

Your Nottinghamshire Your Future Council Plan

Children and Young People's Department

Our commitments measuring our success

Priority 1 - A great place to bring up your family

Commitment 1 - Families prosper and achieve their potential

Success means	Council Plan Key Measures of Success	Latest	Target	Good is	Previous	National
Young people will have improved physical and mental health	Number of children and young people accessing Outdoor and Environmental Education (cumulative)	17235	-	High	8928	-
More children will achieve a good level of development by the end of reception year	Numbers of individual children and young people engaged in positive activities delivered by the Young People's Service (cumulative)	8880	-	High	6604	-
	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)	70.6% (Academic 2018/19)	in line with national	High	69.7% (Academic 2017/18)	71.8% (Academic 2018/19)
	School Readiness: all children with free school meal status achieving a good level of development at the end of reception as a percentage of all eligible children	50.5% (Academic 2018/19)	-	High	49.7% (Academic 2017/18)	56.3% (Academic 2018/19)

Commitment 2 - Children are kept safe from harm

Success means	Council Plan Key Measures of Success	Latest	Target	Good is	Previous	National
Children at risk are appropriately identified, supported and protected	Child and Family assessments for Children's Social Care carried out within statutory timescales	97.5%	85.0%	High	97.7%	82.7%
Improved outcomes for children, young people and families accessing our safeguarding and family services, as a result of high quality interventions	Percentage of LAC (for at least 12 months) who have had their annual health assessment	93.9% (2017/18)	-	High	95.0%	88.0%
	Percentage of LAC (for at least 12 months) who have had their teeth checked by a dentist	82% (2017/18)	-	High	83.0%	84.0%
	Percentage of (LAC) remaining in long-term placements	69.5%	70.0%	High	71.0%	70.0%
Looked After Children and care leavers are well supported through improved placement provision, health services and learning opportunities	Percentage of care leavers in education, employment or training aged 19-21	49.1%	49.0%	High	49.8%	51.0%
	Percentage of care leavers in suitable accommodation	86.9%	83.0%	High	85.6%	84.0%

Continued good quality, targeted youth services	First time entrants to the Youth Justice System aged 10-17 (per 100,000). Latest is Q1	35	<276	Low	48	276
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Commitment 3 - Children and Young People go to good schools						
Success means	Council Plan Key Measures of Success	Latest	Target	Good is	Previous	National
Children and young people are provided with sufficient early years provision and school places in their local communities	Percentage of LAC classed as persistent absentees	8.9% (Academic 2017/18)	-	Low	7.9% (Academic 2016/17)	10.6% (Academic 2017/18)
	Percentage of LAC achieving grades 9-4 (standard pass) GCSEs in both English & Maths at KS4	22.7% (Academic 2017/18)	-	High	21.3% (Academic 2016/17)	17.8% (Academic 2017/18)
Vulnerable children are less likely to miss education	Percentage of LAC achieving grades 9-5 (strong pass) GCSEs in both English & Maths at KS4	6.8% (Academic 2017/18)	-	High	11.5% (Academic 2016/17)	7.8% (Academic 2017/18)
Educational outcomes for vulnerable children improve	Number of primary schools in an Ofsted category (Inadequate) - does not include the former judgement of new academy sponsor led schools which are yet to undergo an inspection	2 (Q2 2019/20)	-	Low	4 (Q2 2018/19)	-
	Number of secondary schools in an Ofsted category (Inadequate) - does not include the former judgement of new academy sponsor led schools which are yet to undergo an inspection	2 (Q2 2019/20)	-	Low	1 (Q2 2018/19)	-
More than 90% of Schools are classified as Ofsted "good" or "outstanding"						
Fewer young people are not in education, employment or training (NEET)	Participation in education, employment and training (EET) aged 16-17	94% (Q1 2019/20)	-	High	94.9%	-

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Key activities that support delivery of the council plan

Priority 1 - A great place to bring up your family

Commitment 1 - Families prosper and achieve their potential

Success means	Activities to progress the outcome	Progress
Young people will have improved physical and mental health	Implement a newly commissioned Healthy Families Programme for 0-19 year olds and their families which integrates with children's centre services	Implement a newly commissioned Healthy Families Programme for 0-19 year olds and their families which integrates with children's centre services
More children will achieve a good level of development by the end of reception year	Working with CCGs, continue to transform our specialist community health services for children and young people (CCYPS)	The Community Children and Young People's service (CCYPS) which provides community based healthcare for children with complex needs continues to undergo transformation in order to meet the needs of Nottinghamshire children. Our priorities over the next 12 months include strengthening joint commissioning approaches across Local Authority Children and Families Services, Adult Social Care and Public Health and clinical health services with CCGs and NHS England. This integrated approach as championed by the CICH, would enable a whole system approach to planning and commissioning CYP services, informed by national policy and local needs, inequalities, and evidence of effectiveness and reduce silo working and duplication whilst increasing the consistency of approaches. As part of this the Community Children and Young People's Service is currently undergoing service transformation as part of a re-specification programme led by the CCG (with the ICH leading on this on behalf of CCG), this will present an opportunity to align pathways and commissioning.
	Implement the Future in Mind Plan to improve services for children and young people with emotional and mental health difficulties	The Future in Mind plan was published on the Local Authority and CCG websites in Autumn 2018. Following publication the format of the CYP Mental Health Executive has changed to ensure task and finish groups report into one strategic group aligned to the strategic action plan. Nottingham North and East and Rushcliffe have been piloting mental health support teams in schools, ensuring an increase in the level of support available for children and young people. One of the key ambitions in the NHS Long Term Plan is for local areas to extend current service models to create a comprehensive offer for 0-25 year olds that reaches across mental health services for children, young people and adults. This ambition is reflected locally in the All Ages approach described in the ICS Mental Health Strategy and in the Children and Young People's Mental and Emotional Health Local Transformation Plan. To deliver this a mental health 0-25 workshop is planned for January 2020 where partners will have the opportunity to hear about other areas experience of developing and delivering these services to identify good practice and plan next steps.

Continue to implement the Young People's Health Strategy	The young people's health strategy implementation continues with a focus on enhancing the digital offer within health services. As part of the strategy implementation, public health commissioned services are undergoing the Department of Health 'You're Welcome' accreditation assessment, led by NCC Youth Services. The health champion has now been appointed.
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Commitment 2 - Children are kept safe from harm

Success means	Activities to progress the outcome	Progress
<p>Children at risk are appropriately identified, supported and protected</p> <p>Improved outcomes for children, young people and families accessing our safeguarding and family services, as a result of high quality interventions</p> <p>Looked After Children and care leavers are well supported through improved placement provision, health services and learning opportunities</p> <p>Continued good quality, targeted youth services</p>	<p>Continue to review our social work practice in Nottinghamshire, including services for Looked After Children and Care Leavers, to ensure that we are delivering high quality social care at the best possible value</p>	<p>Adopting a strengths-based model of social work practice within the Children and Families department was approved by Children and Young People's Committee in March 2019. In October 2019 a practice development day was held for 550 staff within the department, exploring how to embed the model within practice. A training plan has been devised and will be rolled out in 2020. Services for children looked after and care leavers were judged to be good in the recent inspection of children's services.</p>
	<p>Sustain the culture of embedding assessment tools as part of front line practice, and evaluate the impact</p>	<p>The Social Work Practice Consultants team continue to promote the use of evidence based tools within assessment. The programme to implement strengths-based practice is also focussing on ensuring that all tools promote a strengths-based approach and are easily accessible to practitioners. Use of tools is also considered through group reflective supervision.</p>

<p>Continue to deliver a comprehensive set of recruitment and retention activities to enable further reductions in the number and cost of social work agency staff</p>	<p>During the 6-month period (April – Sept), we have received 76 applications and recruited 38 new social work staff. Towards the end of September, our intake to the ASYE programme was approaching 50, which is the highest level we've achieved in recent years. Turnover within our hard to recruit to teams stood at 4.82% in September, which was a reduction on the 5.29% reported at the end of March, and the figure for the Division as a whole was 3.41%. Our target turnover figure is 5%, and we have remained close to this figure over the last 2 years. The national collection of data on children's social workers from 2018 (released in February 2019), showed that turnover in the wider workforce stood at 16% - so we are managing to maintain a relatively consistent, and low, level of turnover across our frontline teams.</p> <p>Length of service statistics continue to improve, with 65% of the workforce in post for 5+ years (up 4% on March figures). 36% of our HRT teams have been in post for 5+ years (our target is 50%), and 29% have been in post for 2-5 years (our target is 30%). External advertising of our social work roles has been maintained via the BASW website, regular advertorials in Professional Social Work magazine, adverts on Indeed, and on all our feeder University jobs boards. Our link with local universities continues to generate a good level of graduate applications, and we will be introducing a fast-track recruitment process for final year students who are on placement with us (from the New Year) – encouraging them to remain with us and take up permanent posts when they complete their training.</p> <p>In addition to our on-going recruitment process, we continue to run our Grow our Own (GOO) social worker training programme, in partnership with Nottingham City and Manchester Metropolitan University. Our first cohort, who started in the Autumn of 2018 are approaching the end of their course and will be undertaking their final placements shortly. Our second cohort were recruited to the programme in August and will be starting their studies from the end of September. This, alongside our involvement with Step Up, and our Return to Children's Social Work programme, provide us with an additional stream of new recruits, to help fill our vacancies and reduce agency costs.</p>
<p>Further improve the integration of social work and early help services so that families receive a more coordinated service and have the right level of support at the most appropriate time</p>	<p>The results of the themed audit were positive, with evidence that step down is working better with the introduction of the new Mosaic workflow. Required Improvements to the way the two services work together were identified, and these have formed the basis of an action plan which is being delivered by CSC and FS service managers. CSC Managers have been involved in the steering group and task and finish sub groups of the Family Service Review. The new service will launch in April 2020 with streamlined processes for Step Down.</p>
<p>Review and implement a revised short-break offer in Nottinghamshire for children and young people with disabilities</p>	<p>The revised Short Breaks Offer was opened to new families from 3 September 2019. The co-production working group (parents / carers) has continued to meet providing useful feedback on the implementation of the revised Offer. Demand for the Standard Offer (24 hours per year) has been less than expected to date. Robust assessment and review processes are now in place for larger packages of Short Breaks.</p>
<p>Co-ordinate the delivery of a multi-agency SEND Strategic Action Plan, ensuring the continuous improvement of services for children and young people with SEND and their families</p>	<p>The SEND Accountability Board reviewed its priorities for 2019-2020 under the general heading of 'Improving Parental Confidence'. These priority areas have been rated on a scale from inadequate to outstanding, and improvement actions agreed. The final SEND Strategic Action Plan for 2019-2020 was agreed at the Board's meeting on 1 May 2019.</p>

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<p>Children at risk are appropriately identified, supported and protected</p> <p>Improved outcomes for children, young people and families accessing our safeguarding and family services, as a result of high quality interventions</p>	<p>Remodel our commissioning arrangements for vulnerable children and young people's education and care provision</p>	<p>The planned establishment of the new joint commissioning of fostering and residential placements for children in care remains on track to launch in February 2020. Further areas of service that would benefit from a similar joint commissioning approach across the D2N2 footprint are also being pursued, e.g. short breaks, emergency placements. Alongside this, the County Council's existing block contracts for residential care placements continue to evolve to meet the changing requirements being placed upon them, e.g. the establishment of in-county homes for the <u>exclusive use</u> of Nottinghamshire children in care, alongside the <u>virtual</u> placements across the providers' homes inside and outside of Nottinghamshire. A similar approach continues to be developed for specialist education placements in independent and non-maintained schools based around a Discounted Fee Arrangement.</p>
<p>Looked After Children and care leavers are well supported through improved placement provision, health services and learning opportunities</p> <p>Continued good quality, targeted youth services</p>	<p>Continue to remodel our early help services, including youth services and children's centre provision, to improve outcomes and achieve best value</p>	<p>In regards to the Council's Youth Service and Outdoor and Environmental Education Service a report will be taken to the Children's and Young People's Committee on 29th April 2019, to seek approval for proposed changes, which reflect the service remaining within the Council, and its changing priorities.</p> <p>The Children's Centre Service targeted model is now in place with evidence of improved outcomes for families with preschool children. This new service model will continue in 2019-20 and from 2020 when the service comes under the management of the council. The Family Service continues to offer targeted services to families with children under 5 where there are high levels of complexity (where the children are subject to a child protection plan, have recently closed to statutory services or where support from the children's centre has not brought about the required improvements). The Family Service have undertaken an extensive review and will implement a number of service improvements in April 2020, including a graduated parenting offer which seeks to better meet the needs of children and families open to Early Help or CSC. The government has announced continued funding for The Troubled Families programme in 2020 and so the service will continue with the same capacity as in previous years rather than needing to achieve a saving.</p>
	<p>Ensure that we continue to meet the requirements of external inspection frameworks across children's services</p>	<p>A refreshed regional self-evaluation has just recently been finalised in December 2019, incorporating the updates and recommendations from the recent Ofsted inspection in October 2019. Regional Improvement Alliance Challenge Conversations are now also scheduled for the upcoming year with our triad (Leicester, Lincolnshire & Nottinghamshire) in two different parts; one high level discussion picking out key lines of enquiry from the self assessment and the other focused more around practice and derived from findings in part one. The first part is scheduled to take place at the end of January, with the other part to be completed by the end of March.</p> <p>The Ofsted short inspection carried out in October found Nottinghamshire to be rated 'good' overall, with 'children in need of help or protection' as 'requires improvement'. Ofsted praised the services provided to children in care and care leavers especially, as well as our ability for leadership to identify areas for improvement. The areas for improvement identified were the quality and multi-agency involvement in strategy discussions, the consistency of social work practice, the awareness and response to privately fostered children and the assessments and level of support provided to children in care placed with family and friends.</p>

<p>Transform our safeguarding board arrangements in accordance with the recommendations set out in the Wood Review</p>	<p>Nottinghamshire Safeguarding Children Partnership was formed on 1st January 2019, and intends to build on the strengths of the previous arrangements under the Local Safeguarding Children Board (LSCB). Through the introduction of new arrangements the partnership is seeking to provide a streamlined structure, reducing duplication and lessening the demand on safeguarding leads to attend meetings.</p>
<p>Cooperate with other East Midlands authorities to improve timeliness for children and young people waiting to be adopted</p>	<p>Adoption East Midlands RAA went live on 3 April 2019. AEM is responsibly for recruiting adopters, and finding adoptive families for the children of Derby, Derbyshire, Nottingham and Nottinghamshire, and for providing adoption support in these same areas. This means Nottinghamshire children with adoption plans can be matched with a wider pool of adopters, recruited and supported by AEM. This should result in timely local matches, and when a suitable family is not available, AEM will work with partners in the region to find a family.</p> <p>Our adoption performance is a strength and are proud of the way agencies work together to reduce unnecessary delay in receiving support and achieving permanence for children, with IROs playing a key role in this. Adoption East Midlands works well with the permanence team in terms of tracking, early matching and home finding. This include a focus on fostering for adoption placements. We make good use of tracking, home finding, and sibling assessments. We are committed to finding homes for children, including children in sibling groups, older children and disabled children, this can impact on our overall performance in terms of timeliness, we don't mind if it does as the best outcomes for children are our priority</p>
<p>Cooperate with other East Midlands authorities to contribute to the improvement of social work training and social work practice across the D2N2 Teaching Partnership</p>	<p>Across Quarter 1 & 2 the D2N2 Teaching Partnership delivered 10 CPD events across Nottinghamshire and Derbyshire, with social work practitioners from 4 local authorities attending these events. Our Practice Educators continue to benefit from a tailored programme of CPD activities, organised by the Partnership. Our Productive Partnerships event in July provided our social workers with an opportunity to engage directly with family support charities from across the County – raising their awareness of the services available, and helping to generate stronger relationships between them and our local charity partners. A further 15 CPD events are currently being planned for the New Year. Whilst the Partnership received a further £170,000 in DfE funding this year – these funds will need to be stretched across a 3-year period and have meant a reduction in the Partnerships staffing structure from 6.4 FTE to just 0.4 FTE, which will necessarily reduce its operational capacity. We hope to continue with the delivery of CPD activities, but we may need to draw on the practical support of partners to facilitate this sustainably.</p>
<p>Launch a Social Impact Bond to help young people remain out of care and/or to transition from residential to foster care placements</p>	<p>Progress on mobilising the SIB has been restarted during the current period following the engagement of Futures as a social investor partner within the provider-led delivery consortium. Subject to formal approval from The Big Lottery Fund and the necessary due diligence, it is anticipated that the SIB programme will become operational during the coming year.</p>

<p>Commitment 3 - Children and Young People go to good schools</p>		
<p>Success means</p>	<p>Activities to progress the outcome</p>	<p>Progress</p>

<p>Children and young people are provided with sufficient early years provision and school places in their local communities</p> <p>Vulnerable children are less likely to miss education</p> <p>Educational outcomes for vulnerable children improve</p> <p>More than 90% of Schools are classified as Ofsted "good" or "outstanding"</p>	<p>Create additional high quality sustainable childcare places, to ensure adequate sufficiency levels to meet increasing demand for funded childcare following new duties placed on LAs</p>	<p>The CSA is developed annually, and the 2019 CSA was presented to CYP Committee in October 2019. The CSA identified that Nottinghamshire has sufficient childcare places for eligible 2 year olds, and all 3 and 4 year olds. There are exceptions however (Colwick / Netherfield in Gedling, and Bellamy in Mansfield and some rural areas in Bassetlaw) and not all available places are accessible for families.</p> <p>According to the 2019 CSA, there are over 2,500 x 15 hour places for 2, 3 and 4 year olds vacant across the County. Only five areas are reporting a deficit of places and the numbers are negligible (-19 places in total). The challenge for Nottinghamshire is not necessarily to create additional places, but to encourage parents to use their funded entitlements. We have increased the active targeting of 2 year olds from low income families to increase the take up of early education entitlements which increased to nearly 80% in autumn term 2019.</p> <p>Business sustainability remains a challenge for many early years providers. Providers are reporting that their fees have risen over recent years due to several new initiatives which have had significant impact on provision; namely the national minimum wage, pension costs, costs of training and increases in business rates. However local proposals to increase funding levels in this current financial year and next were supported by the Schools Forum in September who propose to increase the hourly rate by 10p (subject to Secretary of State approval).</p> <p>83% of all registered Early Years Provision is currently rated as Good, Outstanding or Met by Ofsted. This figure rises to 96% when factoring out those settings which are newly registered and are yet to be inspected.</p>																
<p>Fewer young people are not in education, employment or training (NEET)</p>	<p>Continue to develop an effective working relationship and shared understanding with all schools and the Regional Schools Commissioner to raise standards of attainment and improve pupils' progress in all Nottinghamshire Schools</p>	<p>A new 'Improving Educational Opportunities for All' Strategy is being developed which, in time, will replace the Closing the Gap Strategy. The draft Strategy was shared at head teacher briefings and a formal consultation will take place in June and July 2019. Final outcomes in 2018 indicate that the gap for children eligible for Free School Meals (FSM6) at both KS2 and KS4 have narrowed. Gaps for children with SEND have widened slightly at KS2 but narrowed at KS4. Children from Black Minority Ethnic (BME) groups outperform non BME children at KS4 and have narrowed the gap at KS2. Looked After Children (LAC) in Nottinghamshire outperform LAC nationally at KS4 whilst the gap at KS2 has widened - this group remain statistically a very small cohort. All groups, except LAC at KS2, have improved attainment at KS2 and 4 since 2017. The summary table below shows that, as a result of the inspections over the last term, Nottinghamshire continues to remain above the national average for all schools and secondary schools in terms of the proportion of Good or better schools and is well above other East Midlands' local authorities' average in all three areas. Nottinghamshire remains above the East Midlands average, but below the national average in terms of the proportion of primary schools that are good or better.</p> <p>Management Information for Schools - 31 August 2018</p> <table border="1"> <thead> <tr> <th>Number of Good or better schools</th> <th>National</th> <th>Notts</th> <th>E Midlands</th> </tr> </thead> <tbody> <tr> <td>All Schools</td> <td>85%</td> <td>86%</td> <td>83%</td> </tr> <tr> <td>Primary</td> <td></td> <td>87%</td> <td>85%</td> </tr> <tr> <td>Secondary</td> <td>75%</td> <td>88%</td> <td>70%</td> </tr> </tbody> </table>	Number of Good or better schools	National	Notts	E Midlands	All Schools	85%	86%	83%	Primary		87%	85%	Secondary	75%	88%	70%
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<p>Continue to implement the Educational Opportunities for All Strategy to improve attainment and progress for vulnerable children and young people identified by the East Midlands Challenge</p>	<p>Head Teachers Briefing presentations took place in the Autumn Term, where R4S background and resources were shared. R4S drop-in sessions were held on several dates across the county, to enable school staff to find out more about the project, resources and support available. In addition to this, 2 transition launch events were held in the autumn term 2018, sharing good transition practice, R4S resources, and the Inclusive transitions website materials. 48 delegates attended over the two dates, including colleagues from mainstream and special schools, SFSS and other STSS teams. 37 families of schools have now taken up R4S. Most schools received personalised packs and were supported with the implementation of the R4S project. The resource and support provided were well received. The R4S package has tools for schools to gather their own data about the impact of each project to enable them to alter their R4S package in subsequent years. However, as transitions have not yet taken place, we do not yet have any numerical data to demonstrate its effectiveness. Evaluations of R4S resources and the support provided indicate that on average, staff confidence regarding transition increased from 7 before support, to 9 after support. Two further training events were held on 25 January 2019 for any schools who had missed the Autumn term training programme. On the 29 March 2 sessions were held to enable school staff to moderate examples of work against the new pre-key stage standards. There were circa 70 schools represented across the 2 sessions. The evaluations were 100% good or better for all 4 of these events. A portfolio of examples of writing is being collated following the event on the 29th. The examples will be annotated with comments from the delegates that were produced through the moderation exercise.</p>
<p>Work with key partners to successfully implement the Early Years Improvement Plan to close the attainment gap and prepare children for school</p>	<p>The Early Years Improvement Plan 2018-20 has evidenced a range of successes in the delivery of evidence based interventions to improve school readiness. The plan will be replaced with a new Best Start Strategy which will be launched in January 2020; this plan uses findings of a recent self-assessment exercise (Maturity Matrix) which has identified that interventions need to be strengthened during ante natal stages and for children under the age of 3. A Home Learning pathway has been developed with parents and key stakeholders. A project focusing on target groups of children in Ashfield is underway with a particular focus on children with English as an Additional Language.</p>
<p>Implement the recommended actions from the Post-16 Area Based Review to include a focus on improving Level 3 attainment at the end of Key stage 5</p>	<p>The percentage of young people qualified to Level 3 (2 or more passes at A-Level or equivalent) shows no change from the previous academic year. Data for young people aged 19 years at the end of the 2017/18 academic year shows 51.8% of those who attended a Nottinghamshire school at age 16 years attained this. Nottinghamshire remains at the bottom of its statistical neighbours on this measure behind Northamptonshire (where 52.2% attained Level 3). The gap between Nottinghamshire and Northamptonshire has narrowed slightly from 0.6 percentage points last year to 0.4 points this year. Cheshire West and Chester is placed first where 59.6% attained this measure. Against all authorities nationally Nottinghamshire is placed 116th (out of 150, where 1st is best), which represents a slight improvement in rank from 121st last year. The statistical neighbour average is 56.2% (a slight fall from 56.7% from the previous year), while nationally the figure for the state sector is 57.2% (a slight decrease of 0.4 percentage points).</p>