

Children and Young People's Committee

Monday, 19 April 2021 at 10:30

Virtual meeting, <https://www.youtube.com/user/nottsccl>

AGENDA

- | | | |
|---|--|---------|
| 1 | Minutes of the last Meeting held on 15 March 2021 | 1 - 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 | Harmful Sexual Behaviour by Children | 7 - 14 |
| 5 | Proposal for Change to Elective Home Education Delivery Model | 15 - 20 |
| 6 | Establishment of Two Additional Posts within the Education Partnership Teams | 21 - 24 |
| 7 | Work Programme | 25 - 28 |

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 Martin Gately (Tel. 0115 977 2826) 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	15 March 2021 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

Philip Owen (Chairman)
Tracey Taylor (Vice-Chairman)
Sue Saddington (Vice-Chairman)

A	Samantha Deakin	Paul Henshaw
	Boyd Elliott	Roger Jackson
	John Handley	A John Peck
	Errol Henry JP	Liz Plant

SUBSTITUTE MEMBERS

Muriel Weisz

CO-OPTED MEMBERS (NON-VOTING)

4 Vacancies

OFFICERS IN ATTENDANCE

Colin Pettigrew	Corporate Director, Children and Families Services
Diana Bentley	Principal Child and Family Social Worker
Katharine Browne	Senior Public Health and Commissioning Manager
Marion Clay	Service Director, Children and Families Services
Steve Edwards	Service Director, Children and Families Services
Laurence Jones	Service Director, Children and Families Services

Martin Gately Democratic Services Officer, Chief Executive's

1. MINUTES OF THE LAST MEETING HELD ON 22 FEBRUARY 2021

The minutes of the meeting held on 22 February 2021 having been circulated to all Members, were taken as read and will be signed by the Chairman.

2. APOLOGIES FOR ABSENCE

Apologies had been received from Councillor Deakin, who was unwell.

Councillor Muriel Weisz substituted for Councillor John Peck.

3. DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

None.

4. DESTINATIONS OF YEAR 12-13 LOOKED AFTER YOUNG PEOPLE COHORT 2020/21

The Chairman introduced the report and responded to questions and comments from Members.

RESOLVED 2021/024

That:

- 1) no further actions were required in relation to the information contained in the report

5. PROMOTING AND IMPROVING THE HEALTH OF CHILDREN AND YOUNG PEOPLE WHO ARE LOOKED AFTER

The Chairman introduced the report and responded to questions and comments from Members.

RESOLVED 2021/025

That:

- 1) no further actions were required in relation to progress in promoting and improving the health of children and young people who are looked after.

6. FOSTER CARER ITEMS

Steve Edwards, Service Director, indicated that there were no Foster Carer items requiring the committee's consideration.

7. CHILDREN AND YOUNG PEOPLE CORE DATA SET – PERFORMANCE AND FINANCE FOR QUARTER 3

The Chairman introduced the report and responded to questions and comments from Members.

RESOLVED 2021/026

That:

- 1) no actions were required in relation to the performance information on the Council's services for children and young people for the period 1st October to 31st December 2020.

8. BASIC NEED PROGRAMME OF SCHOOL EXPANSION 2021-22

The Chairman introduced the report and responded to questions and comments from Members.

RESOLVED 2021/027

That:

- 1) approval be given for the list of projects identified in Appendix 1 to be taken forward to feasibility.
- 2) approval be given to use Basic Need to forward fund projects for which housing developer contributions will be available, but not at the time at which additional school places are required. Furthermore, it gives approval to use Basic Need funding to cover the shortfall between the total cost of a project and the total housing developer contributions that are available.

9. MANNERS SUTTON PRIMARY SCHOOL, AVERHAM, NEWARK - OUTCOME OF THE CONSULTATION ON THE PROPOSAL FOR CLOSURE

The Chairman introduced the report and responded to questions and comments from Members.

RESOLVED 2021/028

That:

- 1) the closure of Manners Sutton Primary School from 31st August 2021 be approved.

10. OUTCOME OF THE CONSULTATION ON OPENING OF A SPECIALIST SATELLITE SCHOOL PROVISION ON KING EDWARD PRIMARY SCHOOL SITE

The Chairman introduced the report and responded to questions and comments from Members.

RESOLVED 2021/029

That:

- 1) the opening of a Specialist Satellite School on King Edward Primary and Nursery School site in Mansfield, to be managed by Carlton Digby Special School be approved.

11. TACKLING EMERGING THREATS TO CHILDREN TEAM

The Chairman introduced the report and responded to questions and comments from Members.

RESOLVED 2021/030

That:

- 1) no further actions were required in relation to the issues contained in the report
- 2) a further report be brought to the committee following the election

12. FINANCIAL SUPPORT FOR STUDENTS IN POST-16 EDUCATION AND EXCEPTIONAL PAYMENTS FOR SCHOOL CLOTHING AND FOOTWEAR 2021-2022

The Chairman introduced the report and responded to questions and comments from Members.

RESOLVED 2021/031

That:

- 1) the arrangements for 2021/2022 financial year be approved in respect of discretionary financial support for post-16 students following courses in educational institutions as set out in paragraphs 10-12 of the report.
- 2) the following guide scale of payments for school clothing and footwear allowances granted under the category of exceptional circumstances, subject to consideration of the individual circumstances of each application:
 - Primary age children to be eligible for 50% of the full allowance of £50 per qualifying pupil
 - Secondary age children to be eligible for 75% of the full allowance per qualifying pupil.

13. PRINCIPAL CHILD AND FAMILY SOCIAL WORKER ANNUAL REPORT

The Chairman introduced the report and responded to questions and comments from Members.

RESOLVED: 2021/032

That:

- 1) no further actions were required in relation to the information contained in the report.

14. WORK PROGRAMME

The Chairman introduced the report and responded to questions and comments from Members.

RESOLVED 2021/033

That:

- 1) No further amendments were required to the work programme.

The meeting closed at 11:50 am.

CHAIRMAN

19th April 2021

Agenda Item: 4

REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES**HARMFUL SEXUAL BEHAVIOUR BY CHILDREN****Purpose of the Report**

1. To provide Committee with information regarding the work being undertaken by the Local Authority and relevant partner organisations regarding sexually harmful behaviour by children.

Information

2. On 18th September 2019 Policy Committee received a report on the findings of and the Council's initial response to the publication of the Independent Inquiry into Child Sexual Abuse (IICSA) report "Children in the Care of Nottinghamshire Councils". Responses to Harmful Sexual Behaviour (HSB) was one of the areas considered by IICSA. Policy Committee agreed a recommendation that a report on Nottinghamshire's response to Harmful Sexual Behaviour be taken to the Children and Young People's Committee on 16th December 2019. Prior to Nottinghamshire's involvement in IICSA the Local Authority had been working with partners through the then Nottinghamshire Safeguarding Children Board to identify and implement the very best practice in this area.
3. Nottinghamshire has adopted the NSPCC's definition of Harmful Sexual Behaviour (HSB) by children:

'One or more children engaging in sexual discussions or acts that are inappropriate for their age or stage of development. These can range from using sexually explicit words and phrases to full penetrative sex with other children or adults.'

4. In order to quantify the progress made to date the December report committed to a further multi-agency case audit under the auspices of the Nottinghamshire Safeguarding Children Partnership (NSCP) to be carried out in 2020 with a focus on both procedural compliance and the effectiveness of interventions. Initial planning for the audit took place in December 2019 and the findings of the audit were due to be reported into the NSCP in June 2020. The multi-agency 'organisational' audit (first carried out in 2017 using a tool produced nationally by the NSPCC) was also due to be repeated and reported into the partnership in the same timescale.

5. The multi-agency audit was originally due to be completed by April 2020 but due to the impact of Covid-19 the work was postponed until July. The audit sample was taken from those children and young people where the incident that led to involvement from services was in the first half of 2019. The reason the audit sample was taken from this period was so that the interventions with the children and young people were likely to have ended at the time of the audit, and the success of outcomes rather than just compliance with the process could be assessed. Unfortunately, whilst the outcome data was useful, the unavoidable delays due to Covid-19 meant that some of the practice in the cases was not reflective of current practice as refinements as a result of new evidence had continued to be made in the intervening period.
6. In response a further sample audit of 20 children and young people was undertaken by the Local Authority in December 2020 representing more contemporary practice. This focused on the findings of the multi-agency audit referred to in **paragraph 4**. Work undertaken with children, young people and their families around their experiences of the process was undertaken at the same time and the results of this are presented in **Appendix 1**.
7. The multi-agency arrangements for assessment and intervention continue to be overseen by the Nottinghamshire Safeguarding Children Partnership (NSCP). The HSB steering group with senior representatives from the involved organisations continues to provide the direct oversight of the HSB panel, procedures, tools and training. The panel ensures that there are sufficient trained staff to complete both specialist assessments and interventions as well as commissioned services where required. Progress is regularly monitored by reporting to the NSCP Safeguarding, Assurance and Improvement Group (SAIG).
8. A specialist Child and Adolescent Mental Health Service (CAMHS) provision continues to be commissioned for intervention in cases where there are higher levels of concern or complexity. In addition, a regionally based 'Forensic CAMHS' continues to be in place. This is primarily consultative but provides an additional layer of expertise to local practitioners in understanding risk and planning interventions in the most concerning cases.

NSCP Multi-Agency Audit

9. Overall, the findings from this audit evidenced consistent progress with good practice and sometimes outstanding practice identified. As hoped areas were also identified where improvements could be made to ensure consistent excellence in our approach.
10. There was notable evidence of improved practice and progression from the findings of the previous audit in 2018 as follows:
 - the identification of HSB was good with a range of professionals from different backgrounds identifying and referring cases promptly
 - in some cases, outstanding relationships were established with the young person and these had a positive effect on the outcome
 - examples of good multi-agency working
 - assessments were of good quality
 - where there was evidence of specialist assessments and intervention from the CAMHS service Head 2 Head, commissioned by the local authority to work specifically with children and young people who have harmful sexual behaviour and also have mental

health difficulties and/or a learning disability; this intervention contributed to good outcomes for the young person and these cases were graded outstanding

- evidence that the HSB Panel is making a positive contribution towards the management of risk and improving outcomes for young people.

11. The recommended actions included the following, all of which have now been completed:

- a further dip sample audit of 20 children and young people, focusing on the Local Authority's practice in: developing the use of specialist Child Protection Coordinator (CPC) consultation; the use of the appropriate pathway and specialist assessment; the timeliness of panel attendance and accountability for panel actions
- a bespoke piece of work to be undertaken by the lead Social Work Practice Consultants with children and young people and their parents and carers to gain their views of their experience of the HSB process (to be completed by 30th November 2020).

The Local Authority Dip Sample Audit

12. Although in the majority of the cases the HSB pathway was followed and specialist assessments undertaken, audits confirmed the findings of the original multi-agency audit and identified opportunities to increase the use of the specialist Child Protection Coordinator consultation; commissioning specialist assessments in more complex cases and adjustments to the point in the process at which the HSB panel provides oversight and direction.

Feedback from Children, Young People and Families

13. In February 2021 feedback was collected from four young people and seven parents and carers, as detailed in **Appendix 1**. This reflected the outcomes of the multi-agency and Local Authority dip sample audit. The young people and families who were spoken to generally reported the process as a positive experience but for some it had taken a long time for their child to be heard by the panel. They did not appear to have a good understanding of the panel's purpose or outcomes although most felt the intervention had been positive for the child and the family. Their views will be considered within the review referred to in the action plan outlined below.

The Organisational Audit

14. The organisational audit using the NSPCC Harmful Sexual Behaviour Audit Tool was undertaken in February 2021. This audit focuses on the Local Authority and its partner agencies in respect of their response, prevention, assessment, intervention and workforce development for HSB. The audit evidenced good improvement in understanding and practice but also highlighted areas that require further development and reassurance which have been taken into account within the action plan detailed below.

The Brook Traffic Light Tool

15. In December 2019 the Local Authority reported that the 'Brook Traffic Light Tool', identified by the National Institute for Clinical Excellence as best practice, had been adopted by the NSCP for use by all partners to help make judgements about presenting sexualised behaviours and appropriate actions to be taken including whether a safeguarding referral

to the Multi-Agency Safeguarding Hub (MASH) should be made. This tool guides practitioners in deciding whether behaviours are normal for a child at a certain stage of development, raise some concerns that need further investigation or are an immediate cause for concern. Due to a change in the licensing arrangements for use of this tool alternatives utilising the same principles are currently being considered and relevant training for all professionals will be facilitated alongside this.

Summary

16. A summary of the outcomes of the audit work is as follows:

- the audit work has identified that there have been substantial improvements in consistency of practice and outcomes for children and young people. Practitioners' confidence has increased, and Harmful Sexual Behaviour is being identified and specialist assessments are being undertaken
- the use of specialist Social Work Practice Consultants in all social work teams is continuing to build on social work skills, knowledge and experience
- partner agencies have been using the Brook Traffic Light Tool effectively to identify and refer concerns around Harmful Sexual Behaviour to the MASH
- the multi-agency panel is an effective forum to offer consultation on specialist assessments and use of assessment tools and to identify barriers to working with the child and young person but in some cases this happens too late in the process to contribute to reducing delay
- the outcomes for most of the children and young people that were audited were good and some were outstanding but there were identified areas for improvement in terms of the process and the timeliness of some assessments and interventions
- there is a particularly vulnerable group of children and young people who have disorders of conduct and emotion, neurodevelopmental issues, mental health problems and/or learning difficulties and who could potentially be engaged in high risk behaviours. This is an area of practice that requires continued focus to ensure specialist assessment and intervention is undertaken at the earliest opportunity.

Action Plan

17. This plan will be overseen by the HSB Multi Agency Steering Group, which is chaired by the Group Manager for Safeguarding, Quality and Improvement:

- a review of the panel process and specialist Child Protection Coordinator consultation in respect of specialist assessments, interventions and consultations to improve timeliness and decision making. This will include a focus on children and young people who have disorders of conduct and emotion, neurodevelopmental issues, mental health problems and/or learning difficulties and who are engaged in dangerous, high risk behaviours. This will be completed by the end of June 2021 and will be led by the Group Manager for Safeguarding, Quality and Improvement, together with members of the Steering Group which includes practitioners from Children's Social Care and Health.
- implementation of up to date training of 16 social work practice consultants in specialist assessment and intervention for children and young people with HSB by the end of May 2021

- decision and implementation in respect of replacement tool for the Brook Traffic Light Tool and a review of the current cross partnership procedures with Nottingham City by the end of July 2021.
- review of the NSCP training programme and content to reflect the outcomes of the Action Plan by the end of July 2021
- continued work with the NSCP to ensure a consistent and robust approach across the partnership.

Other Options Considered

18. No other options have been considered at this time.

Reason/s for Recommendation/s

19. Harmful Sexual Behaviour by children is a significant concern to the public and Elected Members and has been considered by IICSA. The recommendation is made to ensure that the Committee has an opportunity to be informed about current practice and direct further work in any areas of ongoing concern.

Statutory and Policy Implications

20. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment 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 Committee agrees to receive an annual report of Nottinghamshire's response to Harmful Sexual Behaviour by children and that this be included in the work programme.

Laurence Jones

Service Director, Commissioning and Resources

For any enquiries about this report please contact:

Claire Sampson

Group Manager, Safeguarding Assurance and Improvement

Children and Family Services

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E: Claire.sampson@nottscc.gov.uk

Constitutional Comments (AK 24/03/21)

21. This report falls within the remit of Children and Young People Committee by virtue of its terms of reference

Financial Comments (SAS 18/03/21)

22. 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.

<https://legacy.brook.org.uk/our-work/the-sexual-behaviours-traffic-light-tool>

[Independent Inquiry into Child Sexual Abuse – initial response: report to Policy Committee on 18th September 2019](#)

[Independent Inquiry into Child Sexual Abuse – action plan: report to Children and Young People’s Committee on 16th December 2019](#)

Electoral Division(s) and Member(s) Affected

All.

C1456

Q&I Audit Report: Harmful Sexual Behaviour Pathway
 Voice of the child and Parent on the Experience of the Harmful Sexual Behaviour Pathway

We sought the views of parents and children who have experienced the NCC's Harmful Sexual Behaviour Pathway

For a number of reasons, we were able to speak with less children (4) than parents/ carers (7). But what we learned, is invaluable. With thanks to those who spoke with us.

JB gave CSC
 "10/10. Because
 the support I got
 from everyone
 was good."

JB (Child) Ashfield

JB would say to other children
 about HSB panel 'Everything will
 be ok, just talk it out with the
 social worker. You'll get the help
 you need.'

JB (Child) Ashfield

"It doesn't matter how embarrassing what you've
 done is, just tell them how you feel and what you
 know as they are there to help you".

JA, (Child) Newark

"... watched the 'Cup of Tea' consent
 video"

Social workers "... were friendly."

JA (Child) Newark

"I understood what the social worker
 wanted to do with me."

AC (Child) Gedling

Parent's views on communication confirm that this is foundational to a positive experience. When we get this right, we support parents during what is understandably a very challenging time:

"Initially shocked, but felt the
 social worker took the time to
 explain what the process was and
 that she was not a judge."

DS (Parent) Rushcliffe

"Devasted"

KR Parent Newark.

"Nervous and apprehensive when
 first contacted."

CC (Parent) Broxtowe

"Shocked but expecting
 it."

KE (Parent) Ashfield

Understanding or retaining an explanation of the process can be difficult in times of stress, but when we get this right, parents felt supported.

Both parents "felt it was well
 explained and well communicated
 with"

KA and MA (Parents) Newark

SW was 'lovely' and very thorough in
 her work. She felt that she
 understood everything she was told
 and kept well informed throughout.

AC (Parent) Gedling

"...felt the process was
 explained."

CV (Parent) Gedling

Q&I Audit Report: Harmful Sexual Behaviour Pathway
Voice of the child and Parent on the Experience of the Harmful Sexual Behaviour Pathway

Some parents reported:

"...fully listened to during the assessment."

KA and MA (Parents)

"...well informed throughout."

AC (Parent) Gedling

'...we knew that there were some parts which couldn't be discussed due to the ongoing police investigation'

KA and MA (Parents) Newark

In this very complex area, parents naturally have a range of concerns:

Disagreed over telling the children of the stepfather's offence
(Details withheld to prevent recognition)

Felt supported in the beginning but felt it was in place for too long, and child became disengaged from it toward the end.

AC (Parent) Gedling

Concerned "...about parent not being present at the panel in respect of wider s/g information being shared"

DS (Parent) Rushcliffe.

Some parents spoke about the impact upon themselves and their children:

Mum said "...he understood what had happened and realised this was not ok"

KA (Parent) Newark

"Change that has occurred due to social care intervention..."

CV (Parent) Gedling

"They did work with him and it was very helpful. He understood why social care were involved."

KR (Parent) Newark

The social worker "...has been brilliant throughout. Made everyone feel at ease. We didn't feel judged, she just wanted to help."

CV (Parent) Gedling

My son "...has had so much support since the social worker has been involved, agencies are now listening, and L has been diagnosed with dyslexia."

DS (Parent) Rushcliffe

"...happy with resource suggestions." e.g. 'Pantosaurus', NSPCC

DS (Parent) Rushcliffe

19th April 2021

Agenda Item: 5

**REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****PROPOSAL FOR CHANGE TO ELECTIVE HOME EDUCATION DELIVERY
MODEL****Purpose of the Report**

1. To seek approval for changes to the delivery model of Nottinghamshire County Council's Elective Home Education (EHE) service by the permanent establishment of 3 full-time equivalent (FTE) EHE Professional Practitioner (Grade 5, subject to Job Evaluation) posts to the existing staffing structure. This change would ensure that statutory duties can continue to be met in the current context with the highest regard for child safeguarding and welfare and ensure the service operates in the most cost-effective way possible.

Information**The current position**

2. As of 25th February 2021, there were 1,144 young people aged 5-16 years registered as home educated in Nottinghamshire. The comparable figures at this time in the previous three years are 898 in 2020, 777 in 2019, and 619 in 2018.
3. The peak of registrations was seen at the start of the 2020-21 academic year; 220 new intentions to home educate were received from 1st – 30th September 2020. This represents an increase of 134% in comparison with the same time period in 2019. There has been a steady pattern of increased referrals since this time. Many parents have reported electing to deregister their child from school and home educate as a result of the Covid 19 pandemic.
4. The Local Authority has a duty to make arrangements to identify children of compulsory school age not receiving education at school or otherwise, as set out in the Education Act 1996, Section 436a. Government guidance published in April 2019 'Elective home education, Departmental Guidance for local authorities' gives further guidance on the role of the Local Authority in responding to children who are home educated. Nottinghamshire's Elective Home Education Policy agreed in February 2020 details how the Council sets out to meet its duties in respect of children who are home educated.

5. Elective Home Education moved into the management of the Fair Access Team in September 2019 following a restructure of the Education, Learning and Skills department. The Senior Practitioner for EHE, under the line management of the Fair Access Team Manager, directs the work of 15 highly skilled self-employed education advisers, contracted by the Council to undertake direct work with children and families in order to make a judgement on the suitability of home education.
6. There is no legal obligation on parents to accept support offered from the Local Authority and no right incumbent on the Local Authority to insist on the engagement of the parent and/or child, including requiring the parent to accept a Local Authority visit or allow a representative access to the child. Where parents do not consent to an adviser visit a decision about whether home education is supported is made upon the review of a yearly report requested from parents and is based on any information available from other agencies.

Reasons for change

7. The current commissioning system for the 15 independent associate elective home education advisers has limitations and does not allow advisers access to Council systems or training or require them to undertake regular support and supervision with the EHE Senior Practitioner. Historically the delivery model was effective as most parents electing to home educate were doing so for philosophical reasons and were committed to the delivery of a suitable education. This is no longer the case.
8. There has been a year on year increase in intentions to home educate, with an increase in intentions received for children with mental health, medical and special educational needs, as evidenced in the latest EHE update report to Children and Young People's Committee in November 2020. Of the 1,144 young people recorded as EHE on 25th February 2021 in just 417 cases parents had cited the reason for the decision to home educate as being their preferred choice. Although it is not the case that all home educated children are vulnerable it is the case that home education increases vulnerability for a number of children.
9. Data available now shows that most parents are choosing home education for other reasons, including relationship breakdown with schools, attendance concerns and a perception that schools are unable to meet the special educational needs, including social, emotional and mental health needs, of their children. In situations where families have elected to home educate their children for more negative reasons there is an increased responsibility on the Local Authority to ensure that education is being delivered, that there are no safeguarding concerns, and to have effective pathways to support EHE pupils to return to an appropriate education setting if parents subsequently cease the delivery of EHE or if the EHE delivered is deemed unsuitable.
10. An internal review of Nottinghamshire Elective Home Education processes, commissioned in August 2019, identified recommendations for change that cannot be implemented under the current arrangements. The report acknowledged the limitations of the current structure in relation to safeguarding practice and this change in the operating model would allow increased lines of accountability within the service. The proposed change in operating model would ensure that more timely and relevant conversations can be had, where required, with families and schools to understand their needs and work with them to enable positive change to be made. The most recent EHE update report to Committee in November

2020 further highlights the changing and increasingly complex stories of families who are choosing to home educate. The proposed operating model would enable more effective joined up working between Fair Access, School Admissions, the Family Service and Children's Social Care, to support the progress of learners where there are concerns about the welfare of children and the suitability of home education.

11. EHE update reports presented to Children and Young People's Committee in November 2020, December 2019, June 2019 and April 2018 highlight worrying trends of young people with complex social, emotional and mental health needs being deregistered from school to be home educated, and an increase in children for whom contextual safeguarding concerns have been raised being educated at home. In these situations, extensive training and supervision can be required to provide effective support to enable progress. The creation of permanent appointments with the EHE service would enable access to a tailored package of training for these staff from within the current Council offer and regular supervision to ensure staff wellbeing in line with Council process.

Proposed change

12. Taking into consideration the recommendations of the Independent Review it is proposed that the permanent establishment of 3 FTE EHE Professional Practitioner (Grade 5, subject to Job Evaluation) posts into the Fair Access Team structure. These post holders will specifically undertake additional work in relation to safeguarding and to support the return of children and young people into appropriate educational provision once EHE has ended or been deemed unsuitable. This work will most appropriately be undertaken by Local Authority employed staff so that they can access essential data systems such as Mosaic and issue School Attendance Orders when appropriate. It is proposed to make the changes within the existing budget allocation that currently funds the Associate Education Advisers. It is anticipated that the Associate Education Advisers will continue to be commissioned to support and advise EHE families and to ensure that the pupils are receiving an appropriate education. The transfer of the education enforcement and school transition element of the work to Local Authority employed staff would mean that the work is not being commissioned inappropriately from independent education associate advisers and therefore releases money from within the current budget to fund three permanent posts.
13. It is proposed that the Local Authority continues to commission independent associate education advisers to assess written reports provided by home educators and to continue to make targeted visits to families referred by the EHE Senior Practitioner.
14. The specialist skills of education advisers would additionally be used appropriately to support the set-up and maintenance of a new online resource for Nottinghamshire home educators and for the children and young people, addressing programmes of study, appropriate education resources and pupil wellbeing.

Other Options Considered

15. The current structure remains in place. This is not believed to be the most effective model to promote the educational attainment, safety and wellbeing of home educated students and would increase the pressure to use the funding available to pay the Associate Education Advisers to undertake education enforcement tasks that are outside their area of expertise and which is not cost effective.

Reason/s for Recommendation/s

16. The proposed model carries the same financial implication as the current EHE budget and proposes using this in a way that ensures that the greatest regard is given to the safety and wellbeing of the increasingly vulnerable cohort of young people known to be home educated in Nottinghamshire.
17. The recommendation for the permanent establishment of 3 FTE EHE Professional Practitioner (Grade 5, subject to Job Evaluation) posts increases the ability of the service to promote the education attainment and wellbeing of students and prioritise safeguarding more effectively by enabling direct access to the Council's systems and providing greater flexibility for ongoing work requirements. The skill set of staff recruited to these posts would more closely match the needs of home educated children in Nottinghamshire.
18. By moving to the provision of more online resources and support to set up a suitable programme of study specialist advice can be provided in the most cost-effective way to the greatest number of families and ensure that those families who are committed to the delivery of effective education have access to appropriate support.

Statutory and Policy Implications

19. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment 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

20. The cost of the establishment of 3 FTE EHE Professional Practitioner (Grade 5) posts is £98,526. In addition to this there is a one-off cost for equipment of £4,332, ongoing monthly costs totalling £540 per year and travel expenses of £5,700 per year. The total cost in 2021-22 is £109,098 and £104,766 thereafter.
21. It is proposed the current EHE budget of £251,814 is reallocated to cover the cost of these posts, with £142,716 being used to fund commissioned adviser support as detailed within the body of the report.

Human Resources Implications

22. The proposed posts will be recruited to in accordance with the Council's agreed recruitment and selection policies.

Safeguarding of Children and Adults at Risk Implications

23. Vulnerable EHE children will be better supported through increased joint working between Local Authority staff.

Implications for Service Users

24. EHE families will have access to online education and wellbeing resources currently unavailable to them. There will be improved pathways to support families who are considering Elective Home Education and also to support children and young people back into appropriate education settings when EHE is discontinued.

RECOMMENDATION/S

- 1) That approval is given for the permanent establishment of 3 FTE Elective Home Education Professional Practitioner (Grade 5, subject to Job Evaluation) posts in the Fair Access Team structure.

Marion Clay
Service Director, Education, Learning and Skills

For any enquiries about this report please contact:

Karen Hughman
Group Manager, Education Access and Partnership
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Constitutional Comments (KK 07/04/21)

25. The proposal in this report is within the remit of the Children and Young People's Committee.

Financial Comments (SAS 01/04/21)

26. The cost of the establishment of 3 FTE EHE Professional Practitioner (Grade 5) posts is £98,526. In addition to this there is a one-off cost for equipment of £4,332, ongoing monthly costs totalling £540 per year and travel expenses of £5,700 per year. The total cost in 2021-22 is £109,098 and £104,766 thereafter. This cost will be met from the EHE budget of £251,814 with the balance of the budget, £142,716, being used to fund commissioned adviser support as detailed in **paragraphs 12 to 14** of the report.

HR Comments (BC 08/04/21)

27. The staffing implications are contained within the body of the report. The posts will be subject to the agreed job evaluation process and recruited to in line with the vacancy control and recruitment procedures.

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's Elective Home Education Policy agreed in February 2020

Education Act 1996

Elective home education, Departmental Guidance for local authorities, April 2019

[Elective Home Education update - report to Children & Young People's Committee on 23rd April 2018](#)

[Elective Home Education update - report to Children & Young People's Committee on 17th June 2019](#)

[Elective Home Education update - report to Children & Young People's Committee on 16th December 2019](#)

[Elective Home Education update - report to Children & Young People's Committee on 30th November 2020](#)

Review of Elective Home Education September 2019, Angela Child. A review commissioned by Nottinghamshire County Council.

Electoral Division(s) and Member(s) Affected

All.

C1458

19th April 2021

Agenda Item: 6

**REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****ESTABLISHMENT OF TWO ADDITIONAL POSTS WITHIN THE EDUCATION
PARTNERSHIP TEAMS****Purpose of the Report**

1. To seek approval for the permanent establishment of an additional 2 full-time equivalent (FTE) Education Other than at School Practitioner (Grade 5) posts within the Education Partnership Teams which sit within Education, Learning and Skills, to monitor the attendance, academic progress and safeguarding of pupils with Education, Health and Care Plans, and/or those placed through the Fair Access process who have complex needs, who are learning in alternative education settings that have been commissioned by Local Authority teams.

Information

2. The Local Authority has a statutory duty under section 19 of the Education Act 1996 to make educational provision for pupils who have been permanently excluded and also for those who for health or other reasons cannot currently attend a school. The Local Authority should ensure that the education that the children receive is of good quality and allows each child to take appropriate qualifications. This provision should also prepare children and young people to return to the mainstream education system at the earliest opportunity. The Local Authority is expected to address the needs of individual pupils and to ensure that they are effectively safeguarded.
3. There are clear processes in place in Nottinghamshire to ensure that alternative education is commissioned for pupils who do not have a school place, and for those pupils for whom a placement in a mainstream or specialist school environment would currently be inappropriate. The Virtual School, the Partnership Teams, the Fair Access Team and the Integrated Children's Disability Service all have a need to commission such provision.
4. These children and young people are particularly vulnerable and the Local Authority teams involved currently work together to fulfil the duties placed upon them to ensure that these children and young people are enabled to access appropriate education, that they are attending and achieving, that their wellbeing, safeguarding and/or special educational

needs are being met and that they are returned to a mainstream or specialist education setting at the earliest opportunity.

5. Nottinghamshire has an approved provider list that is quality assured jointly by officers from the Commissioning Team and Education, Learning and Skills. The academic outcomes for pupils with Local Authority commissioned alternative education provision remain above average for similar cohorts nationally. Analysis undertaken by the Partnership Teams' Quality Assurance Officer evidenced that the outcomes for the Council's Education Other Than At School (EOTAS) pupil cohort in 2019-2020 demonstrated that 91% of Year 11 EOTAS students gained accredited outcomes in one or more subjects, in comparison to a figure of 58% of Year 11 students nationally. In addition national figures for the same cohort showed that 35% were Not in Education Employment or Training (NEET) at the end of Year 11 whereas in Nottinghamshire only 15% of this cohort was identified as NEET.
6. There are currently 286 pupils accessing EOTAS, 147 of these have an Education, Health and Care Plan. The Local Authority currently employs two EOTAS Practitioners who work within the Partnership Teams to monitor the attendance, wellbeing and progress of pupils permanently excluded from school. The Partnership Teams have evolved clear processes and procedures that support children and families of permanently excluded pupils. It would be equitable if the same level of support was provided in future years to those children and young people with Education, Health and Care Plans who are educated through EOTAS to ensure that they receive a high level of support.
7. The allocation of an additional £10.875m High Needs Block funding (part of the Dedicated Schools Grant) to Nottinghamshire County Council for the financial year 2021-2022 provides an opportunity for the Local Authority to create two additional EOTAS Practitioner posts at Grade 5 to work in the North and the South of the County respectively. These would be line managed by the relevant Partnership Team Managers and would ensure that children and young people with Education, Health and Care Plans and those with complex needs placed by the Fair Access Team could be supported and monitored by the partnership team.

Other Options Considered

8. The current structure remains in place which would not allow those pupils with an Education, Health and Care Plan or those with complex needs placed by the Fair Access Team to receive the same level of support and challenge as those pupils who have been permanently excluded.
9. To provide separate EOTAS Practitioners for all separate Local Authority teams involved. This would not prove to be cost effective as the cost would be higher.

Reason/s for Recommendation/s

10. The addition of the two posts to the Partnership Team uses the High Needs Block funding in a way that ensures that an equitable level of support can be provided to EOTAS pupils irrespective of whether they are permanently excluded, or do or do not have an Education, Health and Care Plan.

Statutory and Policy Implications

11. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment 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

12. The cost of 2.0 fte additional EOTAS Practitioner (Grade 5) posts is £68,500 per annum and this has been included in the High Needs Block funding allocation for 2021-2022. This was shared with the Schools Forum on 25th February 2021.

Human Resources Implications

13. The staff would be appointed subject to the Council's recruitment process.

RECOMMENDATION/S

- 1) That approval is given to the permanent establishment of an additional 2 FTE Education Other than at School Practitioner (Grade 5) posts within the Education Partnership Teams.

Marion Clay
Service Director, Education, Learning and Skills

For any enquiries about this report please contact:

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Constitutional Comments (KK 07/04/21)

14. The proposal in this report is within the remit of the Children and Young People's Committee.

Financial Comments (SAS 31/03/21)

15. The cost of 2.0 fte EOTAS Practitioner (Grade 5) posts is £68,500 per annum and this will be contained within the High Needs Block funding allocation for 2021-2022. The High Needs Block is part of the Dedicated Schools Grant and the funding allocation for 2021-2022 is £89.1m.

HR Comments (BC 08/04/21)

16. The staffing implications are contained within the body of the report. Posts will be recruited to in line with the vacancy control and recruitment procedures.

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.

Education Act 1998

Electoral Division(s) and Member(s) Affected

All.

C1457

19 April 2021**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, CUSTOMERS, GOVERNANCE AND
EMPLOYEES****WORK PROGRAMME****Purpose of the Report**

1. To consider the Committee's work programme for 2021.

Information

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.
5. The meeting dates and agenda items are subject to review in light of the ongoing COVID-19 period.

Other Options Considered

6. None.

Reason for Recommendation

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

Statutory and Policy Implications

8. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION

- 1) That the Committee considers whether any amendments are required to the Work Programme.

Marjorie Toward

Service Director, Customers, Governance & Employees

For any enquiries about this report please contact:

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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

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.

- None

Electoral Division(s) and Member(s) Affected

- All

CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2020-21

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
21 June 2021			
Elective Home Education update	Six-monthly update	Marion Clay	Sarah Whitby
Early Childhood Services restructure proposals		Laurence Jones	Irene Kakoullis
Child Poverty data and action plan update		Laurence Jones	Irene Kakoullis
Placement Stability pilot		Steve Edwards	Pom Bhogal
Corporate Parenting items:			
Independent Inquiry into Child Sexual Abuse – update		Colin Pettigrew	Edward Goodson
Foster carers ex-gratia payments		Steve Edwards	Steve Edwards
Establishment of additional posts in the Looked After Service		Steve Edwards	Sophie Eadsforth
Fostering Service annual report		Steve Edwards	Ty Yousaf
Virtual School annual report	Annual report	Marion Clay	Sue Denholm
Independent Reviewing Officer Service annual report		Laurence Jones	Izzy Martin
Provision, achievements and progress of the Children in Care Council and participation of children and young people looked after 2020/21		Steve Edwards	Pom Bhogal
National Minimum Fostering Allowances and Levels Payments to Foster Carers 2021/22	Annual determination	Steve Edwards	Ty Yousaf/ Tara Pasque
19 July 2021			
Children and young people core data set - performance and finance for Quarter 4 2020/21	Quarterly performance report	Nigel Stevenson	Dave Gilbert
Outcomes of Ofsted inspections of schools		Marion Clay	Diane Ward
School Holiday & Term Time Dates for Local Authority Maintained Schools in Nottinghamshire 2023/2024, 2024/2025, 2025/2026 and 2026/2027	Outcome of statutory consultation	Marion Clay	Claire Wilcoxson
Children Missing Education	Six-monthly update	Marion Clay	Karen Hughman/ Sarah Whitby

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Progress on Improving the Effectiveness and Efficiency of the Children's Services Plan	Quarterly update	Laurence Jones	Laurence Jones
COVID Winter Grant Scheme final report		Laurence Jones	Irene Kakoullis
EDT Service Review		Laurence Jones	Liz Maslen
Update on the Remodelling Practice programme	Quarterly report	Steve Edwards	Lucy Peel/ Holly Smitheman
Nottinghamshire Safeguarding Children Partnership Early Help Strategy 2021 - 2025		Steve Edwards	Rachel Miller
Youth Justice service staffing		Steve Edwards	Rachel Miller
Local Authority governor appointments to school governing bodies	Quarterly report	Marion Clay	Sarah Sayer
Corporate Parenting items:			
Child Sexual Exploitation and Children Missing from Home and Care: annual report 2020/21	Annual update	Laurence Jones	Joe Foley/ Hannah Johnson
Outcomes of review of governance arrangements of Looked After Children care settings & Children's Homes Governance Board		Laurence Jones	Laurence Jones
Foster carers items			