

Children and Young People's Committee

Monday, 23 March 2020 at 10:30

County Hall, West Bridgford, Nottingham, NG2 7QP

AGENDA

- | | | |
|----|--|---------|
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(b) Private Interests (pecuniary and non-pecuniary) | |
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Notes

- (1) Councillors are advised to contact their Research Officer for details of any Group Meetings which are planned for this meeting.
- (2) Members of the public wishing to inspect "Background Papers" referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact:-

Customer Services Centre 0300 500 80 80

- (3) Persons making a declaration of interest should have regard to the Code of Conduct and the Council's Procedure Rules. Those declaring must indicate the nature of their interest and the reasons for the declaration.

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact 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 10 February 2020 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

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

Tom Hollis
Boyd Elliott
John Handley
Errol Henry JP

Paul Henshaw
Roger Jackson
Kate Foale
Liz Plant

CO-OPTED MEMBERS (NON-VOTING)

4 Vacancies

OTHER COUNCILLORS IN ATTENDANCE

Joyce Bosnjak
Neil Clarke
Richard Jackson
John Longdon

OFFICERS IN ATTENDANCE

Katharine Brown	Public Health and Commissioning Manager, Public Health
Rachel Clark	Programme Lead Children and Young People's Mental Health
Karen Hughman	Group Manager, Children and Families Services
Laurence Jones	Service Director, Children and Families Services
Irene Kakoullis	Group Manager, Children and Families Services
Pip Milbourne	Business Support, Children and Families Services
Colin Pettigrew	Corporate Director, Children and Families Services
Martin Gately	Democratic Services Officer, Chief Executive's

1. MINUTES OF THE LAST MEETING

The minutes of the meeting held on 13 January 2020 having been circulated to all Members, were taken as read and were signed by the Chairman.

2. APOLOGIES FOR ABSENCE

Councillor Hollis substituted for Councillor Deakin (medical) and Councillor Foale substituted for Councillor Peck (other).

3. DECLARATIONS OF INTEREST

None.

CORPORATE PARENTING ITEMS

4. DESTINATION OF YEAR 12-13 LOOKED AFTER YOUNG PEOPLE COHORT 2019-2020

RESOLVED 2020/11

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

That:

- 1) No further action was required arising out of the information contained in the report.

OTHER ITEMS

5. YOUR NOTTINGHAMSHIRE YOUR FUTURE – DEPARTMENTAL STRATEGY: SIX MONTH REVIEW OF PROGRESS

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

RESOLVED 2020/12

That:

- 1) A comprehensive written briefing be provided to Members on achievement at Level 3 (equivalent of A Level).

6. ADMISSIONS APPLICATIONS IN THE NORMAL ADMISSIONS ROUND TO NOTTINGHAMSHIRE SCHOOLS AND ACADEMIES – 2019-2020

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

RESOLVED 2020/13

That:

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

7. NOTTINGHAMSHIRE SCHOOL ADMISSION ARRANGEMENTS 2021-2022

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

RESOLVED 2020/14

That:

- 1) The school admissions arrangements for 2021-2022 as detailed in Appendix 1 be approved, including:
 - overall procedures and practise including oversubscription criteria for community and voluntary controlled schools, as detailed in Section 1
 - published admission numbers, as listed in Section 2
 - qualifying schemes in Section 3
 - in-year scheme in Section 4.

8. CHILDREN'S CENTRE PROPERTY PROPOSALS

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

The following amended motion was proposed by Councillor Hollis and seconded by Councillor Henshaw.

To propose to defer the agenda item 8 while further investigations into implications take place.

Recorded Vote:

The requisite number of Members requested a recorded vote and it was ascertained that the following 5 Members voted '**For**' the amended motion:-

Councillors Hollis, Henry, Henshaw, Foale and Plant

The following 6 Members voted against the motion:-

Councillors Owen, Taylor, Saddington, Elliot, Handley and Jackson

Recorded Vote:

The requisite number of Members requested a recorded vote and it was ascertained that the following 6 Members voted '**For**' the substantive motion:-

Councillors Owen, Taylor, Saddington, Elliot, Handley and Jackson.

The following 5 Members voted against the substantive motion:-

Councillors Hollis, Henry, Henshaw, Foale and Plant.

RESOLVED 2020/15

That:

- 1) the proposal for the Children's Centre Service to vacate the three premises referred to in this report and for services to continue to be delivered from a range of accessible community venues and in people's homes be approved.

9. LOCAL TRANSFORMATION PLAN FOR CHILDREN AND YOUNG PEOPLE'S EMOTIONAL AND MENTAL HEALTH UPDATE

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

RESOLVED 2020/16

That:

- 1) the delivery of the cross-partnership communications strategy referred to in paragraph 20 be supported.
- 2) no further actions were required in relation to the information contained in this report.

10. EARLY CHILDHOOD COMMUNICATIONS PLAN 2020-2022

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

RESOLVED 2020/17

That:

- 1) the proposed Early Childhood Service Communications Plan 2020-2022, as attached at Appendix 1, be approved.

11. OUTSIDE BODIES REPORT: STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION (SACRE) ANNUAL REPORT 2018-19

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

RESOLVED: 2020/18

That:

- 1) Reverend Ken Johnson be thanked for his important work.

12. WORK PROGRAMME

RESOLVED: 2020/19

That:

- 1) The work programme be noted.

The meeting closed at 11:45 am.

CHAIRMAN

23rd March 2020**Agenda Item: 4****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****CHANGES TO THE STAFFING ESTABLISHMENT AND REVIEW OF
RECRUITMENT AND RETENTION AT CLAYFIELDS HOUSE SECURE
CHILDREN'S HOME****Purpose of the Report**

1. This report seeks approval to make the following changes to the staffing establishment within Children's Social Care at Clayfields House Secure Children's Home:
 - establishment of 1 FTE Quality Assurance Officer (indicative Grade 4) post with effect from 1st April 2020
 - disestablishment of 1 FTE Safeguarding Analyst (Grade 5) post with effect from 1st April 2020.
2. The report also outlines actions to improve recruitment and retention issues at the home.

Information

3. Clayfields House Secure Children's Home accommodates children from across the country who are serving a sentence, remanded or secured for welfare purposes by the courts.
4. The Senior Management Team needs robust management information and data to ensure timely and informed management decisions can be made to address concerns when they arise.
5. The establishment of the Quality Assurance Officer role will provide support to Clayfields House Senior Leadership Team. The role will ensure information is available to managers to address any areas of concern in a timely manner and support improvements with management effectiveness on the quality of care. The job description has been evaluated with an indicative Grade 4.
6. The proposed disestablishment of the Safeguarding Analyst post will not adversely affect staff as this post is currently vacant.

7. In October 2019 there were 27 vacancies in Clayfields House (reduced to nine at the time of writing this report). In November 2019 a review of the staffing structure and job descriptions was undertaken in order to support the recruitment and retention of staff and address Ofsted's requirements.
8. Extensive consultation has been undertaken with staff and trade unions representatives at Clayfields, consulting on their understanding of their roles and responsibilities, their feelings around their role, why staff leave and what they would change to improve retention. This feedback has been considered when reviewing the job descriptions and has included reviewing work/life balance, support available and staff morale. Research has also been undertaken with other Secure Homes across the country regarding their staffing establishment.
9. The job descriptions for the following roles have been reviewed. The duties and responsibilities have been refocussed where appropriate and realigned with the tasks currently undertaken by staff in those roles, to provide clarity to both existing and potential new employees. The updated job descriptions have been subject to job evaluation. There are no changes to existing grades arising from this review:
 - Unit Leader (Band B) to be renamed as Team Manager (indicative Band B)
 - Assistant Unit Leader (Band A) to be renamed as Senior Residential Practitioner (indicative Band A)
 - Residential Social Care Worker (Grade 5) to be renamed as Senior Residential Practitioner (indicative Grade 5)
 - Residential Care Worker (Grade 4) to be renamed as Assistant Residential Practitioner (indicative Grade 4).
10. In addition to the above changes, the Centre Manager will be renamed as Service Manager (Band E). The job description for role of Deputy Manager, Head of Care (Band D), has been updated to strengthen the strategic management function in the home. These changes will provide support to the Service Manager, including deputising in their absence in order to provide management consistency and accountability. The role title will change to Deputy Service Manager (Indicative Band D)
11. Work has been undertaken with Workforce Development to improve recruitment and at the time of this report being written there are currently nine vacancies in Clayfields House, of these there are three managerial vacancies; the proposed changes in establishment, job descriptions and role titles will assist with recruitment to these posts.

Other Options Considered

12. Not changing the staffing structure and job descriptions was considered. However, this would continue to impact on the home's ability to improve the service provided to the children due to the continued lack of clarity and accountability within the current roles and responsibilities.

Reason/s for Recommendation/s

13. The changes to the staffing structure and job descriptions will enable more effective recruitment and retention of staff, which will provide a safe and caring environment for the children

Statutory and Policy Implications

14. 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

15. The net costs of the changes to grades is nil.

Human Resources Implications

16. The changes to job descriptions outlined above have been subject to extensive consultation with staff and the trade unions. The Quality Assurance Officer role will be recruited to in line with Nottinghamshire County Council's vacancy control and recruitment procedure.

Safeguarding of Children and Adults at Risk Implications

17. The proposed change and subsequent recruitment to existing vacancies will improve the Council's ability to safeguard children placed in Clayfields House.

Implications for Service Users

18. The reduction in the number of vacancies and clarity in the roles and responsibilities will improve the quality of service provision for the children placed in Clayfields House.

RECOMMENDATION/S

That Committee:

- 1) approves the disestablishment of the following post with effect from 1st April 2020:
 - 1 FTE Safeguarding Analyst (Grade 5)
- 2) approves the establishment of the following post with effect from 1st April 2020:
 - 1 FTE Quality Assurance Officer (indicative Grade 4)

Steve Edwards
Service Director, Youth, Families and Social Work

For any enquiries about this report please contact:

Devon Allen
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Constitutional Comments (EP 28/02/20)

19. The recommendations fall within the remit of the Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 02/03/20)

20. The disestablishment of a Grade 5 post and the establishment of a Grade 4 post will result in a small reduction in the cost of Clayfields staffing establishment which is £4.4m. There are no financial implications arising from the review of the job descriptions in **paragraphs 9 and 10**.

HR Comments (BC 13/02/20)

21. The staffing implications are contained within the body of the report. Where changes to current job descriptions have been proposed, the updated roles have been subject to the agreed job evaluation processes. The proposed new post, Quality Assurance Officer, will be subject to the agreed 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.

None.

Electoral Division(s) and Member(s) Affected

All.

C1360

23rd March 2020**Agenda Item: 5****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES****SEXUAL ABUSE AND HARMFUL SEXUAL BEHAVIOUR INVOLVING
CHILDREN IN CARE****Purpose of the Report**

1. The purpose of this report is to provide Committee with information regarding incidents of sexual abuse and harmful sexual behaviour involving children in the care of the Council and the response to such incidents.

Information

2. On 18th September 2019 Policy Committee received a report on the Council's initial response to the Independent Inquiry into Child Sexual Abuse. Contained in the report was an action plan including a commitment that a reporting process would be developed to provide oversight regarding incidents of sexual abuse and harmful sexual behaviour involving children in care, and the response to such incidents. This report provides details on such incidents that occurred during the period 1st July – 31st December 2019. Further reports will be provided at six monthly intervals and three months in arrears.

Local Authority Children's Homes – Allegations Against Staff

3. No allegations were received by the Local Area Designated Officer (LADO) about contemporary allegations of sexual abuse by staff members or volunteers relating to Nottinghamshire children in homes run by Nottinghamshire County Council during this period.

Externally Commissioned Children's Homes – Allegations Against Staff

4. One allegation was notified in relation to a staff member in a privately-run children's home relating to a Nottinghamshire child placed in Nottingham City. The allegation is that a staff member stroked a child's arm and that this made the child feel uncomfortable. This was referred to the LADO in Nottingham City and was fully investigated and in this case the LADO's recommendation was followed and further support, advice and training were given to the staff member concerned.

Allegations Against Local Authority Foster Carers

5. No allegations were received by the Local Area Designated Officer about contemporary allegations of sexual abuse against Nottinghamshire children by Local Authority foster carers.

Allegations Against Foster Carers Working for Independent Agencies

6. No allegations were received by the Local Area Designated Officer about allegations of sexual abuse against Nottinghamshire children cared for by carers from independent foster agencies (IFAs). Three allegations were received regarding carers in Nottinghamshire but none were caring for a Nottinghamshire child. These will be followed through to conclusion by the LADO and any findings that would impact on the safe placement of Nottinghamshire children in the future would then be acted upon.

Other Incidents and Allegations Relating to Children in Care during the period

7. Three incidents have been reported in relation to online sexual exploitation. Two related to indecent images of the children being shared through social media initially by the young people themselves and one of an adult making a sexual approach via social media. In this case police enquiries were made but could not accurately lead to the identification of the adult or their location. Appropriate strategy meetings, investigations and safety plans have been put in place for the children in all cases.

Other Options Considered

8. This report supports commitments made in the Council's initial response to the Independent Inquiry into Child Sexual Abuse and as such other options have not been considered.

Reason for Recommendations

9. The recommendations support the role of the Children and Young People's Committee in providing oversight of this important area and identifying any actions that are required to provide further reassurance.

Statutory and Policy Implications

10. 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

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

RECOMMENDATION/S

- 1) That the Committee considers whether there are any further actions it requires arising from the information contained in the report.

Laurence Jones
Service Director, Commissioning and Resources

For any enquiries about this report please contact:

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Constitutional Comments (HD 05/03/20)

12. The content of the report falls within the delegation to the Children and Young People's Committee and is consistent with the commitments made in the report to Policy Committee on 18 September 2019 setting out the Council's initial response to the Independent Inquiry into Child Sexual Abuse.

Financial Comments (SAS 05/03/20)

13. 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.

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

Electoral Division(s) and Member(s) Affected

All.

C1352

23rd March 2020**Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****UPDATE ON NOTTINGHAMSHIRE'S LOCAL OFFER FOR CARE LEAVERS****Purpose of the Report**

1. This report updates Committee on the previously agreed Nottinghamshire Local Offer for Care Leavers.

Information

2. Section 2 of the Children and Social Work Act 2017 required each local authority (including seven districts/boroughs) to publish a Local Offer for its care leavers (18 – 24 years). It should provide information about all the services and support, statutory and discretionary, that is available to them from each local authority. It should be noted that this Act describes district councils as 'local authorities'. The Local Offer should include details of local authority services and support that could help care leavers' transition to adulthood and independent living in relation to health and wellbeing, positive relationships, education and training, employment, accommodation and participation in society.
3. Through Nottinghamshire Local Authorities Chief Executives' Group, the seven district authorities and Nottinghamshire County Council agreed to create one joint single Care Leaver Offer for Nottinghamshire. They also agreed that Nottinghamshire County Council would co-ordinate the development, writing and publication of the Offer.
4. The Nottinghamshire Local Offer was published in February 2019 through co-production with representatives from the County Council, district/borough councils, Nottinghamshire Leaving Care Service, Terry Galloway (care leaver champion), other public sector services, voluntary organisations and key stakeholders. These included representatives from housing, leisure, safeguarding, health improvement, community engagement, economic development and regeneration, transport and planning operations, partnerships, foster care services, leaving care services, former and current Nottinghamshire care leavers, care leaver apprentices, Children in Care Council, youth services, looked after children services, Mansfield Community & Voluntary Services, Prince's Trust, Children's Society, SOVA (providers of the Independent Visitor Service for Nottinghamshire's Looked After Children), Probation Service, We R Here, Child & Adolescent Mental Health Service, health care providers, health care commissioners, Achieve and Inspire Foundation, Futures, FE

colleges, Nottingham Trent University, University of Nottingham, Youth Offending Team, D2N2, Chamber of Commerce, Department of Work and Pensions and Groundwork.

5. Since publication, Nottinghamshire's Looked After Children (LAC) and Care Leavers (CL) Strategic Partnership Board is identified as the body accountable for the performance management and continuous improvement of the Offer. This Board is currently attended by the Vice Chairman of the Children and Young People's Committee and is chaired by the Service Director for Education, Learning and Skills. The Leaving Care Service has taken the lead in respect of the operational and implementation aspects of the Offer and updates the Council's partners at Nottinghamshire's Looked After Children (LAC) and Care Leavers (CL) Strategic Partnership Board, the regional Youth Homelessness Forum and various other more specific partner meetings.
6. The Offer is a dynamic one which is presented and published in different formats, including IT platforms (Notts Help Yourself Website), full .pdf download, a shortened printed booklet (updated in February 2020) and it is due to be available on mobile phone/tablet devices 'care leaver application' called the "Notts Next Steps" App (due for launch by the end of March 2020).

Nottinghamshire's Local Offer for Care Leavers

7. Nottinghamshire's Local Offer contains the current services and support available for care leavers in Nottinghamshire and builds on the support and advice already available to Nottinghamshire's care leavers via the experienced and committed Leaving Care Service. However, by working collaboratively with other local authorities and partners, this offer continues to be significantly strengthened. The Council has committed to providing real opportunities that go beyond any statutory minimum requirements of the 2017 legislation, including offers for care leavers, such as:
 - a. Allocation to a personal adviser (PA) at the age of 16¼ years, so that the young person and PA can develop a supporting and positive relationship prior to their transition from 'looked after' to leaving care at 18 years of age.
 - b. Continuation of access to Achievement Advisers (AA) from 16 – 24 years to explore employment, education and training needs and identify individual plans to assist the young person with their educational/training pathway and into the world of work.
 - c. The Work Experience Readiness and Knowledge (WERK) programme will be a 2/3 day programme and will have a range of pre-employability and careers education information advice and guidance activities (CEIAG) to help ensure that the young people are ready for and able to get the most out of their work experience placement. Work experience will be arranged with businesses to occur within 8-weeks of attending the WERK programme and safeguarding training for businesses will be made available.
 - d. Notts Next Steps, the application (App) for care leavers has been entirely co-produced with care leavers. The App has been designed to work without an internet connection, meaning that care leavers have access to information on a 24/7 basis without needing to rely on wi-fi availability or using their phone data. Notts Next Steps will be used as an outreach tool to attract and encourage young people to apply for opportunities within the world of work including the WERK programme, work experience, apprenticeships, taster days, traineeships and mentoring activities.

- e. Links with various businesses around Nottinghamshire and the East Midlands to explore work experience, apprenticeship or taster days for care leavers when considering their options around entering the world of work.
- f. A newly designed and bespoke Nottinghamshire Employability Assessment Tool to explore educational and employment need/actions for care leavers in entering the world of work, or for them to access/continue their educational pathway to achieve success. This tool also allows quantitative tracking of progression for young people who may be identified as not in employment, education or training (NEET) but can demonstrate any change in their skills and aspirations across their journey.
- g. Dedicated care leaver apprenticeships – there are five young people currently employed within the Youth Service, one of whom is working on the Local Offer project.
- h. The top-up of all care leavers living independently and undertaking apprenticeships to salaries at the age-related National Living Wage.
- i. Exemption from payment of Council Tax for those care leavers residing in a Nottinghamshire district authority up until their 25th birthday since April 2018.
- j. Free local leisure centre access for all care leavers residing in that district, between the ages of 18 and up to their 25th birthday. This allows access to swimming pools, gyms and classes within the leisure centre.
- k. A dedicated Homelessness Prevention Personal Advisor (funded via the Ministry of Housing, Communities and Local Government (MHCLG)) to help prevent care leavers being 'street' homeless (especially those 21 – 24 years, and those leaving custody).
- l. Links with care leaver 'champions' within the Prison Service, DWP and within each housing and homelessness district council so that prevention and resolution of housing issues can be achieved.
- m. Access to advice, guidance and support from a dedicated 21Plus Service for 400+ care leavers aged 21 years and up until their 25th birthday (including employment, education and training support and guidance for later life learning).
- n. Priority housing banding for care leavers wanting their own council accommodation and additional floating support for those requiring this, in order to sustain and maintain a tenancy.
- o. Attempts to avoid homelessness presentation for care leavers by early identification of risk of homelessness, and then by working together with the 'champions' identified in each district homelessness and housing teams to explore accommodation options, duty to refer processes, access to support under the Homelessness Reduction Act (as priority) and planned progression into their own tenancy.
- p. Avoidance of use of homelessness intentionality decisions by the district councils and fairer consideration around rent arrears and priority access to the Homelessness Reduction Fund or discretionary housing benefit payments.
- q. Monthly drop-in sessions around the County, identified as "coffee and cake" catch-ups, so that care leavers have access to previous secure and developed relationships with PAs and can access drop-in advice, guidance and support (open to all 18 – 24 year olds). These sessions have been held in Broxtowe, Mansfield, Bassetlaw (Worksop), Rushcliffe, Bassetlaw (Retford), and the next is planned to take place in Ashfield at the end of March 2020. Five young people have attended these sessions so far who previously did not engage much with Leaving Care. Of these, three young people have been prevented from being homeless, one young person's debt issues have been managed, and another young person has been supported around concerns of historical emotional abuse. These sessions are being held at various Youth Service venues at no charge, so that it will help encourage young people to access other services in their local area.

- r. A free annual residential or day trip to one of the Council's outdoor and environmental centres for care leavers who would like to go.
- s. Access to the You Know Your Mind (IPC Fund) to assist with addressing mental health challenges and needs for young people, outside of the usual CAMHS pathway.

Other Partnership Activities

- 8. A Business Breakfast took place on Thursday 7th March 2019, hosted by the Lord Lieutenant of Nottinghamshire. The Local Offer was presented and almost 40 business leaders from across Nottinghamshire pledged their support to increase employment opportunities for care leavers. Subsequent meetings have taken place with a number of the businesses that have pledged opportunities and these are being made available to young people through the Leaving Care Team Achievement Advisers.
- 9. A Business Directory is under development to capture the pledges and it will be made available to the Leaving Care Team to provide them with accurate and up-to-date information on local employability opportunities for young people.
- 10. A Business Newsletter will be developed to ensure that we are maintaining our relationship with businesses and continuing to maximise the employment, skills and apprenticeship opportunities for our young people to access. Where possible, these opportunities will also be advertised through the Notts Next Steps App so that young people are able to follow-up these opportunities with support from their Leaving Care Personal Advisor.
- 11. The Local Offer is being promoted to businesses as an ethos that they can easily support. By working closely with the Recruiting Talent Business networking events organised through D2N2 Building Better Opportunities programme, running workshops and having a presence in the marketplace. As such, we have been able to raise awareness with businesses of how our care leavers can provide them with a vital source of new talent for their own business growth. A number of events are scheduled to take place each month across the districts, with information available on the day for local businesses to pledge ways which together we can provide work experience, employment and apprenticeship opportunities for our young people who have experienced care.

Feedback from the Local Offer

- 12. Ofsted identified the experiences and progress of children in care and care leavers as being **Good** following their inspection in October 2019. Specifically identifying the benefits of Nottinghamshire working together with our partners to deliver a comprehensive local offer for care leavers, and identifying the council tax exemption and leisure centre offer are good examples of this.
- 13. MHCLG has identified nationally that Nottinghamshire is one of the leading authorities on the quality of their care leaver offer as well as their homelessness and housing strategy for care leavers. As such, Nottinghamshire was asked to present and lead good practice discussions at two different events for MHCLG in November 2019 and January 2020.
- 14. Nottinghamshire Leaving Care Service has been approached by a variety of other local authorities to assist and guide them in their own development of their care leaver offer including Staffordshire, Cambridgeshire and other regional authorities.

15. As part of the recognition of the needs of care leavers, Nottinghamshire Leaving Care Service has advocated for some of our regional local authorities for council tax exemption for their care leavers who are living in a Nottinghamshire district but not identified as a Nottinghamshire care leaver. This resulted in one Derbyshire care leaver currently in full-time but low paid work and education receiving exemption until her 25th birthday and a refund of over £500 of Council Tax she had already paid.
16. The seven district councils continue to be signed up to developing and ensuring delivery of the care leaver offer and we are now reviewing and reflecting on the housing element with our district councils to see how this can be embedded further and continue to work together in the best interests of care leavers, as well as reviewing the council tax exemption to ensure its continuation and best practice.
17. The Notts Next Steps App will enable young people to have immediate access to opportunities within the world of work, including work taster days, apprenticeships, national internships, training and work experience events, as well as opportunities linked with the WERK programme.

Future Developments for the Care Leaver Offer

18. We are currently in consultation with 'Stagecoach' to explore the possibility of discounted public transport travel for care leavers in Nottinghamshire. If this is successful, then there will also be consideration of widening this with other transport companies and networks in Nottingham and Nottinghamshire.
19. The Notts Next Steps App has been licensed until July 2021 and the aim is to introduce discounts and special offers available for care leavers to access. This is currently in consultation with 'UniDays' and being led by Terry Galloway.
20. Current exploration with the district councils around how best to support our former Unaccompanied Asylum Seeking Children (UASC) care leavers, who are not able to access some of the same Local Offer provision (council housing etc.). This will ensure more parity to our care leavers across Nottinghamshire, as well as help to reduce the pressure and costs incurred on our own supported accommodation model.
21. Improvement of links with Adult Social Care and Adult Health partners around services, and transition planning at those critical stages of leaving care and post-25 years when the Local Offer entitlement ceases.

Other Options Considered

22. No other options have been considered

Reason/s for Recommendation/s

23. The report provides an opportunity for the Committee to consider whether there are any further actions it requires.

Statutory and Policy Implications

24. 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

25. There are no new financial implications from this report.

Implications for Service Users

26. In Nottinghamshire we have over 400 care leavers aged 21 – 24 years with whom we have had contact with over 98%. This has been via post (care leaver offer letter and booklet, Christmas Cards and information flyers for drop-in sessions), telephone contact, email contact and face-to-face drop-in sessions. We have a number of young people who are able to continue their educational pathway at university and studying masters degree levels through support of the 21Plus service and Achievement Advisers identifying appropriate bursaries and financial support. One care leaver is also a single mother and is currently completing her LLB Law First Year Degree and with support from 21Plus is now able to go to Geneva in July 2020 as part of a research trip around Humanitarian and Human Rights Law.
27. The Leaving Care team has worked with key partner agencies under the ethos of the local offer to help safeguard young people. One example has been working with Women's Aid, the district council housing team, police, criminal justice and health in relation to 21Plus care leaver experiencing domestic abuse. We have been able to work together to help engage with them to ensure their safety. One comment from a Women's Aid professional was *"without the 21Plus team's involvement, we would not be able to put any of these safety plans in place, they've made such a difference"*.
28. As a result of the care leaver offer, we have been able to advocate better for care leavers around access to adult social care, mental health support and access to the You Know Your Mind fund, access to general health provision and responded as a multi-agency approach to concerns around criminal exploitation (CCE).
29. Looked after children are now being able to meet their Personal Adviser at an earlier stage of their transition into independence to help develop positive engagement and planning for their future. This will lead to smoother transitions at 18 years and has helped to prevent concerns around accommodation plans and staying put with foster carers post-18 years.
30. The links with business leaders in Nottinghamshire has led to work experience placements and job opportunities for some of our care leavers. One business in Broxtowe identified said about a young person linked with their business that *"he is a lovely guy and put in a lot of effort while he was here. Considering this was his first role, he did himself proud!"*

31. We have held three work taster days with Keep Moat Homes, East Midlands Airport and the RAF. We have had a number of young people attend these, including one young person who following the taster day in the building industry, decided that this was not his pathway and is now joining the Army and has been accepted. Another young person attended the RAF taster day and they were so impressed by him, they have offered him work experience. The feedback from the RAF was that the young people *“are a credit to Nottinghamshire County Council and a credit to themselves”*.

RECOMMENDATION/S

- 1) That the Committee considers whether there is any further action it requires arising from the information contained in the report.

Steve Edwards
Service Director, Youth, Families and Social Work

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Constitutional Comments (AK 02/03/2020)

32. The report falls within the remit of Children and Young People’s Committee under its terms of reference.

Financial Comments (SAS 02/03/20)

33. 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.

Children and Social Care Act 2017 -
<http://www.legislation.gov.uk/ukpga/2017/16/contents/enacted>

Local offer guidance: Guidance for local authorities (February 2018) –
www.gov.uk/government/publications/local-offer-guidance

Leaving Care Policy

http://nottinghamshirechildcare.proceduresonline.com/chapters/p_leaving_care.html

Financial arrangements for Care Leavers

http://nottinghamshirechildcare.proceduresonline.com/chapters/p_fin_arrang_leavers.html

Staying Put Policy

http://nottinghamshirechildcare.proceduresonline.com/chapters/p_staying_put.html

Nottinghamshire's Notts Help Yourself link to the Care Leaver Offer

<https://www.nottshelpyourself.org.uk/kb5/nottinghamshire/directory/landing.page?newdirectorychannel=12>

Local Offer for Care Leavers – short booklet

Electoral Division(s) and Member(s) Affected

All

C1362

23rd March 2020**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****FOSTERING SERVICE RECRUITMENT AND MARKETING PLAN 2020/2021****Purpose of the Report**

1. This report seeks approval of the proposed Fostering Service Communications and Marketing Plan for 2020/21, and informs the Committee of the increase in foster carer recruitment activity that the Fostering Service has delivered since August 2019.

Information

2. In order to provide family homes for an increasing number of children and young people who are looked after, the Fostering Service has a challenging target to achieve a net increase of 50 new foster carers over three years, 2019 – 2022.
3. In order to support this ambition the service has recruited dedicated resource to deliver a programme of recruitment, publicity, and information events, and a marketing plan has been devised by the Communications & Marketing Team which increases and focusses marketing activity in order to attract as many potential foster carers as possible.
4. The recruitment activity that the Fostering Service has implemented includes:
 - a. development of a dedicated Recruitment & Assessment Team
 - b. fostering information events have been increased from three per year to at least one every month, and over a wider demographic area
 - c. child-specific adverts on the Council's job vacancies page
 - d. social media work has increased – fostering events are consistently and effectively publicised on Facebook, and efforts are being made to ensure that these are liked and shared. Members have committed to supporting this
 - e. events targeted specifically at faith groups have been arranged
 - f. the Fostering Conference in September was very well attended and showcased the new fostering film – existing foster carers were left energised and feel like they are ambassadors for the service. Next year's conference is already being planned
 - g. foster carers (and Members) now receive a monthly newsletter containing service updates and details of upcoming fostering recruitment events so that they can promote them

- h. the Fostering Service web pages and the fostering information pack have been completely updated to reflect the improvements made.
5. The full Fostering Service Communications and Marketing Plan is attached as **Appendix 1**. Highlights include:
- a. a media event at Sherwood Forest, involving local school children creating land art and planting trees
 - b. local magazine adverts
 - c. schools portal adverts, web banners, and digital information screens
 - d. District Council magazines and Parish Council newsletter articles
 - e. internal bus and tram advertising
 - f. boosted Facebook posts.
 - g. search engine optimisation
 - h. targeted marketing.
6. Following the introduction of increased foster carer fees and the September publicity campaign:
- 23 fostering assessments are taking place
 - the average number of enquiries per month has increased from 8.3 to 15.7
 - 21 initial visits are taking place (where enquirers and supervising social workers consider progressing to assessment in more depth)
 - 12 Fostering Panels booked for January - May 2020 (11 Mainstream applications, 1 Independent Fostering Association transfer)
 - of the 27 carers who left NCC this year: some became Special Guardians for the child they were looking after which is a positive outcome, 8 resigned following concerns/were not reapproved at panel following concerns raised and the remaining carers resigned for "other reasons/retired". No carers have left this year to become IFA carers.

Other Options Considered

7. No other options have been considered.

Reason/s for Recommendation/s

8. To support the recruitment of a net increase of 50 new foster carers over three years, 2019 – 2022, in order to meet increased demand for family-based placements.

Statutory and Policy Implications

9. 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.

Data Protection and Information Governance

10. There are no data protection implications in the recruitment activity or the Communications and Marketing Plan.

Financial Implications

11. The budget for the work is set at £17,500 and will be contained within the Fostering Service budget.

RECOMMENDATION/S

- 1) That Committee approves the proposed Fostering Service Communications and Marketing Plan for 2020/21

Steve Edwards

Service Director, Youth, Families and Social Work

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Constitutional Comments (AK 18/02/20)

12. The report falls within the remit of Children and Young People's Committee under its terms of reference.

Financial Comments (SAS 27/02/20)

13. The budget for the work is set at £17,500 and will be contained within the Fostering Service budget of £7.0m.

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.

[Development of the Fostering Service – report to Children and Young People's Committee on 11th February 2019](#)

Electoral Division(s) and Member(s) Affected

All.

C1353

Background

The number of children in care in Nottinghamshire has been steadily rising and we are in great need of foster carers to offer children in the County a stable and loving home. Nottinghamshire County Council currently has 909 children in care: there are 187 fostering households and 53 support care households.

288 of these children are with internal (NCC) foster carers, with the others being cared for by independent fostering agencies/residential/semi-independent placement providers which is a considerable cost to the Local Authority.

Sometimes external placements are appropriate based on the needs of the children but often, this is due to the lack of available internal foster placements available for children in the County.

If placing the children locally they are more likely to have the stability of school, placement and worker, all of which help make better outcomes for children.

Business objectives

- Recruit 50 new foster care households over a two-year period 2019-21.
 - *This campaign will help drive enquiries as part of a wider strategy to achieve the objective.*

Marketing objectives and KPIs

- 35 enquiries submitted within four weeks of campaign launch, 17 to continue to Initial Visit stage of the fostering approval process.
- 75 enquiries by end of calendar year, 37 to continue to initial visit
- 12 households to attend the March fostering information evening
- 100 new subscribers to the monthly Fostering in Notts emailme topic within four weeks
- Social media engagement within four weeks:
 - 300 clicks of paid for Facebook activity [boosted posts/events] (based on having film ready)
 - 100 clicks from organic social media
- 10 pieces of positive media coverage (based on event and having film snippets ready for a press release to be based on so we can sell into the media)
- 2000 visits to the fostering web pages within four weeks of campaign launch (based on new-look website being ready with new payment content and new film being featured on the website)

Theme

Foster for Nottinghamshire - giving local children roots

Launching a campaign at the iconic Sherwood Forest Country Park and planting new trees, the message is that foster carers help lay vital roots for children in care by giving them a stable and loving home.

Marketing and communications action plan

Campaign activity

Recruitment activity
Media opportunity campaign launch February campaign launch (before half term) to plant trees and create human '200' to show need for new foster carers in Nottinghamshire. Working with RSPB, Woodland Trust, local schools and foster carers to highlight need and attract positive media coverage.
Fostering webpages Campaign themed web banner on fostering landing page, website mega banner and full fostering video
Media releases to promote campaign – launch and ongoing <ul style="list-style-type: none">• Campaign launch• Column• Campaign key messages and highlights from new film• Recruitment events
Local magazine adverts Life Magazines, Life Publications, NG magazines, resident magazines, parish council newsletters
Council tax insert - Newark and Sherwood
Interior bus and tram advertising
Digital advertising - across trusted websites targeted based on audience's browsing history.
Boosted Facebook posts – demographically targeted - re monthly info evening – targeted to surrounding area
Facebook posts - organic posts with campaign messages/imagery
Twitter - organic posts with campaign messages/imagery
LinkedIn - organic posts with campaign messages/imagery

Recruitment events - monthly recruitment information events arranged by fostering recruitment team
Emailme content included on NCC bulletins published during campaign What's on advert, Family life, Your life, Fostering recruitment, Latest news
Digital screen ads - Displayed on screens in Nottinghamshire libraries, County Hall, Mansfield Bus Station. Mansfield digital information screens - Mansfield Town Centre and digital information screens at the Civic Centre
Schools portal
Google AdWords
Remarketing - targeting people based on previous browsing history (those who have previously visited the fostering webpages but did not enquire).
Content in Bassetlaw CVS newsletter
Plinth banner
Internal communication <ul style="list-style-type: none"> • Team talk • Intranet news • Intranet banner • Corporate email footer • CSC hold message

Budget for campaign: £16,000 Additional budget for council tax inserts: £1,500

23rd March 2020**Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, FINANCE, INFRASTRUCTURE &
IMPROVEMENT****CHILDREN AND YOUNG PEOPLE CORE DATA SET - PERFORMANCE AND
FINANCE FOR QUARTER 3****Purpose of the Report**

1. This report provides the Committee with a summary of the performance and finance of the Council's services for children and young people for quarter 3 of 2019/20 (1st October to 31st December 2019).

Information

2. The Council's Planning and Performance Framework establishes the approach that the Council takes to planning and managing its performance to deliver effective and responsive services.
3. The Council has agreed that the key measures of its performance will be defined through a number of core data sets which are detailed in its Council Plan and each of its Departmental Strategies.
4. Performance against these core data sets is reported to Committee every three months (quarterly) to support the performance management of the delivery of services.

Performance Reporting for 2019/20

5. This report provides a summary of the quarter 3 position for the Children's Social Care and Education Core Data Set performance measures that fall within the responsibility of the Children and Young People's Committee. The full Core Data Set is included in **Appendices 1 and 2**. **Appendix 1** shows those measures which have received updates since the previous quarter. **Appendix 2** shows those measures which have not changed.
6. For each measure, the following information is provided:
 - Current performance and whether a high or low value is regarded as 'good'.
 - The period this current value relates to.

- An indication of whether performance has improved (+), declined (-), or remained the same (=) over the current reporting period. The most recently available annual performance and which year this relates to.
- The underlying numbers used to calculate the % for some measures is provided within the measure description.
- If a measure is cumulative, this is stated in the measure description.
- Comparator data of the national average for England, and that of the Council's children's services statistical neighbours, where this data is available.

Child and Family Assessments

7. Whilst it is acknowledged that there has been a very slight dip in performance on this measure, decreasing from 97.4% to 96.4% in quarter 3, overall performance for assessments completed in timescale continues to be good and above target.

Child protection

8. The number of children on Child Protection Plans has decreased this quarter, bringing Nottinghamshire more in line with statistical neighbours and the England figure. Managers continue to monitor thresholds for cases to progress to Child Protection Conferences.
9. For Child Protection Plans (CPPs) lasting two years or more, the improvement reported last quarter has continued, as the percentage has dropped from 2.7% to 1.6% in Q3. Close management attention continues for all plans over 15 months.
10. The percentage of children becoming the subject of a CPP for a second or subsequent time has decreased to 17.1%. This is a positive figure for quarter 3, however the area continues to receive close management attention to keep this measure on or exceeding target.
11. It is of concern that this value has gone down by 6% from the previous quarter which exceeded both the England and statistical neighbour averages. Some meetings have been rearranged out of timescale in order to facilitate family participation and to allow staff from outside organisations to attend. Managers will monitor this and act as needed on an ongoing basis.

Child Sexual Exploitation (CSE) and Missing

12. There has continued to be a steady decline in the numbers of CSE cases coming through the Multi-Agency Safeguarding Hub and a consequent decrease in subsequent activity. Audit work has been completed to examine these figures and there has not been any significant concern noted about the decreased number of children subject to CSE meetings. This issue will continue to receive management attention to ensure the figures represent the scale of the issue in Nottinghamshire.
13. The missing data appears consistent with previous quarters but has seen a reduction in both the occurrences and number of Looked After Children going missing. This is considered to be due to the darker/colder months and continuing work with Multi Agency Meetings and Hotspots to address the reasons for multiple missing occurrences. There are overall improvements in return interviews completed within timescales but there is still

much room for improvement, and challenge and support will continue to be offered to operational teams in order to make further progress.

Looked After Children

14. This measure considers children in care (CiC) who have had more than three placements during the previous 12 months as a proportion of all CiC, and the data shows improved performance has now been sustained for three consecutive quarters, an improvement in performance from the previous two quarters. Please note that some level of caution should be exercised when benchmarking against national data because there is a difference between how the current Nottinghamshire figure is calculated and the way in which the national average data was computed in 2017/18. It effectively over-inflates the Nottinghamshire figure, hence the target of 12% has been derived to account for this.
15. The data shows the Council's performance has declined in the last quarter for CiC in long-term placements, falling marginally below target for the first time. This is partly attributable to the many planned placement moves for older young people in care as they transition into semi-independent accommodation to equip them with independence skills as part of their wider transition into adulthood. Almost 40% of the young people who experience multiple placement moves are over 16 years of age. This somewhat masks the fact that the majority of children in care aged under 16 years experience very stable placements over the longer term.
16. Equally, it is worth noting that the national data against which Nottinghamshire's current performance is benchmarked is over two years old (albeit it remains the most recently published national data on this matter). Given the national challenges around sufficiency of care placements, it is anticipated that the like-for-like current national figure will be lower than Nottinghamshire's. Please note that as with the stability of placements measure above, a degree of caution should be exercised when benchmarking against national data because there is a difference between how the current Nottinghamshire figure is calculated and the way in which the national average data was computed in 2017/18. It effectively over-inflates the Nottinghamshire figure, hence the target of 67% has been derived to account for this.

Adoption

17. The average length of time between a child's admission into care and placement remains very positive. It indicates that care planning activity from early in the child's entry into care is effective in reducing delay in children being placed with their permanent carers.
18. The average number of days between placement order and deciding on an appropriate family for a child or children remained slightly above target but is well below statistical neighbours and England. This indicates that practice remains effective in identifying adopters and matching without delay.

Care leavers

19. The service has placed its focus on Care Leavers accessing Employment, Education and/or Training and for young people to successfully achieve this there is a need to ensure that other basic aspects around accommodation, finance, health and wellbeing are in

place. There is a committed team of Personal Advisers and 1.5 full-time equivalent Achievement Advisers who are supporting young people to explore their pathways to success and help guide them to achieve in the world of work. The Council now has good working relationships with the seven district councils to help promote opportunities for care leavers, including care leaver apprenticeships and funding the level of pay to the National Minimum Wage. Working is also taking place with local businesses to explore apprenticeships, training, mentoring and work experience opportunities including taster days for young people to experience different service sectors. The Council has developed a new Employability Assessment Tool to help identify aspirations for young people and help identify action plans to encourage progression back into education, training and employment. Many of Nottinghamshire's care leavers are attending University and a Work Experience Readiness and Knowledge (WERK) Programme has been developed to help encourage looked after 16-17 year olds to experience the world of work so that their options at 19-21 years will be more readily available and achievable.

20. Suitable accommodation is key for young people to not only feel safe, but to also have positive health and wellbeing and as a foundation for progressing with their employment, education and training. In Nottinghamshire, the Council has its own supported accommodation provision working together with the Leaving Care Service to help young people progress from supported accommodation to living independently. As part of the Care Leaver Offer, there are Care Leaver Champions in all seven district councils who work with the Council to prioritise the needs of care leavers and this has enabled Nottinghamshire to remove the "local connection" need for housing provision and to ensure that young people can move into appropriate council accommodation when they are ready. The Council has been issued funding from the Ministry of Housing, Communities and Local Government for a Homelessness Prevention Personal Advisor until March 2021 who is working with care leavers to help prevent street homelessness, and to develop links with the Council's partners including accommodation planning for those leaving custody and for the 21Plus cohort.

Educational standards

Ofsted inspections

21. The following paragraphs on Ofsted inspections are based on the current inspections of schools and do not take into account the former judgement of schools which have closed and re-opened as a sponsored academy (current Ofsted reporting arrangements include former judgements of closed schools until they are re-inspected). Numbers on roll are as at October 2019.
22. The number of primary schools in an Ofsted category (Inadequate) remains unchanged at two schools from last quarter. However, since these figures were published Haggonfields Primary (Bassetlaw district with 96 pupils on roll) which became Inadequate in January 2019 (previously judged as Good) has since converted to a sponsored academy (as at the start of February) under the leadership of the Diocese of Southwell and Nottingham. Hillocks Primary (Ashfield district, LA maintained school; 297 pupils on roll), which was re-inspected last May, remains Inadequate. It is proposed to close at the end of May for academy conversion.

23. The number of secondary schools in an Ofsted category also remains unchanged at two schools from the last quarter. Sutton Community Academy (Ashfield district, a sponsor led academy which converted January 2013 under the leadership of Academy Transformation Trust; 717 pupils on roll) became Inadequate in March (previously judged as Good). Kirkby College (Ashfield district; a convertor academy which converted August 2012 with 399 pupils on roll) became Inadequate in January 2018 (previously judged as Good).

Early Years Foundation Stage Profile

24. The percentage of pupils achieving a good level of development in the Early Years Foundation Stage Profile in Nottinghamshire schools and academies has increased by 0.9 percentage points to 70.6% in 2019. Nationally 71.8% of pupils achieved this measure which is a 0.3 percentage point increase from 2018. The gap between Nottinghamshire and national averages continues to narrow. In 2017 the gap was 2.5 percentage points below national, 1.8 in 2018 and now 1.2 this year. Against all 151 local authorities nationally Nottinghamshire is placed 103rd on this measure (where 1st is best) which represents a small rise in position from 111th last year. Comparisons to statistical neighbours show a 0.1 point fall from 2018 (to 72.0%) and places Nottinghamshire 10th (out of all 11 local authorities) which is no change on last year. Analysis by school district shows results are varied. Newark, Mansfield and Rushcliffe witnessed a fall in results from 2018 with other districts increasing. The gap between district and national also shows positive improvements from 2018. Last year only Rushcliffe had a higher good level of development outcome than the national average but this year Bassetlaw and Broxtowe also join Rushcliffe to be above average. The percentage of pupils achieving a good level of development in Nottinghamshire schools and academies by area is as follows:

Table 1 – Percentage of children achieving a good level of development by district

	2016/17		2017/18		2018/19		Diff. from 2017/18
	Pupils	% Good level of dev.	Pupils	% Good level of dev.	Pupils	% Good level of dev.	
Nottinghamshire	9,738	68.2	9,432	69.7	9,315	70.6	0.9
<i>Ashfield</i>	<i>1,520</i>	<i>64.4</i>	<i>1,532</i>	<i>66.3</i>	<i>1,511</i>	<i>68.0</i>	<i>1.7</i>
<i>Bassetlaw</i>	<i>1,357</i>	<i>67.8</i>	<i>1,267</i>	<i>67.3</i>	<i>1,239</i>	<i>72.2</i>	<i>4.9</i>
<i>Broxtowe</i>	<i>1,356</i>	<i>70.3</i>	<i>1,312</i>	<i>70.3</i>	<i>1,240</i>	<i>72.0</i>	<i>1.7</i>
<i>Gedling</i>	<i>1,380</i>	<i>67.8</i>	<i>1,337</i>	<i>70.0</i>	<i>1,334</i>	<i>71.7</i>	<i>1.7</i>
<i>Mansfield</i>	<i>1,433</i>	<i>66.0</i>	<i>1,317</i>	<i>67.2</i>	<i>1,397</i>	<i>65.9</i>	<i>-1.3</i>
<i>Newark</i>	<i>1,352</i>	<i>66.1</i>	<i>1,310</i>	<i>68.2</i>	<i>1,230</i>	<i>67.2</i>	<i>-1.0</i>
<i>Rushcliffe</i>	<i>1,340</i>	<i>75.4</i>	<i>1,357</i>	<i>79.0</i>	<i>1,364</i>	<i>77.5</i>	<i>-1.5</i>
National	-	70.7	-	71.5	-	71.8	0.3
Stat. Neighbours	-	71.3	-	72.1	-	72.0	-0.1

District refers to the geographical location of the school

Statistical neighbour is based on the averages of each LA's outcome (excluding Notts.) and is not weighted

25. The Early Years Foundation Stage attainment gap for pupils eligible for free school meals (FSM) attaining a good level of development (GLD) and those not eligible has widened slightly. The Nottinghamshire gap now stands at 23.0 percentage points which is a 0.3 percentage point increase from the 22.7 reported in 2018. This remains above the 18.5 percentage point gap reported nationally which represents an increase of 0.7 percentage points from last year. Results by district vary. Bassetlaw and Broxtowe witnessed large increases in the attainment of FSM pupils (16.0 and 9.1 percentage points respectively), thereby reducing the gap in these districts to 14.2 and 17.5 percentage points respectively which are two of the lowest gaps amongst all districts. Ashfield, Gedling and Mansfield witnessed a widening of the gap. This was mostly caused due to a fall in attainment of FSM eligible pupils while those not eligible for FSM witnessed increases. GLD outcomes by free school meal (FSM) eligibility and the associated gap are as follows:

Table 2 – Percentage of FSM pupils achieving a good level of development by district and the associated gap

	FSM	2016/17			2017/18			2018/19			Diff. from 2017/18	GAP change
		Pupils	%	GAP	Pupils	%	GAP	Pupils	%	GAP		
Ashfield	Yes	228	42.1	26.2	257	52.1	17.1	286	49.0	23.4	-3.1	6.3
	No	1,292	68.3		1,274	69.2		1,225	72.4		3.2	
Bassetlaw	Yes	143	51.0	18.8	155	43.9	26.8	167	59.9	14.2	16.0	-12.6
	No	1,214	69.8		1,111	70.7		1,072	74.1		3.4	
Broxtowe	Yes	142	49.3	23.5	127	47.2	25.6	128	56.3	17.5	9.1	-8.1
	No	1,213	72.8		1,184	72.8		1,112	73.8		1.0	
Gedling	Yes	127	43.3	27.0	118	55.1	16.4	143	44.1	30.9	-11.0	14.5
	No	1,252	70.3		1,219	71.5		1,191	75.0		3.5	
Mansfield	Yes	202	52.0	16.3	226	50.0	20.8	240	45.8	24.2	-4.2	3.4
	No	1,231	68.3		1,091	70.8		1,157	70.0		-0.8	
Newark	Yes	132	47.7	20.5	146	49.3	21.2	160	50.6	19.1	1.3	-2.1
	No	1,219	68.2		1,164	70.5		1,070	69.7		-0.8	
Rushcliffe	Yes	64	50.0	26.8	71	49.3	31.3	63	52.4	26.3	3.1	-5.0
	No	1,274	76.8		1,286	80.6		1,301	78.7		-1.9	
LA	Yes	1,038	47.6	23.0	1,100	49.7	22.7	1,187	50.5	23.0	0.8	0.3
	No	8,695	70.6		8,329	72.4		8,128	73.5		1.1	
National	Yes		55.9	17.6		56.6	17.8		56.3	18.5	-0.3	0.7
	No		73.5			74.4			74.8		0.4	

District refers to the geographical location of the school

Key Stage 2 (end of primary)

26. Final data for the percentage of pupils achieving the expected standard in reading, writing and mathematics at the end of primary education (typically 11 year olds) shows Nottinghamshire is in line with the national average (once rounded). 64.7% of pupils achieved this measure (no change from 2018) compared with 65.0% nationally and 64.7% amongst statistical neighbours. Against all local authorities nationally (151 with published data) Nottinghamshire is ranked 79th on this measure and against statistical neighbours is

placed 5th (out of 11 local authorities; where 1st is best). The percentage of pupils achieving the expected standard in combined reading, writing and mathematics in Nottinghamshire schools and academies by area is as follows:

Table 3 – Percentage of pupils achieving the expected standard in combined reading, writing & mathematics by district

	2016/17		2017/18		2018/19		Diff. from 2017/18
	Pupils	% Exp. Standard Rd, Wr, Ma	Pupils	% Exp. Standard Rd, Wr, Ma	Pupils	% Exp. Standard Rd, Wr, Ma	
Nottinghamshire	8,749	61.8	9,097	64.7	9,320	64.7	0.0
Ashfield	1,367	57.1	1,385	63.3	1,381	59.8	-3.5
Bassetlaw	1,207	58.5	1,262	62.0	1,289	60.4	-1.6
Broxtowe	1,165	64.8	1,215	67.2	1,289	66.3	-0.9
Gedling	1,222	63.1	1,291	64.8	1,344	67.4	2.6
Mansfield	1,212	55.8	1,250	57.5	1,329	60.6	3.1
Newark	1,264	58.7	1,281	64.0	1,313	63.3	-0.7
Rushcliffe	1,312	74.5	1,413	73.5	1,375	75.2	1.7
National	-	61.0	-	64.0	-	65.0	1.0
Stat. Neighbours	-	60.8	-	64.5	-	64.7	0.2

District refers to the geographical location of the school

Statistical neighbour is based on the averages of each LA's outcome (excluding Notts.) and is not weighted

27. Final data shows the Key Stage 2 attainment gap for pupils eligible for free school meals at any point in the past six years (FSM6) attaining the expected standard in each of reading, writing and mathematics shows no change on 2018 remaining at 22.6 percentage points. 48.0% of Nottinghamshire FSM6 pupils achieved this standard compared with 70.6% of non-FSM6 pupils. Comparisons to national data show the equivalent figures to be 52.0% and 71.0% respectively giving a national gap of 19.0 percentage points which is 3.6 percentage points lower than Nottinghamshire.
28. The difference in the gap is due to attainment of FSM6 pupils in Nottinghamshire being 4 percentage points lower than the equivalent group nationally (52.0% national FSM6). The non-FSM6 group is in line with national (once rounded) at 70.6% achieving the expected standard.
29. Outcomes by district show the FSM6 gap is widest in Rushcliffe and Ashfield districts at 27.0 and 26.6 percentage points respectively. Gedling district witnessed the greatest proportion of FSM6 pupils achieving the expected standard at 53.1%. Bassetlaw and Newark were the districts with the lowest gap at 17.9 percentage points.
30. Key Stage 2 outcomes for those achieving the expected standard in reading, writing and mathematics by free school meal at any point in the past six years (FSM6) eligibility and the associated gap are as follows:

Table 4 – Percentage of FSM6 pupils achieving the expected standard in combined reading, writing & mathematics by district and the associated gap

	FSM6	2016/17			2017/18			2018/19			Diff. from 2017/18	GAP change
		Pupils	%	GAP	Pupils	%	GAP	Pupils	%	GAP		
Ashfield	Yes	504	43.5	21.6	472	49.4	21.1	482	42.5	26.6	-6.9	5.5
	No	863	65.1		913	70.5		899	69.1		-1.4	
Bassetlaw	Yes	355	45.1	19.0	370	47.0	21.2	320	46.9	17.9	-0.1	-3.3
	No	852	64.1		892	68.2		969	64.8		-3.4	
Broxtowe	Yes	290	50.7	18.8	329	55.0	16.7	318	50.3	21.2	-4.7	4.5
	No	875	69.5		886	71.7		971	71.5		-0.2	
Gedling	Yes	308	46.4	22.3	322	46.9	23.8	337	53.1	19.1	6.2	-4.7
	No	914	68.7		969	70.7		1,007	72.2		1.5	
Mansfield	Yes	420	38.3	26.7	437	43.7	21.2	447	46.3	21.5	2.6	0.3
	No	792	65.0		813	64.9		882	67.8		2.9	
Newark	Yes	323	39.6	25.6	302	44.7	25.3	325	49.8	17.9	5.1	-7.4
	No	941	65.2		979	70.0		988	67.7		-2.3	
Rushcliffe	Yes	164	54.9	22.5	164	53.7	22.4	180	51.7	27.0	-2.0	4.6
	No	1,148	77.4		1,249	76.1		1,195	78.7		2.6	
LA	Yes	2,364	44.3	24.0	2,396	48.1	22.6	2,409	48.0	22.6	-0.1	0.0
	No	6,385	68.3		6,701	70.7		6,911	70.6		-0.1	
National	Yes		48.0	19.0		51.0	19.0		52.0	19.0	1.0	0.0
	No		67.0			70.0			71.0		1.0	

District refers to the geographical location of the school

Key Stage 4 (end of secondary)

31. This is the third year of changes to the grading structure in GCSE English language, English literature and mathematics which are now awarded in the grading scale of 9 to 1 (9 being the top grade and not A*-G as previously reported). In 2018 this was extended to 20 other subjects (including science, history, geography, some foreign languages, art, music, drama and P.E) with a further 25 subjects (such as business, design and technology, economics, engineering, media studies, some foreign languages and psychology) converting to the new grading this year.
32. This means that most subjects in England are now reported in this way with only a handful (biblical Hebrew, Gujarati, Persian, Portuguese and Turkish) continuing to be awarded A*-G grades as previously reported.
33. Broadly the same proportion of students will achieve a grade 4 or better as previously achieved a grade C or above but instead of the four grades (A*, A, B and C) which most students achieve, the new grading structure will have six grades (9, 8, 7, 6, 5 and 4). Fewer grade 9s will be awarded than A*s.

34. Grade 4 will be regarded as a 'standard pass' and a grade 5 as a 'strong pass'. The government wants to see the percentage of pupils achieving a grade 5 and above rising over time and to reflect this ambition, achievement at the 'strong pass' will be one of the benchmarks used to measure the performance of schools.
35. Final data for 2019 shows 45.4% of pupils achieved a strong pass (grades 9-5) in both GCSE English and mathematics which represents a slight fall of 0.2 percentage points from 2018. Nationally over the same period 43.4% of state funded schools achieved this measure which is a 0.1 percentage point fall. Nottinghamshire is placed 54th against all local authorities nationally (a slight fall from 52nd in 2018). Comparisons to statistical neighbours show the average for this measure to be 42.9% (which represents a 0.2 point increase) with Nottinghamshire placed 3rd (a drop of one place from 2018) against all 11 authorities.
36. At the standard pass (grades 9-4) final data shows 67.6% of Nottinghamshire pupils achieved grades 9-4 in both English and mathematics, an increase of 1.0 percentage points on 2018. Nationally there was a slight increase of 0.5 percentage points to 64.9%. Comparisons with all authorities nationally place Nottinghamshire 47th (53rd in 2018). Against statistical neighbours Nottinghamshire shows no change in position and is placed 2nd out of 11 authorities. The percentage of pupils achieving standard and strong passes in English and mathematics in Nottinghamshire schools and academies by area is as follows:

Table 5 – Percentage of pupils achieving standard and strong passes in GCSE English and mathematics by district

	2016/17			2017/18			2018/19			Diff. from 2017/18	
	Pupils	GCSE En&Ma		Pupils	GCSE En&Ma		Pupils	GCSE En&Ma		Strong Pass (9-5)	Standard Pass (9-4)
		% 9-5	% 9-4		% 9-5	% 9-4		% 9-5	% 9-4		
Nottinghamshire	7,510	45.6	65.9	7,494	45.6	66.6	7,746	45.4	67.6	-0.2	1.0
Ashfield	1,165	34.3	55.7	1,229	32.7	56.0	1,267	31.6	54.7	-1.1	-1.3
Bassetlaw	996	51.6	70.7	1,045	50.3	69.4	1,113	48.8	71.5	-1.5	2.1
Broxtowe	876	45.4	66.6	881	42.8	64.7	924	45.1	68.4	2.3	3.7
Gedling	1,163	47.6	68.5	1,107	47.2	68.1	1,143	46.9	68.5	-0.3	0.4
Mansfield	1,178	37.0	57.0	1,131	37.0	58.2	1,125	38.0	59.8	1.0	1.6
Newark	850	38.1	60.8	781	41.6	66.2	841	41.6	65.2	0.0	-1.0
Rushcliffe	1,282	62.0	80.2	1,320	64.4	81.7	1,333	63.3	83.4	-1.1	1.7
National	-	42.9	64.2	-	43.5	64.4	-	43.4	64.9	-0.1	0.5
Stat. Neighbours	-	42.4	64.5	-	42.7	64.5	-	42.9	65.1	0.2	0.6

District refers to the geographical location of the school

Statistical neighbour is based on the averages of each LA's outcome (excluding Notts.) and is not weighted

37. Final data for 2019 shows the Key Stage 4 attainment gap for pupils eligible for free school meals at any point in the past six years (FSM6) attaining a strong pass (grades 9-5) in both GCSE English and mathematics to be 26.4 percentage points which is a narrowing of the

gap compared with the year before (28.2 percentage points in 2018). 24.8% of Nottinghamshire FSM6 pupils achieved this standard compared with 51.2% of non-FSM6 pupils. Comparisons to provisional NCER (National Consortium for Examination Results) national data show the equivalent provisional figures to be 24.8% and 49.3% respectively giving a national gap of 24.5 percentage points which represents a slight narrowing of 0.2 percentage points.

38. District outcomes show that Bassetlaw has the lowest FSM6 gap closely followed by Gedling standing at 18.1 and 19.4 percentage points respectively. Rushcliffe is the district with the highest gap but also the district with the highest performing outcomes for FSM6 pupils at 36.0%. Ashfield has the lowest attainment with 15.9% achieving this.

Table 6 – Percentage of FSM6 pupils achieving 9-5 grades in both GCSE English and mathematics by district and the associated gap

	FSM6	2016/17			2017/18			2018/19			Diff. from 2017/18	GAP change
		Pupils	%	GAP	Pupils	%	GAP	Pupils	%	GAP		
Ashfield	Yes	338	14.5	27.9	358	15.4	24.4	372	15.9	22.3	0.5	-2.1
	No	827	42.4		871	39.8		895	38.2		-1.6	
Bassetlaw	Yes	188	37.8	17.0	238	37.0	17.3	245	34.7	18.1	-2.3	0.8
	No	808	54.8		807	54.3		868	52.8		-1.5	
Broxtowe	Yes	202	21.3	31.4	181	14.9	35.1	181	21.5	29.4	6.6	-5.7
	No	674	52.7		700	50.0		743	50.9		0.9	
Gedling	Yes	239	24.7	28.9	234	32.1	19.1	260	31.9	19.4	-0.2	0.3
	No	924	53.6		873	51.2		883	51.3		0.1	
Mansfield	Yes	353	19.3	25.3	334	18.0	27.0	315	18.7	26.7	0.7	-0.3
	No	825	44.6		797	45.0		810	45.4		0.4	
Newark	Yes	219	18.3	26.7	183	20.8	27.2	174	23.6	22.7	2.8	-4.5
	No	631	45.0		598	48.0		667	46.3		-1.7	
Rushcliffe	Yes	161	29.8	36.8	159	36.5	31.7	161	36.0	31.1	-0.5	-0.6
	No	1,121	66.6		1,161	68.2		1,172	67.1		-1.1	
LA	Yes	1,700	22.2	30.2	1,687	23.8	28.2	1,708	24.8	26.4	1.0	-1.8
	No	5,810	52.4		5,807	52.0		6,038	51.2		-0.8	
National	Yes		24.6	24.4		25.1	24.7		24.8	24.5	-0.3	-0.2
	No		49.0			49.8			49.3		-0.5	

District refers to the geographical location of the school

39. At the standard pass (grades 9-4) in both GCSE English and mathematics there has been a narrowing of the gap. Final 2019 figures show 46.8% of FSM6 pupils achieved 9-4 grades in both GCSE English and mathematics compared with 73.5% who were not FSM6. The FSM6 gap for the County is 26.7 percentage points which represents a narrowing of the gap compared with 28.0 percentage points reported in 2018. Comparisons to provisional NCER (National Consortium for Examination Results) national data shows the attainment gap in this measure stands at 26.3 percentage points (44.9% of FSM6 pupils achieving this measure compared with 71.2% of non-FSM6), which represents a slight widening of the gap by 0.1 percentage points from 2018.

40. Outcomes by district show that Broxtowe district witnessed the largest increase in FSM6 attainment, a 7.2 percentage point increase to 47.5% achieving the measure. Rushcliffe is the area with the highest FSM6 attainment at 59.6%.

Table 7 – Percentage of FSM6 pupils achieving 9-4 grades in both GCSE English and mathematics by district and the associated gap

	FSM6	2016/17			2017/18			2018/19			Diff. from 2017/18	GAP change
		Pupils	%	GAP	Pupils	%	GAP	Pupils	%	GAP		
Ashfield	Yes	338	33.4	31.4	358	34.1	30.9	372	37.4	24.5	3.3	-6.4
	No	827	64.8		871	65.0		895	61.9		-3.1	
Bassetlaw	Yes	188	59.6	13.7	238	57.6	15.3	245	58.8	16.3	1.2	1.0
	No	808	73.3		807	72.9		868	75.1		2.2	
Broxtowe	Yes	202	44.6	28.5	181	40.3	30.7	181	47.5	26.0	7.2	-4.7
	No	674	73.1		700	71.0		743	73.5		2.5	
Gedling	Yes	239	47.3	26.7	234	55.1	16.5	260	54.2	18.5	-0.9	2.0
	No	924	74.0		873	71.6		883	72.7		1.1	
Mansfield	Yes	353	33.7	33.2	334	35.3	32.5	315	36.2	32.8	0.9	0.3
	No	825	66.9		797	67.8		810	69.0		1.2	
Newark	Yes	219	34.7	35.2	183	46.4	25.8	174	45.4	24.9	-1.0	-0.9
	No	631	69.9		598	72.2		667	70.3		-1.9	
Rushcliffe	Yes	161	52.8	31.3	159	58.5	26.3	161	59.6	27.1	1.1	0.8
	No	1,121	84.1		1,161	84.8		1,172	86.7		1.9	
LA	Yes	1,700	41.6	31.4	1,687	44.9	28.0	1,708	46.8	26.7	1.9	-1.3
	No	5,810	73.0		5,807	72.9		6,038	73.5		0.6	
National	Yes		44.6	26.1		44.9	26.2		44.9	26.3	0.0	0.1
	No		70.7			71.1			71.2		0.1	

District refers to the geographical location of the school

Key Stage 5 (post-16)

41. The percentage of A-Level entries in Nottinghamshire sixth forms awarded a pass grade at A*-E fell slightly to 98.2%, a decrease of 0.3 percentage points from 2018. Comparisons to all state funded schools and colleges nationally witnessed a similar fall (0.5 percentage points) to 97.2%.
42. The percentage of A-Level entries in Nottinghamshire sixth forms awarded a pass grade at A*-B has increased slightly to 49.5%, 0.2 percentage points from 2018. Comparisons to all state funded schools and colleges nationally show a decrease of 1.6 to 48.4%.

Two-year-old take up

43. The number of 2-year olds taking up their free entitlement in the autumn 2019 term shows an increase from the same period last year. 80.4% of eligible 2 year olds are attending providers, a 4.5 percentage point increase (from 75.9%) from the same term last year. Rushcliffe district continues to have the highest proportion of eligible 2 year olds accessing their entitlement whereas Ashfield and Bassetlaw districts has the lowest at 73.2% and 73.1% respectively. Comparisons with the same term last year show Gedling district

witnessed a fall (down 4.6 percentage points from autumn 2018 to 88.9%). All other districts witnessed increases in take up.

Youth Offending & Early Help Support

44. The rate (per 100,000 population) of First Time Entrants (FTEs) saw a 22% drop for the full year to March 2019 (251 vs 322). This downward trend has continued with quarter 1 and quarter 2 coming in at 71 compared with 131 for the same two quarters last year. The focus on reducing FTEs within the Youth Justice Service (YJS) is believed to be significant and it seems the impact of changes with frontline Police and YJS staff is now being seen.

Summary Financial Position

45. The Children and Families Department Revenue Budget is forecast to overspend by £9.571m (7.55%) at Period 9 as summarised in the table below.

Summary Revenue Position

Previous Variance £000	Change in Variance £000	Division	Annual Budget £000	Actual to Period 9 £000	Year-End Forecast £000	Latest Forecast Variance £000	Variance as % of Budget %
		Children & Young People's Committee					
1,100	164	Youth, Families & Social Work	58,014	43,741	59,278	1,264	2.18
150	15	Education Learning & Skills	5,983	5,103	6,148	165	2.76
8,125	10	Commissioning & Resources	48,716	35,668	56,851	8,135	16.70
0	7	Capital & Central Charges	13,978	13,912	13,985	7	0.05
9,375	196	Net Committee Overspend	126,691	98,424	136,262	9,571	7.55

46. The Youth, Families and Social Work Division is forecasting an overspend of £1.3m. The major contributing factor is a £1.4m overspend on social work staffing with £1.3m relating to the Hard to Retain teams. This has been offset by net underspends in other areas. The overspend has arisen due to a combination of staffing changes including permanent recruitment to vacancies, additional capacity staff to respond to continuing increased workload and maintain manageable caseloads, and agency workers. All agency posts continue to require the explicit approval of the Service Director, Youth, Families and Social Work, and are subject to scrutiny by the quarterly Agency Challenge Panel.
47. The forecast agency spend for the Hard to Retain teams is £5.4m (2018-19 £5.0m) and at the end of December there were 75 (76 period 8) agency Social Workers and Team Managers in these and the LAC team. The assumptions in the forecast are for agency numbers to reduce to 73 (70 period 8) by March 2020 which takes into account a number of newly qualified social workers, the continuation of additional capacity to maintain sustainable caseloads and to cover vacancies etc. It also includes a reduction to reflect the annual leave, sickness and bank holidays to be taken by agency workers.

48. The Commissioning and Resources Division is forecasting an overspend of £8.1m. The major contributing factor is an £8.4m overspend on external residential placements for Children Looked After of which £1.7m is attributable to growth in number of Independent Fostering Agency (IFA) placements, £4.3m residential and £2.4m on semi-independent placements. External placements increased by a net of 1 during December which was as forecast however the placement mix was less favourable. IFA numbers reduced by 4 whereas the more costly residential and semi-independent placements increased by 3 which explained the £0.1m increase in the forecast compared to period 8. This demonstrates how sensitive the forecast is to changes in numbers, weekly costs and placement mix due to the high cost of placements.
49. The assumptions within the forecast are:
- the actual number of children in placement at 31st December 2019 which is 440 (398 March 2019)
 - projected net growth for January 2020 to March 2020 of 5 children
 - projected number of external placements at March 2020 of 445 (398 March 2019) based on past trend data from January 2017 and current and planned initiatives to reduce spend
 - 426 average number of external placements at March 2020 (371 March 2019).
50. There are risks associated with the forecast in relation to external residential placements and social work staffing due to the volatile nature of the demand on these budgets. In view of the high cost of external residential placements the forecast is highly sensitive to changes in e.g. numbers, weekly costs and placement mix. There is a robust monthly monitoring process to track trend data, average costs and actual numbers of children in placement to highlight potential issues as soon as possible.
51. Clayfields is currently forecasting a shortfall against its income target of £1.1m. This is due to a decision by the Children & Families senior leadership team to limit the number of beds available for occupancy because of staffing issues which are currently being addressed. The income forecast previously assumed that all beds would be fully occupied by February 2020. This assumption has been revised with full occupancy expected early in the new financial year. The shortfall will be met from Clayfields' trading reserve which is £1.056m.

Other Options Considered

52. This report is provided as part of the Committee's constitutional requirement to consider performance of all areas within its terms of reference on a quarterly basis. The departmental strategy was agreed on 24 January 2018 and the format and frequency of performance reporting were agreed by the Improvement and Change Sub-Committee on 12 March 2018. Due to the nature of the report no other options were considered appropriate.

Reason/s for Recommendation/s

53. This report is provided as part of the Committee's constitutional requirement to consider performance of areas within its terms of reference on a quarterly basis.

Statutory and Policy Implications

54. 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

55. There are no direct financial implications arising from the report.

Safeguarding of Children and Adults at Risk Implications

56. Reporting on the performance of services for looked after children and care leavers will better enable the Council to ensure that children are effectively safeguarded.

RECOMMENDATION

- 1) That Committee considers whether there are any actions it requires in relation to the performance information on the Council's services for children and young people for the period 1st October to 31st December 2019.

Nigel Stevenson

Service Director for Finance, Infrastructure & Improvement

For any enquiries about this report please contact:

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Constitutional Comments (KK 02/03/20)

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

Financial Comments (SAS 02/03/20)

58. 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 \(Quarter 2 2019/20\) – services for children and young people: report to Children and Young People's Committee on 16th December 2019.](#)

Electoral Division(s) and Member(s) Affected

All.

C1356

Appendix 1 - Indicators updated from previous report



**Nottinghamshire
County Council**

Core Data Set for CYP Committee Performance for Quarter Three

Key Performance Indicator	Nottinghamshire						Comparator Data		
	Current Value		Best to be	Current Reporting Period		Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
Child and Family assessments for Children’s Social Care carried out within statutory timescales	97.4%	-	High	2019/20 Q3		97.5%	96.0% (2018/19)	83.1% (2018/19)	81.4% (2018/19)
Percentage of child protection cases reviewed within timescale	90.0%	-	High	2019/20 Q3		96.1%	91.4% (2018/19)	91.8% (2018/19)	91.1% (2018/19)
Children subject to a Child Protection Plan – Rate per 10,000	49.3	N/A	N/A	2019/20 Q3		54.1	50.1 (2018/19)	43.7 (2018/19)	41.7 (2018/19)
Children who are subject to a child protection plan for 2 years or more	1.6%	+	Low	2019/20 Q3		2.7%	4.1% (2018/19)	3.3% (2018/19)	3.8% (2018/19)
Children becoming the subject of a child protection plan on more than one occasion	17.1%	+	Low	2019/20 Q3		32.0%	23.8% (2018/19)	20.8% (2018/19)	21.3% (2018/19)
Total number of individual children reported missing this quarter	285	+	Low	2019/20 Q3		318	967 (P) (2018/19)	–	–
Of the children reported missing, % missing from home (183/285)	64.2%			2019/20 Q3		64.8%	71% (P) (2018/19)	–	–
Of the children reported missing, % missing from care placement (103/285)	36.1%			2019/20 Q3		37.4%	33% (P) (2018/19)	–	–
Of the children reported missing, % missing from NCC LAC care placement (64/285)	22.5%			2019/20 Q3		19.2%	18% (P) (2018/19)	–	–
Total number of missing occurrences* this quarter generated by these children	557	+	Low	2019/20 Q3		609	2785 (P) (2018/19)	–	–
Average Strengths and Difficulties Question (SDQ) Score per LAC (for at least 12 months) (L) (Maximum possible score 40)	15.2	+	Low	2018/19		15.9	15.9 (2017/18)	14.2 (2018/19)	14.2 (2018/19)
Percentage of LAC (for at least 12 months) with up to date immunisations (L) (589/592)	99.0%	+	High	2018/19		99%	98.9% (2017/18)	87% (2018/19)	85.2% (2018/19)
Percentage of LAC (for at least 12 months) who have had their teeth checked by a dentist (L) (460/592)	78.0%	-	High	2018/19		82%	82% (2017/18)	85% (2018/19)	80.1% (2018/19)
Percentage of LAC (for at least 12 months) who have had their annual health assessment (L) (581/592)	98.0%	+	High	2018/19		94%	93.9% (2017/18)	90% (2018/19)	88.7% (2018/19)
Percentage of LAC (for at least 12 months & under 5) whose development assessments are up to date (46/46)	100.0%	=	High	2018/19		100%	100% (2017/18)	88% (2018/19)	95.3% (2018/19)
Percentage of LAC (for at least 12 months) identified as having a substance misuse problem (L) (27/592)	5.0%	=	Low	2018/19		5%	5.0% (2017/18)	4% (2018/19)	3.0% (2018/19)
Percentage of LAC (for at least 12 months) convicted or subject to a final warning or reprimand (L) (0/592)	0.0%	=	Low	2018/19		0.0%	0.0% (2017/18)	3% (2018/19)	3.4% (2018/19)
Percentage of Nottinghamshire LAC missing from placement by individual child (L) (64/927)	6.9%	-	Low	2019/20 Q3		6.8%	18% (2017/18)	11% (2017/18)	10.1% (2017/18)
Percentage of Return Interviews completed within timescale (L) (177/247)	71.7%	+	High	2019/20 Q3		65.0%	73% (P) (2018/19)	–	–
Percentage of children reported missing this qtr who have gone missing 5+ times in last 12 mths (61/285)	21.4%	+	Low	2019/20 Q3		23.6%	14% (P) (2018/19)	–	–
Number of children reported to MASH as at risk of CSE	91	+	Low	2019/20 Q3		104	381 (P) (2018/19)	–	–

For Nottinghamshire, the performance data available at the end of quarter 3 2019/20 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value

NB Missing definition = reported as missing to Police, includes missing no risk (absent) as well as missing
* missing occurrences - Current value is total over 3 months, annual performance is total over 12 months

Appendix 1 - Indicators updated from previous report (contd)

Core Data Set for CYP Committee Performance for Quarter Three

Key Performance Indicator	Nottinghamshire					Comparator Data			
	Current Value		Best to be	Current Reporting Period		Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
Number of LAC children subject to CSE strategy meeting	0	=	Low	2019/20 Q3		0	5 (P) (2018/19)	–	–
Number of non LAC children subject to CSE strategy meeting	13	=	Low	2019/20 Q3		13	59 (P) (2018/19)	–	–
Percentage of looked after children placed 20 miles or more from home (L) (123/858)	14.3%	+	Low	2019/20 Q3		14.9%	17.0% (2018/19)	15.0% (2018/19)	15.7% (2018/19)
Looked after children with 3 or more placements in any one year (L)	11.5%	+	Low	2019/20 Q3		11.9%	4.0% (2018/19)	10.0% (2018/19)	10.1% (2018/19)
Percentage of looked after children remaining in long-term placements (L)	65.9%	-	High	2019/20 Q3		69.5%	89% (2018/19)	69% (2018/19)	67.7% (2018/19)
Percentage of care leavers in education, employment or training aged 19-21 (L) (110/232)	47.4%	-	High	2019/20 Q3		49.1%	47.0% (2018/19)	52% (2018/19)	49.4% (2018/19)
Percentage of care leavers in higher education aged 19-21 (L) (13/232)	5.6%	+	High	2019/20 Q3		5.0%	5.0% (2018/19)	6.0% (2018/19)	5.3% (2018/19)
Percentage of care leavers in suitable accommodation (L) (198/232)	85.3%	-	High	2019/20 Q3		86.9%	90.0% (2018/19)	85% (2018/19)	84.6% (2018/19)
Percentage of school-age LAC with an up-to-date Personal Education Plan (L) (373/636)	58.6%	+	High	2019/20 Q3		53.2%	68.7% (P) (2018/19)	–	–
Percentage of LAC who took up the opportunity to be consulted by their Independent Reviewing Officer (IRO) prior to the LAC Review Meeting (L) (209/645)	32.4%	-	High	2019/20 Q3		32.7%	30.8% (P) (2018/19)	–	–
Average time between a child entering care and moving in with its adoptive family, for those adopted children (days)	322	+	Low	2019/20 Q3		323	395 days (2016-19)	486 days (2015-18)	481 days (2015-18)
Average time between a LA receiving court authority to place a child and deciding on a match to an adoptive family (days)	131	-	Low	2019/20 Q3		118	146 days (2016-19)	201 days (2015-18)	189 days (2015-18)
Number of primary schools in an Ofsted category (Inadequate)	2	=	Low	2019/20 Q3		2	n/a	–	–
Number of secondary schools in an Ofsted category (Inadequate)	2	=	Low	2019/20 Q3		2	n/a	–	–
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%	+	High	2018/19 academic		69.7%	69.7%	71.8% (2018/19)	72.0% (2018/19)
Attainment gap for a good level of development in EYFSP between pupils taking free school meals and the rest	23.0%	-	Low	2018/19 academic		22.7%	22.7%	18.5% (2018/19)	–
Pupils achieving at least the expected standard in reading, writing & mathematics at age 11	64.7%	=	High	2018/19 academic		64.7%	64.7%	65% (2018/19)	64.7% (2018/19)
Attainment gap at age 11 between pupils taking free school meals and the rest (FSM during past six years)	22.6%	=	Low	2018/19 academic		22.6%	22.6%	19.0% (2018/19)	–
Achievement of 9-5 grades in GCSE English & maths	45.4%	-	High	2018/19 academic		45.6%	45.6%	43.4% (2018/19)	42.9% (2018/19)
Achievement of 9-4 grades in GCSE English & maths	67.6%	+	High	2018/19 academic		66.6%	66.6%	64.9% (2018/19)	65.1% (2018/19)
Attainment gap at age 16 between pupils taking free school meals and the rest (FSM during past six years) 9-5 grades in GCSE English & maths	26.4%	+	Low	2018/19 academic		28.2%	28.2%	24.5% (2018/19p)	–
Attainment gap at age 16 between pupils taking free school meals and the rest (FSM during past six years) 9-4 grades in GCSE English & maths	26.7%	+	Low	2018/19 academic		28.0%	28.0%	26.3% (2018/19p)	–

For Nottinghamshire, the performance data available at the end of quarter 3 2019/20 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value

Appendix 1 - Indicators updated from previous report (contd)



**Nottinghamshire
County Council**

Core Data Set for CYP Committee Performance for Quarter Three

Key Performance Indicator	Nottinghamshire					Comparator Data	
	Current Value	Best to be	Current Reporting Period	Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
Percentage of A level entries at A*-E grades	98.2%	-	High	2018/19 academic	98.5%	98.5%	97.2% (2018/19) –
Percentage of A level entries at A*-B grades	49.5%	+	High	2018/19 academic	49.3%	49.3%	48.4% (2018/19) –
Participation in education, employment and training (EET) aged 16-17	88.5%	-	High	2019/20 Q3	94.0%	94.9% (2018/19 Q4)	–
Percentage not in education, employment or training (NEET) aged 16-17	1.8%	+	Low	2019/20 Q3	1.9%	1.7% (2018/19 Q4)	–
Percentage whose destination is not known aged 16-17	11.5%	-	Low	2019/20 Q3	4.1%	3.4% (2018/19 Q4)	–
Percentage of two year olds taking up their free entitlement	80.4%	+	High	Autumn Term 2019	75.9%	74.3% (Summer 2019)	–
Numbers of individual children and young people engaged in positive activities delivered by the Young People's Service (cumulative)	13,271	+	High	2019/20 Q3	8,880	16,338 (2018/19)	–
Numbers of children and young people accessing Outdoor and Environmental Education (cumulative)	13,865	-	High	2019/20 Q3	17,235	29,056 (2018/19)	–
Numbers exiting substance misuse treatment in a planned manner	92%	-	High	2019/20 Q2	97%	97% (2018/19)	80% (2018/19) –
First time entrants to the Youth Justice System aged 10-17 (per 100,000) (cumulative)	71	-	Low	2019/20 Q2	36	251 (2018/19)	276 (2017/18) –
Breastfeeding prevalence at 6-8 weeks, incl. mixed feeding methods (Nottinghamshire NHS)	43.4%	-	High	2019/20 Q2	43.5%	41.9% (2018/19)	46.2% (2018/19) 45.7% (2018/19)
For Nottinghamshire, the performance data available at the end of quarter 3 2019/20 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value							

Appendix 2 - Indicators that remain unchanged from previous report



**Nottinghamshire
County Council**

Core Data Set for CYP Committee Performance for Quarter Three

Key Performance Indicator	Nottinghamshire					Comparator Data	
	Current Value	Best to be	Current Reporting Period	Previous Value	Previous Annual Performance	National Average	Statistical Neighbours
Percentage of LAC achieving expected standard at KS1 in Reading (L)	31.3%	-	High	2017/18 academic	47.6%	47.6% (2016/17)	51.0% (2017/18) –
Percentage of LAC achieving expected standard at KS1 in Writing (L)	25.0%	-	High	2017/18 academic	38.1%	38.1% (2016/17)	42.0% (2017/18) –
Percentage of LAC achieving expected standard at KS1 in Maths (L)	37.5%	+	High	2017/18 academic	33.3%	33.3% (2016/17)	49.0% (2017/18) –
Percentage of LAC achieving expected standard at KS2 in Reading (L)	46.9%	+	High	2017/18 academic	42.5%	42.5% (2016/17)	51.0% (2017/18) 53.4% (2017/18)
Percentage of LAC achieving expected standard at KS2 in Writing (L)	37.5%	-	High	2017/18 academic	50.0%	50.0% (2016/17)	49.0% (2017/18) 49.2% (2017/18)
Percentage of LAC achieving expected standard at KS2 in Maths (L)	37.5%	-	High	2017/18 academic	45.0%	45.0% (2016/17)	47.0% (2017/18) 47.1% (2017/18)
Percentage of LAC achieving 9-5 grades in GCSE English & maths at KS4 (L)	6.8%	-	High	2017/18 academic	11.5%	11.5% (2016/17)	7.8% (2017/18) 9.8% (2017/18)
Percentage of LAC achieving 9-4 grades in GCSE English & maths at KS4 (L)	22.7%	+	High	2017/18 academic	21.3%	21.3% (2016/17)	17.8% (2017/18) 18.6% (2017/18)
Percentage of LAC classed as persistent absentees (L) (32/360)	8.9%	-	Low	2017/18 academic	7.9%	7.9% (2016/17)	10.6% (2017/18) 10.8% (2017/18)
Percentage of LAC permanently excluded (L) (0/387)	0.0%	=	Low	2016/17 academic	0.0%	0.0% (2015/16)	0.10% (2016/17) –
Percentage of LAC with at least one fixed term exclusion (L) (41/387)	10.6%	-	Low	2016/17 academic	9.8%	9.8% (2015/16)	11.8% (2016/17) 11.5% (2016/17)
Percentage of young people qualified to Level 3 (2 passes at A-Level or equivalent) by age 19	51.8%	=	High	2017/18 academic	51.8%	51.8% (2016/17)	57.2% (2017/18) 56.2% (2017/18)
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	23.4%	+	High	2017/18 academic	22.9%	22.9% (2016/17)	27.2% (2017/18) 26.4% (2017/18)
Percentage of overall absence in primary, secondary and special schools	4.5%	-	Low	2017/18 academic	4.4%	4.4% (2016/17)	4.8% (2017/18) 4.8% (2017/18)
Rate of permanent exclusions from school (primary, secondary and special schools)	0.04%	=	Low	2017/18 academic	0.04%	0.04% (2016/17)	0.10% (2017/18) 0.10% (2017/18)
Percentage of children aged 0-4 living in low income areas registered with children's centres (snapshot)	100.0%	=	High	2018/19 Q1	100.0%	100% (2017/18 Q4)	–
Percentage of children aged 0-4 living in low income areas seen at children's centres (cumulative)	75.5%	+	High	2018/19 Q1	72.4%	75.5% (2017/18 Q4)	–
Primary schools judged by Ofsted as having good or outstanding standards of behaviour	93.4%	+	High	As at Sept 2015	92.7%	n/a	94.3% (Sept 2015) 94.1% (Sept 2015)
Secondary schools judged by Ofsted as having good/outstanding standards of behaviour	79.1%	-	High	As at Sept 2015	83.3%	n/a	85.1% (Sept 2015) 84.2% (Sept 2015)

For Nottinghamshire, the performance data available at the end of quarter 3 2019/20 is reported. The most recent data for national average and children's services statistical neighbours is reported, where available. Please note, comparisons may be indicative only, as the reporting periods are not necessarily aligned. Where Nottinghamshire performance meets or exceeds the latest national performance information, this is highlighted by the emboldened boxes. Key: (p) = provisional data; (L) = reported against the outcomes in the LAC & Care Leavers Strategy (+) = better than previous value; (-) = worse than previous value; (=) = same as previous value; (n/a) = not comparable to previous value

23rd March 2020**Agenda Item: 9****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****BASIC NEED PROGRAMME OF SCHOOL EXPANSION 2020/21****Purpose of the Report**

1. This report seeks approval to take the list of schools identified in **Appendix 1** forward to feasibility.
2. The report also seeks approval to take forward to delivery the expansion of Radcliffe-on-Trent Junior School.

Information

3. Nottinghamshire County Council has a statutory duty to ensure a sufficiency of school places for children resident in the County.
4. On an annual basis the Council makes a statutory return to the Department for Education (DfE) outlining the net capacity and levels of occupation in its schools. This School Capacity return (SCAP) informs the Education Skills and Funding Agency (ESFA) allocation of the level of 'Basic Need' grant for new school places in the County due to population growth.
5. The assessment of Basic Need for the period 2020/21, has yet to be determined by the Education and Skills Funding Agency (ESFA). This assessment is informed by the Department's judgement as to the sufficiency issues Nottinghamshire faces arising from their analysis of the School Capacity (SCAP) return which was made in Autumn 2019.
6. Basic Need funding is not ring fenced and comes with no recommendations as to which schools or planning areas should be allocated capital funding. It must be deployed to address capital issues and cannot be used to address revenue issues.
7. Officers in Pupil Place Planning work in close conjunction with partner services in School Admissions, Planning, Place and Information and Systems to interrogate all available data in respect of projected demand for places and identify where the most pressing and appropriate sites for expansion lie.

8. In the past the Council has been required to organise mobile classrooms to meet urgent teaching requirements with temporary planning permissions. On a predictable basis these come to the end of their permission or to the end of their viable life. The Basic Need allocation has been used over the years to replace these with permanent classrooms where data indicates that places are still required.
9. In the period 2013-16 the Council noted a significant growth in pupil numbers in the primary school phase, resulting in the allocation to the Council of approximately £70 million of Basic Need funding. This spending led to the creation of over 5,500 additional permanent primary places.
10. Projections data indicates that the primary 'bulge', first noted in 2011, has moved through the primary phase and is now being felt increasingly in the secondary phase. This is noted in higher numbers of applications at primary to secondary transfer (PST).
11. Rushcliffe was the first district of Nottinghamshire to experience an increased demand for secondary school places which cannot be met from within the existing school estate; the secondary bulge in is now visible in Gedling, Worksop and Rainworth.
12. Project feasibility studies will establish the risks associated with all the proposals identified in **Appendix 1**. The outcomes of feasibility will inform Elected Members as to where proposed projects are undeliverable, poor value for money or appropriate and meet service needs.
13. A feasibility study in respect of the expansion of Radcliffe on Trent Junior School has been commissioned previously resulting in a detailed design plan which has been granted planning permission. Latest Estimated Cost for the scheme will be included in report to the Council's Finance and Major Contracts Management Committee in April.

Other Options Considered

14. Projects could proceed to planning without feasibility, but this would not then allow risks to be identified and is therefore not considered to be a viable option.

Reason/s for Recommendation/s

15. Feasibility costs represent good value for money when compared with the costs associated with abortive planning and design costs which would be incurred without prior feasibility establishing the suitability of proposals.

Statutory and Policy Implications

16. 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

17. Where the feasibility works result in a capital project, the costs of the feasibility will be funded from the approved Basic Need school places capital programme. Where a capital project does not ensue, the cost of the feasibility works is not able to be funded from capital resources. As such, these costs will need to be met from within the Place department revenue budget.

RECOMMENDATION/S

That Committee:

- 1) gives approval for the list of schools identified in **Appendix 1** to be taken forward to feasibility.
- 2) gives approval to take the proposed expansion at Radcliffe-on-Trent Junior to the delivery stage

Marion Clay
Service Director, Education, Learning and Skills

For any enquiries about this report please contact:

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Constitutional Comments (KK 06/03/20)

18. The proposals in this report are within the remit of the Children and Young People's Committee.

Financial Comments (GB 11/03/20)

19. The Basic Need works identified in this report will be funded from the School Places programme which is already approved within the capital programme (£12.4m in 2020/21 and £12.6m in 2021/22). Where funding is required in excess of the approved amount additional capital funding will need to be sought through the usual processes. If the feasibility study works do not result in a capital project the costs incurred will be classed as abortive fees and will need to be funded from a revenue budget. As identified in the report, if this is the case, these costs will need to be met from the Place department revenue budget.

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.

Electoral Division(s) and Member(s) Affected

All.

C1364

23rd March 2020

Agenda Item: 10

**REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****MANNERS SUTTON PRIMARY SCHOOL, AVERHAM, NEWARK – PROPOSED
CONSULTATION REGARDING CLOSURE****Purpose of the Report**

1. This report seeks Committee approval to undertake an initial statutory consultation to explore options for Manners Sutton Primary School, Averham, Newark, including possible closure. Following the DfE statutory guidance, on opening and closing maintained schools and as a result of the Stage 1 consultation, a statutory proposal will be considered by Members.

Information

2. Manners Sutton is a small rural school which when last inspected by Ofsted in January 2018 was judged to be a Good school (<https://files.ofsted.gov.uk/v1/file/2752743>). In this Ofsted report, the Governing Body and the local authority were commended for the actions taken to secure the Good outcome and ensure that every child accessed a good standard of education.

Declining School Numbers

3. There are significant concerns about declining pupil numbers at Manners Sutton Primary School. Over the recent past, this small rural school has experienced a decline in numbers; at the time of inspection 31 pupils were on the school roll. In October 2019, only two pupils were in the school's Reception year, despite a Published Admission Number of 8.
4. The table below confirms the number of pupils attending the schools over the last four years on the census dates:

Jan 2017	May 2017	Oct 2017	Jan 2018	May 2018	Oct 2018	Jan 2019	May 2019	Oct 2019	Jan 2020
39	37	33	32	31	35	34	33	25	23

5. The school reports that as of 1st March 2020 there were 25 pupils on the school roll. An analysis of the breakdown of year groups within the school confirm that eight Year 6 pupils will be leaving the school at the end of July 2020 and based on local intelligence known to the school, only one new pupil is expected into Year R. The school and governors are aware that other parents are considering their options at this time given the declining roll of the school.

Statutory Process

6. According to Department for Education (DfE) Guidance 'Opening and closing maintained schools; Statutory guidance for proposers and decision-makers', November 2019, the Local Authority (LA) can undertake statutory consultation to consider the viability of a school and with a view to closure. This same guidance makes clear that there is a "presumption against the closure of rural schools" (DfE November 2019, page 17). The guidance also states however that this "doesn't mean that a rural school will never close, but that the case for closure should be strong and clearly in the best interests of educational provision in the area" (DfE November 2019, page 17).

Declining School Numbers

7. There are significant concerns about declining pupil numbers borne out by the most recent school census data. In October 2019, only two pupils were in the school's Reception year, despite a Published Admission Number of eight.

School Financial Position

8. The school has been facing financial challenges due to the carry forward of a £45,500 deficit from the 2018-19 financial year and a deficit recovery plan is in place. The financial position is improving although a small deficit is currently projected at the end of 2019-20. The school is currently projected to recover from the deficit in 2020-21 based on funding for 25 pupils.
9. Measures have already been taken to balance the budget including closing the school's nursery provision and reducing from two primary classes to one. However, projected falling pupil numbers in future years would see the school moving back into deficit necessitating measures that may include further reductions in staffing to a level which may not be acceptable.
10. The Children & Families finance team will be working with the school to construct a three year budget plan taking into account the projected fall in pupil numbers. Where a school has a deficit, the expectation is that it will be recouped from future funding allocations; the scope to address this would become increasingly difficult with projected reductions in funding.

Other local schools

11. The Newark Town planning area comprises a further nine primary schools. Of these, two (Christ Church C of E Infant and Holy Trinity Catholic Academy) are within a two mile radius. A further two schools (Lovers Lane Primary and William Gladstone C of E Primary) are within 2.4 miles. All four of these schools are projected to have surplus places now and in

five years' time. Four children living in the catchment of St Peter's Crosskeys Primary, which is within a two mile radius of Averham Manners Sutton, attend the school.

12. As of January 2019 there were 30 primary aged pupils resident in the catchment; eight pupils (27%) attend the school, 73% of the catchment area pupils attend other schools. In January 2019 there were 32 children on roll. Eight were from the catchment area and seven were from the planning area (Newark Town) the remaining 17 were drawn chiefly from the Newark District. Averham Manners Sutton Primary School is heavily reliant on out of catchment recruitment.

Closing an LA maintained school - rationale

13. According to the DfE Guidance, the LA can decide to close a maintained school, as a result of its own proposal. Two of the suggested reasons for a school closure may apply in the case of Manners Sutton, i.e.
- there are surplus places elsewhere in the local area which can accommodate displaced pupils and there is no predicted demand for the school in the medium to long term; and
 - it is no longer considered viable.
14. The guidance summarises the statutory processes to close a school, with additional advice provided in relation to the closure of a rural school where the local authority is required to consult with the following:
- the County Council
 - the parents of registered pupils at the school
 - the local district and parish council
 - the governing body (as appropriate)
 - pupils at the school
 - teachers and other staff at the school
 - the governing bodies, teachers and other staff of any other school that may be affected
 - parents of any pupils at other schools who may be affected by the proposal
 - any trade unions who represent staff at the school; and representatives of any trade union of staff at other schools who may be affected by the proposal
 - MPs whose constituencies include the school that is the subject of the proposal or whose constituents are likely to be affected by the proposal; and
 - any other interested organisation / person that the proposer thinks are appropriate.
15. The DfE expects all decision-makers to adopt a presumption *against* the closure of rural schools and must explore alternatives to closure including:
- the likely effect of the closure of the school on the community
 - the proportion of pupils attending the school from within the local community i.e. is the school being used by the local community
 - educational standards at the school and the likely effect on standards at neighbouring schools
 - the availability, and likely cost to the LA of transport to other schools

- whether the school is now surplus to requirements (e.g. because there are surplus places elsewhere in the local area which can accommodate displaced pupils, and there is no predicted demand for the school in the medium or long term)
- any increase in the use of motor vehicles which is likely to result from the closure of the school, and the likely effects of any such increase; and
- any alternatives to the closure of the school (DfE November 2019, page 32).

Other Options Considered

16. The initial consultation will include the exploration of other options including possible federation with another maintained rural school.

Reason for Recommendation

17. The Local Authority is unable to financially support its schools which are required to provide high quality education within the allocated schools budget. As declining numbers are now impacting on Manners Sutton Primary school's ability to set a balanced budget in the future, it is necessary to consult on possible closure of the school.

Statutory and Policy Implications

18. 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

19. Where a school reports a deficit the Children & Families finance team work with the school to develop a three year deficit recovery plan. The expectation is that the deficit will be recovered from future years funding and efficiencies where necessary. The scope for the deficit to be addressed would be an increasing challenge where there is a projected ongoing reduction in pupil numbers and consequently funding.
20. The Local Authority Scheme for Financing Schools stipulates that the local authority cannot write off the deficit balance of any school. Any financial support should be from the overall schools budget from a contingency specifically held for this purpose and agreed by the Schools Forum. Currently no such contingency has been agreed with the Schools Forum and if one is created this could reduce resources available to other schools.
21. It is anticipated that there will not be any costs for the consultation but if there are they will be minimal and contained within the service's allocated budget and centrally via the Council's Communications team.

Human Resources Implications

22. The following posts will potentially be impacted by the proposed closure:

- Assistant Head Teacher x1
- Administrator x1
- Teaching Assistant x2
- Mid-day Supervisor x 1
- Supply Teaching Assistant x3
- Supply Teacher x1
- Supply Support Assistant x1

23. Work will be undertaken with the Governing Body to address the various contractual issues which will arise if the school closes using the existing agreed policies and procedures around redundancy and redeployment with appropriate consultation and involving the recognised trade unions.

RECOMMENDATION/S

- 1) That Committee approval is given to undertake statutory consultation to explore options for Manner Sutton Primary School, Averham, Newark, including possible closure.

Marion Clay
Service Director, Education, Learning and Skills

For any enquiries about this report please contact:

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Constitutional Comments (KK 10/03/20)

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

Financial Comments (SAS 11/03/20)

25. Where a school reports a deficit the Children & Families finance team work with the school to develop a three year deficit recovery plan. The expectation is that the deficit will be recovered from future years funding and efficiencies where necessary. The scope for the deficit to be addressed would be an increasing challenge where there is a projected ongoing reduction in pupil numbers and consequently funding.
26. The Local Authority Scheme for Financing Schools stipulates that the local authority cannot write off the deficit balance of any school. Any financial support should be from the overall schools budget from a contingency specifically held for this purpose and agreed by the Schools Forum. Currently no such contingency has been agreed with the Schools Forum and if one is created this could reduce resources available to other schools.

27. It is anticipated that there will not be any costs for the consultation but if there are they will be minimal and contained within the service's allocated budget and centrally via the Council's Communications team.

Human Resources Comments (GME 11/03/2020)

28. The governors of Manners Sutton Primary School will be supported by officers of the Council to ensure that decisions about staffing in the school are made in accordance with employment law and the agreed policies and procedures adopted by the school.

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.

Department for Education (DfE) Guidance 'Opening and closing maintained schools; Statutory guidance for proposers and decision-makers', November 2019

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/851585/Opening_and_closing_maintained_schools1012.pdf

Electoral Division(s) and Member(s) Affected

All.

C1365

23rd March 2019

Agenda Item: 11

REPORT OF THE CORPORATE DIRECTOR, CHILDREN AND FAMILIES

PROGRESS ON THE IMPROVING THE EFFECTIVENESS AND EFFICIENCY OF THE CHILDREN'S SERVICES PLAN

Purpose of the Report

1. To provide an update on progress against the Improving the Effectiveness & Efficiency of the Children's Services Plan originally presented to Committee on 16th September 2019.
2. To consider whether there are any further actions Committee requires in relation to the information contained in the report.

Information

3. On 16th September 2019 the Children and Young People's Committee received a report entitled '2019/2020 Children and Families Budget Update'. This report provided a comprehensive assessment of the challenges facing the departmental budget, the factors behind the volatility of spending on children's services and the actions proposed in mitigation. Committee agreed to receive an update every three months. A further report was received by Committee in December 2019.
4. An update on the departmental budget position is provided to Committee in the paper entitled 'Children and Young People Core Data Set – performance for quarter 3 2019/20' which is also on the agenda of this meeting. As the information is available to Committee through that source the analysis is not repeated within this report.
5. An updated version of the 'Effectiveness and Efficiency Plan' is attached as **Appendix 1**.

Conclusions of the Independent Audit

6. An audit of financial management processes and culture within the department has now been completed by an independent auditor. The review was commissioned to evaluate 12 objectives which have been subsequently addressed under four key themes:
 - Budget Pressures and Savings
 - Financial Control, Compliance and Challenge
 - Benchmarking and Forecasting and

- Financial Culture.

7. The detailed findings from each of the four themes have been reported back to the commissioners and officers from Children & Families and Corporate Finance during the completion of the review. This approach enabled emerging issues to be addressed in a timelier manner than awaiting completion of a formal final report. This report therefore focusses on the conclusions and recommendations which are supported by an active action plan generated by the Corporate Director for Children & Families and Service Director of Finance, Infrastructure & Improvement.
8. The review has identified a need to strengthen the approach to implementing a robust financial culture within the department along with more detailed planning on some areas where budgets are difficult to control. There has also been an identified need to strengthen the links between performance and cost data to improve fiscal discipline. All of these challenges have been addressed in section four on the plan attached as **Appendix 1** and this will build on and increase the consistency of the existing good practice in the department.

Progress Against the Plan

9. Whilst a small number of elements within the plan have been delayed progress is being made against all of the improvement actions and a number have already been completed. The first section of the plan, addressing the in-year financial challenges, will be completed by the end of the financial year and any actions that need to be ongoing will be aggregated into the wider plan.

Other Options Considered

10. No other options have been considered.

Reason/s for Recommendation/s

11. These recommendations provide the range of measures being taken by the Children and Families department via the Improving the Effectiveness and Efficiency of the Children's Services Plan, to address the financial and service challenges currently being faced.

Statutory and Policy Implications

12. 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

13. The 'Effectiveness and Efficiency Plan' aims to address the financial challenges that the Children and Families department is facing due to increased demand.

RECOMMENDATION/S

- 1) That the Committee considers whether there are any further actions required in relation to the information contained in the report on progress against the Improving the Effectiveness and Efficiency of the Children's Services Plan.

Colin Pettigrew
Corporate Director, Children and Families

For any enquiries about this report please contact:

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Constitutional Comments (LW 03/03/20)

14. Children & Young People's Committee is the appropriate body to consider the content of the report.

Financial Comments (SAS 02/03/20)

15. 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.

[2019-2020 Children and Families budget update – report to Children and Young People's Committee on 16th September 2019](#)

[Progress on the Effectiveness and Efficiency of the Children's Services Plan – report to Children and Young People's Committee on 16th December 2019](#)

Electoral Division(s) and Member(s) Affected

All.

C1357

The overarching objective of this improvement plan is to ensure that the Children and Families Department is taking the necessary steps to provide safe, effective, efficient and cost-effective services to vulnerable children, young people and their families in Nottinghamshire, with enabling support and challenge from the Chief Executives, Adult Social Care and Health and Place Departments.

The plan should be read in conjunction with the existing highlight reporting against the Department's major change programmes: Remodelling Care and Remodelling Practice. These programmes detail the specific benefits to be delivered in respect of financial savings/cost avoidance and efficiency.

1. Addressing the in-year financial challenges

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
1.1	Regularly review the need for agency staffing through Agency Challenge Panel.	Colin Pettigrew	Steve Edwards	Reduce agency spend. Ensure that any agency deployment is absolutely necessary and is targeted at our highest priority areas.	Quarterly.	All social work caseloads are within the set manageable number when measured each month. The forecast on agency staffing spend for 2019-20 is carefully monitored and does not exceed the number of agency staff required to ensure that Social Workers have manageable workloads.		Ongoing programme of work
1.2	Quarterly reviews of non-essential spend.	Colin Pettigrew / Nigel Stevenson	Laurence Jones / Sue Summerscales	Identify and eliminate unnecessary spend.	Completed every quarter.	Completion of review and advice issued to staff on changes needed to expenditure approvals.	Quarterly reviews are in place. Of those areas identified as possibly being non-essential spend after the process was completed only 2% were designated as non-essential. The review of non-essential spend will now be rolled into action 4.3 "rolling "challenge process" for all Group Managers in relation to budget management."	Complete
1.3	Audit of financial management processes and culture within the department.	Colin Pettigrew / Nigel Stevenson	Simon Lacey	To understand if any changes are required to deliver the optimum oversight of value for money within the department.	November 2019	An action plan is approved and implemented to take forward any recommendations within the report.	The fieldwork has now been completed and final recommendation along with a plan for implementation will be produced for the 2020-21 financial year.	Complete
1.4	Benchmark current service outcomes and financial performance against statistical neighbours who are rated good or outstanding in an OFSTED ILACS.	Colin Pettigrew / Nigel Stevenson	Laurence Jones	This will help understand how the department is performing relative to others and prompt a deeper challenge of balancing children care need and staying within budget.	November 2019	An action plan is approved and implemented to take forward any recommendations as a result of the benchmarking.	Initial benchmarking was completed but was inconclusive. "Children looked after" rates continue to be below average in Notts and CIPFA benchmarking shows Nottinghamshire having low cost based for delivering care. Work is planned with Essex, an outstanding authority, to examine service provision and cost demands. This work will now be rolled into action 4.5 below.	Complete

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
1.5	Independent review of 20 most recently accommodated children.	Colin Pettigrew	Steve Edwards	Assurance that only those children who need to come into care do so.	Report completed July 2019	Only children that need to come into care do so.	The Independent audit concluded that thresholds for admission into care are appropriate. It is expected that the recent Ofsted inspection will also comment on the appropriateness of thresholds.	Complete
1.6	Senior managers to regularly review the most expensive care placements.	Colin Pettigrew	Laurence Jones	Effective use of budget and appropriate investment in long term outcomes for children.	Monthly	The top 20 most expensive placements are reviewed monthly.	Reviews are underway. In one case a successful negotiation with health has decreased local authority contributions to a care package in excess of £50,000. This has prompted a review of the approach of joint commissioning. Cases continue to be reviewed by Service Directors through the Children Looked After Scrutiny Board.	Ongoing programme of work

2. Effective delivery of change programmes, accelerating pace where possible, and improving ability to track benefits realisation

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
2.1	<p>Increased number of internal fostering placements available</p> <ul style="list-style-type: none"> Ongoing prioritised support of marketing and communications colleagues with comprehensive campaign through to July 2020 Corporate and partnership approach to improve offer to foster carers (leisure facilities, council tax discount, parking etc). 	<p>Marje Toward</p> <p>Anthony May/ Adrian Smith</p>	<p>Luke Barrett/ Catherine Kelly</p> <p>Derek Higton/ Pete Mathieson/ Chris Ward/ Andy Dawson</p>	<p>Safe, caring and loving placements for children.</p> <p>Higher percentage of foster placements are made internally</p> <p>Any unnecessary expenditure is avoided</p>	<p>Rolling marketing campaign to July 2020</p> <p>Revised offer for foster carers by April 2020</p>	<p>Savings target achieved</p> <p>A net increase of 50 fostering placements by March 2021</p> <p>Increase in fostering enquiries of 20%</p> <p>Increase in conversion from enquiry to approved foster carer of 10%</p>	<p>The average number of enquiries per month in Jun-Aug was 8.3. Following the introduction of increased foster carer fees in August and the September publicity campaign, the average number of enquiries per month for Sept-Nov was 15.7</p> <p>A dedicated Recruitment and Assessment Team is now in place and the campaign to publicise increase in fees and support offer has been completed. A recruitment campaign will run from Feb 2020. Child-specific adverts are being used and social media marketing has been increased</p> <p>Fostering events have increased from once a quarter to at least once a month, and now take place in all districts rather than just in areas of high demand. Events targeted specifically at faith groups have been arranged</p> <p>The Fostering Conference in September was very well-attended</p>	Ongoing programme of work
2.2	<p>Increase in internal residential children's home capacity</p> <ul style="list-style-type: none"> Additional 4 bed residential home opened. 	Colin Pettigrew/ Adrian Smith	Devon Allen/ Neil Gamble	Timely mobilisation of new residential home. Four new NCC residential placements available avoiding the need for more costly external	Timeframe is largely dependent on the operating model agreed by Members, but is estimated at between June and September 2020.	Four additional residential placements for Nottinghamshire in a NCC owned home by May 2020.	Further extensions are being negotiated to the block contract with our trusted providers and further proposals regarding the estate will be made to Policy Committee in March 2020.	Ongoing programme of work

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
	<ul style="list-style-type: none"> Consideration when remodelling wider NCC estate and in planning applications for housing developments to increase children's home capacity/ accommodation for care leavers 			residential placements and resulting in good outcomes for the children.				
2.3	Increase the number of "block contract" residential placements with external providers. The total number of new homes under this arrangement will be four.	Colin Pettigrew	Jon Hawketts	Contracts which provide a better cost per placement (as long as occupancy is maintained) and therefore help reduce placement costs.	First two homes by September 2019	Savings target achieved New homes operational and fully occupied by February 2020.	The first two homes became operational from July 2019 and a third from November 2019. All are fully occupied. A fourth home has been sourced by the provider to become a specialist unit to accommodate a Nottinghamshire child in care who is deaf and presents with a range of special needs. Planning and preparatory work continues with the provider in relation to this bespoke facility	Initial work completed with further phase identified.
2.4	Establish a D2N2 Commissioning Framework for residential and Independent Fostering Agencies.	Colin Pettigrew	Jon Hawketts	To use economies of scale to reduce the cost of placements. To develop the market across the D2N2 footprint to increase diversity, availability and quality. This will also reduce costs per placement overall. Further development of block arrangements may also reduce unit costs.	February 2020	New D2N2 Framework in place	This framework is now live with contract management arrangements agreed.	Complete
2.5	Develop enhanced models of semi-independent accommodation for the most complex care leavers in smaller units.	Colin Pettigrew	Jon Hawketts	The most complex care leavers often fail to make a successful transition from residential care to supported accommodation. By providing smaller units an earlier successful transition could be made which is better for the young person as	Some already operational; others planned to be so by 2020/21	14 new units in place by April 2020 Reduced instances and level of evictions Improved outcomes for individual young people (as evidenced via Outcome Star scores)	1 smaller 5-bed 24 hour staffed setting has been developed and is operational. A site has been identified for Core plus service and ongoing discussions with Strategic Business Partner and current provider regarding its development Approval sought to commission spot placements via the DPPS to meet the needs of the most vulnerable care leavers aged 18+. Guidance note developed.	Ongoing programme of work

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
				they reach adulthood and is also significantly cheaper than residential care. It also frees places in residential care for those who need it the most.			Teenage parent service is now staffed 24/7 (6 bed unit),	
2.6	Delivery of the Social Impact Bond Model (jointly with Nottingham and Derby City Councils).	Colin Pettigrew	Jon Hawketts	To reduce the number of young people in high cost residential placements and therefore reduce the pressure on the placements budget. To make use of up to £3m of Big Lottery (LCF) funding.	SIB to be operational by Feb 2020 (revised)	SIB to become operational, receiving referrals and delivering positive outcomes for individual CYP and delivering budget savings	A new social investor has been identified and the final stages of due diligence and formal contract signature are now being undertaken. Service mobilisation activity is being undertaken in parallel to enable a 'soft launch' ASAP after contract signature and confirmation of Big Lottery (LCF) funding from government.	Delayed but nearing full implementation.
2.7	To ensure that the corporate Digital Development Programme supports delivery of the Children and Families Department's "Digital Development Plan"	Adrian Smith / Colin Pettigrew	Katharine Smith Tracy Hill Sue Milburn Joe Foley	Using technology to achieve simple and immediate access and better support for service users More efficient access to relevant information between organisations within the children's partnership (e.g. social care and CAMHS). Care leavers better able to access information about local offer.	Details	Delivery of the Children and Families Department's "Digital Development Plan"	These programmes are aligned and the Digital Development Plan for the department. The plan was presented as a part of the department's annual update to Improvement and Change Committee in January 2020 and will be implemented and reviewed intermittently over the next few years.	Ongoing programme of work
2.8	Ensuring there is sufficient/prioritised capacity to develop the BI reports required to meet Ofsted requirements	Nigel Stevenson	Rob Disney	Reduction in manual tasks undertaken within frontline services thus freeing up management and	End of September 2019 for Ofsted reporting	A suite of appropriate reports and dashboards available	Business intelligence reports for Ofsted were completed in line with requirements. Post-inspection developments in the fostering service are being progressed.	

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
	(including workforce reporting), baseline and track benefits of change programmes, and facilitate management decision-making.			<p>business support capacity.</p> <p>Better data on which to inform decision making.</p> <p>Better data upon which to inform benefits monitoring of projects</p> <p>Fulfil Ofsted requirement.</p> <p>Ability to track impact of project initiatives on recruitment and retention of staff.</p> <p>Better decision making on use of agency staff.</p>	Further development by June 2020		<p>Frontline staff benefit from daily access to an array of reports to assist decision-making in service delivery. Over the most recent 60-day period, 198 different reports and dashboards were accessed 6,240 times by 271 unique users across all operational areas of the department.</p> <p>Since the last update, new dashboards and reporting have been developed and are now being used routinely by key frontline services, notably: MASH 'Live' reporting; Adoption East Midlands operational and management information reports; Troubled Families. A dashboard to support the Remodelling Practice Programme is currently undergoing final quality assurance checks.</p> <p>Developments continue, working with colleagues in Performance to progress new and enhanced reporting in priority areas.</p>	
2.9	<p>Additional project management capacity/financial resource for capacity within the department to be established to deliver the following change projects:</p> <ul style="list-style-type: none"> Establishing whole family safeguarding teams between children's and adults; Making the front door delivery model sustainable within the context of increasing demand; Taking a joint commissioning approach with health for children with complex needs; 	Nigel Stevenson /Colin Pettigrew	Sue Milburn/ Lucy Peel / Marion Clay	<p>More timely delivery of a range of projects intended to:</p> <ul style="list-style-type: none"> improve practice and through this children's outcomes; release capacity within frontline teams; and make more efficient use of resources and avoid cost where possible. <p>SEND budgets are managed so that large budget deficits do not appear in the Dedicated Schools Grant.</p>	<p>To be determined once projects initiated. Next step for progressing family safeguarding is joint CFS and ASCH leadership team meeting on 17 September.</p> <p>SEND strategy – initial phases are being delivered following Higher Level Needs budget review. This is being developed into a formal 5 year strategy for implementation from spring 2020.</p>	<ul style="list-style-type: none"> Establishing whole family safeguarding teams between children's and adults; Making the front door delivery model sustainable within the context of increasing demand; Taking a joint commissioning approach with health for children with complex needs; Delivering a five year SEND transformation strategy and Developing a coherent approach to supporting children living in kinship arrangements. 	<p>Work to develop a whole family safeguarding approach has not yet commenced due as resource has not yet been identified. Operational work is taking place in respect of integrated service delivery approaches to domestic abuse and substance misuse along with public health and provider colleagues.</p> <p>Front door delivery model project is in the scoping stage. A Programme Officer has been allocated from the Programmes and Projects team.</p> <p>A resource referral has been made to the Transformation & Change Governance Group to approve a joint commissioning project with health, focussing on two specific areas of need. A Project Manager from the Programmes & Projects Team will be allocated to the design and discovery stage imminently. A project working group has already been set up and helped developed the initial scope of the project. A bid has been submitted for a graduate trainee to support this work.</p> <p>A report has been developed to identify and describe the various projects and initiatives which contribute to the overall SEND transformation strategy. The report will go to SLT on 11 February</p>	Ongoing programme of work

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
	<ul style="list-style-type: none"> Delivering a five year SEND transformation strategy and Developing a coherent approach to supporting children living in kinship arrangements. <p>Anticipated additional capacity requirements: 2 project managers, 3 programme officers within programmes and projects, plus funding for 2 project manager posts to be hosted within the department, graduate trainee.</p>						<p>so that senior colleagues can appraise progress in each area and agree whether the existing work is sufficient or whether further projects should be scoped. A Project Manager and Programme Officer has been allocated from the Programmes & Projects team.</p> <p>The kinship PID has been approved at DLT. A Project Manager has been assigned from the service, and a Programme Officer has been allocated from the Programmes & Projects Team. The project is on track.</p>	
2.10	Ensuring that sold services are achieving full cost recovery in all instances	Colin Pettigrew	Laurence Jones	Accurately calculating full costs and having charges which reflect these	1 April 2020	<ul style="list-style-type: none"> full cost calculated income achieved 	<p>A review of the nightly bed price for disability homes and Clayfields House is complete. A medium term financial strategy for Clayfields has been developed.</p> <p>Sold services to schools are being reviewed based on updated demand information.</p>	Ongoing programme of work

3. Creating the conditions for good practice to flourish

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
3.1	Taking a corporate approach to parking at all sites to ensure social workers have prioritised access to parking.	Adrian Smith	Derek Higton	Better efficiency of social work time. Improved staff morale.	To be determined.	Improved staff satisfaction ratings as measured through feedback via annual health check and through Practice Forum	•	
3.2	Ensuring that the smartphones for social workers function as smartphones at the earliest possible opportunity and no later than the current planning go live date of October 2019.	Nigel Stevenson	Nigel Harlow	Social workers better able to work efficiently. Would mean that Apps that have been commissioned (Mind of My Own, Guardian 24) can be used on work phones. Reduction in risk of IG breaches. Improved staff morale.	All social workers to have smartphones by October 2019	All relevant staff having functioning smartphones Improved staff morale as measured through feedback via annual health check and through Practice Forum	250 devices were upgraded to an interim smartphone solution prior to Oct 2019 as planned. During December 2019 all of the devices were upgraded to the fully managed solution to bring them into line with NCC security policies'.	Complete
3.3	Introduction of Guardian 24 on smartphones to improve personal safety for workers during visits in the community	Nigel Stevenson / Marje Toward	John Nilan	Improved staff morale. Reduction in cost (current solution more expensive).	April 2020	All relevant staff have access to Guardian 24. Improvement in percentage of staff feeling safe as measured through annual health check (baseline through health check of 79%).	Roll out of Guardian 24 App on target for April 2020 Smartphones distribution for Children's services currently at 70 % Supporting resource 'toolkit' of personal safety procedure and assessments and e-learning on target for April 2020 launch.	Ongoing programme of work
3.4	Introduce a clear values-based framework within which to work and support in managing the challenges of complex case work (rollout of reflective group supervision).	Colin Pettigrew	Lucy Peel	Improve case progress and successful outcomes therefore over time reducing the number of cases requiring a social worker. Increase job satisfaction and therefore social worker retention. This then reduces	Rollout across District Child Protection Teams and the Children's Disability Service by September 2019. Further roll outs to follow.	Social work caseloads are within the set manageable number Reduced drift and delay (average duration of child in need and child protection cases) Improved staff retention during 2020-21	Group reflective supervision is taking place within social work teams and this will be evaluated in April 2020. Senior leaders and managers across the department have engaged in restorative practice training and services are currently identifying priorities for working in a more strengths-based, restorative way. This includes promoting strengths-based language and developing the approach within child protection conferences.	Ongoing programme of work

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
				the need for expensive agency workers.		Continued reduction in use of agency staff during 2020-21	There is a plan to identify a critical friend to support the department's implementation of the practice model.	
3.5	Provide support recognising the emotional toll of the work that social workers do (piloting Schwartz Rounds, access to counselling support and a health and wellbeing hub).	Colin Pettigrew	Lucy Peel	Reduce stress related absence and therefore for the need for expensive agency worker cover. Improve social worker recruitment and retention through the offer to social workers.	Pilot commences June 2019. Full rollout out January 2020 pending evaluation.	Improved staff retention Improved staff wellbeing as measured through health check Reduction in stress related absence	From January 2020 Schwartz Rounds have been rolled out across Children and Families on an open access basis following the randomised control trial that the department has been engaged in through Cardiff University. The national evaluation on the impact of Schwartz Rounds is due in September 2020.	Ongoing programme of work
3.6	Good continuing professional development and career progression opportunities through a refreshed CPD offer for experienced social workers and new team managers, and developing additional advanced practitioner roles.	Colin Pettigrew / Marje Toward	Lucy Peel / Helen Richardson	Improved social worker recruitment and retention through the offer to social workers.	Detailed action plan being developed.	Improved staff retention during 2020-21 Quality of practice as assessed through the Quality Management Framework	A revised workforce plan for Children and Families is being developed which will incorporate strengths-based practice and integrate the requirements of the knowledge and skill statements (KSS) for practitioners and supervisors. Dedicated information about the training offer linked to each KSS has been developed and will be promoted to staff. Job descriptions have been developed for the advanced practitioner role and the proposed structure is planned to go to CYP Committee for approval in April 2020.	Ongoing programme of work

4. Improving departments longer term efficiency and effectiveness

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
4.1	A review of the financial culture across the department is undertaken including: <ul style="list-style-type: none"> A "stock take" against the recommendations 	Colin Pettigrew	Laurence Jones	Consistent attention to the potential financial consequences of decisions so that they can be planned for.	<ul style="list-style-type: none"> Newton stock take by June 2020 Development programme roll out from September 2020 	Reduced levels of budget variance Contingency plans are in place where adverse financial conditions are predicted		Not yet commenced

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
	identified by Newton in 2018 <ul style="list-style-type: none"> A development programme for all budget holders to improve confidence and consistency in financial matters 					Budgets are managed in line with guidance and financial regulations		
4.2	To develop a revised vision and mission for the department for the period up until 2023 supported by key plans or strategies to support areas of financial risk including: <ul style="list-style-type: none"> Placement sufficiency and commissioning Social care delivery and demand management Workforce sufficiency 	Colin Pettigrew	Laurence Jones	Improved long term, planning around areas that influence financial risk	<ul style="list-style-type: none"> Departmental Vision and mission by June 2020 Revised supporting "strategies" by September 2020 	Vision and strategies in place and communicated appropriately across the department		Not yet commenced
4.3	To implement a rolling "challenge process" for all Group Managers in relation to budget management. This will be strengths based and will adopt an appreciative enquiry approach.	Colin Pettigrew	Laurence Jones	Improved attention and accountability for budget issues and support in identifying improvement actions	Every 6-months from July 2020	Meeting schedule and methodology in place Improvement plans being implemented at group level		Not yet commenced
4.4	To review the medium-term capacity required to drive a more financially aware performance and transformation culture across the department.	Colin Pettigrew	Laurence Jones	Cultural change so finance becomes an embedded element of all change and performance management	Capacity in place by August 2020	Capacity identified and in place with a time-limited programme of work		Not yet commenced
4.5	To continue to identify key financial data, unit costs and benchmarking for both externally commissioned services (through the Commissioning and Contracts Board) and for those services provided by the Council itself.	Colin Pettigrew	Laurence Jones	An understanding of how departmental spend and performance are linked and if greater efficiency or better outcomes can be achieved.	September 2020	Framework in place that can identify areas for challenge in relation to spend vs performance		Not yet commenced

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
	(possible area for joint work with Newton)							

23rd March 2020

Agenda Item: 12

REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND SKILLS

OUTCOMES OF OFSTED INSPECTIONS OF SCHOOLS – TERMLY UPDATE

Purpose of the Report

1. To inform the Committee of the outcomes of inspections of state funded schools over the Autumn term 2019 and any actions being taken by the Council to support those schools identified as Requiring Improvement (RI) or Ofsted category of concern.
2. For the schools identified in the report judged by Ofsted to Require Improvement, the report seeks approval for the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services to write to the head teacher and chair of governors to inform them that the Committee will track closely their progress towards becoming a Good school. In relation to academies, the Chairman and Corporate Director will also write to the Regional Schools Commissioner (RSC).
3. For the schools identified in the report judged by Ofsted to remain Good but declining, the report seeks the approval for the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services to write to the head teacher and chair of governors to inform them that the Committee will track closely their progress towards remaining a Good school. In relation to academies, the Chairman and Corporate Director will also write to the RSC.
4. For schools identified in the report judged by Ofsted to remain or become Good or Outstanding, the report also seeks approval for the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services to write to the head teacher and chair of governors of Local Authority maintained schools to congratulate them on their achievement. Copies of congratulatory letters will also be sent to the RSC in relation to academies judged to be Good, remain Good or Outstanding.

Information

5. There is a time lag between inspection outcomes as known within the Council and the published summary data. This report will focus on published Ofsted reports for the Autumn term, 2019-20 academic year.
6. This report draws on two main sources of data:

- Ofsted's website www.gov.uk/government/organisations/ofsted which publishes individual school inspection reports, usually within two weeks of inspection. However, this can take considerably longer for a school that is judged as Inadequate as Ofsted carries out increased quality assurance exercises. This can take up to two months to complete.
- Ofsted's monthly management information <https://www.gov.uk/government/statistical-data-sets/monthly-management-information-ofsteds-school-inspections-outcomes>. This is up to date as at 31 December 2019 and provides data on the proportion of Good schools at Local Authority level but not the proportion of learners attending Good schools. This provides an overall comparison of the performance of Nottinghamshire schools with those nationally.

7. All schools inspected across the Autumn term 2019 were inspected under the revised inspection framework. The new framework has brought some significant changes to the inspection process. The key changes are:

- Ofsted inspections will focus on what Her Majesty's Chief Inspector calls the real substance of education, the curriculum.
- Inspectors will spend less time looking at test data, and more time looking at what is taught and how it is taught. They will consider how a nursery, school, college or other education provider achieves its results.
- Ofsted want to make sure that good results flow from teaching a broad, rich curriculum and reflect real learning, not just intensive preparation for a test. They will look at the curriculum:
 - Intent; how the curriculum is designed to meet the needs of the school's pupils
 - Implementation; how the curriculum intent is delivered through effective, research-based pedagogy
 - Impact; what difference the curriculum makes on pupil learning and preparation for the next stage of their education and for full and rich lives as adults.
- Schools will be graded on the areas that Ofsted believe matter most to parents:
 - the quality of education
 - behaviour and attitudes
 - personal development
 - leadership and management.
- Inspectors will look at how a school contributes to pupils' broader development, including their character, citizenship and resilience. They will also look at how the school manages behaviour, low-level disruption and bullying, so that parents can be assured that the school is one in which pupils are safe and able to learn.
- Inspectors will check that school leaders are behaving with integrity by putting children's interests first. This includes checking that schools do not enter pupils for qualifications that are inappropriate for the child but that may have a positive impact on the school's published performance data.

- Inspectors will also check that schools are not removing pupils from the school's roll without a formal, permanent exclusion when this is not in the child's best interests. We refer to this as 'off-rolling'.
- The reports will be shorter and clearer. They will tell parents what it's like to be a child in that school, what the school is doing well and what it could be doing better.
- Ofsted will keep the current grading system of:
 - outstanding
 - good
 - requires improvement
 - inadequate.

8. There are two types of inspection under the common inspection framework that are used to judge the performance of schools in England and both will be a two day inspection unless the school has less than 150 pupils when a section 8 inspection will be for one day only:

- the Section 5 inspection is a two day inspection of a school that provides judgements against the four key inspection areas (the quality of education, behaviour and attitudes, personal development, leadership and management) and the overall judgement for the school. If the school has an Early Years Foundation Stage or a 6th Form, these will receive additional judgements.
- the Section 8 inspection is a two day inspection of schools previously judged as Good by Ofsted (and for Outstanding special schools and Pupil Referral Units). This inspection evaluates whether the school remains at the same grade as at the previous inspection. If the Ofsted pre-inspection desktop analysis indicates that the inspection is likely to convert to a Section 5 inspection, the school will be informed at the initial contact telephone call that the inspection will be carried out as a section 5 inspection rather than a section 8. If inspectors are concerned that a particular area of provision has declined significantly then the inspection will convert and be deemed a section 5 inspection. This will mean that all the areas within the framework will receive a judgement as outlined above.
- All inspections referred to in this report were carried out under the new framework.

9. **Appendix 1** shows Local Authority inspections over the Autumn term 2019. Compared with previous inspections:

- There were 30 schools inspected in the Autumn term compared to 19 schools in the summer term.
- 23 of the inspections in the Autumn term were of Good schools. 17 of these schools retained their previous Good judgement.
- Two schools, Haddon Primary & Nursery and Killisick Junior, moved from Requiring Improvement to Good.
- One school Chetwynd Primary Academy moved from Good to Outstanding.

- Lovers' Lane Primary and Samworth Church Academy both moved from Good to Requiring Improvement.
 - Holgate Primary & Nursery and King Edward Primary remain as Requiring Improvement.
 - Crossdale Drive Primary Academy moved from outstanding to good.
 - Two academies had their first inspections since conversion; The William Gladstone Primary was graded as Requiring Improvement, Leamington Primary & Nursery was graded as Good.
 - Three schools retained their Good judgement but were graded as Good and Declining and their next inspection will therefore be a full Section 5 inspection: Leverton C of E Academy, Ramsden Primary and Westwood Infant and Nursery.
10. **Appendix 2** shows the reasons the schools were placed in Requiring Improvement and the actions taken by the Local Authority to support these schools.
11. The summary table below shows that, as a result of the inspections over the last term, Nottinghamshire is 1% below the national average for all schools with Nottinghamshire primary schools also performing 1% below primary schools nationally. All schools in Nottinghamshire remain above the East Midlands figure. Nottinghamshire secondary schools continue to perform well above the national and regional figures. Nottinghamshire primary schools are just above the regional figure.

Management Information for Schools 31 December 2019			
Number of Good or better schools	National	Notts	E Midlands
All Schools	87%	86%	82%
Primary	87%	86%	85%
Secondary	76%	86%	70%

Other Options Considered:

12. No other options have been considered.

Reason/s for Recommendation/s

13. To ensure Members of the Committee are aware of the steps being taken to ensure that all children in Nottinghamshire have the opportunity to attend a Good school.

Statutory and Policy Implications

14. 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

15. It is part of the Local Authority's statutory duty to support maintained schools which have been risk assessed as Requiring Improvement. One maintained school fell into this category and is identified at **paragraph 9**. Due to the Education Improvement Service annual risk assessment process this school had already been identified as requiring additional support and the cost of this will be met from the DfE School Improvement Grant. The School Improvement Grant is £738,420 for 2019-20.

RECOMMENDATION/S

That:

- 1) for the schools identified in the report judged by Ofsted to Require Improvement, the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services write to the head teacher and chair of governors of Local Authority maintained schools to inform them that the Committee will track closely their progress to become a Good school. In relation to academies, a letter will also be sent to the Regional Schools Commissioner.
- 2) for the schools identified in the report judged by Ofsted to remain Good but declining, the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services write to the head teacher and chair of governors of Local Authority maintained schools to inform them that the Committee will track closely their progress to become a Good school. In relation to academies, a letter will also be sent to the Regional Schools Commissioner.
- 3) for schools identified in the report judged by Ofsted to remain Good, or become Good or Outstanding, the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services write to the head teacher and chair of governors of Local Authority maintained schools to congratulate them on their achievement. A copy of this letter will also be sent to the Regional Schools Commissioner in relation to academies.

Marion Clay
Service Director, Education, Learning and Skills

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Constitutional Comments (KK 02/03/20)

16. The proposals in this report are within the remit of the Children and Young People's Committee.

Financial Comments (SAS 02/03/20)

17. It is part of the Local Authority's statutory duty to support maintained schools which have been risk assessed as Requiring Improvement. One maintained school fell into this category and is identified at **paragraph 9**. Due to the Education Improvement Service annual risk assessment process this school had already been identified as requiring additional support and the cost of this will be met from the DfE School Improvement Grant. The School Improvement Grant is £738,420 for 2019-20.

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.

[Outcomes of Ofsted Inspections of schools – termly update: report to Children and Young People's Committee on 14th October 2019](#)

Electoral Division(s) and Member(s) Affected

All.

C1358

School	Ofsted Judgement	What does the school need to do to improve? (Information for the school and appropriate authority)	Actions by LA
Holgate Primary	3	<ul style="list-style-type: none"> • The plans for many of the foundation subjects are not coherently sequenced. They do not provide enough detail to help teachers know what pupils need to learn and when. Leaders should ensure that plans clearly set out how pupils will build on key knowledge and skills each year. • A significant proportion of pupils begin key stage 2 not able to read fluently, relative to their age. Pupils' reading books are not always fully accessible to them. On occasion, books contain words that pupils cannot read. Leaders should ensure that the teaching of early reading enables pupils to read fluently. This will enable them to be ready for the next stage of their education, including when they move into key stage 2. 	<p>Allocation of an experienced Education Improvement Adviser for 2 days each term providing support and challenge to:</p> <ul style="list-style-type: none"> • develop curriculum progression with a particular focus on foundation subjects <p>Access to: Training provided by EIS reading consultants to support with the development of the school's approach to early reading</p>
Lovers Lane Primary	3	<ul style="list-style-type: none"> • In many subjects, the curriculum is not well planned. Senior leaders need to ensure that the curriculum is designed sequentially so that pupils develop and revisit subject knowledge. Subject leaders and teaching staff should receive sufficient training and guidance to enable them to implement the school's curriculum effectively. • The curriculum for teaching early reading is not effective. Leaders must ensure that the curriculum for early reading is well planned to develop pupils' phonics knowledge sequentially. This includes ensuring that the books pupils read match the sounds that they know. Leaders should urgently ensure that all staff who teach phonics receive training to teach it effectively. Leaders should check that the curriculum for teaching phonics is followed by all staff. • Sometimes, pupils do not behave as well as they could. Leaders need to check that all staff adhere to the school's behaviour policy and have consistently high expectations of pupils' behaviour. 	<ul style="list-style-type: none"> • EIA allocation • CPD - Ofsted Readiness • School based reading consultant <p>Subject leader development – workshop training and school-based support</p>

		<ul style="list-style-type: none"> Some pupils are persistently absent from school. Leaders need to continue to improve pupils' rates of attendance, particularly for those pupils who are persistently absent. The school's curriculum for personal development is not well sequenced. Leaders need to ensure that the curriculum is designed to develop pupils' understanding in this area as they move through the school. Some children are not well prepared for Year 1. Leaders need to ensure that staff in early years consistently expect children to behave well. The curriculum for early years needs to be sufficiently ambitious to enable more children to achieve well. 	
King Edward Primary	3	<ul style="list-style-type: none"> A period of staffing turbulence over recent years has hampered leaders' ability to focus on improving the quality of education. Some staff lack the knowledge they need to teach all subjects well. Leaders should provide training and support for them so that they are all confident about teaching across the curriculum. The teaching of some subjects, such as music and modern foreign languages, is not planned well enough. Leaders need to ensure that, in all subjects, sequences of lessons build up pupils' knowledge and skills over time so that pupils achieve well. The teaching of reading has improved but is not good enough. Some pupils, including weaker readers, do not have the correct books to read and so do not have the opportunity to practise the sounds they know. Leaders should ensure that reading books are precisely matched to each pupil's reading ability so that pupils develop confidence and fluency in reading. Some pupils with SEND find their work too difficult. They are not helped to learn as well as they should. Leaders need to adjust the curriculum for these pupils and ensure that these pupils get the support they need to achieve their best. 	<p>Allocation of an experienced Education Improvement Adviser for 3 days each term providing support and challenge to:</p> <ul style="list-style-type: none"> develop curriculum progression with a particular focus on foundation subjects improve the quality of reading provision <p>Access to: EIS targeted support workshops focused on developing:</p> <ul style="list-style-type: none"> school's approach to reading in KS2 effectiveness of school self-evaluation <p>EIS Subject Leader Development Package to ensure that subject leaders are well equipped to lead their subject with a clear focus on intent, implementation and impact.</p>

William Gladstone	3	<ul style="list-style-type: none"> • The school is improving but does not yet provide a good quality of education in all subjects. Many of the subject leaders who are new to post still need help from senior leaders to develop long-term plans for learning. The plans need to identify the most important knowledge, including vocabulary, that pupils should learn in each subject and each year group, including the early years. Teachers must use these plans to ensure that sequences of lessons are structured so that pupils learn and remember more. • Leaders need to ensure that all children can read fluently. Leaders must ensure that phonics is taught consistently well throughout the school, especially in key stage 1. Teachers need to make sure that phonics lessons help all pupils to secure new learning quickly. Leaders must ensure that the school has enough reading books at the right level for all pupils. • Leaders have planned the mathematics curriculum so that pupils build their knowledge and skills systematically. Leaders now need to ensure that all teachers help pupils to remember important mathematical knowledge, including tables facts and number bonds. • Leaders' expectations and plans for teaching writing provide teachers with support for ensuring lessons build towards age-appropriate writing standards. The guidance is in its preliminary stages of use and needs to be established across the school so that pupils in all key stages achieve well. • Leaders keep careful checks on attendance and are taking effective action to improve this area. There are some pupils who do not attend regularly. Improving attendance and reducing persistent absence remain priorities. 	School is a part of SNMAT and they are providing the school improvement support.
Samworth Church Academy	3	<ul style="list-style-type: none"> • The curriculum is not planned carefully enough to consider what pupils should learn across all subjects and year groups. Leaders need to develop an ambitious curriculum planned across subjects, and in each individual subject for years 8 to 13. Plans should reflect a coherent and rigorously planned sequence of learning, so that pupils know more and can do more over time. • Teachers' expectations are not consistently high enough. Leaders need to ensure that teachers challenge all pupils to deepen their learning through a well-planned and implemented curriculum. • Too many pupils are frequently absent. Leaders need to continue to work with parents and carers to make sure that all pupils attend regularly, especially those pupils who are persistently absent. 	As an academy we have not been involved in providing the school improvement support.

		<ul style="list-style-type: none"> • Not all subject leaders are clear about their roles, especially in relation to their responsibilities of curriculum development. Senior leaders need to ensure that subject leaders are fully supported to develop ambitious curriculum plans. They also need to be supported in monitoring the implementation of the planning to ensure all pupils achieve well. • Leaders have not developed a strong culture of reading across the school. Too many pupils do not value reading for enjoyment and as a way to support their learning. Leaders need to ensure that pupils are better supported to develop their reading skills. 	
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Appendix 1

District	School type	School	Previous overall effectiveness	Current overall effectiveness	Date	Change from last inspection
PRIMARY						
Ashfield	Community	Holgate Primary & Nursery	3	3	8.10.19	→
Ashfield	Academy	Leamington Primary and Nursery Academy	3	2	26.11.19	↑
Ashfield	Community	Westwood Infant and Nursery	2	2	3.12.19	→
Bassetlaw	Community	Elkesley Primary and Nursery	2	2	12.11.19	→
Bassetlaw	Community	Gateford Park Primary	2	2	26.11.19	→
Bassetlaw	Academy	Leverton Cof E Academy	2	2	3.10.19	→
Bassetlaw	VA school	Priory CofE Primary and Nursery	2	2	1.10.19	→
Bassetlaw	Community	Ramsden Primary	2	2	20.11.19	→
Bassetlaw	Academy	Ranskill Primary	2	2	19.11.19	→
Bassetlaw	VA school	St Anne's CofE Primary	2	2	3.12.19	→
Bassetlaw	VA school	The Primary School of St Mary and St Martin Blyth	2	2	10.12.19	→
Broxtowe	Academy	Chetwynd Primary Academy	2	1	1.10.19	↑
Broxtowe	Academy	Horsendale Primary	2	2	16.10.19	→
Broxtowe	Academy	The Priory Catholic Primary School, Eastwood	2	2	26.11.19	→
Gedling	Academy	Haddon Primary and Nursery	3	2	12.09.19	↑
Gedling	Academy	Killisick Junior	3	2	10.09.19	↑
Gedling	Community	Mapperley Plains Primary and Nursery	2	2	8.10.19	→
Gedling	Academy	Sir John Sherbrooke Junior	2	2	12.11.19	→
Mansfield	Community	King Edward Primary	3	3	1.10.19	→
Newark	Academy	Forest View Junior	2	2	1.10.19	→
Newark	Community	Lovers Lane Primary and Nursery School	2	3	15.10.19	↓
Newark	VC school	Lowe's Wong Junior	2	2	19.11.19	→
Newark	Academy	William Gladstone CofE Primary Academy	4	3	5.11.19	↑
Rushcliffe	Academy	Crossdale Drive Primary School	1	2	26.11.19	↓
Rushcliffe	Academy	Edwalton Primary	2	2	26.11.19	→
Rushcliffe	Academy	Keyworth Primary	2	2	15.10.19	→
SECONDARY						
Rushcliffe	Academy Converter	East Leake Academy (Harry Carlton)	2	2	15.10.19	→
Mansfield	Academy sponsor led	Samworth Church Academy	2	3	9.10.19	↓
Rushcliffe	Academy Converter	South Wolds Academy & 6th Form	2	2	4.12.19	→
SPECIAL						
Rushcliffe	Community special school	Ash Lea	2	2	2.10.19	→

23rd March 2020**Agenda Item: 13****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND
SKILLS****THE NOTTINGHAMSHIRE SPECIAL EDUCATIONAL NEEDS AND/OR
DISABILITIES POLICY (2020-2023)****Purpose of the Report**

1. The report invites the Committee to consider the Nottinghamshire Special Educational Needs and/or Disabilities (SEND) Policy for the period 2020-2023, attached as **Appendix 1**, and recommend it to Policy Committee for approval.
2. The report also seeks Committee approval to bring an annual update report on progress with the implementation of the SEND Policy.

Information

3. The proposed SEND Policy builds on over 30 years of learning and best practice in Nottinghamshire. In recent years, the SEND landscape has changed significantly and this Policy has been developed with the Council's key stakeholders, including parents and carers, in response to these changes:
 - there are now more children and young people with SEND
 - the SEND needs of some children have become more complex, especially around social, emotional and mental health
 - new legislation stipulates that the Council must now plan support for some young people with SEND until the age of 25 years.
4. In September 2019, the Department for Education launched an internal review of SEND, five years on from the Children and Families Act 2014. The aims of the review are to consider how the changes introduced by the Act are supporting children and young people with SEND, and to make sure they are being implemented as well as possible. The Council will need to consider the outcomes of this review which are due later this year in the implementation of this Policy.
5. Underpinning the SEND Policy is the Council's continuing commitment to inclusive practice. The Council's inclusive approach ensures that most children and young people

with SEND receive their education in local mainstream settings and access resources without the need for an Education, Health and Care Plan (EHCP).

6. The proposed SEND Policy will contribute to the following commitments set out in the Council's Plan 2017-2021, 'Your Nottinghamshire Your Future':
 - families prosper and achieve their potential (commitment 1)
 - children and young people are kept safe from harm (commitment 2)
 - children and young people go to good schools and early years settings (commitment 3)
 - people are healthier (commitment 6)
 - people can access the right care and support at the right time (commitment 9).
7. The SEND Policy also considers the recommendations of the Review of the High Needs Block, which was commissioned by the Council and the Schools Forum in 2018, and the feedback from the subsequent consultation with parents/carers and other key stakeholders. The High Needs Block Review made the following recommendations:
 - engagement with parents and carers should be increased
 - the quality of mainstream SEND offers should be improved and made more consistent
 - decision making should be based more in local areas
 - a more focussed strategy around High Needs Block spend should be developed
 - the Council should reduce reliance on high cost Independent Non-Maintained placements
 - the Council should make the case to national Government for an increase of Nottinghamshire's share of available funding.
8. During 2018-2019, the Chairman of the Children and Young People's Committee met with Nottinghamshire's Conservative MPs to request their support in seeking a fairer national formula for the funding of children and young people with SEND. The Chairman subsequently met with the then Schools Minister, Nadhim Zahawi, on 19th March 2019, strongly expressing the view that children and young people with SEND in Nottinghamshire were not funded at the same level as the national average, or its statistical neighbours.
9. For the financial year 2020-2021, Nottinghamshire has received one of the highest increases in its High Needs Budget of 17.3% (or £11.8m). However, even with this improved level of funding, Nottinghamshire remains the worst funded local authority compared with its statistical neighbours.
10. It should also be noted that, to date, Nottinghamshire has not overspent its High Need Budget. This is due to its approach to inclusion and strong partnership.
11. The SEND Policy's vision is for Nottinghamshire to be a place where *children and young people with Special Educational Needs and Disabilities (SEND) will be safe, healthy and happy, have a good quality of life and opportunities to fulfil their aspirations, develop their independence and make a positive contribution to society.*
12. The SEND Policy sets out the values and principles which will shape the Council's work with children and young people with SEND and their families and identifies 12 essential

outcomes to be achieved over the next three years. These values, principles and outcomes have been strongly informed by the feedback received from parents and carers.

13. To deliver these outcomes, the SEND Policy identifies six broad steps. During the next few months the Council, together with parents/carers and other key stakeholders, will be developing an action plan to support the delivery of the Policy's outcomes. This action plan will be owned and monitored regularly by the Nottinghamshire SEND Accountability Board. An annual progress report will be provided to the Children and Young People's Committee.
14. An extensive and productive public consultation was undertaken between 16th September and 30th November 2019, the outcomes of which are set out fully in **Appendix 2**.
15. The proposed SEND Policy has been produced in consultation with key stakeholders including the County's two Clinical Commissioning Groups, and the Nottinghamshire Parent Carer Forum.

Other Options Considered

16. The changes following the Children and Families Act 2014 necessitated the development of this Policy.

Reason/s for Recommendation/s

17. To enable the Council together with its key stakeholders to respond effectively to the changes in the SEND landscape, and to improve the confidence of parents and carers in the related processes and provision.

Statutory and Policy Implications

18. 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

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

Implications for Service Users

20. The implementation of the SEND Policy will result in improved support and provision for children and young people with SEND, as well as the improved confidence of parents and carers.

RECOMMENDATIONS

That Committee:

- 1) recommends the proposed Nottinghamshire Special Educational Needs and/or Disabilities (SEND) Policy (2020 – 2023), attached as **Appendix 1**, to Policy Committee for approval.
- 2) agrees to receive an annual update report on progress with the implementation of the SEND Policy, and that this be included in the Committee's work programme.

Marion Clay
Service Director,
Education, Learning and Skills

Laurence Jones
Service Director,
Commissioning and Resources

For any enquiries about this report please contact:

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Constitutional Comments (EP 28/02/20)

21. The recommendations fall within the remit of the Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 02/03/20)

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.

None.

Electoral Division(s) and Member(s) Affected

All.

C1355

Nottinghamshire Special Educational Needs and Disabilities (SEND) Policy (0-25 years)



Foreword

I am pleased to provide a foreword to Nottinghamshire's Special Educational Needs and Disabilities (SEND) Policy for the period 2020-2023. The Policy builds upon over thirty years of learning and best practice in Nottinghamshire, and especially our commitment to inclusive practice.

I want every child or young person with SEND in Nottinghamshire to access services and support which allows them to aspire to a future that, includes wherever possible the opportunity for independent living, purposeful employment and a healthy life.

The Policy reflects the changing landscape of SEND following the Children and Families Act (2014). The last few years has seen a significant increase in the demand for SEND services and provision, as well as the need to support some young people until the age of 25.

The Policy has been developed with our partners including parents and carers. The recommendations of the High Needs Review (2018) have informed the development of the Policy, and especially the feedback received from parents and carers about their experiences of SEND services and provision in Nottinghamshire.

The Policy has been through an extensive public consultation with an on-line survey and workshops including one specifically for parents and carers. The feedback has been very positive as well as providing very useful comments regarding the implementation of the Policy.

The Policy will contribute to the delivery of the key commitments in the Nottinghamshire County Council Plan 2017-2021, 'Your Nottinghamshire, Your Future', with a focus on:

- **Families prosper and achieve their potential** (commitment 1)
- **Children are kept safe from harm** (commitment 2)
- **Children and young people go to good schools and early years settings** (commitment 3)
- **People are healthier** (commitment 6)
- **People can access the right care and support at the right time** (commitment 9).

The Policy is ambitious for Nottinghamshire and will need all partners to work together to deliver its outcomes. An action plan will be developed to ensure the delivery of the Policy, which will be regularly reviewed and monitored by the Nottinghamshire SEND Accountability Board.

Cllr Philip Owen

Chairman of the Children and Young People's Committee

Nottinghamshire County Council

Our Vision

“Our vision is that children and young people with Special Educational Needs and Disabilities (SEND) will be safe, healthy and happy, and have a good quality of life and opportunities to fulfil their aspirations, develop their independence and make a positive contribution to society.”

The Nottinghamshire Approach

Nottinghamshire County Council (NCC) believes in inclusion. Our systems ensure that the majority of children and young people with SEND receive their education in local mainstream settings and access resources without the need for an Education, Health and Care Plan (EHCP). To this end, support is delivered in a timely manner by those who know them and understand their specific needs.

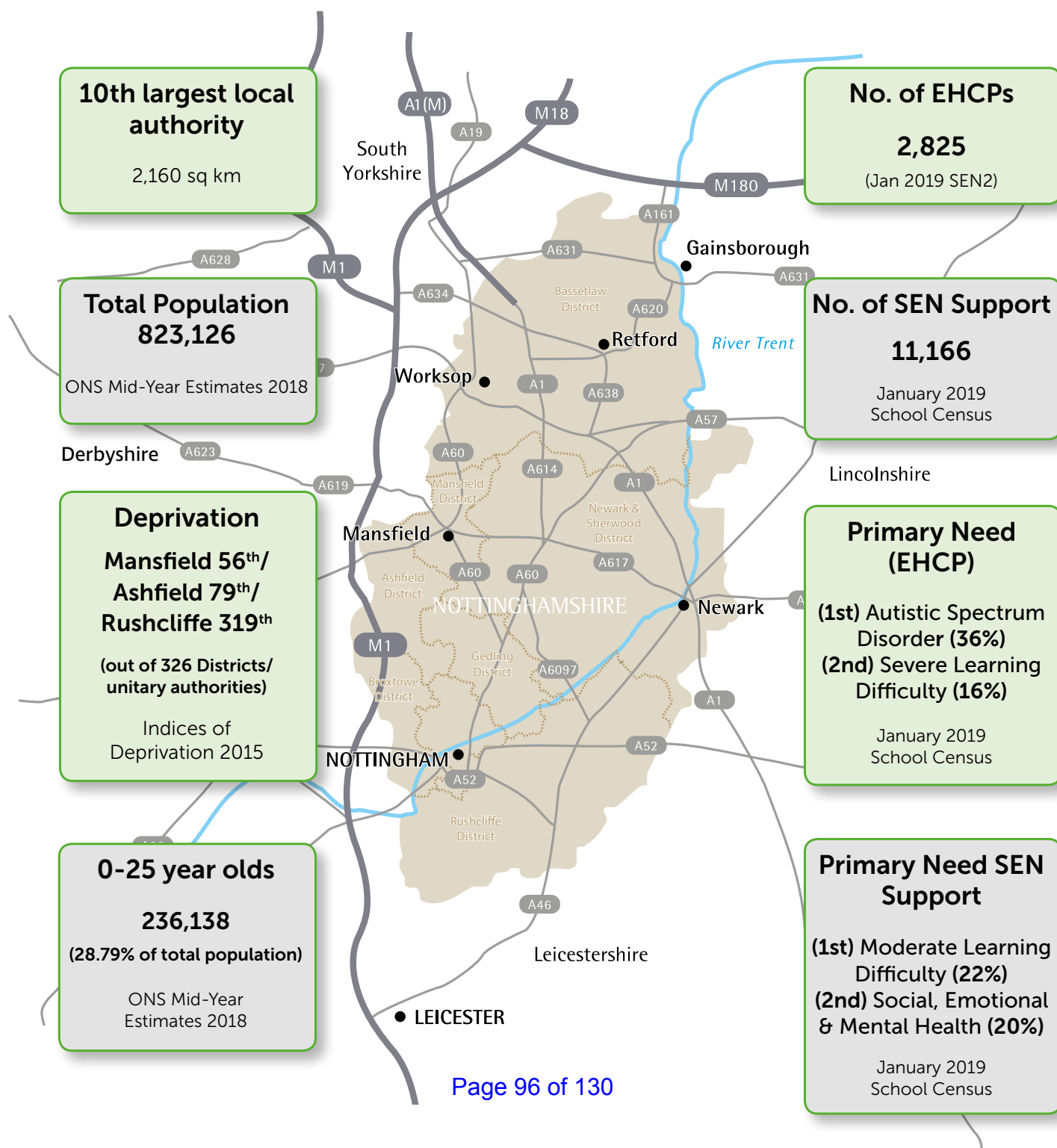
When mainstream settings are unsuitable, we work together with schools and colleges to provide high quality, specialist alternatives. Overall, Nottinghamshire has 11 maintained and academy special schools with a combined pupil population of 1,007.

These provide specialist places, accessible via the statutory EHCP assessment process.

Our commitment to inclusion extends into adulthood. Nottinghamshire's post-16 Further Education (FE) footprint comprises mainstream, specialist and vocational provision which supports successful transition into adult lives of independence, choice and control, and employment, where appropriate.

The Nottinghamshire Context

Nottinghamshire is a large, diverse county with some of the most affluent and deprived wards in the country.



Our Core Values/Principles

Nottinghamshire has a long and proud history of supporting children with SEND.

Our 10 Core Values/Principles are:

1. Ensuring the child or young person's voice is central to decision making.
2. Supporting collaborative relationships with key partners and services, including parents and carers, schools and colleges and other educational settings, health and other local authority services.
3. Working in partnership to ensure co-ordination of services.
4. Co-producing services with service users.
5. Committing to improve the attainment of all children and young people, with a particular focus on the achievement and progress of those with SEND.
6. Ensuring early support and timely intervention, following the identification of need, using a graduated approach to avoid escalation of difficulties.
7. Maintaining inclusive practices to ensure that children and young people remain connected to their communities.
8. Preparing children and young people for adulthood at the earliest appropriate stage.
9. Ensuring that children and young people with SEND attend good and outstanding schools and colleges, including special schools and colleges where appropriate.
10. Allocating resources using processes that are simple, fair and transparent.

Our values/principles in practice

Adherence to our values/principles will contribute to the commitments set out in the County Council's Plan 2017-2021, 'Your Nottinghamshire Your Future' (**Appendix A**):

- Families prosper and achieve their potential (commitment 1).
- Children are kept safe from harm (commitment 2).
- Children and young people go to good schools and early years settings (commitment 3).
- People are healthier (commitment 6).
- People can access the right care and support at the right time (commitment 9).

We commit to keeping our core values/principles at the centre of all SEND provision and services.

Appendix B (to be developed for April 2020) contains the Nottinghamshire SEND Strategic Action Plan detailing the actions required from different services to fully adhere to our core values/principles.

The Changing SEND Picture

This policy builds on 30 years of learning and best practice developed in response to major legal and cultural changes in the field of SEND.

In recent years, the SEND picture has changed significantly. As a Council we must recognise and address the following issues:

- There are now more children and young people with SEND.
- The SEND needs of some children have become more complex, especially around social, emotional and mental health.
- New legislation stipulates that we must now plan support for some young people with SEND until the age of 25.
- In September 2019, the Government announced the launch of a cross-cutting review of SEND five years on from the Children and Families Act 2014. The aims of the review are to consider how the changes introduced by the Act are supporting children and young people with SEND, and to make sure they are being implemented as well as possible. We will take into account the outcomes of this review to inform the implementation of this Policy.



The High Needs Review (2017-18)

Responding to increasing pressures on Nottinghamshire's SEND provision, the Schools Forum and Local Authority commissioned an independent review of High Needs Block spend. The review, conducted in 2018, made the following recommendations:

- Engagement with parents and carers should be increased.
- The quality of mainstream SEND offers should be improved and made more consistent.
- Decision making should be based more in local areas.
- A more focussed strategy around High Needs Block spend should be developed.

- NCC should reduce reliance on high cost Independent Non-Maintained (INM) placements.
- NCC should make the case to National Government for an increase of Nottinghamshire's share of available funding.

Following the review's recommendations, the Local Authority consulted with parents and key stakeholders. Consultation feedback will inform the future planning for SEND in Nottinghamshire and particularly **where we want to be in 3 years' time**.

Where we want to be in 3 years' time

Considering our core values/principles, current challenges and lessons learned so far, we have identified **12 essential outcomes** for this policy:

1. Decisions we make about the education of children and young people with SEND are being shaped by their thoughts and views.
2. Decision making related to placements and curriculum is of high quality, so that children and young people are better prepared for adulthood and are able to access educational pathways leading to the outcomes they seek.
3. Decision making takes place as close to children or young people as possible to promote local accountability with a focus on early intervention.
4. Our plans and services for SEND are designed with children and young people, parents and carers, according to the principles of co-production, as outlined in Nottinghamshire's Co-production Charter.
5. Parents and carers of children and young people with SEND are confident in the decisions that are made, and in the provision their children and young people receive.
6. Children and young people access appropriate educational provision, with or without an EHC Plan, so that they make continuous and appropriate progress from their personal starting points.
7. Transition arrangements across key stages and between all Children's and Adult services are seamless and smooth.
8. The range of local SEND provision and educational settings is broad, so that more children and young peoples' needs are met closer to home.
9. Our approach to concerning behaviour is consistent and restorative, so that such behaviour is viewed as an indicator of underlying need.
10. Our approach to social, emotional and mental health concerns is consistent, so that needs are met in mainstream settings and fewer children and young people with SEND receive fixed-term or permanent exclusions.
11. Technology and digitalisation is maximised within the EHCP process, so that timeliness, transparency and effectiveness are improved, and parent and carer confidence is high.
12. All partners have timely access to appropriate continuing personal development (CPD), so that there is a high level of knowledge, skill and confidence in the SEND workforce in Nottinghamshire.

We will work with NCC staff, parents, schools and colleges and other partners to ensure that these objectives are implemented as part of **Nottinghamshire's Future SEND**

Nottinghamshire's Future SEND Journey

To fulfil the commitments made in this policy, we will follow **6 Next Steps**:

1. SEND Partnership:

- Building on and improving existing Families of Schools and School Behaviour and Attendance Partnership funding arrangements.
- Partnership working involved within, co-produced with stakeholders including parents and carers.
- Undertaking the triennial SEND review with a focus on Preparation for Adulthood.

2. SEND Provision:

- Developing enhanced provision in mainstream settings and special school hubs in special school settings.
- Increasing the number and capacity of Nottinghamshire special schools—building on projects already agreed (Ash Lea, Bracken Hill, Carlton Digby, Newark Orchard) and seeking Member approval to build a new specialist provision in the Hucknall or Ollerton areas.
- Increase post-16 provision, including Supported Internships, leading to paid employment outcomes.

3. SEND Systems:

- Creating systems for locality working regarding engagement with parents and carers, SEND provision, effective use of SEND funding, specialist placements and EHCP assessments.

- Creating a system for local accountability.

4. SEND Achievement:

- Undertaking actions required by the wider Improving Educational Opportunities for All Strategy.
- Implementing the recommendations from the triennial SEND review.

5. SEND Workforce:

- Working in partnership with initial Teacher Training providers, Universities and Teaching School Alliances— so that provision for SEND across all partners is high quality and consistent.
- Further developing strengths-based practice.

6. SEND Communication:

- Rolling out the digital hub for the EHC process.
- Continuously improving the Local Offer, informed by children and young people, parents, carers and other key stakeholders.
- Providing a central resource of clear and consistent advice.
- Rationalising communication between SEND services, schools, colleges and families.

Glossary

Check on the link below to view the glossary of terms document online.

https://search3.openobjects.com/mediamanager/nottinghamshire/fsd/files/glossary_of_terms.pdf



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The Nottinghamshire Special Educational Needs and Disabilities (SEND) Policy Consultation Outcomes

1. A public consultation was conducted between 16th September and 30th November 2019 with responses from 156 participants representing 18 different stakeholder groups. In addition, four consultation workshops were held for key stakeholders, attended by 105 individuals, one being a specific event for parents/carers which was attended by 12 parents/carers.
2. Stakeholders included parents and carers, young people, learning providers, school governors, Public Health and Clinical Commissioning Groups, voluntary organisations and Nottinghamshire County Council employees.
3. The consultation survey questions were as follows:
 - do you agree with proposed vision for Nottinghamshire?
 - how might the vision be improved?
 - do you agree with the Policy's core values / principles?
 - are you able to identify any additional core values / principles which should be included?
 - which of the core values / principles do you consider to be the most important?
 - do you agree that the 12 outcomes identified in the Policy are the correct ones?
 - are there any other outcomes which should be considered?
 - which of the 12 outcomes do you consider to be the most important?
 - do you agree that the Next Steps identified in the Policy are the correct ones?
 - are there any additional Next Steps which should be considered?
 - which of the Next Steps do you believe will make the greatest difference to the lived experiences of children and young people with SEND in Nottinghamshire?
4. Most respondents (**97.44%**) supported the Policy's vision and (**98.72%**) agreed with the Policy's core values and principles. The most important core values / principles were:
 - ensuring early support and timely intervention, following the identification of need, using a graduated response to avoid escalation of difficulties (23.08%)
 - ensuring the child or young person's voice is central to decision making (22.44%)
 - supporting collaborative relationships with key partners and services (19.23%).
5. Likewise, most respondents (91.67%) agreed with the Policy's 12 essential outcomes. The outcomes considered to be the most important were:
 - children and young people access appropriate educational provision with or without an EHC Plan, so that they make continuous and appropriate progress from their personal starting point (25.00%)
 - decisions we make about the education of children and young people with SEND will be shaped by their thoughts and views (16.03%).

6. Nearly 85% of respondents felt that the Next Steps outlined in the Policy were the correct ones. The most important one for children and young people in Nottinghamshire with SEND was SEND Provision (48.72%).
7. Overall, the on-line consultation received 240 free-text comments, which have since been analysed and, where appropriate, used to inform the final amendments to the SEND Policy. Where respondents have made suggestions in relation to the implementation of the Policy, these will be used to develop the Policy's Action Plan.
8. A copy of the consultation feedback will be shared with key stakeholders, including parents and carers, via the Nottinghamshire SEND Accountability Board.
9. For analysis purposes, comments and queries have been grouped under the following themes:

Vision

"The vision is excellent and clearly demonstrates the over-arching aspirations in Nottinghamshire for children and young people with SEND".

While there was strong support for the vision, 65 comments were received in response to the question, *'How might the vision be improved?'* Answers suggested adding:

- voice of the child being central
- being safe, healthy and happy
- timely intervention and appropriate need-based provision
- well trained and equipped staff
- constraints of available resources
- specific mention of education, whereas the majority felt the vision should reflect a broader more holistic aim than just educational attainment.

Many comments or suggestions made in response to this question are addressed later in the Policy or relate to how the Policy might be implemented. These points will be taken into consideration, as appropriate when developing the SEND Strategic Action Plan.

Values and principles

There were 58 responses to the question, *'Are you able to identify any additional core values/principles which should be included?'* The points made in response to this question very much echoed those given for the vision. Suggestions included:

- child, parent/carer's voice central to decision making
- focus on the achievement and progress of those with SEND
- more ambitious expectations and aspirations for those with SEND
- correct assessment and identification of need for children and young people 0-25
- recognise and support all needs regardless of diagnosis
- accountability, particularly for educational settings that are 'results focused'
- appropriate support for children with neurological (behavioural) differences
- Ofsted to assess and inspect SEND provision and support at school
- adequate SEND awareness training for teachers (and pupils) including training on SEN without diagnosis, understanding behaviour, support over punishment.

Essential outcomes

There were 51 responses to the question, “*Are there any other outcomes which should be considered?*” which while varied can be summarised under the following:

- effective EHCP Process – the resolution to issues being experienced in relation to Education and Health Care Plan process from initial application and assessment, through to reviews and provision
- well-trained, equipped and resourced SEND workforce, with appropriate support services available to professionals
- increased parent/carers and child engagement, involvement and confidence with SEND processes
- digital integration – fit for purpose digital hub
- enhanced SEND provision.

Next Steps

There were 66 responses to the question, “*Are there any additional next steps which should be considered?*” Most responses highlighted opportunities to address issues in the SEND process and suggestions to support the implementation of the SEND Policy:

- Quality First Teaching (QFT), as part of graduated response
- joined up working and local information sharing
- mainstream schools to be better prepared for SEND provision (increase flexibility of curriculum)
- increased accountability for educational settings for how SEND funding is being used.
- equipped and well-trained SEND workforce (increasing CPD access, “*the policy needs to reach classroom practitioners*”)
- guidelines for and better understanding of ‘options’ and what provision is available
- early years provision and early intervention
- enhanced response times (timely and appropriate intervention)
- emphasise inclusion rather than segregation
- learn from best practice in other areas of the country.

Summary

The results of the public consultation provide clear evidence of general support for the SEND Policy in terms of what it aspires to achieve. The feedback and comments from both the workshops and online consultation emphasised a wide range of issues which need to be addressed for a successful implementation of the Policy.

23rd March 2020**Agenda Item: 14****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES****PROPOSALS FOR THE NOTTINGHAMSHIRE FAMILIES INFORMATION
SERVICE AND SPECIAL EDUCATIONAL NEEDS AND DISABILITY LOCAL
OFFER****Purpose of the Report**

1. To seek approval to bring the Families Information Service and Special Educational Needs and Disability (SEND) Local Offer functions currently delivered by Inspire back under the management of the Council from 1st April 2021.

Information**Families Information Service (FIS) and Special Educational Needs and Disability (SEND)
Local Offer in Nottinghamshire**

2. Nottinghamshire County Council currently commissions Inspire to deliver the Families Information Service (FIS) to fulfil the statutory duty laid out in Section 12 of the Childcare Act 2006 to offer a service providing information, advice and assistance about childcare and other activities to benefit parents, children and young people up to the age of 20 yrs and up to 25 yrs for those with SEND. Prior to the creation of Inspire, this function was managed by internal colleagues within the Library Service, and prior to that the function sat within the Council's Early Years Service.
3. Since 2015, FIS has also worked with the Commissioning and Placements Group and the Integrated Children's Disability Service team to fulfil statutory responsibilities under the Children and Families Act 2014, which places a statutory duty on local authorities to provide information, advice and support directly to children, young people and parents on matters relating to special educational needs and disability.
4. A Service Level Agreement is in place which details the requirements placed on Inspire to deliver both of these statutory duties on behalf of the Council. The purpose of the Agreement is to ensure that the correct elements and commitments are in place in order to meet the statutory requirements laid out in the Childcare Act 2006, the Children and Families Act 2014 and the SEND Code of Practice, relating to the provision of information, advice and assistance to parents of children and young people, aged up to 25 yrs. The Service Level Agreement began on 1st April 2016 and is due to expire on 31st March 2021. This is

referenced in the County Council's contract for Inspire and is performance managed by Early Childhood Services with support from the Commissioning and Placements Group.

5. The FIS fulfils the following functions:

- a) to maintain and update the Notts Help Yourself website, to include current information on services for families in Nottinghamshire
- b) to manage and update the Family Services Directory database of all local childcare providers and ensure Ofsted judgements are updated and included
- c) management of the FIS Facebook page for local parents
- d) training the Council's Customer Services Centre to address and appropriately direct parents' queries regarding support and services for children under the age of 5 yrs, childcare and the SEND Local Offer
- e) supporting the annual Childcare Sufficiency Assessment through consultation with local parents and carers
- f) facilitation of national and local surveys to better understand childcare costs
- g) active promotion of childcare entitlements including funding for eligible 2, 3- and 4-year olds and additional funding streams for low income families and children with SEND
- h) support the delivery of innovative methods to promote the SEND Local Offer in a variety of settings and with a range of audiences
- i) support new organisations/providers who need assistance with registering with the SEND Local Offer
- j) provision of information and guidance for existing early years and childcare providers located across the County, and for those wishing to become a new provider. This is achieved through the development and maintenance of data and web pages held on the Notts Help Yourself website
- k) promotion of campaigns and information for parents including 'flu immunisations, and activities to support home learning etc.

6. Inspire currently receives £105,985 from the Council per annum for FIS. This historically paid for 2 fte posts within Inspire, however there are now two part-time posts which include a 0.8 fte FIS Database Manager (Band A) and a 0.5 fte Local Offer Information Officer (Grade 3). Additional work to address queries from members of the public is addressed by the 'Ask Inspire' team who deal with a range of issues.

Proposal

- 7. It is proposed to bring the FIS back under the management of the Council to be provided through Early Childhood Services within the Commissioning and Resources Division of Children and Families Services from 1st April 2021.
- 8. This proposal will help to better integrate information for parents and families with children under the age of 5 yrs and information for children, young people and parents on matters relating to special educational needs and disability. The imminent transfer of the Children's Centre Service to the Council on 1st June 2020 provides an opportunity to have one overall strategic lead for all social media work and website information with consistent and

appropriate messaging. The Children's Centre Service currently manages 18 Facebook pages for example, and it is intended to reduce these and align information campaigns such as promoting childcare entitlements or SEND advice, whilst still providing local information, local services, partner events and activities.

9. Inspire already provides a range of universal activities for families with pre-school children e.g. 'Rattle, Rhyme and Roll' library sessions and the BookStart programme. These activities are funded separately and will continue after the FIS has transferred to the Council. Links between the Council and Inspire will remain in place so that activities and resources such as library sessions are actively promoted to local families.
10. The proposal will also ensure that information for parents on a range of issues such as sleep routines, managing challenging behaviour, promoting home learning environments and improving school readiness will continue to be provided through Notts Help Yourself and social media opportunities. FIS will continue to maintain the Notts Help Yourself website on behalf of Children and Families Services.

Other Options Considered

11. The option to continue the Service Level Agreement with Inspire until 31st March 2023 has been explored, however Inspire currently lead on two statutory duties placed on the Council and it is felt that these are better placed with the Council who will ensure duties are fulfilled whilst evidencing value for money.
12. The option to procure a standalone FIS service (which includes the SEND Local Offer) has been explored, however the benefits of integrating service provision with Early Childhood Services, the Children's Centre Service and SEND services within the Council are substantial. FIS will also benefit from closer working with the Council's Communications and Marketing team and the Customer Service Centre.

Reason for Recommendation

13. The benefits of the proposal to bring the service in-house include:
 - a) there will be increased assurance that Council statutory duties are delivered effectively and efficiently.
 - b) closer working between FIS and Early Childhood Services to fulfil statutory duties for childcare sufficiency and increased ownership of targets to increase take-up rates of childcare entitlements.
 - c) closer working with FIS, the Commissioning and Placements Group and SEND services will support the statutory duty to develop and promote the SEND Local Offer.
 - d) there will be closer alignment with Children's Centre Service which will be brought under the management of the Council from 1st June 2020, ensuring direct communication and consultation with families to improve outcomes.
 - e) potential to further develop the FIS function to provide enhanced analysis of data and improve overall communications activity, for example the promotion of funded childcare

places and public health promotion campaigns, support for parents, and increased opportunity for alignment of FIS and Local Offer communications activity.

- f) increasing the take up of funded childcare entitlements for 2 year olds from low income households remains a local priority. It is envisaged that the FIS function once in-house will be able to work with Early Childhood Services to proactively contact eligible parents by phone, email and post to increase take-up rates.
- g) FIS skills and knowledge could be shared with Children and Families Services colleagues and there would be closer working in shared priorities, for example the Childcare Sufficiency Assessment, Early Years Provider briefings, the Care Leavers Local Offer, and support for families to gain employment.
- h) increased opportunity for sharing of knowledge between the services and identifying gaps in provision on the Local Offer and Notts Help Yourself, for example SEND specific services around early years and childcare.
- i) improved monitoring in terms of responses to providers' requests for assistance with registering on the Local Offer.
- j) the ongoing work of tagging records on the Local Offer and approval of records for the Local Offer site to ensure their relevance can be more closely monitored.

Statutory and Policy Implications

- 14. 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.

Data Protection and Information Governance

- 15. If the proposal to bring the FIS function under the management of the Council is approved, data sharing will be improved and will be permitted under General Data Protection Regulation (GDPR) processes.
- 16. Each term, the Department of Work and Pensions send local authorities a list of all 2 year olds from low income households that are eligible for 15 hours of funded early education per week; councils are permitted to retain this data for three weeks before it is destroyed. As take-up rates in Nottinghamshire are at 80%, further work is required to make contact with these families within this three week window. The FIS post holders will have access to this data and will be tasked to work alongside the Children's Centre Service to contact all parents to promote entitlements and signpost to high quality childcare providers whilst continuing to ensure GDPR compliance by making contact within the three week time limit set by the Department of Work and Pensions.

Financial Implications

17. Early Childhood Services provide £93,985 per annum using funds from the Early Years block of the Dedicated Schools Grant (DSG) to pay for 0.8 fte FIS Database Manager who is supported by the wider 'Ask Inspire' team.
18. This early years budget also includes an allocation of £3,100 per annum which funds the delivery costs for the BookStart programme led by Inspire. Funding will continue to be provided to Inspire to continue this successful evidence-based scheme which is funded by Arts Council England. The Council is exploring expanding this financial contribution to enable BookStart packs to be delivered to Children's Centres as well as Health Centres, Libraries and Early Years settings. It is anticipated that additional funding from the Early Years block of the Dedicated Schools Grant will be sought to fund these delivery charges. It is anticipated that approximately £5,000 of the grant will be available for Bookstart in addition to the £93,985 which will be retained to fund FIS in 2021/22 subject to the agreement of the Schools Forum.
19. The Commissioning and Placements Group provides £12,000 per annum for the delivery of the SEND Local Offer, which funds a part-time (0.5 FTE) Information Assistant to ensure the SEND element of the information is accurate and current, in line with Local Offer requirements.
20. The report highlights a number of potential benefits of bringing the service under the management of the Council. It is proposed that the £105,985 allocated to the service will enable the creation of an additional post increasing capacity to fulfil both statutory duties and additional tasks including supporting communications activities with families for the wider Children and Families Services.

Human Resources Implications

21. Bringing the Families Information Service back under the management of the Council will potentially result in the TUPE of two posts into the Council from Inspire. These posts include the 0.8 fte Database Manager (Band A) and 0.5 fte Local Offer Information Assistant (Grade 3). TUPE consultation with both postholders will take place by December 2020.
22. The Ask Inspire team within Inspire also support these functions, however this is less than 50% of their role so agreement has been reached with Inspire that these posts will not transfer.

Safeguarding of Children and Adults at Risk Implications

23. If the service is brought back in-house, there is an expectation that children and families will experience an improved package of services from the Council by FIS working collaboratively with other Council services.

Implications for Service Users

24. FIS will continue to provide information on childcare, education, employment, health, leisure and parenting to benefit parents, children and young people up to the age of 25 yrs. FIS will

continue to undertake user satisfaction activity to identify and implement further improvements to the service, as highlighted by service users.

RECOMMENDATION

- 1) That the proposal to bring the Families Information Service and Special Educational Needs and Disability Local Offer functions back under the management of the Council from 1st April 2021 be approved.

Laurence Jones
Service Director, Commissioning and Resources

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Constitutional Comments (AK 02/03/20)

25. The report falls within the remit of Children and Young People's Committee under its terms of reference. Legal advice should be sought on the contractual arrangements set out in this report.

Financial Comments (SAS 19/02/20)

26. The budget for the Family Information Service is £105,985 and of that £93,985 is funded from the centrally retained element of the DSG Early Years Block which is £1,260,946 and £12,000 from the short breaks budget of £1,841,753. If any changes are proposed to the service following the transfer to the management of the Council the financial implications will need to be assessed together with the available funding.

HR Comments (BC 28/02/20)

27. The staffing implications are contained within the body of the report. Appropriate consultation will occur with both postholders in line with TUPE requirements.

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.

Families Information Service & Notts Help Yourself Mystery Shopper Summary Report 2019

Service Level Agreement between Nottinghamshire County Council and Culture Learning and Libraries (Midlands) trading as Inspire. April 2016 (revised April 2018)

Electoral Divisions and Members Affected

All.

C1361

23rd March 2020**Agenda Item: 15****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****CHANGES TO THE STAFFING ESTABLISHMENT IN THE YOUTH, FAMILIES
AND SOCIAL WORK DIVISION****Purpose of the Report**

1. To seek approval to permanently establish:
 - the Group Management structure in the Youth, Families and Social Work division including the Group Manager Service Improvement (Band F) and Group Manager Young People's Service (Band G).
 - the following additional Social Work Services posts: 0.5 FTE Children's Service Manager (Band E), 4.5 FTE Team Managers (Band D), 8 FTE Social Workers (Band B)
 - the following additional Leaving Care Services posts: 1 FTE Achievement Advisor Coordinator (Band C), 2 FTE Training Officers (Grade 5), 1 FTE Rough Sleeper Personal Advisor (Grade 5), 3 FTE 21+ Personal Advisors (Grade 5), 0.5 FTE Personal Advisor (Grade 5), 1 FTE Transitional Personal Advisor (Grade 5), 4 FTE Leaving Care Support Officers (Grade 3)
 - an additional 1 FTE Independent Reviewing Officer post (Band C).

Information**Group Management Structure**

2. On 23rd April 2018, the Committee approved the establishment of a new Group Management structure in the Youth, Families and Social Work division on an interim basis. This included the establishment of a fixed term Group Manager, Service Improvement (Band F) post.
3. The interim structure has remained under review since April 2018 pending the outcome of structural changes such as the launch of the Regional Adoption Agency. Following the successful implementation of the Regional Adoption Agency, a permanent structure for the Youth, Families and Social Work Division is proposed as follows:

3.6 FTE	Group Manager Social Work Services (Band G)
1 FTE	Group Manager Early Help Services (Band G)
1 FTE	Group Manager Regional Adoption Agency (Band G)
0.6 FTE	Group Manager Historical Abuse (Band F)
1 FTE	Group Manager Service Improvement (Band F)
1 FTE	Group Manager Young People's Service (Band G).

4. This includes the permanent establishment of the Group Manager Service Improvement (Band F) and the Group Manager Young People's Service (Band G).
5. Since being in post, the Group Manager Service Improvement has taken a strategic lead for the Remodelling Practice programme, which has introduced a consistent framework for practice across Youth, Families and Social Work. The Group Manager Service Improvement has also taken a key role in the planning and preparation for the recent Ofsted Inspection, for which Children's Services received an overall rating of 'Good'.
6. The permanent establishment of the Group Manager Service Improvement would allow the continued embedding of the strengths-based practice model, including expanding this work across Children and Families and with partner agencies. The role would also lead the strategic response to the findings of the Ofsted Inspection with the aim to bring all areas of the service to 'Good' as a minimum.

Group Manager Young People's Service

7. In 2016, it was proposed that Youth Services and Outdoor Education would be "spun off" to be managed externally to the Council and therefore these services could temporarily be managed by the Group Manager Early Help. However, in the context of strong political support for retaining Youth Services and Outdoor Education Services within the Council, together with emerging evidence that high quality early intervention by Youth Services was effective in: reducing the growing threat of knife crime, gang involvement, "county lines" drug running and child criminal exploitation, it was therefore agreed that the Youth Services and Outdoor Education Services be retained within the Council. Additional funding was allocated to the Youth Service to cope with new challenges.
8. The Youth Services and Outdoor Education Services are also working creatively to support children in care, using their resources to improve the offer to Nottinghamshire foster carers by providing support to foster placements at times of crisis. This helps to prevent placement breakdown, therefore improving placement stability and reducing the financial costs associated with changes of placement and increased use of independent fostering agencies.
9. It has therefore been determined that the breadth and scope of the service requires a standalone Group Manager for the Young People's Service. Therefore, it is proposed that the Group Manager Young People's Service post, which is currently temporary, is established on a permanent basis.

Additional Social Work Services Posts

10. Due to levels of demand, all frontline Children's Safeguarding services have been operating above the assessed manageable caseload level on a sustained basis. For the

Assessment Service, the assessed manageable caseload level is 15 cases per Social Worker. For the District Child Protection Teams and the Children's Disability Service, the assessed manageable caseload level is 20 cases per Social Worker. When considering average caseloads on a district by district basis, these can reach as high as 29 children per Social Worker.

11. To manage caseloads, the Department has become reliant on additional Social Work capacity in the form of Agency Social Workers. As at the end of March 2019, there were 77 Agency Social Workers employed by the Department at a cost of £5,708,498 per annum.
12. This proposal seeks to permanently establish these additional posts in order to manage demand and to stabilise the workforce.

0.5 FTE	Children's Service Manager (Band E)
4.5 FTE	Team Manager (Band D)
8 FTE	Social Worker (Band B).

Additional Leaving Care Service Posts

13. There is currently a shortage of capacity to meet demand in the Leaving Care Service arising from:
 - New legislation requiring local authorities to offer extended personal advisor support to care leavers aged 21-25 years (an extension from the previous support requirement for 18-20 year olds)
 - The need to 'early allocate' personal advisor support to 16 and 17 year olds to enable a sustained relationship into adulthood and to address issues earlier before they become entrenched (engagement in education, employment and training, support for independent living).
 - The increase in care leavers resulting from the significant increase in looked after children between 2010 and 2015 now reaching adulthood.
14. Current best practice suggests that a caseload of 20 per Personal Advisor (PA) is the maximum advisable, with anecdotal evidence from the National Care Leavers Benchmarking Forum putting the number as low as 16. Currently Nottinghamshire County Council's Leaving Care team is managing average caseloads as high as 27 per PA.
15. In order to ensure caseloads are manageable and to fulfil the requirements of recent legislation, this proposal seeks to establish the following additional Leaving Care Services posts. This is in addition to the posts which were approved by the Committee in July 2019.

1 FTE	Achievement Advisor Coordinator (Band C)
2 FTE	Training Officer (Grade 5)
1 FTE	Rough Sleeper Personal Advisor (Grade 5)
3 FTE	21+ Personal Advisor (Grade 5)
0.5 FTE	Personal Advisor (Grade 5)
1 FTE	Transitional Personal Advisor (Grade 5)
4 FTE	Leaving Care Support Officer (Grade 3).

Additional Independent Reviewing Officer Post

16. An additional 1 FTE Independent Reviewing Officer post (Band C) is required due to the increase in numbers of children in care to ensure that Independent Reviewing Officers maintain the recommended caseload of 50 to 70 children per Independent Reviewing Officer.

Other Options Considered

17. The alternative option is no change, however, this would result in the continuation of some temporary appointments, which has implications elsewhere in the structure where secondments have been granted to provide cover. This would result in long-term instability for the Youth, Families and Social Work division. The option of no change would also result in continued high caseloads, which has an impact upon: time spent with children and families; levels of drift and delay for children; staff morale and wellbeing; and recruitment and retention.

Reason/s for Recommendation/s

18. A permanent establishment of the Group Management structure, additional Social Work Services posts, Leaving Care Service and Independent Reviewing Officer posts are being proposed to establish staffing arrangements and ensure manageable workloads within the Youth, Families and Social Work division, creating stability of good quality services to vulnerable children and families.

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 total cost of the posts is £1.53m and this will be contained within the 2020-21 Youth, Families and Social Work staffing budget of £51.0m.

Human Resources Implications

21. A recruitment exercise would be undertaken for posts identified as requiring this.

RECOMMENDATION/S

- 1) That the Committee approves the permanent establishment of:

- the Group Management structure in the Youth, Families and Social Work division including the Group Manager Service Improvement (Band F) and Group Manager Young People's Service (Band G)
- the following additional Social Work Services posts: 0.5 FTE Children's Service Manager (Band E), 4.5 FTE Team Managers (Band D), 8 FTE Social Workers (Band B)
- the following additional Leaving Care Services posts: 1 FTE Achievement Advisor Coordinator (Band C), 2 FTE Training Officers (Grade 5), 1 FTE Rough Sleeper Personal Advisor (Grade 5), 3 FTE 21+ Personal Advisors (Grade 5), 0.5 FTE Personal Advisor (Grade 5), 1 FTE Transitional Personal Advisor (Grade 5), 4 FTE Leaving Care Support Officers (Grade 3)
- an additional 1 FTE Independent Reviewing Officer (Band C).

Steve Edwards
Service Director, Youth, Families and Social Work

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Constitutional Comments (EP 28/02/20)

22. The recommendations fall within the remit of the Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 11/03/20)

23. The total cost of the posts is £1.53m and this will be contained within the 2020-21 Youth, Families & Social Work staffing budget of £51.0m.

HR Comments (BC 09/03/20)

24. The staffing implications are contained within the body of the report. Vacant posts will be recruited to in line with the agreed 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.

[Changes to the management structure in Youth, Families and Social Work – report to Children and Young People's Committee on 23rd April 2018](#)

[Annual Budget 2020/21 – report to Full Council on 27th February 2020](#)

Electoral Division(s) and Member(s) Affected

All.

C1359

The full year effect of this will need to be considered as part of establishing the budget for future years.

23rd March 2020

Agenda Item: 16

REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND SKILLS

LOCAL AUTHORITY GOVERNOR APPOINTMENTS TO SCHOOL GOVERNING BODIES DURING THE PERIOD 12 NOVEMBER 2019 TO 17 FEBRUARY 2020

Purpose of the Report

1. To update the Committee on the appointment of Local Authority (LA) governors to school governing bodies for the period 12th November 2019 to 17th February 2020 in accordance with the requirements of the Constitution.

Information

2. Under the School Governance (Constitution) (England) Regulations 2012, as amended by the School Governance (Constitution and Federations) (England) Amendment Regulations 2014, governing bodies of maintained schools were required to reconstitute to a skills-based model of governance by September 2015, and are allowed one LA governor on the reconstituted governing body. For this model of governance, governing bodies may set eligibility criteria for, and appoint, the Local Authority governor.
3. Under these Regulations the County Council is responsible for nominating individuals as prospective governors. Nominations are made by the County Council, in accordance with the eligibility criteria provided by the governing body. When nominating new governors or re-nominating existing governors, the County Council must consider the skills and experience the governing body needs in order to be effective.
4. Local Authority governors nominated by the County Council and appointed by school governing bodies during the period 12th November 2019 to 17th February 2020 are as follows:

ASHFIELD	
Healdswood Infant School	Mrs Valerie Jones New Appointment to the category of LA Governor
Croft Primary School	Mr Simon Martin Previous governor. Now appointed as LA governor on the same governing body.

BASSETLAW	
Sutton cum Lound C of E	Mr Keith Circuit Reappointed to the category of LA Governor
Cuckney C of E Primary School	Mrs Margaret Lovell Reappointed to the category of LA Governor
Everton Primary School	Mr Richard Kirbyshaw New Appointment to the category of LA Governor
Sir Edmund Hillary Primary School	Cllr Simon Greaves New Appointment to the category of LA Governor
BROXTOWE	
Trowel CofE Primary School	Mrs Diane Mason Reappointment to the category of LA Governor
Trent Rylands Federation	Mr Michael Jackson New appointment to the category of LA Governor
Bramcote C of E Primary	Mrs Judith Renton New appointment to the category of LA Governor
GEDLING	
Manor Park Infant & Nursery School	Mrs Kath Holloway Reappointment to the category of LA Governor
Linby cum Papplewick C of E Primary School	Mr Jonathan Fearon New appointment to the category of LA Governor
Derrymount School	Ms Marje Paling Reappointment to the category of LA Governor
Stanhope Primary and Nursery School	Mrs Jane Morris (now to be known as Ms Jane Scarborough) New appointment to the category of LA Governor
MANSFIELD	
Wynndale Primary	Mr Stuart Barson New appointment to the category of LA Governor
NEWARK	
The William Gladstone C of E Primary Academy	Mrs Katie Hall New appointment to the category of LA Governor
John Hunt Primary and Nursery	Miss Susan Angood Reappointment to the category of LA Governor

North Clifton Primary	Mr Tim Hawley New appointment to the category of LA Governor
The Kite Federation	Mrs Susan Sinclair Reappointment to the category of LA Governor
Rushcliffe	
Willoughby Primary School	Mrs Gretta Edley Reappointment to the category of LA Governor

Other Options Considered

5. No other options have been considered.

Reasons for Recommendation/s

6. The constitution requires the Corporate Directorate to report governor appointments to Committee on a quarterly basis.

Statutory and Policy Implications

7. 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.

Data Protection and Information Governance

8. The information contained within this report is already within the public domain and a privacy impact statement is therefore not needed.

RECOMMENDATION/S

- 1) That the Committee receives further updates regarding future appointments on a quarterly basis in accordance with the Constitution.

Marion Clay
Service Director, Education, Learning & Skills

For any enquiries about this report please contact:

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Constitutional Comments (SS 14/02/20)

9. The Children and Young People's Committee is the correct committee to consider these appointments and make the appointments.

Financial Comments (SAS 19/02/20)

10. 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.

None.

Electoral Divisions and Members Affected

Ashfield

Sutton North
Sutton Central and East

Cllr Helen-Ann Smith
Cllr Samantha Deakin

Bassetlaw

Worksop East
Worksop South
Misterton

Cllr Glynn Gilfoyle
Cllr Kevin Greaves
Cllr Tracey Taylor

Broxtowe

Stapleford and Broxtowe Central
Bramcote and Beeston North

Cllr John Doddy & Cllr John Longdon
Cllr Steve Carr

Gedling

Calverton
Newstead
Arnold North
Arnold South

Cllr Boyd Elliott
Cllr Chris Barnfather
Cllr Pauline Allan and Cllr Michael Payne
Cllr John Clarke and Cllr Muriel Weisz

Mansfield

Mansfield East

Cllr Vaughan Hopewell & Cllr Martin Wright

Newark

Balderton
Newark West
Tuxford
Collingham

Cllr Keith Walker
Cllr Keith Girling
Cllr John Ogle
Cllr Maureen Dobson

C1354

23 March 2020

Agenda Item: 17

REPORT OF THE SERVICE DIRECTOR, CUSTOMERS, GOVERNANCE AND EMPLOYEES

WORK PROGRAMME

Purpose of the Report

1. To consider the Committee's work programme for 2019-20.

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.

Other Options Considered

5. None.

Reason for Recommendation

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

Statutory and Policy Implications

7. 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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Democratic Services Officer
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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 2019-20

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
27 April 2020			
Strategy for Improving Educational Opportunities for All – six monthly update		Marion Clay	Koni Rakhit
Recent flooding within schools - update		Derek Higon	Phil Berrill
School Building Improvement Programme update		Derek Higon	Phil Berrill
Update on the Remodelling Practice programme	Quarterly report	Steve Edwards	Lucy Peel/ Holly Smitheman
Establishment of posts in Commissioning and Placements Group		Laurence Jones	Jon Hawketts
Proposed funding of extension for foster carers' home		Steve Edwards	Ian Tabberer
Schools Forum and Education Trust Board officer group report	Annual officer group report	Marion Clay	Marion Clay
Corporate Parenting items:			
Provision, achievements and progress of the Children in Care Council and participation of children and young people looked after 2019/20		Steve Edwards	Pom Bhogal
Contact Service annual report	Annual report	Steve Edwards	Devon Allen
Improving the emotional health of looked after children	Six-monthly update	Steve Edwards	Lucy Peel/ Katharine Browne
18 May 2020			
School Capital Programme progress report	Six-monthly update	Derek Higon	Mick Allen
Corporate Parenting items:			
15 June 2020			
Best Start Strategy 2020-2025		Laurence Jones	Irene Kakoullis
Children and young people core data set - performance and finance for Quarter 4 2019/20	Quarterly performance report	Nigel Stevenson	Dave Gilbert
Your Nottinghamshire, Your Future –	Six-monthly review	Colin Pettigrew	Matt Garrard

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Departmental Strategy: six month review of progress (October 2019 to March 2020)			
Outcome of Ofsted inspections of schools – termly update	Spring term report	Marion Clay	Diane Ward
Elective Home Education update	Six-monthly update	Marion Clay	Ruth Hardy
Children Missing Education	Six-monthly update	Marion Clay	Karen Hughman/ Ruth Hardy
Progress on Improving the Effectiveness and Efficiency of the Children's Services Plan	Quarterly update	Laurence Jones	Laurence Jones
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 2019/20	Annual update	Laurence Jones	Joe Foley/ Hannah Johnson
Fostering Service annual report		Steve Edwards	Ty Yousaf
Virtual School annual report	Annual report	Marion Clay	Sue Denholm
Independent Reviewing Officer Service annual report		Steve Edwards	Izzy Martin
National Minimum Fostering Allowances and Levels Payments to Foster Carers 2020/21	Annual determination	Steve Edwards	Ty Yousaf/ Tara Pasque
Foster carers items			
20 July 2020			
Tackling Emerging Threats to Children Team		Marion Clay	Sarah Lee
Update on the Remodelling Practice programme	Quarterly report	Steve Edwards	Lucy Peel/ Holly Smitheman
Troubled Families Programme in Nottinghamshire update	Six-monthly update	Steve Edwards	Rachel Miller
Corporate Parenting items:			
Update on IICSA Action Plan		Colin Pettigrew	Pam Rosseter
Outcomes of review of governance arrangements of Looked After Children care settings		Laurence Jones	Laurence Jones