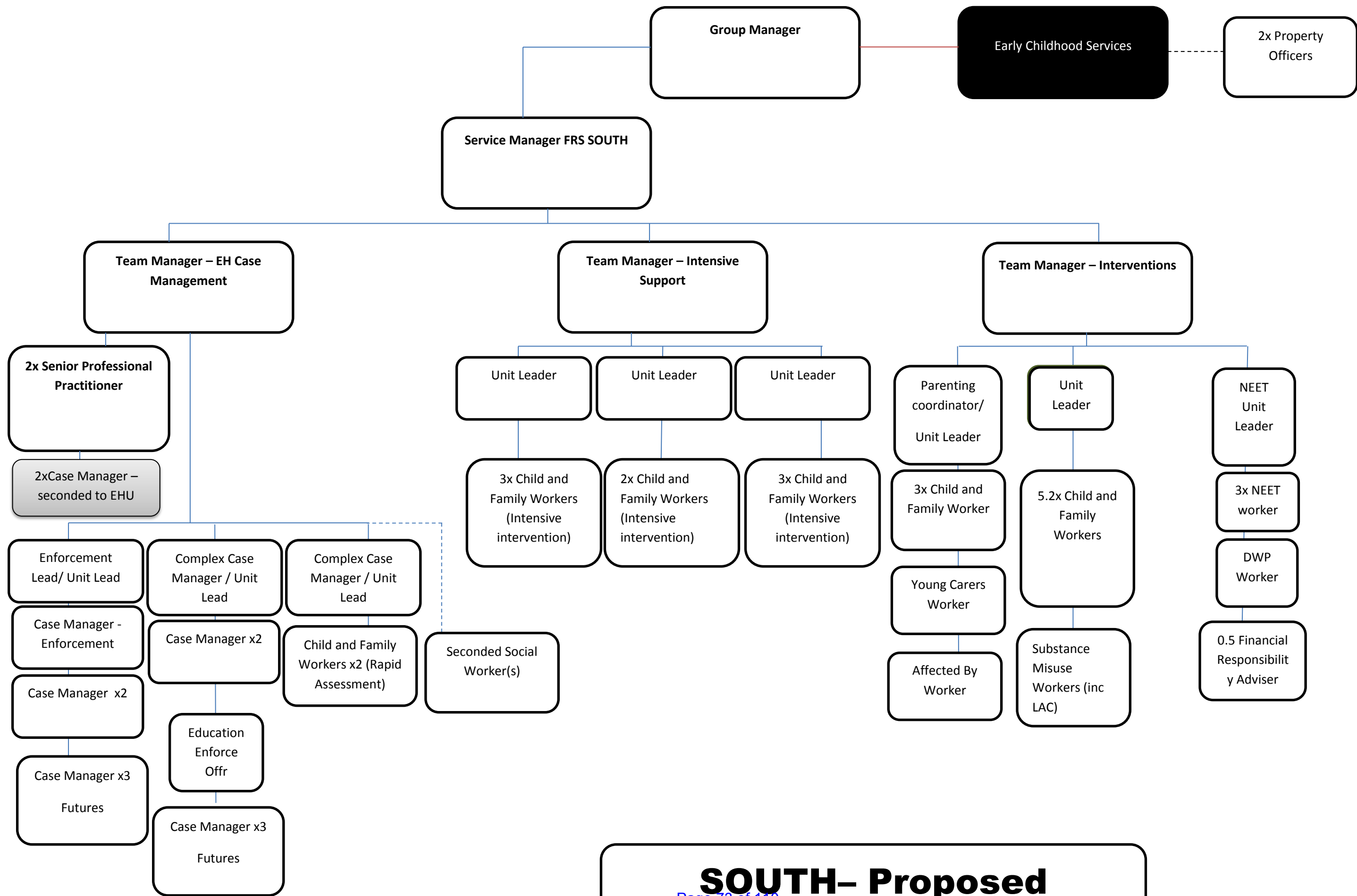
All.

C0716

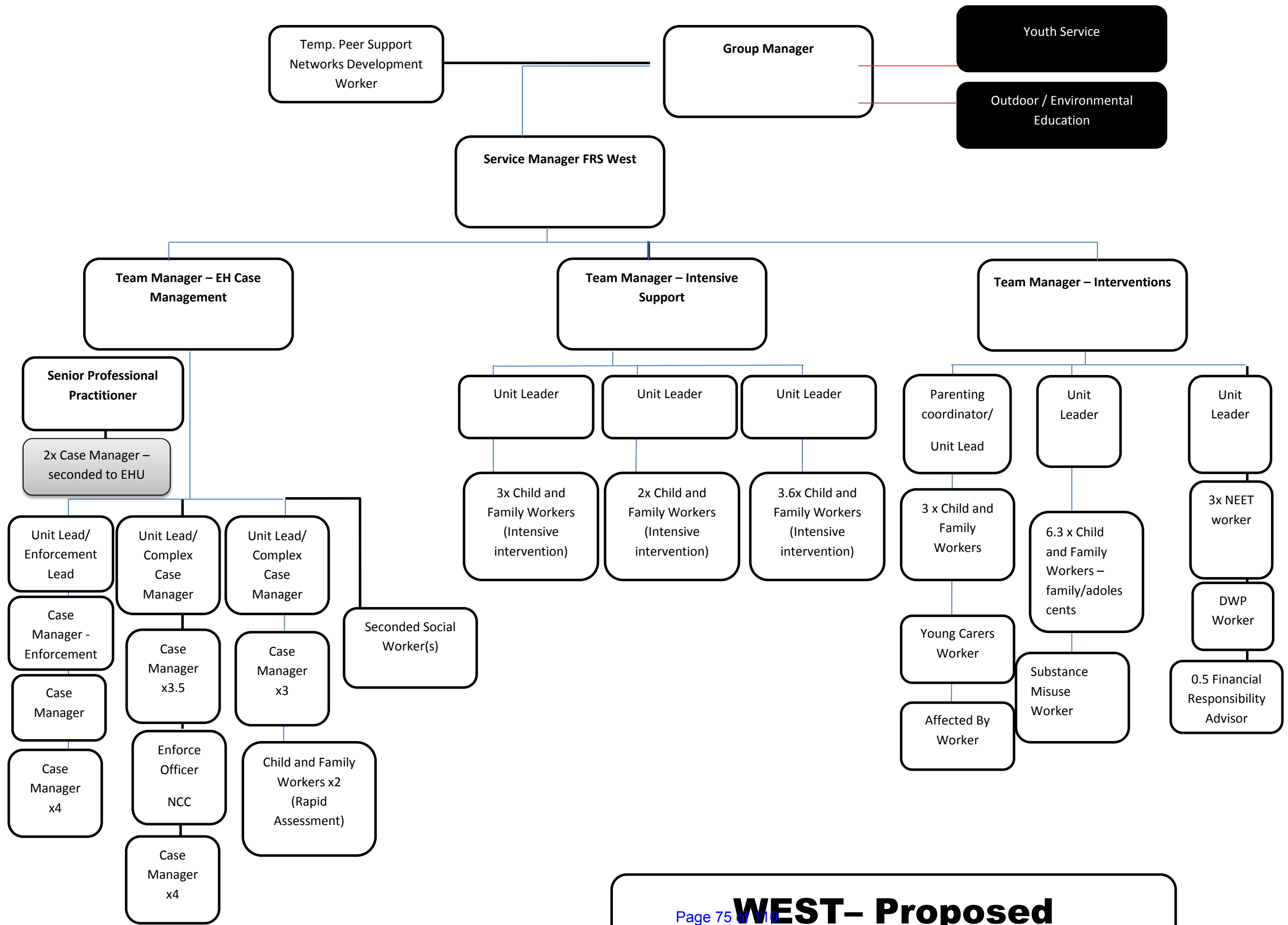


Page 7 of 10

NORTH – Proposed



SOUTH- Proposed



Page 75 of 110 **WEST- Proposed**

16 November 2015**Agenda Item: 8**

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE INFORMATION AND SYSTEMS TEAM RESTRUCTURE

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 information and systems management function within the Children, Families and Cultural Services (CFCS) department whilst delivering the Group's budget savings target for 2016/17 as part of the Council's wider budget challenge.

Information and Advice

2. The 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 and 29 September 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 Information and Systems Team was established at the same time as part of the new Quality and Improvement Group. The team was created by bringing together under a single point of leadership the previously discrete teams – located in different parts of the department - that supported the department's information systems, notably Capita One, Frameworki and Careworks. The key function of this team is to manage and develop these systems to reflect departmental and corporate priorities, e.g. to integrate our systems to align with the continuing integration of our services to children and families.
4. The proposal is to remodel the service by disestablishing existing posts and introducing a new structure which gives greater flexibility and standardisation of practice across the systems managed within the team as well as the team's broader functions in relation to data and information management. In so doing, the new structure will break down the 'system silos' and instead organise the team's activity by functional areas, namely System Design and Development; System Support and Implementation; and Data and Information Management.
5. The Information and Systems Team has been tasked with identifying savings of £125,000. The savings will be realised by the disestablishment of all existing posts in the current structure (20.5FTE) and the establishment of the posts in the new structure (15.5FTE). This reduces the overall staffing complement within the team by 5 full time equivalents. Staff will be enabled into the new posts through the Council's normal procedures, following a period of consultation and feedback with those affected. It is expected that

there will be no compulsory redundancies as vacancy control measures implemented over the past few months will mean that the number of staff identified in the enabling pool will be less than the number of posts in the new structure.

6. In addition to the permanent posts identified within the new structure in **Appendix 1** there will be a requirement for a small number of temporary posts within the team to support high profile projects for which the team has departmental responsibility, and which will continue beyond the implementation of the new structure from April 2016. One such key project is the implementation of Mosaic, an upgrade to the existing case-recording systems used within the department. This project is scheduled for completion in September 2016. To ensure continuity in relation to this project it is proposed that the existing CFCS EIS (Framework) Team Manager takes up a temporary post alongside the new structure as Children's Lead, Mosaic Implementation, to December 2016. This, and any other of these strictly time-limited posts, will be funded through identified and planned use of departmental grant reserves. This post has been costed at Hay Band D, £39,341 over the 9 month contract, but will be subject to job evaluation.
7. The cost of the proposed staffing structure outlined in **Appendix 1** can be contained within the existing budget for the Quality and Improvement Group and still deliver the 2016/17 savings target of £125,000. The cost of the additional temporary post of Children's Lead, Mosaic Implementation will be funded from departmental grant reserves.

Other Options Considered

8. The remit of the Information and Systems Team has emerged from an assessment of the current service provision alongside an exercise undertaken to anticipate future needs as the requirements in terms of technology provision change. The staffing structure has been determined via a period of consultation and engagement with staff from inside and outside the team.

Reason/s for Recommendation/s

9. The proposals outlined in this report will help to ensure that the front line services across the department will continue to receive the range of system support and development that they require at a cost that remains affordable.

Statutory and Policy Implications

10. 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

11. The new posts identified within this report have been subjected to job evaluation and, where appropriate, staff will be enabled into these posts using the Council's enabling

procedure. All staff affected have been and will continue to be subject to the Council's agreed consultation processes.

RECOMMENDATION/S

That:

- 1) the revised staffing structure for the Information and Systems Team be approved.
- 2) all posts within the current structure are disestablished and those posts detailed in **Appendix 1** be established
- 3) the temporary post of Children's Lead, Mosaic Implementation, be established.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

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

Constitutional Comments (SMG 02/11/15)

12. The Committee has the responsibility for approval of departmental staffing structures as required. The proposals in this report fall within the remit of this Committee.
13. 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 (SS 04/11/15)

14. The financial implications of this report are contained within paragraph 7 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 Services 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

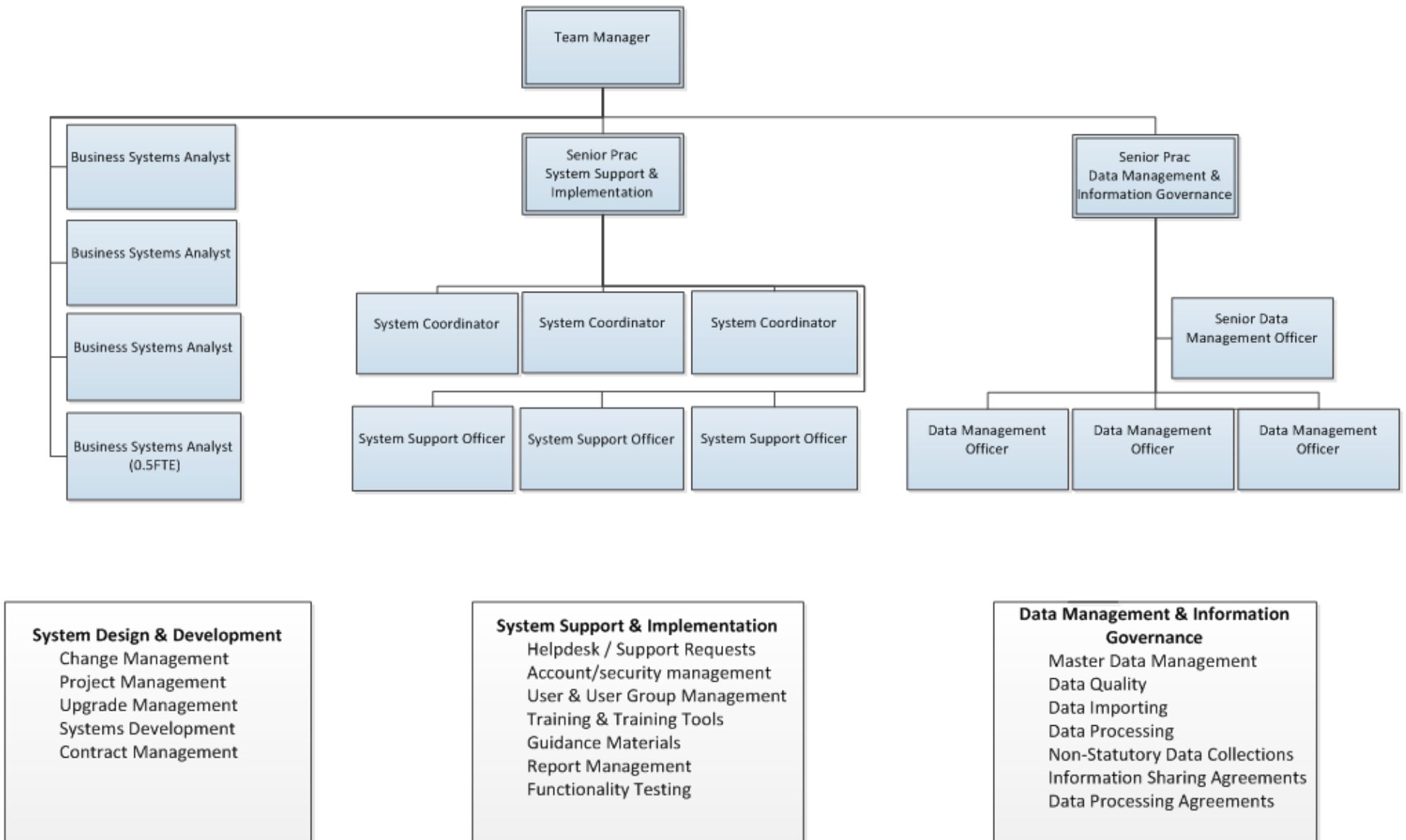
Quality and Improve Group – Staffing Structure – report to Children and Young People’s Committee on 29 September 2014

Electoral Division(s) and Member(s) Affected

All.

C0718

Proposed Staffing Structure and Functional Overview of the Information and Systems Team





16 November 2015

Agenda Item: 9

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE

CHILDREN'S SOCIAL CARE TRANSFORMATION PROGRAMME – SOCIAL WORK SUPPORT OFFICER PILOT UPDATE

Purpose of the Report

1. The purpose of this report is to update the Committee on the progress of the Social Work Support Officer (SWSO) pilot.

Information and Advice

Social Work Practice and Support Pilot; Background

2. The recruitment and retention of qualified Child Protection Social Workers is a national issue, resulting in Councils across the UK spending millions on high cost “agency” social workers.
3. Whilst Nottinghamshire use of “agency” qualified social workers is below the national average, spend on agency staff is nonetheless significant. Gross spend on agency Child Protection Social Workers in Nottinghamshire in 2014/15 was £5 million and represented approximately 17% of the Children's Social Work workforce. Some local (East Midlands) councils report agency social workers as making up over 40% of their workforce. If Nottinghamshire had 40% agency staff the total gross spend would be an estimated £9.5 million.
4. A recent report into retention of qualified social workers by the Institute of Public Care (IPC) suggests that ‘a common characteristic of...successful approaches (taken by English Authorities with a record of success) was Social Workers **having access to high-quality and flexible administrative support – an all-round trouble-shooter who gets the practical things done for families**’. The same report points out that ‘addressing levels of excessive paperwork may be a factor in reducing worker burnout’.¹
5. A 2013 report from Research in Practice, ‘Social Work Recruitment and Retention’, states that one of the **‘push’ factors (factors that can result in workers leaving their current role/profession) is a ‘lack of administrative support [which] leads to inappropriate use of qualified professionals’ capacity on administrative work**².

¹ <http://ipc.brookes.ac.uk/publications/index.php?absid=820> page 4

² https://www.rip.org.uk/download/272/RiP_Strategic_Briefing_social_work_retention_web.pdf page 5

6. In Nottinghamshire, as part of a strategy to increase recruitment and retention rates in child protection social work, and therefore to reduce agency spend, a proposal was developed which explored the ways in which social workers can be supported. The Social Work Practice and Support Pilot was devised to evaluate the introduction of a new support role, Social Work Support Officer (SWSO,) for frontline social work teams. The purpose of the SWSO role is to absorb work from social workers which does not require a social work qualification, resulting in more opportunity for direct work with children and families and increased retention as social workers feel they are well-supported. A key purpose of the role is to provide a point of contact for service-users, partner agencies and other professionals.
7. A report to this Committee on 8th December 2014 informed Members of the plan to run a six-month pilot in Children's Social Care, and requested approval in principle to fund the pilot (£206,000) from the Strategic Development Fund. The pilot has been extended to March 2016 to allow further analysis of the benefits of the SWSO role.
8. The pilot has been run across four teams: Bassetlaw District Child Protection team (DCPT), the Looked After Children (LAC) team, Children's Disability Service (CDS) frontline social work team and Broxtowe & Rushcliffe DCPTs. The pilot has run from March 2015 and is due to end in March 2016.
9. During the course of the pilot certain tasks have emerged as fundamental to the role, and provide the greatest value in terms of improved service to children and their families and increased support for social workers, as follows:
 - a. providing a first point of contact for families and partner agencies and dealing with queries
 - b. managing social work diaries and arranging meetings
 - c. analysis of business objects reports in order to track statutory timescales.
10. The pilot has been monitored on a monthly basis and evaluated across a number of data sources, both qualitative and quantitative.
11. Much of the qualitative data has been received from social workers and team managers in the pilot teams. Their experience of having support from a SWSO has been overwhelmingly positive:
 - the consensus from social workers is that their time spent on administrative tasks has reduced by between 10-20% on average, which has enabled them to spend more time on report writing and case recording
 - the SWSO role has improved workload management and the quantity of work completed within the required timescales
 - the majority of social workers feel that they have more time for direct work with families
 - social workers have reported a better work/life balance because they do not have to always, complete reports in the evening and at weekends

- having a consistent, office-based point of contact for service users and other professionals has produced a number of benefits:
 - frustration experienced by callers has decreased as they are often able to resolve queries during their call, rather than having to wait for a social worker to call them back
 - as many queries are resolved during first contact there are less repeat calls
 - social workers do not return to the office to find a significant number of emails and calls to return, which allows them to get on with other work.
- social workers have stated that they would recommend working at NCC to other social workers. One agency worker working at NCC chose to take a permanent social work role here rather than with another local authority because of the support provided by SWSOs
- a number of positive and supportive comments have been received from partners and other professionals:
 - Health colleagues have commented on how partnership working and communication has improved
 - foster carers have complimented the SWSOs as payment queries have been addressed much more quickly.

12. A selection of comments from social workers and partners is available in **Appendix 1**.
13. Quantitative data suggests improvements in the pilot teams in comparison with the non-pilot teams, although it is difficult to say how much of this improvement can be attributed to the SWSO and how much is due to other local improvement initiatives. However, where improvement has been seen in pilot teams and not evidenced in the non-pilot teams, it seems reasonable to assume that the SWSO role has had a positive impact.
14. Staff turnover: the average turnover across the pilot teams (calculated as the number of staff leaving Children's Social Care/ number of social workers in establishment) in the six months prior to the pilot was 14.4%; since the pilot has been running turnover has decreased by 5.4% to 9%.
15. Sickness absence across the pilot teams has decreased by 2.31 days per month (DPM) per team, from 12.52 DPM to 10.21 DPM.
16. There is an overall reduction of 0.75 FTE agency social workers across the pilot teams since the start of the pilot.
17. The amount of time off in lieu (TOIL) has decreased across the pilot teams.
18. Quality data has shown an improvement in the pilot teams in comparison with non-pilot teams. The table overleaf shows results of the quality assurance data for Quarter 4 in 2014/2015 and data for Quarter 1 in 2015/2016. It compares the data for each of the pilot teams for the quarter prior to the start of the social work pilot against the first quarter of the pilot implementation. This is shown as a percentage as the number of cases audited

can vary. A significant change of 5% or more is shown as either a positive change (green) or a negative change (red). The table also includes results for non-pilot District Child Protection Teams (DCPTs) as a comparison. It is clear that there has been significant improvement in quality across the pilot teams, in comparison with a decline across the non-pilot DCPTs. It is likely that some of this improvement is due to the introduction of the SWSO role as social workers have more time to spend with families and have therefore improved the quality of their practice, although it is difficult to say for certain given the limited time the pilot has been operating.

Pilot Teams	QMF data Q4 2014/15				QMF data Q1 2015/16			
	Outstanding	Good	Requires improvement	Inadequate	Outstanding	Good	Requires improvement	Inadequate
Bassetlaw DCPT	0%	37%	18%	46%	0%	54%	20%	26%
CDS Broxtowe & Rushcliffe DCPT	0%	50%	33%	17%	8%	50%	16%	25%
LAC	13%	53%	14%	20%	0%	79%	17%	4%
Non- Pilot Teams								
Ashfield DCPT	0%	37%	19%	44%	0%	40%	33%	27%
Gedling DCPT	0%	50%	19%	31%	0%	50%	13%	38%
Mansfield DCPT	0%	61%	15%	23%	8%	54%	32%	8%
Newark DCPT	0%	60%	20%	20%	0%	54%	31%	15%

19. Although small quantitative improvements have been observed the pilot has not been running for sufficient time to be sure that these improvements are a direct result of increased support for social workers, and that they will continue. Data will be collated over the next five months until the end of March 2016, and it is hoped that this will show early signs of continued improvements in staff retention, quality, absence rates and morale, and a reduction in spend on agency workers. On this basis, it is proposed that a further report will be presented to Committee in March 2016, for the future determination of the SWSO role.

Other Options Considered

20. This report is for noting only.

Reason/s for Recommendation/s

21. This report is for noting only

Statutory and Policy Implications

22. 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

23. Following the extension of the pilot to March 2016, the forecast cost is £437,000; the contribution from the SDF has been received with the balance of £231,000 being reflected in the Children, Families and Cultural Services budget. There is not available budget for these costs, however, removing the SWSO role could in itself have cost implications i.e. increased turnover and agency spend. The extension of the pilot will allow additional time to evaluate the benefits of the role; it is anticipated that the SWSO project will be one of the measures that will mitigate against agency spend.

RECOMMENDATION/S

- 1) That the update on the progress of the Social Work Support Officer (SWSO) pilot be noted.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

Tara Pasque
Project Manager – Programmes and Projects Team
T: 0115 977 2329
E: tara.pasque@nottsc.gov.uk

Constitutional Comments

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

Financial Comments (SS 21/10/15)

25. The financial implications are contained within the report at paragraph 23 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.

Children's Social Care Transformation Programme – social work practice pilot – report to Children and Young People's Committee on 8 December 2014 (previously published)

Children's Social Care Transformation Programme – social work practice pilot – report to Children and Young People's Committee on 20 April 2015 (previously published)

Electoral Division(s) and Member(s) Affected

All.

C0714

Appendix 1 – Comments and observations on the efficacy of the SWSO model.

Social Workers:

1. I feel personally it has made a big difference to the way I am able to work, All my case note recording is now up to date along with reports, and minutes for meetings, it was a struggle to complete all visits and keep on top of paperwork as well as other tasks like booking meetings, taking minutes etc. now the SWSO's are able to support it has made my work load manageable.
2. Having another point of contact for families is a positive step forward. It has taken some time for the Officers to get to know specific cases but now that is up and running they are able to deal with some of the calls without having to put them through to the social worker. I believe the role needs to be developed further and to perhaps look to more flexibility within roles across teams.
3. I feel they have made a huge difference. The referrals to other agencies, invites, and tasks generally are being completed more timely and efficiently so that children and families are getting a better service. I think the support officers are very valuable to our teams. The admin tasks of, frequent routine calls, management of diaries, and organisation of meetings, information sharing with other services allows us to concentrate on the social work task at hand. They take minutes at meeting allowing us to focus on the chairing and have a successful meeting instead of trying to multi task.
4. I am able to spend more time with families since having the social work support officer. I am able to complete more regular visits and ensure that all of my visits are completed well within timescale.
5. I spend less time on administration tasks such as phone calls and am able to spend more time on social work tasks such as assessment writing and report writing. This has also meant I am not having to spend time working at home to complete reports.
6. Particularly within CDS; the team of professionals around a child can be quite substantial and not only does it take time to become familiar with the children and young people on our caseloads, it also takes time to make links with and develop working relationships with other professionals.

Children with additional needs including communication difficulties often require more time to become comfortable with new people and having a social work support officer enables social workers in the team to spend time with children getting to know them, gathering their views. Whilst doing so, the SWSO may be in the office dealing with an enquiry or solving problems for another family.

I believe that social workers will never have all of the time that they would like to spend with families, however the SWSO's enable us to spend as much time as is possible with them which is invaluable to the children and young people that we are working with.

7. Tasks such as booking taxis/ arranging payments and filling in referral forms can be actioned via a quick email from social worker to SWSO for them to then take the time to complete. This

alleviates a great deal of pressure on social workers and I feel helps to ensure that things are done in a more timely fashion, leading to better and faster outcomes for children and families.

8. The introduction of the SWSO prompted one agency social worker to join CDS as opposed to another authority due to the support offered to the role.

Partners and service-users

9. I would just like to say how helpful it is to have the support people in post for the social workers.

Previously, due to their very busy workloads, it has at times been quite difficult to reach social workers to discuss case issues, often with us by-passing each other for a number of days. Since the admin support people have been in post it has greatly reduced this and has enabled much better and efficient communication between health and social care.

I would like to re-iterate how much this has improved working.

Please pass this information to your managers.

Senior School Nurse – Bassetlaw.

10. To Steve Edwards:

We met *****, one of your social work support officers at KC LAC review last week and she is brilliant! She has managed to sort out a list of 'stuff' in a week that we have been chasing for months!

This has made a massive difference to KC and will make our lives easier in terms of chasing answers and awaiting consents. I can only imagine the effect for social workers but it will certainly cut down the number of emails they receive from foster carers chasing 'stuff'!

Thought you may like to know since it's a 6 month trial!

Kind regards

Fostering Futures Carer

16 November 2015

Agenda Item: 10

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE

SOCIAL WORK 'HEALTH CHECK' ACTION PLAN 2015 – PROGRESS REPORT

Purpose of the Report

1. The Children's Social Care 'Health Check' was previously considered by the Children and Young People's Committee on 20 April 2015. This report outlines the progress which has been made in carrying out the objectives of the action plan.

Information and Advice

2. The Children's Social Care Social Work 'Health Check' Action Plan 2015 had seven objectives and 20 recommended actions. Of the recommended actions 15 have now been achieved and there has been progress made on five.

Objective One

Continuing a targeted and specific plan to recruit permanent social workers.

3. Since the 'Health Check' action plan 2015 was completed local authorities (both locally and nationally) have continued to experience difficulties retaining a high quality permanent social work workforce in front line child protection services.
4. To help tackle this difficulty the new Quality and Improvement Workforce Development Manager, who came into post in spring 2015, has been working with senior managers in Children's Social Care to develop a sustainable recruitment strategy. In September 2015 a national advertising campaign launched the new rolling advertisement and recruitment process.

Objective Two

Development of a model which will enable and encourage social workers to remain working in fieldwork roles.

5. Many local authorities (including neighbouring authorities to Nottinghamshire) have started to offer financial incentives and benefits to child care social workers and team managers. There has been consideration given to how Nottinghamshire County Council can compete with other employers to recruit and retain social workers in key roles with retention bonuses or market supplements to existing salaries.

6. There is continuing work being undertaken with Nottinghamshire's Human Resources service to agree how market supplements for hard to recruit social work and team manager posts can be achieved.

Objective Three

Work Load Management returns reflect the complexity of work balanced with the workers level of skill and experience

7. A new and simplified workload management tool has been developed and tested across children's social care. The new tool is to become operational from November 2015 and should enable social workers and managers to have open discussions regarding the level of a social worker's caseload according to the complexity of the work and the range of skills and experience the social worker has to undertake the work. The new work load management system should enable this information to be easily recorded in supervision and reported.

Objective Four

The professional knowledge and skills of social workers will be most effectively and efficiently used in all parts of the department.

8. Since the 'Health Check' Action Plan 2015 was completed there has been a full roll out of mobile working devices (Lenovo ThinkPads) to social workers. Despite some issues regarding the connectivity and consistent reliability of the devices, social workers and team managers have welcomed this development. There has been positive feedback that this advancement with technology now enables social workers to be more flexible in their work.
9. The social work practice pilot has been running since March 2015; initially this was a six month project which was extended for an additional three months and is now due to be evaluated in December 2015. Social workers and team managers in teams who have had social work support officers working in their team report that this additional resource has been extremely useful. The full analysis of this project will be completed by the Transformation Project.

Objective Five

Social Workers have access to current research and legislative and procedural updates

10. Following the completion of the 2015 'Health Check', the Principal Child and Family Social Worker and members of the Social Work Practice Support Service have ensured that managers and social workers working in the department are aware of how to access the department's online policies and procedures. To complement awareness raising within teams, a detailed information leaflet has been produced with hyperlinks to policies, procedures and statutory guidance. This leaflet has been widely circulated to all staff and managers.

11. The Principal Child and Family Social Worker and Practice Consultants Team have delivered over 30 practice workshops for social workers and managers across the County to raise awareness and help develop consistent practice with developing and reviewing child in need plans, writing evidence for court cases, domestic abuse and child sexual abuse.

Objective Six

Consistent approach to Team Meetings to be agreed and adopted in the department

12. A guide to consistent approaches to team meetings and team development has been developed with members of the children's social care forum.
13. Following consultation with group managers, children's service managers and team members, a new programme for team development and training will be launched in the financial year 2016/17.

Objective Seven

Ongoing monitoring of personal safety and continuing development of resources and advice to ensure the physical and emotional wellbeing of staff

14. Despite some initial scepticism and anxiety amongst some social work teams, social workers have all started to use the Outlook calendar to record their diary and are no longer using the separate 'whereabouts' system. The IT training department provided staff briefings in all offices to raise awareness and increase skills and confidence in using the Outlook calendar. It is vital for the ongoing monitoring of staff whereabouts and safety that this is consistently used by all staff.
15. Social workers who are lone workers have been issued with a 'Reliance' lone worker device.
16. Information is regularly circulated to social workers and managers to remind them of the need to effectively manage and monitor their personal safety as lone workers. The policy and procedure is currently being updated again and will be re-launched in November 2015.

Other Options Considered

17. This report provides an update on the progress of the 2015 'health check' action plan and no other options are available for consideration.

Reason/s for Recommendation/s

18. This report is for noting only.

Statutory and Policy Implications

19. 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

services), the public sector equality duty, safeguarding of children and adults at risk, 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 progress made in carrying out the objectives of the Children's Social Care 'Health Check' action plan be noted.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

Diana Bentley
Principal Child and Family Social Worker
T: 01623 433433
E: diana.bentley@nottsc.gov.uk

Constitutional Comments

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

Financial Comments (SS 02/11/15)

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

Background Papers and Published Documents

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

Social Work Health Check 2014 - report to Children and Young People's Committee on 20 April 2015 (previously published)

Electoral Division(s) and Member(s) Affected

All.

C0715

16 November 2015**Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE
NOTTINGHAMSHIRE SAFEGUARDING CHILDREN BOARD ANNUAL
REPORT 2014/15****Purpose of the Report**

1. To inform Members of the content of the Nottinghamshire Safeguarding Children Board's Annual Report 2014/15, which is available as a Background Paper.

Information and Advice

2. National statutory guidance, 'Working Together to Safeguard Children 2015', notes the requirement for the Chair of each Local Safeguarding Children Board to publish an annual report on the effectiveness of safeguarding in the local area. This report should recognise achievements and the progress that has been made in the local authority area as well as providing a realistic assessment of the challenges that still remain and the action being taken to address them. The report should include lessons from reviews undertaken within the reporting period.
3. The Annual Report should be made available to the Chief Executive and Leader of the Council, the local Police and Crime Commissioner, and the Chair of the Health and Wellbeing Board.
4. The Nottinghamshire Safeguarding Children Board (NSCB) Annual Report outlines the context, both national and local, which has driven the work of the Board during the year.
5. The report identifies the governance and accountability arrangements and the organisational structure that supports the work of the Board together with the relevant areas of responsibility.
6. A key area of work for the Board is the provision of policies, procedures and guidance that detail the principles which underpin professional practice and the procedures to follow when child protection concerns emerge. The development of a new set of procedures was reported in last year's annual report, and during this reporting period two post implementation workshops were held to gather information about the impact the new procedures had made and to collate feedback for the first revision which took place in November 2014. In addition to the feedback gathered, learning from serious case reviews, audit and performance monitoring was incorporated within the amendments along with the inclusion of material on areas which had been identified as national issues, such as child sexual exploitation and neglect.

7. During 2014-15 the NSCB has delivered a wide ranging programme of multi-agency training courses and seminars covering core safeguarding practice and more specialist subject areas such as fabricated and induced illness. The impact of the training provision has been monitored and levels of reported confidence of practitioners have significantly increased between pre and post course evaluations. In addition to face to face training events, free e-learning to partners is available and well used on awareness of child abuse and neglect. A new e-learning course was introduced in this reporting period on Child Sexual Exploitation. There has been a welcome increase in attendance at events in comparison with last year. Learning and Improvement Bulletins have also been introduced which are available on the NSCB website. These contain accessible summaries of learning from serious case reviews in order to cascade the learning to as wide an audience as possible.
8. The NSCB has continued to strengthen its arrangements for providing scrutiny of safeguarding arrangements. The report includes a section detailing the quality and effectiveness of arrangements and practice. Detailed data for the year is contained within an appendix to the report.
9. The Child Death Overview Panel has continued to conduct reviews into expected and unexpected child deaths in Nottinghamshire. Two serious case reviews (SCRs) were commissioned (IN14 and JN15), and these were both completed during the reporting period. A further SCR was completed (HN13). All three SCR reports were signed off and are awaiting publication dependent on the outcome of coronial and/or criminal proceedings. A health learning review, regarding the death of a baby recently discharged from hospital, was completed. Two reports were published in the reporting period, EN12 and GN13. A summary of the learning from the case reviews completed during the year is included within the report.
10. Five multi-agency audits reported to the NSCB Board from April 2014 to March 2015, on the Early Help Unit, accessibility of services to young people, sexual abuse, Initial Child Protection Conferences and Child Sexual Exploitation. Two scheduled audits were not completed and have been brought forward into the 2015-16 audit programme which has been agreed and is on-going. All audits identified areas of good practice in addition to areas for improvement. Full details of the recommendations and impact of the audits are included in the report.
11. The NSCB has focused its activity on priority groups of children including: children at risk of sexual exploitation; missing children; children at risk through domestic violence; safeguarding looked after children, children with parents or carers with mental health and/or drug and/or alcohol problems, young carers and privately fostered children. Details of the work carried out in these areas are provided in the report.
12. The report shows the NSCB's multi-agency financial arrangements for 2014/15 and sets out the Board's priorities and challenges for 2015/16. It highlights the main contextual influences which will impact on safeguarding arrangements over the next period of time.

Other Options Considered

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

Reason/s for Recommendation/s

14. The report is for noting only.

Statutory and Policy Implications

15. This report has been compiled after consideration of implications in respect of 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 content of the Nottinghamshire Safeguarding Children Board's Annual Report 2014/15, which is available as a Background Paper, be noted.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

Steve Baumber/Hilary Turner
NSCB Business Manager
T: 0115 977 3935
E: steve.baumber@nottscc.gov.uk
hilary.turner@nottscc.gov.uk

Constitutional Comments

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

Financial Comments (SS 02/11/15)

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.

Nottinghamshire Safeguarding Children Board's Annual Report 2014/15
<http://www.nottinghamshire.gov.uk/nscb/contact/about-the-board>

Electoral Division(s) and Member(s) Affected

All.
C0721



16 November 2015

Agenda Item: 12

REPORT OF CONSULTANT IN PUBLIC HEALTH

CHILDREN AND YOUNG PEOPLE'S MENTAL HEALTH AND WELLBEING TRANSFORMATION PLAN

Purpose of the Report

1. The purpose of this report is to update the Committee on the development of the Nottinghamshire Children and Young People's Mental Health and Wellbeing Transformation Plan.

Information and Advice

Future in Mind

2. In March 2015 the government published Future in Mind, a national taskforce report into children and young people's mental health. The taskforce considered ways to make it easier for children, young people, parents and carers to access help and support when needed and to improve how children and young people's mental health services are organised, commissioned and provided. The taskforce made a series of recommendations for transformation clustered around five key themes:
 - promoting resilience, prevention and early intervention: acting early to prevent harm, investing in early years and building resilience through to adulthood
 - improving access to effective support – a system without tiers: changing the way services are delivered to be built around the needs of children, young people and families
 - care for the most vulnerable: developing a flexible, integrated system without barriers
 - accountability and transparency: developing clear commissioning arrangements across partners with identified leads
 - developing the workforce: ensuring everyone who works with children, young people and their families is excellent in their practice and delivering evidence based care.
3. In August 2015 the Government announced that all Health and Wellbeing Board areas were required to develop a local transformation plan to describe how the recommendations of Future in Mind will be implemented. The deadline for these plans to be submitted was 16 October 2015. In line with the publication of the requirement to develop transformation plans, each Clinical Commissioning Group (CCG) was notified that they had been allocated additional investment to implement a child and adolescent eating disorder service in 2015/16 that is compliant with the newly published *Access and Waiting Time Standard for Children and Young People with an Eating Disorder*. Further funding for

improving children and young people’s mental health and wellbeing services was also allocated subject to approval of the County’s transformation plan. The total funding envelope for Nottinghamshire is outlined below:

CCG	Initial allocation of funding for eating disorders and planning in 2015/16 £	Additional funding available for 2015/16 when Transformation Plan is assured £	Minimum recurrent uplift for 2016/17 and beyond if plans are assured. Includes £30m for Eating Disorders £
Bassetlaw	64,097	160,441	224,539
Mansfield & Ashfield	109,008	272,857	381,864
Newark & Sherwood	69,535	174,052	243,587
Nottingham North & East	79,219	198,294	277,514
Nottingham West	51,661	129,313	180,974
Rushcliffe	60,523	151,494	212,017
Total	434,043	1,086,451	1,520,495

4. The key objectives of the additional funding are to:

- build capacity and capability across the system so that measurable progress is made towards closing the health and wellbeing gap and securing sustainable improvements in children and young people’s mental health outcomes by 2020
- roll-out the Children and Young People’s Improving Access to Psychological Therapies programmes (CYP IAPT) so that by 2018, Child and Adolescent Mental Health Services (CAMHS) across the country are delivering a choice of evidence based interventions, adopting routine outcome monitoring and feedback to guide treatment and service design, and working collaboratively with children and young people
- develop evidence based community Eating Disorder services for children and young people with capacity in general teams released to improve self-harm and crisis services
- bring education and local children and young people’s mental health services together around the needs of the individual child.

The Local Transformation Plan

5. In Nottinghamshire, the local transformation plan has been developed by refreshing and superseding the Children's Trust Emotional Health and Wellbeing Strategy 2014-2016. It incorporates the recommendations from the CAMHS pathway review, and thus delivers the following:
 - a. integrating current tier 2 and tier 3 services into one Community CAMHS service
 - b. implementing the Choice and Partnership Approach (CAPA) operating model and embedding the Children and Young People's IAPT principles into practice
 - c. integrating or aligning the CAMHS Single Point of Access with wider access arrangements for children's services
 - d. increasing provision for a primary mental health function to provide pre and post CAMHS support to tier 1 and universal services, including primary care and schools
 - e. investing in a Crisis and Extended Treatment Service that is aligned to an all ages Crisis Response Team.
6. The transformation plan will also incorporate existing work commenced through the Crisis Care Concordat in relation to the response to young people detained under the Section 135 of the Mental Health Act 1983.
7. As well as incorporating the recommendations from the pathway review, subject to approval, the new funding allocated will fund other priority areas such as building academic resilience amongst young people in schools, supporting acute paediatric settings for young people presenting in crisis and piloting universal access to online support such as counselling. Additionally, through the transformation plan, priority will be given to establishing a robust performance framework for children and young people's mental health services, incorporating core qualitative data as well as feedback from children, young people and families about their experience of the service they receive.

Next Steps

8. The transformation plan was submitted to NHS England for assurance on 16 October 2015. Pending successful assurance (to be confirmed prior to the Committee date), the funding will be released to CCGs to enable transformation activity to commence. Local areas will be required to report quarterly progress against spend and key performance indicators to NHS England. In terms of local governance, the Nottinghamshire transformation plan will be presented to the Health and Wellbeing Board in December 2015 and will be overseen by the Health and Wellbeing Board, with a multi-agency Children and Young People's Mental Health Executive driving progress against the plan.

Other Options Considered

9. None. All local areas were required to develop a transformation plan.

Reason/s for Recommendation/s

10. This report is for noting only.

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 services), the public sector equality duty, safeguarding of children and adults at risk, 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

12. The transformation plan will improve outcomes for children and young people experiencing mental health difficulties.

RECOMMENDATION/S

- 1) That the development of the Children and Young People's Transformation Plan be noted.

Dr Kate Allen
Consultant in Public Health

For any enquiries about this report please contact:

Lucy Peel
Programme Lead, Children and Young People's Mental Health and Wellbeing
T: 0115 977 3139
E: lucy.peel@nottscg.gov.uk

Constitutional Comments

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

Financial Comments (SS 03/11/15)

14. 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 Children and Young People's Mental Health Strategy 2015-2020

Nottinghamshire CAMHS Pathway Review update to Children and Young People's Committee, 12 January 2015

Future in Mind - Department of Health, March 2015.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/414024/Childrens_Mental_Health.pdf

Electoral Division(s) and Member(s) Affected

All.

C0720

16 November 2015**Agenda Item: 13****REPORT OF CORPORATE DIRECTOR, RESOURCES****WORK PROGRAMME****Purpose of the Report**

1. To consider the Committee's work programme for 2015-16.

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, Resources

For any enquiries about this report please contact:

Alison Fawley
Democratic Services Officer
T: 0115 993 2534

Constitutional Comments (HD)

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

Financial Comments (NS)

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

Background Papers

None

Electoral Division(s) and Member(s) Affected

All.

CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2015-16

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
14 December 2015		
Accessibility Strategy	For comment and recommendation to Policy Committee	John Slater
National Children and Adult Services Conference 2015	Report back on attendance	Colin Pettigrew
Nottinghamshire Family and Parenting Strategy		Derek Higton
Nottinghamshire Outstanding Achievement 4Uth Award 2015	Annual update report	Derek Higton
Consultation on Future Provision of School Swimming		Derek Higton
Adaptations to carers homes		Steve Edwards
Authority governor appointments and reappointments and Local Authority governor appointments to school governing bodies\	Quarterly report on appointments made	John Slater
18 January 2016		
Children's Centres services - consultation and proposals		Derek Higton
Nottinghamshire Early Years Plan	For information	Derek Higton
Financial support for students in post-16 education	For comment and recommendation to Policy Committee	Service Director, ES&I
Proposed remodelling of school nursing service	For information	Kate Allen
Rota Visits to children's homes: October and November 2015	Six monthly report	Steve Edwards
School Capital Programme progress report	Six month update report	Jas Hundal
Nottinghamshire CAMHS Pathway Review update	Quarterly report	Kate Allen
Child Sexual Exploitation and Children Missing from Home and Care: update	Six-monthly update	Steve Edwards
22 February 2016		
Performance reporting (Quarter 3 2015/16) – Services for Children and Young People	Quarterly performance report	Celia Morris
Nottinghamshire Child and Family Poverty Strategy	For comment and recommendation to Policy Committee	Derek Higton
Nottinghamshire School Admission Arrangements 2017/18	For determination	Service Director, ES&I
Child Poverty Needs Assessment		Derek Higton
Schools Forum and Education Trust Board officer group report	Annual officer group report	Service Director, ES&I
National Children and Adult Services Conference 2016	For decision	Derek Higton

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
21 March 2016		
Performance figures for Nottinghamshire schools and academies – academic year 2014/15	For information	Service Director, ES&I
Key Stage 2 performance – analysis and actions	For information	Service Director, ES&I
National Minimum Fostering Allowances and Fees for Foster Carers	Annual determination	Steve Edwards
Children, Young People and Families Plan 2016-18		Derek Higton
Authority governor appointments and reappointments and Local Authority governor appointments to school governing bodies	Quarterly report on appointments made	Service Director, ES&I
25 April 2016		
Principal Child and Family Social Worker - annual report 2015		Steve Edwards
Under 16 Home to School Transport Policy and Post-16 Transport Policy – academic year 2016/17	For comment and recommendation to Policy Committee	Service Director, ES&I
Nottinghamshire CAMHS Pathway Review update	Quarterly report	Kate Allen
Children's Social Work Health Check 2015		Steve Edwards
23 May 2016		
Performance reporting (2015/16) – Services for Children and Young People	Annual performance report	Celia Morris
Exceptional payments for school clothing and footwear 2016/17	Annual determination	Service Director, ES&I
Authority governor appointments and reappointments and Local Authority appointments to school governing bodies	Quarterly report on appointments made	Service Director, ES&I
A Strategy for Closing the Educational Gaps in Nottinghamshire	Six monthly review report	Service Director, ES&I
Children's Services Health Check Survey 2016		Derek Higton
Revised offer for arts and music services for young people		Derek Higton
20 June 2016		
Looked After Children and Care Leavers Strategy 2015-18 – progress report	Annual report.	Steve Edwards
Nottinghamshire Childcare Sufficiency Assessment 2016		Derek Higton
Authority governor appointments and reappointments and Local Authority governor appointments to school governing	Quarterly report on appointments made	Service Director, ES&I

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
bodies		
18 July 2016		
Youth Justice Plan 2016-17	For comment and recommendation to Full Council	Derek Higton
Child Sexual Exploitation and Children Missing from Home and Care: annual report 2015/16		Steve Edwards
Nottinghamshire Code of Conduct for issuing fines for pupil absences – impact of amendment to threshold		Derek Higton
Members' visit to Outdoor & Environmental Education residential centres	For decision	Derek Higton
Rota visits to children's homes – April and May 2016	Six monthly report	Steve Edwards
School Capital Programme progress report	Six month update report	Jas Hundal
Nottinghamshire CAMHS Pathway Review update	Quarterly report	Kate Allen

