

## **Children and Young People's Committee**

**Monday, 15 April 2013 at 10:30**

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

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### **AGENDA**

- |    |  |         |
|----|--|---------|
| 1  | Apologies for Absence  |         |
| 2  | Declarations of Interests by Members and Officers:- (see note below)<br>(a) Disclosable Pecuniary Interests<br>(b) Private Interests (pecuniary and non-pecuniary) |         |
| 3  | Minutes of the previous meeting held on 11 March 2013  | 3 - 6   |
| 4  | Under 16 Home to School Transport Policy 2013 and Post 16 Transport Policy 2013-14   | 7 - 10  |
| 5  | Proposal to Establish the Rushcliffe Learning Alliance Limited - A School Company  | 11 - 16 |
| 6  | Proposal to Establish the Mansfield Area Partnership Limited - A School Company  | 17 - 20 |
| 7  | School Capital Investment Programmes   | 21 - 24 |
| 8  | Youth Offending Work and Looked After Children Placed Away from Home   | 25 - 28 |
| 9  | Locality Visits  | 29 - 34 |
| 10 | Establishment of Post Adoption Linking Scheme (PALS) Posts in the Adoption Service   | 35 - 40 |
| 11 | Authority Governor Appointments and Reappointments   | 41 - 46 |

## **Notes**

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

Customer Services Centre 0300 500 80 80

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

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact Sara Allmond (Tel. 0115 977 3794) or a colleague in Democratic Services prior to the meeting.

- (4) Councillors are reminded that Committee and Sub-Committee papers, with the exception of those which contain Exempt or Confidential Information, may be recycled.

# minutes

Meeting CHILDREN & YOUNG PEOPLE'S COMMITTEE

Date 11 March 2013 (commencing at 10.30 am)

## Membership

Persons absent are marked with 'A'

## COUNCILLORS

Philip Owen (Chairman)  
Allen Clarke  
John Allin  
Michael J Cox  
A Bob Cross  
Sybil Fielding  
A Keith Longdon  
John Peck JP  
Sue Saddington  
Lynn Sykes  
Liz Yates  
  
Ex-officio (non-voting)  
A Mrs Kay Cutts

## CO-OPTED MEMBERS (NON-VOTING)

A Ms G Neill  
A Mr James Parry  
Mr David Richards JP  
A Mr John Rudd

## OTHER MEMBERS IN ATTENDANCE

Mel Shepherd MBE

## OFFICERS IN ATTENDANCE

Sara Allmond	Policy, Planning and Corporate Services
Jon Hawketts	Senior Executive Officer, Children, Families and Cultural Services
John True	Programme Director, Children, Families and Cultural Services
Pip Milbourne	Children, Families and Cultural Services
John Slater	Service Director, Children, Families and Cultural Services
Anna Vincent	Policy, Planning and Corporate Services
Michelle Welsh	Policy, Planning and Corporate Services

## **MEMBERSHIP**

It was reported that Councillor John Allin had been appointed in place of Councillor S Smedley MBE JP.

## **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Bob Cross (Illness/Medical), Councillor Keith Longdon (Illness/Medical) and Mr John Rudd.

## **DECLARATIONS OF INTEREST**

None

## **MINUTES OF THE LAST MEETING HELD ON 11 FEBRUARY 2013**

### **RESOLVED: 2013/012**

The minutes of the previous meeting of the Committee held on 11 February 2013, having been circulated to all Members, were taken as read and were confirmed and signed by the Chairman.

## **NOTTINGHAMSHIRE SCHOOL ADMISSION ARRANGEMENTS 2014-15**

Anthony May and John True responded to Members' questions and comments on the report.

### **RESOLVED: 2013/013**

1. That the general admission arrangements and oversubscription criteria (including agreed variations), as detailed in Appendix 1 of the report, be approved;
2. That planned admission numbers (PANs) for 2014-15, as detailed in Appendix 2 of the report, be approved;
3. That proposals for changes to oversubscription criteria for All Hallows (VC) CE Primary School to include additional denominational criteria, as detailed in Appendix 3 of the report, be approved;
4. That the co-ordinated scheme and timelines for 2014-15; non-statutory in-year admission scheme and timelines for 2013-2014 and revised Fair Access Protocols (Appendices 4 and 5 of the report) be approved.

## **SCHOOL CAPITAL PROGRAMME TO MEET BASIC NEED 2014/15**

John True responded to Members' questions and comments on the report.

### **RESOLVED: 2013/014**

1. That an increase in the number of primary school places available for September 2014 be approved in line with demand demonstrated by Basic Need, and to meet the Department for Education recommendation of 5% unfilled places to support parental preference by working with all schools listed in the report to consider options for development
2. That consultation to increase the number of school places by 25% or more be approved, as required under Section 19 of the Education and Inspections Act; with staff, governors, parents/carers and other interested parties of the following schools:
  - Beardall Street Primary
  - Forest Town Primary
  - Round Hill Primary
  - Pierrepont Gamston VA Primary
3. That a further report on the outcome of the above consultation with recommendations for action be brought to a future Committee meeting.

#### **FINANCIAL SUPPORT FOR STUDENTS IN POST-16 EDUCATION**

##### **RESOLVED: 2013/015**

That it be approved that during the year 1 April 2013 – 31 March 2014 Regulation 3 (1) of The Local Education Authority (Post-Compulsory Education Awards) (Amendment) (England) Regulations 2000 shall not apply to Nottinghamshire County Council and that in consequence the County Council will have no powers to make post-compulsory education awards to post-16 students entering new courses in schools or in higher education in 2013/14 in any circumstances.

#### **NATIONAL MINIMUM FOSTERING ALLOWANCES**

##### **RESOLVED: 2013/016**

1. That it be approved that Nottinghamshire County Council pays its foster carers a weekly allowance, at the national minimum rate prescribed by the Department for Education, as detailed in paragraph 8 of the report.
2. That it be approved that Nottinghamshire County Council continues to base its means tested financial support to the carers of children on Special Guardianship Orders, on Residence Orders, and those eligible for support post Adoption Order, on the National Minimum Fostering Rates, and therefore also uplift these to the new rates for 2013-14.

#### **PROPOSAL TO ASSIST WITH ONE OFF GRANT TO AN ADOPTIVE FAMILY FOR LOFT CONVERSION**

##### **RESOLVED: 2013/017**

That approval be given for a sum of £29,640 from the Adoption Financial Support budget, to fund a loft conversion in order to meet the needs of all members of an adoptive family. The grant is secured by a legal charge upon their property.

### **LARGE FAMILY TRANSPORT ALLOWANCE**

#### **RESOLVED: 2013/018**

1. That a grant payment of up to £15,834 be authorised in principle for payment
2. That the grant be payable upon conclusion of the Care Proceedings
3. That upon payment, the foster carers' receipt of the Large Family Transport Allowance to cease
4. That the grant be subject to a legal agreement.

### **ESTABLISHMENT OF POSTS IN CHILDREN'S SOCIAL CARE**

Anthony May responded to Members' questions and comments on the report.

#### **RESOLVED: 2013/019**

That the establishment of the posts in Children's Social Care, as detailed in the report, be approved.

### **REVIEW OF STAFFING STRUCTURE TO SUPPORT PLANNING, PERFORMANCE AND QUALITY ASSURANCE FUNCTIONS WITHIN CHILDREN, FAMILIES AND CULTURAL SERVICES**

#### **RESOLVED: 2013/020**

That the revised staffing structure to support the planning, performance, data, capital projects and quality assurance functions within the Children, Families and Cultural Services Department, as set out in the report, be approved.

The meeting closed at 11.10 am.

**CHAIRMAN**

**15 April 2013****Agenda Item: 4****REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND  
INCLUSION****UNDER 16 HOME TO SCHOOL TRANSPORT POLICY 2013 AND POST 16  
TRANSPORT POLICY 2013/2014****Purpose of the Report**

1. The purpose of this report is to seek approval for proposed amendments to the:
  - a) Under 16 Home to School Transport Policy 2013
  - b) Post 16 Transport Policy 2013/2014.

**Information and Advice**

2. Nottinghamshire County Council is required to publish its Under 16 Home to School Transport Policy and the Post 16 Transport Policy in accordance with the Education and Inspections Act 2006 which built on provisions in the 1996 Act. Where amendments are proposed, these must be subject to consultation and the agreed new policy published by 31 May each year. The proposed amendments to the policies are outlined below. Copies of the proposed Policies are available as background papers.

**Under 16 Home to School Transport Policy 2013**

3. The Under 16 Home to School Transport Policy sets out the County Council's provision of school transport services and travel assistance for pupils aged 4-16. It sets out the criteria for:
  - eligibility for travel assistance
  - how parents/carers may apply
  - how decisions are made
  - the type of assistance that may be available
  - how parents/carers may appeal against decisions they are unhappy with.
4. There is one amendment to the Under-16 Home to School Transport Policy which is a clarification on existing practise.

- Section 6.8 Review of Transport decisions

The Home to School Transport appeals procedure was not fully articulated in the policy. The proposed amendment details the appeals procedure in full. Please note that the appeals procedure has not changed.

## **Post 16 Transport Policy 2013/2014 Academic Year**

5. The Post 16 Transport Policy consists of a travel scheme which aims to enable post-16 students to access education. The scheme is available to all Nottinghamshire County residents that meet the qualifying criteria. Where the County Council determines that student has a special transport need this will be provided.

6. The Post 16 Transport Policy for the Academic Year 2013/2014 has two amendments.

- Raising of the Participation Age (RPA)

The participation age in education or training for young people is due to be increased to 17 from the 2013/14 academic year and 18 from the 2014/15 academic year. As part of this change the Government has changed the definition of full-time study for the purposes of funding courses of further education from 450 to 540 guided learning hours per year. Nottinghamshire County Council proposes to include this new definition in the post-16 transport policy.

- Provisions for young people in a residential care setting

The following paragraph has been added to the policy to reflect the funding arrangements currently in place:

*Where a student with special transport needs is placed in a residential care setting, including independent living, transport costs will be shared on a 50/50 basis with either Children's Social Care or Adult Social Care, as appropriate.*

## **Consultation process and responses**

7. Public consultation on the changes to the Under 16 Home to School Transport Policy and the Post 16 Transport Policy were undertaken from Monday 28 January 2013 to Friday 1 March 2013. The current and revised policies together with a summary of changes were available on the Nottinghamshire County Council website during the consultation period.
8. Additional engagement on the amendments to the policies was undertaken prior to and during the public consultation period with key stakeholders.
9. No responses were received during the public consultation period.

## **Other Options Considered**

10. The Under 16 Home to School Transport Policy and the Post 16 Transport Policy underwent a thorough overhaul in 2011 for the academic year 2011/2012. It was agreed



that no major changes were required for the 2013/2014 academic year other than clarifications and the amendment to reflect the change in participation age.

### **Reason/s for Recommendation/s**

11. It is a requirement that the local authority reviews the Under 16 Home to School Transport Policy and the Post 16 Transport Policy each year. The two policies have been reviewed and amended for the reasons stated in the report. The proposed policies meet the statutory requirements of the local authority to provide transport to pupils and students in Nottinghamshire.

### **Statutory and Policy Implications**

12. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### **Implications for service users**

13. Students applying for post 16 transport will need to fulfil the criteria of studying on a full time course, the hours of which are currently 450 guided learning hours but which may be increased by the Government to 540 hours. It is not anticipated that the effect on service users will be significant as many current courses either meet or exceed the longer study requirement.

### **Financial implications**

14. There are no anticipated additional costs relating to the proposed changes to the Under 16 Home to School Transport Policy and the Post 16 Transport Policy.

### **Equality Implications**

15. As part of the process of making decisions and changing policy, public authorities are required by law to think about the need to:
  - Eliminate unlawful discrimination, harassment and victimisation.
  - Advance equality of opportunity between people who share protected characteristics (as defined by equalities legislation) and those who do not.
  - Foster good relations between people who share protected characteristics and those who do not.
16. Equality Impact Assessments (EIAs) are a means by which a public authority can assess the potential impact that proposed decisions / changes to policy could have on the community and those with protected characteristics. They may also identify potential ways to reduce any impact that a decision / policy change could have. If it is not possible to reduce the impact, the EIA can explain why. Decision makers must understand the potential implications of their decisions on people with protected characteristics.

17. An EIA has been undertaken and is available as a background paper. Decision makers must give due regard to the implications for protected groups when considering this report.

### **Human Rights Implications**

18. The provisions of the Equality Act 2010 and the European Convention on Human Rights are recognised throughout and in particular in sections relating to Special Educational Needs and Disability.

### **RECOMMENDATION/S**

That:

- 1) the revised Under 16 Home to School Transport Policy 2013 be approved
- 2) the revised Post 16 Transport Policy 2013/2014 be approved.

**John Slater**

**Service Director, Education Standards and Inclusion**

**For any enquiries about this report please contact:**

Janie Goodman  
Transport Policy Officer  
T: 0115 9772448  
E: [janie.goodman@nottsccl.gov.uk](mailto:janie.goodman@nottsccl.gov.uk)

### **Constitutional Comments (LM 19/03/13)**

19. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

### **Financial Comments (KLA 18/03/13)**

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

### **Background Papers**

Under 16 Home to School Transport Policy 2013  
Post 16 Transport Policy 2013/2014  
Equality Impact Assessment

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.  
C0205

**15 April 2013****Agenda Item: 5****REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND  
INCLUSION****PROPOSAL TO ESTABLISH THE RUSHCLIFFE LEARNING ALLIANCE  
LIMITED – A SCHOOL COMPANY****Purpose of the Report**

1. This report seeks the permission of the Committee to allow a group of twenty four primary schools in Rushcliffe to form a school company. Other schools may wish to join the company at a later date.

**Information and Advice**

2. Schools are allowed, if they wish, to form themselves into a company, registered at Companies House. This option to form a company was established in the Education Act 2002. The existence of a company enables individual governing bodies to enter into contracts as a group and to pool resources, without being a part of any formal structure which affects their direct governance, such as forming a federation or entering into a chain of academies. The company remains a separate legal entity from the schools with the governing body of each school remaining responsible for the running of its own school.
3. The Rushcliffe schools wishing to form the company, as listed below, hope to formalise their partnership working which they believe has been instrumental in their improvement over recent years and the high quality of their provision. They intend each school to commit a sum of £3,000 annually to the company. However, under the Articles of Association, the company is limited by guarantee and the liability of each school is limited to £10. Once the schools are established as a company they would be able, if they chose, to supply education related services to a wide range of people and other providers.

**Abbey Road Primary School  
Bunny CE (VC) Primary School  
Carnarvon Primary School  
Cotgrave CE (VA) School  
Cropwell Bishop School  
Crossdale Drive School  
Flintham School  
Greythorn Primary School  
Heymann Primary School**

**James Peacock (Infant & Nursery) School**  
**Jesse Gray Primary School**  
**Keyworth Primary & Nursery School**  
**Kinoulton Primary School**  
**Lady Bay Primary School**  
**Langar CE (VC) Primary School**  
**Pierrepont Gamston (VA) Primary School**  
**Robert Miles Infant School**  
**Robert Miles Junior School**  
**St Peters (Ruddington) CE Junior (VC) School**  
**Tollerton Primary School**  
**West Bridgford Junior School**  
**West Bridgford Infants School**  
**Willoughby Primary School**  
**Orston Primary School**

4. In order for a company to be formed, the schools have to have the permission of the Local Authority. The Schools Companies Regulations 2002 lists the grounds on which a Local Education Authority may refuse permission. These are only when:
  - A. The school is subject to special measures
  - B. The school has serious weaknesses
  - C. The Local Education Authority considers that the school is likely to become subject to special measures or be assessed as having serious weaknesses within the next year.
  - D. The school has a deficit budget
  - E. The Governing Body of the school has, within the last three years, been a member of a school company which has become insolvent at the time that the school's governing body was a member
  - F. The governing body of the school has been the member of a company which failed to act in accordance with these regulations within the last three years.
5. None of the schools listed in the proposed Rushcliffe Learning Alliance Limited breaches any of these conditions.
6. Once permission is given the schools plan to seek incorporation into company status as soon as it is practicable, most probably on 1 May 2013. At this point the Council would then be required to become the "Supervisory Authority" for the company. The Council would have the duty to notify the Secretary of State for Education of the particulars of the company and to monitor its finances.

#### **Other Options Considered**

7. There is no other option to consider. Schools have the right to seek to form a company under the Education Act 2002. Local authorities must give permission to schools to form a company unless one or more of their members are in breach of the Regulations set out in the Schools Companies Regulations 2002.

## **Reason/s for Recommendation/s**

8. The legal requirements for the Council to give permission for the schools of the proposed Rushcliffe Learning Alliance Limited are fulfilled and, once permission is given, the Council is required to act as the "Supervisory Authority".

## **Statutory and Policy Implications**

9. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **RECOMMENDATION**

That the Committee grants permission for:

- 1) the schools named in the Rushcliffe Learning Alliance, as listed in paragraph 3, to form a company limited by guarantee
- 2) any other school which wishes to join the company, and where the company agrees, in the future to do so, provided that each of such schools fulfils all of the criteria listed A-F in paragraph 4 of this report.

**John Slater**

**Service Director, Education Standards and Inclusion**

**For any enquiries about this report please contact:**

John Slater  
Service Director, Education Standards and Inclusion  
T: 0115 9773589  
E: john.slater@nottsccl.gov.uk

## **Constitutional Comments (LM 20/03/13)**

10. The Children and Young People's Committee has delegated authority to approve the recommendations in the report.

## **Financial Comments (KLA 20/03/13)**

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

## **Background Papers**

Articles of association of the Rushcliffe Learning Alliance Limited.  
Memorandum of association of the Rushcliffe Learning Alliance Limited.  
Collaboration agreement of the Rushcliffe Learning Alliance Limited.  
School Companies Regulations 2002.

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 Rushcliffe:      Councillor Reg Adair  
                             Councillor Richard Butler  
                             Councillor Barrie Cooper  
                             Councillor John Cottee  
                             Councillor Michael Cox  
                             Councillor Kay Cutts  
                             Councillor Martin Suthers  
                             Councillor Lynn Sykes  
                             Councillor Gordon Wheeler

C0194



## **CHILDREN & YOUNG PEOPLE'S COMMITTEE**

**Monday, 15<sup>th</sup> April 2013 commencing at 10.30am**

Meeting at County Hall, West Bridgford, Nottingham.

I refer to the Agenda you will have already received for the above mentioned meeting and enclose the following:

### **ADDENDUM**

#### **Revised Paragraphs to agenda item 5 – Proposal to Establish the Rushcliffe Learning Alliance Limited – A School Company**

Paragraph 3 to be replaced as follows to remove Cotgrave CE (VA) School and Pierrepont Gamston (VA) Primary School and provide an explanation for the paragraph change:-

- “3. The Rushcliffe schools wishing to form the company, as listed below, hope to formalise their partnership working which they believe has been instrumental in their improvement over recent years and the high quality of their provision. They intend each school to commit a sum of £3,000 annually to the company. However, under the Articles of Association, the company is limited by guarantee and the liability of each school is limited to £10. Once the schools are established as a company they would be able, if they chose, to supply education related services to a wide range of people and other providers.

**Abbey Road Primary School  
Bunny CE (VC) Primary School  
Carnarvon Primary School  
Cropwell Bishop School  
Crossdale Drive School  
Flintham School  
Greythorn Primary School  
Heymann Primary School  
James Peacock (Infant & Nursery) School  
Jesse Gray Primary School  
Keyworth Primary & Nursery School  
Kinoulton Primary School  
Lady Bay Primary School  
Langar CE (VC) Primary School  
Robert Miles Infant School  
Robert Miles Junior School  
St Peters (Ruddington) CE Junior (VC) School  
Tollerton Primary School  
West Bridgford Junior School  
West Bridgford Infants School  
Willoughby Primary School  
Orston Primary School”**

Cotgrave CE (VA) School and Pierrepont Gamston (VA) Primary School listed in the original report have decided not to participate in the Alliance at this time and have therefore been removed from the list of schools to be included. This does not affect the underpinning principles behind the formation of the Alliance.”

Recommendations to be replaced as follows:-

“That the Committee grants permission for:

- 1) the schools named in the Rushcliffe Learning Alliance, as listed in the revised paragraph 3 circulated at the meeting, to form a company limited by guarantee
- 2) any other school which wishes to join the company, and where the company agrees, in the future to do so, provided that each of such schools fulfils all of the criteria listed A-F in paragraph 4 of this report.”



**15 April 2013****Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND  
INCLUSION****PROPOSAL TO ESTABLISH THE MANSFIELD AREA PARTNERSHIP  
LIMITED – A SCHOOL COMPANY****Purpose of the Report**

1. This report seeks the permission of the Committee to allow Garibaldi Comprehensive School, a secondary community school, to join with a number of academies and a voluntary aided school to form a company. Leas Park Junior School also intends to join the Partnership at a later date. Other schools may also wish to join the company at a later date.

**Information and Advice**

2. Schools are allowed, if they wish, to form themselves into a company, registered at Companies House. This option to form a company was established in the Education Act 2002. The existence of a company enables individual governing bodies to enter into contracts as a group and to pool resources, without being a part of any formal structure which affects their direct governance, such as forming a federation or entering into a chain of academies. The company remains a separate legal entity from the schools with the governing body of each school remaining responsible for the running of its own school.
3. The Mansfield schools wishing to form the company, as listed below, intend to work together to support each other by establishing the Company to raise standards across the schools and improve achievement levels for the benefit of the children and young people of their community. They intend that each school commits a sum of £2,000 annually for those schools with over 800 students and a sum of £500 annually for those with fewer than 800 students to the Company. However, under the Articles of Association, the Company is limited by guarantee and the liability of each school is limited to £10.

**The Brunts Academy****The Manor Academy****Queen Elizabeth's Academy as an agent for School Partnership Trust Academies****All Saints RC Comprehensive School****Garibaldi College****Meden School as an agent for Torch Academy Gateway Trust****Samworth Church Academy**

4. In order for a company to be formed, which includes a community school, the community school must have the permission of the local authority. The Schools Companies Regulations 2002 lists the grounds on which a Local Education Authority may refuse permission. These are only when:
  - A. The school is subject to special measures
  - B. The school has serious weaknesses
  - C. The Local Education Authority considers that the school is likely to become subject to special measures or be assessed as having serious weaknesses within the next year.
  - D. The school has a deficit budget
  - E. The Governing Body of the school has, within the last three years, been a member of a school company which has become insolvent at the time that the school's governing body was a member
  - F. The governing body of the school has been the member of a company which failed to act in accordance with these regulations within the last three years.
5. Garibaldi School is the only member school of the proposed Company which is a community school. It breaches none of the allowable conditions.
6. Once permission is given the schools plan to seek incorporation into company status as soon as it is practicable. At this point, because a community school is among the number of its members, the Council would be required to become the "Supervisory Authority" for the Company. The Council would have the duty to notify the Secretary of State for Education of the particulars of the Company and to monitor its finances. The Company will submit the company accounts to the Local Authority at the same time as they are submitted to Companies House.

### **Other Options Considered**

7. There is no other option to consider. Schools have the right to seek to form a company under the Education Act 2002. Local authorities must give permission to schools to form a company unless one or more of their members are in breach of the Regulations set out in the Schools Companies Regulations 2002.

### **Reason/s for Recommendation/s**

8. The legal requirements for the Council to give permission for the schools of the proposed Mansfield Area Partnership Limited are fulfilled and, once permission is given, the Council is required to act as the "Supervisory Authority".

### **Statutory and Policy Implications**

9. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **RECOMMENDATION/S**

That the Committee grants permission for:

- 1) the schools named in the Mansfield Area Partnership, as listed in paragraph 3, to form a company limited by guarantee
- 2) Leas Park Junior School and any other school which wishes to join the company, and where the company agrees, in the future to do so, provided that each of such schools fulfils all of the criteria listed A-F in paragraph 4 of this report.

**John Slater**

**Service Director, Education Standards and Inclusion**

**For any enquiries about this report please contact:**

John Slater

Service Director, Education Standards and Inclusion

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### **Constitutional Comments (LM 20/03/13)**

10. The Children and Young People's Committee had delegated authority within the Constitution to approve the recommendations in the report.

### **Financial Comments (KLA 20/03/13)**

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

### **Background Papers**

Articles of association of the Mansfield Area Partnership Limited.

Memorandum of association of the Mansfield Area Partnership Limited.

Collaboration agreement of the Mansfield Area Partnership Limited.

Schools Companies Regulations 2002.

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 Mansfield:      Councillor John Allin  
                             Councillor Victor Bobo  
                             Councillor Joyce Bosnjak  
                             Councillor Bob Cross  
                             Councillor Stephen Garner  
                             Councillor June Stendall  
                             Councillor Parry Tsimbiridis

Councillor Chris Winterton  
Councillor Martin Wright

C0207

**15 April 2013****Agenda Item: 7****REPORT OF THE CORPORATE DIRECTOR FOR CHILDREN, FAMILIES AND  
CULTURAL SERVICES****SCHOOL CAPITAL INVESTMENT PROGRAMMES****Purpose of the Report**

1. The purpose of this report is to seek approval from the Committee to progress two specific matters within the existing capital investment programmes for which general approval has previously been granted by the County Council on 28 February 2013. The two matters are:
  - to submit a bid to DfE to access additional funding that has been made available to local authorities through the Targeted Basic Need Programme
  - to consult with staff, pupils, governors, parents and wider community at Fountaindale School on a proposed expansion of places at the school from 60 to 75 places through the investment planned at the school via the Government's Priority Schools Building Programme. As this represents a 25% increase in places, it is subject to this statutory process under Section 19 of the Education and Inspections Act 2006.

**Information and Advice**

2. The County Council has a statutory duty to provide sufficient school places. The fulfilment of this duty is described as meeting Basic Need. Officers analyse projected pupil numbers over future years to identify schools that are best suited to fulfil the Basic Need requirement. At its meeting on 11 March 2013, the Committee agreed to increase places at a number of schools from September 2014, in line with the demand demonstrated through this process.
3. In March 2013, the DfE also launched the new Targeted Basic Need Programme, through which local authorities can bid for additional capital to fund the provision of new school places that will become available from September 2014 or September 2015. The bidding criteria assume that the funding will be used to increase diversity of governance through the establishment of new academies and free schools, or to permanently expand existing good and outstanding academies and maintained schools.
4. All local authorities can apply for the funding but those with "significant proportionate levels of Basic Need" are encouraged to apply for the programme. It is considered that a bid for additional funding for additional places from September 2014 would not meet these criteria but that there is merit in pursuing further the option to bid for funding for

additional places for 2015, particularly since the projections of future pupil numbers have been refreshed since work began to identify the list of school expansions that were approved by the Committee at its meeting in March 2013. Moreover, the overall level of capital funding confirmed by Government for the period 2013-15 to provide additional school places and to improve the condition of existing buildings is lower than anticipated.

5. The deadline for receipt of bids is 30 April 2013 and approval is sought from Committee to submit a bid. The DfE expects to inform local authorities of the outcome of applications by 30 June 2013. Feedback will be provided to the Committee at the earliest opportunity.
6. At its meeting on 11 March, the Committee also gave its approval to commence the statutory consultation process under Section 19 of the Education and Inspections Act 2006 in relation to schools that are proposed to increase places by 25% or more through the Basic Need programme.
7. Fountaindale School is also earmarked to expand by the 25%, via the whole school rebuild funded through the Government's Priority Schools Building Programme (PSBP). Confirmation of the capacity of the new school (75 pupil places) has recently been agreed following feasibility studies that have also confirmed the level of funding for the project. At the same time, the DfE has confirmed the requirement to follow the same statutory consultation process as that for the expansion of mainstream schools. Approval is therefore sought to commence this process in order to maintain the planned timetable within the PSBP for the rebuild of Fountaindale School.

### **Other Options Considered**

8. No other options have been considered.

### **Reason/s for Recommendation/s**

9. Projected demand for school places indicate that there will continue to be pressure on school places that a successful bid for Targeted Basic Need funding will help to alleviate.
10. There is a statutory requirement on local authorities to consult in instances where it is proposed to expand the number of places at a school by 25% or more.

### **Statutory and Policy Implications**

11. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **RECOMMENDATION/S**

That the Committee:

- 1) approves the submission of a bid for funding through the new Targeted Basic Need Programme
- 2) approves consultation to increase the number of places at Fountaindale School by 25%, as required under Section 19 of the Education and Inspections Act 2006
- 3) receives a report on the outcome of the above consultation with recommendations for action.

**Anthony May**  
**Corporate Director for Children, Families and Cultural Services**

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### **Constitutional Comments (LM 28/03/13)**

12. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

### **Financial Comments (KLA 28/03/13)**

13. There are no financial implications arising as a direct result of this report.

### **Background Papers**

Capital Strategy 2013/14 to 2016/17 – report to County Council on 28 February 2013  
School Capital Programme to meet Basic Need 2014/15 – report to Children & Young People's Committee on 11 March 2013.

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.

C0210





**15 April 2013****Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE****YOUTH OFFENDING WORK AND LOOKED AFTER CHILDREN PLACED  
AWAY FROM HOME****Purpose of the Report**

1. To outline to the Committee the local position in relation to the joint Inspectorates' recommendations made in their report 'Looked After Children: An inspection of the work of Youth Offending Teams with children and young people who are looked after and placed away from home'.

**Information and Advice****Background to the Thematic Inspection**

2. The inspection of children and young people who are looked after, placed away from home and supervised by Youth Offending Teams (YOTs) was led by HM Inspectorate of Probation, with support from Ofsted and Estyn. Its purpose was to assess the effectiveness of YOT work with this group of children and young people in promoting their rehabilitation and maintaining their links with their family and home area (where appropriate) and to identify barriers to effective YOT work. Inspectors visited six areas where we asked the YOT to identify cases which they were supervising on behalf of other local authorities and five of their own cases being supervised by other YOTs. Nottinghamshire was not one of the areas visited but did contribute information the inspectors gathered from a number of YOTs which were not part of the main fieldwork.
3. In summary, the inspectorates reported that "Children and young people who are in care, have offended and are accommodated away from their home area are a small, yet highly vulnerable group. The findings of the inspection show that, despite the hard work and effort of many, the overall outcomes and future life chances for these children and young people are extremely poor and their individual stories make distressing reading. It was often difficult to see from the assessments why many were placed away from their home locality. The inspectors found that "being in care often meant that children and young people were brought into the criminal justice system at an earlier point than those who were not looked after" and were "disappointed that many had received their first court disposal whilst subject to local authority care". They further noted that the aspirations that many workers, across all services, had for Looked After Children were "often woefully low" and the fact that they were away from their home areas and were moved frequently militated against their chances of rehabilitation. They concluded that "their lives were fragmented; links with family and friends were often disrupted, as were their education and training opportunities. It is clear from this inspection, that for many, their backgrounds

and experiences in care meant that they were ill-equipped to lead happy, law-abiding and productive lives as adults in the future”.

### **Recommendations made by the Inspectorates**

4. Inspectors made a series of recommendations, some relating to national policy and some to local practice. They stated that the Department for Education (DfE) should ensure that the regulations governing a child or young person’s placement outside their local authority area are strengthened so that each placement of a child or young person outside the local authority area is authorised by a named senior person, and the reasons for the placement clearly recorded in the case record and that where such placements take place, relevant agencies in the receiving area are consulted and informed about the likely placement in advance wherever possible. To date there is no response from the DfE to these recommendations.
5. The Inspectorates made two recommendations aimed at local authorities. They stated that “Independent Reviewing Officers (IROs) should ensure that all agencies work together to improve safeguarding outcomes for children and young people and share appropriate information, take account of each other’s assessments, align plans for their long-term future and develop contingency arrangements where necessary”. In Nottinghamshire we recognise that IROs have an important role in ensuring that the local authority fulfils its responsibilities to Looked After Children who are at risk of offending or involved in the youth justice system. This group of young people may be particularly subject to placement disruption and therefore it is all the more important for IROs to question the quality and suitability of the young person's placement and ensure services offered by agencies are properly considered as part of the review. If the IRO identifies any deficiencies in the service or negative trends in relation to offending behaviour, they are expected to use the IRO alert dispute resolution process to challenge this. A revised monitoring form for IROs is being developed, to be completed by March 2013, which amongst other things will promote the identification of those Looked After Children known to youth justice services.
6. The report also asks local authorities to ensure that they satisfy themselves that specialist therapeutic interventions provided by residential placements are of good quality and suitable for the needs of children and young people. In Nottinghamshire, when a placement is requested, a comprehensive report is obtained whereby the needs of the young person are collated and before a decision is reached, those needs are considered by the provider and by the child’s social worker to ensure that those needs will be met and the placement is appropriate. This process can occur over a number of weeks to ensure that the right placement is found that will achieve the best possible outcomes for the young person. The Placements Team also periodically undertake an audit of placements through conducting a case review. This involves a random sample of cases being scrutinised with regard to the placement and outcomes for the young person.
7. In relation to Local Children’s Safeguarding Boards, Inspectors concluded that such groups should ensure that data is collated, scrutinised and agencies held to account for improving safeguarding outcomes for children and young people who are looked after and placed outside their home area. The Nottinghamshire Safeguarding Children Board receives quarterly ‘Performance Information Reports’ on a range of key safeguarding issues to assist it to carry out its scrutiny function. The content and format of the report is

currently under revision and the findings from the Criminal Justice Joint Inspection into looked after children will be used to inform those revisions to ensure that outcomes for children and young people who are looked after and placed outside their home area are considered.

8. For Youth Offending Teams four recommendations were made. The first was that managers should ensure that accurate information about children and young people who are looked after and placed outside their home area is sent promptly to the YOT in the new area. Nottinghamshire has specific and rigorous policies on this following a Serious Case Review in 2011. Regular quality assurance audits are in place which would highlight non-compliance with the policy so remedial action could take place.
9. The second recommendation for YOTs was that assessments, intervention plans and reviews on children and young people take full account of the impact of being looked after. Nottinghamshire Youth Justice Service completes a monthly quality assurance of assessment and planning paperwork and the Operation Manager has added a specific consideration of this area into the audit structure following publication of this report. A further recommendation was that the enforcement processes for court orders and post-custodial licences are sensitive to, and take account of, the circumstances of children and young people who are looked after. In Nottinghamshire all cases that might be subject to a return to court or recall to prison are subject to a 'Compliance Panel'. This allows the YOT Locality Manager to discuss with the case worker, social worker and the young person the reasons for non-compliance and to consider how compliance can be regained or improved before the necessity of enforcement action is agreed. This allows the specific needs of looked after children to be taken into consideration.
10. The final recommendation for Youth Offending Teams was that action is taken, where appropriate, to increase the number of children and young people who are dealt with through restorative justice measures when they offend within the residential setting. Nottinghamshire Youth Justice Service and Nottinghamshire police have been significantly increasing the use of restorative processes over the last eighteen months. There are also plans being put in place by the Safer Nottinghamshire Board and the Local Criminal Justice Board, led by the Chief Constable, to increase the use of restorative practices by schools, children's homes and district and borough councils.

### **Other options considered**

11. This report has been provided as an appraisal of the current position and as such no alternative options have been considered.

### **Reason for recommendations**

12. These recommendations are based upon the provision of this report for information so that Committee is aware of the local position against the recommendations made by the joint Inspectorates.

## **Statutory and Policy Implications**

13. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **RECOMMENDATION/S**

- 1) That the Committee notes the local position against the recommendations made by the joint Inspectorates with regard to children and young people who are looked after, placed away from home and supervised by Youth Offending Teams.

**Derek Highton**  
**Service Director, Youth, Families and Culture**

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## **Constitutional Comments**

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

## **Financial Comments (KLA 20/03/13)**

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

## **Background Papers**

‘Looked After Children: An inspection of the work of Youth Offending Teams with children and young people who are looked after and placed away from home – a joint inspection by HMI Probation, Ofsted and Estyn’: December 2012.

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.

C0209

**15 April 2013****Agenda Item: 9****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****LOCALITY VISITS****Purpose of the Report**

1. To provide an overview of the key issues raised in visits to locality offices by Members over the last nine months, and to seek approval for locality visits to continue and for a review of the organisation of the visits to be undertaken in June 2013.

**Information and Advice**

2. Visits to locality offices were first established in Nottinghamshire following the report of Lord Laming into the death of Victoria Climbié (2003). This report emphasised the importance of political as well as operational accountability for measures to safeguard and promote the welfare of children.
3. The requirement for political oversight of the effectiveness of safeguarding arrangements was further emphasised in the subsequent report of Lord Laming, published in March 2009, following the death of Baby Peter in Haringey.
4. Arrangements for Members to undertake regular visits to locality offices to meet front-line staff were put into place as an important way of promoting political oversight of work to safeguard children. The visits provide an opportunity to:
  - raise questions about work undertaken to safeguard children
  - identify significant issues affecting service delivery
  - consider issues specific to a particular district
  - understand any pressure points impacting on effective interagency working.
5. Staff from across Children, Families and Cultural Services participate in these meetings with Members although the majority of staff come from the Children's Social Care division.
6. From 2003 until 2012, issues arising from these visits, and responses to those issues, were considered as part of the agenda of the Safeguarding Children Forum consisting of those Members undertaking the locality visits and senior officers.
7. Following the changes to the political governance arrangements, it was agreed that an overview report should be provided to the Children and Young People's Committee. This is the first of those reports.

8. The aim has been to schedule visits on a six-monthly basis although it has not always proved possible to maintain this consistently across the County.
9. Over the last year, these locality visits have been complemented by visits to Children's Social Care staff by Councillor Allen Clarke and Steve Edwards, Service Director, Children's Social Care.

### **Locality visits undertaken and issues raised**

10. A summary of the visits undertaken is as below:
  - Ashfield – Councillor Bob Cross visited on 22 February 2013.
  - Mansfield – Councillor John Allin visited on 27 September 2012.
  - Bassetlaw and Newark – Councillor Yates has recently agreed to undertake combined visits to these districts but it has not proved possible to schedule an agreed date as yet.
  - Broxtowe/Gedling and Rushcliffe – it was agreed that this would be a combined visit undertaken by Councillor Clarke and a visit took place on 4 December 2012. Previously a visit by Councillor Clarke had been undertaken to Broxtowe and Gedling on 13 June 2012.
11. The above visits took place before, during and just after a period of considerable organisational change across service areas within the department and discussions with staff reflected the challenges this inevitably posed for staff. The general view was that the changes would result in service improvement but the impact of working through the period of transition was acknowledged. There were discussions regarding the importance of understanding the service offer from Early Years and Targeted Support services to support and complement the work of Children's Social Care. It was noted that there would be a period of adjustment and that partner agencies also needed to be aware of the changes.
12. Performance information was considered at each visit, identifying the continued high demand for Children's Social Care services. It was noted that performance reports would be enhanced by the change to reporting by Business Objects which will provide managers with more timely performance information. This is an area of work which is ongoing.
13. Despite the organisational changes and the high work demands, staff morale across service areas was generally stated as being satisfactory. Support from managers was seen as a key factor in this.
14. During this period of transition, there was also reference to staff changes. Within Children's Social Care, a number of agency staff have been required to cover vacancies whilst there has been continued attention given to recruitment of permanent staff. A number of successful appointments have been made but to further this a colleague from Human Resources has now joined the Transformation Team in order to provide support for Children's Social Care in its recruitment processes.



15. Consideration was given at some visits to the impact of national drivers, for example, the national focus on the number of children looked after and adoption timescales. The establishment of a Throughcare Service within Children's Social Care, which allows for specific focus on the needs of looked after children, was seen as a positive development in this respect.
16. Some concerns were raised about the availability of business support to Children's Social Care staff following the centralisation of the administrative service. This has continued to be an issue for staff and is being addressed by senior managers.
17. The issues raised by staff across the County have been broadly the same; there has been little reference to district specific areas other than in the south of the County where concerns were particularly raised about future accommodation needs. Understandably, the focus has been on the impact of organisational change and demand on services. There was positive comment made about the opportunity for frontline staff to meet with elected members and for there to be discussion about the key issues impacting on their work – both positively and adversely.

#### **Visits by Councillor Allen Clarke and Steve Edwards, Service Director, Children's Social Care**

18. A series of programmed office visits has been arranged to allow Councillor Clarke, Vice-Chairman of the Children and Young People's Committee, to have direct access to front line staff. During these visits Councillor Clarke is accompanied by Steve Edwards, Service Director, Children's Social Care. To date, visits have taken place at the following Children's Social Care office bases;

• Chancery Lane, Retford	10 January 2013
• Ollerton Energy Village	7 February 2013
• Sir John Robinson Way, Gedling	12 February 2013
• Meadow House, Mansfield	14 February 2013
• Padge Road, Beeston	4 March 2013
• Mercury House, Annesley	18 March 2013

Further visits are planned to;

• Centenary House, West Bridgford	19 March 2013
• Chadburn House, Mansfield	21 March 2013
• Sandybank, Mansfield	21 March 2013

19. The visits allow front line staff direct access to Councillor Clarke and the Service Director. The format for visits is an initial walk through the office base, meeting staff at their desks, followed by a more formal meeting where staff are able to raise any issues they have directly with Councillor Clarke and Steve Edwards.

20. Feedback from staff has focused around the following areas:

### **Car parking**

21. This is a particular issue at Meadow House and Ollerton Energy Village. Councillor Clarke has consequently raised car parking formally with colleagues in the Ways of Working team and work is currently underway to identify additional car parking at Meadow House and Ollerton Energy Village. A strategic review of car parking across the Council has also been commissioned.

### **Accommodation**

22. Accommodation was a consistent theme during visits; many staff had recently moved building because of the new operating model. In addition there is uncertainty regarding the future of several Children's Social Care office bases. Sir John Robinson Way is currently for sale and Chancery Lane, Padge Road, Chadburn House, Meadow House and Centenary House have all been on and off the Council disposal list over the last 18 months. This has caused considerable uncertainty for staff, particularly for staff with nursery or school aged children. Councillor Clarke has raised concerns about office accommodation for Children's Social Care staff at the highest levels within the Council leading to a commitment from the Council to provide locality bases for Children's Social Care teams.
23. Overcrowding was a particular issue for staff based in the Bevercotes building at Ollerton Energy Village. At the request of Councillor Clarke, a review of their office accommodation has been arranged.

### **New Operating model**

24. Generally front line staff and managers were positive about the future operating model. Some issues were raised about the potential to increase the numbers of social workers families may come into contact with as a consequence of the new model. It was however acknowledged that many families experienced drift and significant changes of social workers in the old model, particularly looked after children who had to compete for priority with child protection cases, often resulting in significant delay for looked after children. It was also acknowledged that the new operating model would be reviewed and this issue would be considered as part of the review.

### **Caseloads**

25. Staff in the Assessment Teams and in the Looked After Teams raised particular concern regarding high caseloads. Caseload analysis has been on-going and additional capacity through new social work posts has now been allocated in both areas.

### **Business and administration support**

26. Frontline staff from Children's Social Care and business and administration teams raised concerns about the number of vacant posts in the business and administration service, the number of vacancies covered by agency staff and the capacity of the business and administration service to manage demand and be effective. Social workers also



described a lack of clarity regarding what was a business and administrative task and what was a social work task. Social workers also said that they were unclear about which administrative staff were supporting which teams. Social workers and business and administrative staff identified the loss of the team support worker role as detrimental, resulting in social workers completing more administrative tasks.

27. Councillor Clarke raised the issues of vacancies and agency staff with senior managers, all vacant posts have now been advertised and many have now been recruited to. At Councillor Clarke's request a range of office based meetings involving front line staff and managers have been arranged to ensure that delegation of responsibilities between Children's Social Care and business and administration support are agreed and understood.
28. Councillor Clarke has regularly visited front line staff and will continue to do so. The above visits with the Service Director should therefore be seen as augmenting rather than replacing Councillor Clarke's solo office visits.
29. It is planned that all Children's Social Care offices are visited jointly by Councillor Clarke and Steve Edwards at least twice per year.

#### **Other Options Considered**

30. No other options have been considered.

#### **Reason/s for Recommendation/s**

31. Over several years, the practice of locality visits has provided evidence of connectivity between frontline staff and elected Members in considering the work undertaken to promote the protection and welfare of children and young people. This has been found to be generally positive both internally for front line staff and in external inspections. The nature of these visits has evolved over time and it is appropriate for this to be reviewed at intervals to ensure that the visits remain pertinent and have an impact on service delivery.

#### **Statutory and Policy Implications**

32. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

#### **RECOMMENDATION/S**

That:

- 1) locality visits continue in order to ensure connectivity between frontline staff and elected Members.
- 2) the organisation of these visits be reviewed in June 2013 to agree the future schedule and content of visits and reporting arrangements.

**Steve Edwards**  
**Service Director, Children's Social Care**

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**Constitutional Comments (SG 21/03/13)**

33. The Committee is the appropriate body to decide the issues set out in this report.

**Financial Comments (KLA 19/03/13)**

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

**Background Papers**

Minutes of locality visits.

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.

C0208

**15 April 2013****Agenda Item: 10****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****ESTABLISHMENT OF POST ADOPTION LINKING SCHEME (PALS) POSTS  
IN THE ADOPTION SERVICE****Purpose of the Report**

1. To seek Committee approval of the establishment of Post Adoption Linking Scheme (PALS) posts within the Support After Adoption Team in the Adoption Service. The PALS scheme uses sessional staff deployed from a bank of staff. There are currently 12 PALS workers though it is envisaged that this number will rise to meet increasing demand to around 18 over the next 12 months.

**Information and Advice**

2. The PALS scheme has been running since 2005. Set up to support families post adoption, the scheme has been successful in averting a number of adoptive placement breakdowns and in improving outcomes for this very vulnerable cohort of children. Following legislative changes PALS services are now implemented on completion of a statutory adoption support assessment.
3. PALS workers are currently engaged via an agreement with the Children, Families and Cultural Services department. Workers are recruited using a selection process aligned with Foster Carer assessments. Once PALS posts are formally established this process will be aligned to standard Council recruitment and selection processes.
4. A review of the PALS scheme in 2012, which is available as a background paper, initiated a change process from which it became clear that PALS worker posts should become formally established within the County Council, underpinned by a formal job description/person specification, which is also available as a background paper. Following the formal establishment of posts a more standard recruitment process will be applied to PALS.
5. By underpinning the PALS worker role with a formal job description and person specification, the Council will be able to ensure clearer performance management.
6. The recommendations made will ensure the PALS scheme continues to deliver high quality services whilst increasing alignment to Council policies and processes. PALS workers are paid on an hourly rate to ensure the Scheme meets need without wasting public resources. The Scheme is overseen by the PALS co-ordinator whose role has been reduced to 3 days per week (previously 5 days/37 hours per week). The remainder

of the co-ordinator's time will be spent undertaking more generic Support After Adoption tasks to meet the increased demands on the team due to rising adoption figures in Nottinghamshire in line with national trends.

7. Other recommendations made by the review include: reducing individual supervision sessions across the PALS scheme and requiring PALS workers to attend group supervisions, ensuring activities undertaken in sessions offer good value, simplifying back office systems and reducing required training from two to one session per annum.
8. The PALS scheme is overseen by the PALS Panel made up of representatives from the Adoption Service, Youth Service and user group representatives. This ensures a One Council approach, consistent application of policy and procedure and user group representation.

### **Other Options Considered**

9. Retaining existing systems is untenable as the agreement with PALS workers is likely to be challenged in the future. PALS workers are in effect employees of the Council and are therefore legally entitled to have a contract of employment in place, as opposed to the current departmental agreement. It is therefore not advised to retain current systems.
10. PALS workers work very closely with social workers within the Support After Adoption Team, being part of the overarching Adoption Support Plan. Commissioning this service is therefore considered not to be cost effective, nor would it offer the immediacy and responsiveness required were it to be delivered by an alternative provider. Adoption is a highly confidential issue, with adoption records not visible even by colleagues within Children's Social Care services. As such, the PALS scheme must be retained in house to meet quality, complex need and sensitive confidentiality requirements. Commissioning the PALS scheme externally, separately from the rest of the adoption support scheme, is not advised.

### **Reason/s for Recommendation/s**

11. The Council ensures that the employment status of PALs is brought into standard processes meaning that there will be a clearer system for managing performance and ensuring maximum efficiency of the service.

### **Statutory and Policy Implications**

12. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, adoption legislation and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### **Human Resources Implications**

13. Advice from Human Resources regarding existing engagement of PALS workers and recruitment processes was to seek approval of the job description with a view to the

formal establishment of PALS worker posts within the Council via the Children and Young People's Committee.

14. PALS workers, the PALS Steering Group and the wider Support After Adoption Team have been consulted on the proposed job description and person specification. Trade Unions were sent the draft paper in respect of this agenda item in early March 2013.

### **Implications for Service Users**

15. The PALS scheme will continue to deliver a front line service seamlessly. These recommendations will enable some PALS co-ordinator time to be freed to meet wider demands on the Support After Adoption team. This will allow increased capacity within the team to meet the needs of:
  - the increasing number of families requiring post adoption support
  - adults to whom the Council must offer statutory Birth Records Counselling and/or Access to Records.

### **Financial Implications**

16. Whilst there are no financial savings arising from the recommendations made in this report, efficiencies outlined above will improve the Council's overall performance and ability to perform well in its next Ofsted Inspection, combining value for money with good quality services. The changes will not result in increased costs or payments to PALS workers, but are changes to the employment status only. These proposals are therefore cost neutral. Although numbers of PALS workers are hoped to increase, the intention is to offer increased choice to adopted young people rather than to increase budgetary expenditure.

### **Equalities Implications**

17. Amongst the most vulnerable of cohorts, adopted children and young people have generally suffered trauma resulting in developmental challenges and increased risks of placement break down, mental health issues, addiction and other issues. Adoption has a lifelong impact, therefore support in: recovery, making positive attachments and preventing further rejection or abandonment is crucial to promoting positive outcomes for this group.
18. As such, the recommendations address some of the inequalities faced by this cohort.

### **Human Rights Implications**

19. The PALS scheme supports the right to family life by promoting young people's potential to remain within a family environment, often against the odds when they are reluctant to trust and invest in family life.
20. Forming a positive attachment with a PALS worker can underpin an adopted young person's recovery. Where adopted young people are unable to remain within a family environment, PALS workers have consistently aided transitions in very difficult circumstances. For example:

- recently a PALS worker has supported a young person in becoming drug free after years of cannabis use
  - another PAL worker has mentored a young person requiring a specialist placement, enabling him to rebuild bridges with his family and spend Christmas with them for the first time in several years.
21. PALS is likely to help to break the cycle of adopted young people's own children being removed by Social Care by providing additional role models for appropriate adult behaviour even in cases where adoptive placements have been challenging.

### **Safeguarding of Children Implications**

22. The Council is required legislatively to offer support after adoption to families, often following their child/rens' extensive historical involvement with safeguarding systems leading up to the adoptive placement. Further rejection or abandonment for this cohort is likely to be detrimental to their mental and consequently physical health into their adulthood.
23. It is therefore imperative that adoptive families receive the support they need. The PALS scheme evolved to respond to this need.
24. The Council's support of the PALS Scheme demonstrates its commitment to corporate parenting by preventing unnecessary adoptive placement breakdown, proactively addressing the complex needs of a vulnerable cohort and supporting their families to parent their children towards recovery, involving therapeutic interventions when required to address specific challenges

### **RECOMMENDATION/S**

- 1) That the Committee approves the establishment of the PALS worker posts within the Adoption Service in the Support After Adoption Team.

**Steve Edwards**  
**Service Director, Children's Social Care**

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### **Constitutional Comments (KK 02/04/13)**

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

## **Financial Comments (KLA 22/03/13)**

26. The financial implications are set out in paragraph 16 of the report.

## **Background Papers**

PALS Review 2012

Job description and person specification for PALS worker posts.

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.

C0203





**15 April 2013****Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR FOR EDUCATION STANDARDS  
AND INCLUSION****AUTHORITY GOVERNOR APPOINTMENTS AND REAPPOINTMENTS AND  
LOCAL AUTHORITY GOVERNOR APPOINTMENTS TO SCHOOL  
GOVERNING BODIES****Purpose of the Report**

1. To note new appointments to Authority governor vacancies and re-appointments of Authority governors who reach the end of their term of office during the period 1 October 2012 to 31 May 2013 and have indicated their willingness to serve a further four year term of office.
2. To note the nomination and appointment of Local Authority governors to reconstituted governing bodies.

**Information and Advice**

3. The Corporate Director for Children, Families and Cultural Services has delegated authority to approve school governor appointments for which the Council has responsibility, including Authority governors, and is required to report the decisions quarterly to the Children and Young People's Committee.
4. Under the School Governance (Constitution) (England) Regulations 2012, governing bodies may choose to reconstitute to a more skills-based model of governance and are allowed one Local Authority governor on the reconstituted governing body. For this model of governance, governing bodies may set eligibility criteria for, and appoint, the Local Authority governor. Nominations are made by the Local Authority, in accordance with the eligibility criteria, and are then considered by the governing body for appointment.

**Authority governor appointments and reappointments to school governing bodies**

5. In line with the procedures set out in the Local Authority's governor recruitment strategy, officers sought new nominations to outstanding vacancies from political parties and from school governing bodies.
6. A number of Authority governors who were approaching the end of their term of office were identified and each governor was asked whether he or she would be willing to serve as an Authority governor for a further term of four years. Those governors re-appointed had indicated their willingness to be re-nominated.

7. The new appointments and re-appointments of Authority governors, which are made subject to the successful completion of appropriate checks, are as listed below:

### **New appointments**

<b>Ashfield</b>	
Annie Holgate Infant and Nursery	Mrs Kirsty Riley
John Davies Primary	Mr Timothy David Hill
<b>Bassetlaw</b>	
East Markham Primary	Mr Carl Andrew Lewis
Redlands Primary	Mr Michael Walters
Ryton Park Primary and Nursery	Mr John Shephard
Thrumpton Primary	Mrs Anna Margaret Daphne Sewell
<b>Broxtowe</b>	
Beeston Rylands Junior	Miss Julie Samantha Weston
Bramcote Hills Primary	Dr David William George Park
Brinsley Primary	Mrs Sally-Ann Naylor
Greasley Beauvale Primary	Mr Richard Wood
<b>Gedling</b>	
Parkdale Primary	Mrs Hayley Rippon
<b>Mansfield</b>	
Netherfield Infant School	Mr Jeremy Regan
Newlands Junior	Mr James Gibson
Sherwood Junior	Mr David Hawksworth
<b>Newark</b>	
Blidworth Oaks Primary	Reverend Beryl Allsop
Dukeries Academy	Mr Donald Maurice Brown MBE
<b>Rushcliffe</b>	
Edwalton Primary	Mr Grant Anderson
West Bridgford Infant	Mr David Bennett

### **Reappointments**

<b>Ashfield</b>	
Annie Holgate Infant and Nursery	Mr Mark Andrew Hoyland
Priestsic Primary and Nursery	Mr Geoffrey Stuart Buxton
Underwood CE (VC) Primary	Mr Robert James Sears-Piccavey
<b>Bassetlaw</b>	
Carr Hill Primary	Ms Karen Amanda Wild
Cuckney CE (Controlled) Primary	Mr Richard Green
Everton Primary	Mrs Susan Mary Hughes
Ranby CE VC Primary	Mrs Elizabeth May Yates

Ryton Park Primary and Nursery	Mrs Carole Beattie
<b>Broxtowe</b>	
Beeston Fields Primary and Nursery	Mrs Kaye Mary Ford
<b>Gedling</b>	
Carlton Standhill Infant	Mr Terence Straw
Newstead Primary and Nursery	Mrs Patricia Anne Andrews
<b>Mansfield</b>	
Intake Farm Primary	Mr Michael Adrian Burns
<b>Newark</b>	
Gunthorpe CE Primary	Mrs Linda Anne Brammer
Ollerton Primary	Councillor Irene Miller
<b>Rushcliffe</b>	
Crossdale Drive Primary	Mrs Celia Anne Brooks
East Bridgford St Peter's CE (VC) Primary	Mrs Jane Penelope Katrin Aspden
Lady Bay Primary	Mrs Susan Kathryn Tiplady
Sutton Bonington Primary	Mr David Charles Barney

### Local Authority governor nominations and appointments to reconstituted governing bodies

8. Local Authority governors nominated by the Local Authority and appointed by school governing bodies during the period 1 January to 31 March 2013 are as follows.

<b>Broxtowe</b>	
Brookhill Leys Primary and Nursery School	Mr Brian Terence Griffin

### Other Options Considered

9. There are no other options. The County Council has a statutory duty to ensure governor vacancies are filled without undue delay.
10. Nottinghamshire County Council's strategy for recruiting and retaining school governors includes the re-appointment of existing governors. The County Council sees many advantages in retaining experienced governors and actively seeks to encourage governors approaching their end of term of office to stand again either in the same school or in a different one. The appointments made ensure the retention and supply of experienced governors.

## **Statutory and Policy Implications**

11. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **Equalities Implications**

12. New nominations have been encouraged and received from a broad range of sources. We welcome applications from all types of people, especially those from ethnic minority communities and under-represented groups such as disabled people.
13. All existing Authority governors approaching the end of their term of office have had the opportunity to put themselves forward for re-nomination.

## **RECOMMENDATION/S**

That:

- 1) new appointments to Authority governor vacancies and re-appointments of Authority governors who reach the end of their term of office during the period 1 October 2012 to 31 May 2013, as listed in paragraph 7, are noted.
- 2) nomination and appointment of Local Authority governors to reconstituted governing bodies, as listed in paragraph 8, are noted.

**John Slater**

**Service Director, Education Standards and Inclusion**

**For any enquiries about this report please contact:**

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## **Constitutional Comments**

14. As the report is for noting only, no Constitutional Comments are required.

## **Financial Comments (KLA 20/03/13)**

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

## **Background Papers**

Completed Authority governor nomination forms

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**

Hucknall	Coun Mick Murphy, Coun Kevin Rostance and Coun Reverend Tom Irvine
Selston	Coun Gail Turner
Sutton in Ashfield Central	Coun Michelle Gent
Sutton in Ashfield West	Coun Fiona Asbury
Misterton	Coun Liz Yates
Retford West	Coun Mike Quigley
Tuxford	Coun John Hemsall
Worksop West	Coun Kevin Greaves
Beauvale	Coun David Taylor
Beeston North	Coun Steve Carr
Beeston South and Attenborough	Coun Eric Kerry
Bramcote and Stapleford	Coun Stan Heptinstall MBE and Coun Brian Wombwell
Carlton West	Coun Darrell Pulk and Coun Jim Creamer
Newstead	Coun Chris Barnfather
Warsop	Coun John Allin
West Mansfield	Coun Victor Bobo and Coun June Stendall
Blidworth	Coun Geoff Merry
Farnsfield and Lowdham	Coun Andrew Stewart
Ollerton	Coun Stella Smedley MBE JP
Rufford	Coun John Peck
Keyworth	Coun John Cottee
Radcliffe-on-Trent	Coun Kay Cutts
Soar Valley	Coun Lynn Sykes
West Bridgford Central and South	Coun Michael Cox and Coun Barrie Cooper

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