

NOTTINGHAM CITY COUNCIL

CORPORATE PARENTING BOARD

MINUTES of the meeting held at Loxley House on 15 JULY 2013 from 2.34 pm to 4.08 pm

- ✓ Councillor David Mellen (Chair)
 - ✓ Councillor Ginny Klein (Vice-Chair) (from minute 13 inclusive)
 - Councillor Georgina Culley
 - Councillor Emma Dewinton
 - ✓ Councillor Glyn Jenkins
 - Councillor Carole McCulloch
 - ✓ Councillor Eileen Morley
 - ✓ Councillor Jackie Morris (from minute 13 inclusive)
 - ✓ Councillor Wendy Smith
- ✓ indicates present at meeting

Colleagues, partners and others in attendance:

- | | | | |
|-----------------------|---|-----------------------------|----------------|
| Dave Richards |) | Business in the Community | |
| Jamie Shrivastava |) | | |
| Sharon Thompson | - | Health Care Trust | |
| Gill Moy | - | Nottingham City Homes | |
| Tanya Mackley | - | Foster Carer | |
| Elise Darragh | - | Analysis and Insight |) Children and |
| Helen Blackman | - | Safeguarding |) Families |
| Lorna Beedham |) | Virtual School |) |
| Barbara MacCarthy |) | | |
| Evonne Rogers | - | Business Strategy & Support |) Resources |
| Catherine Ziane-Pryor | - | Constitutional Services |) |

10 APOLOGIES FOR ABSENCE

- Councillor Carole McCulloch - Other Council Business
Councillor Georgina Culley
Councillor Emma Dewinton
Candida Brudenell
Paulette Thompson-Omenka

11 DECLARATIONS OF INTERESTS

None

12 MINUTES

The Board confirmed the minutes of the meeting held on 3 June 2013 as a correct record and they were signed by the Chair.

13 RISE PROGRAMME - BUSINESS IN THE COMMUNITY (BITC)

Jamie Shrivastava and Dave Richards from BITC (a business led Charity) presented the report which outlined the Routes into Sustainable Employment (RISE) programme. The programme works with local and national businesses and authorities to offer a variety of work experience opportunities for care leavers under the age of 24 years.

The following points about the RISE programme were highlighted:

- (a) RISE is now entering its fourth year of enabling young people to build successful working lives;
- (b) BITC works with the 15+ Team of the City Council's Children and Families department to provide care leavers with an opportunity to experience the work environment with the support of a role model from the business who acts as a job coach and work mentor;
- (c) The challenges and barriers for young care leavers are recognised, including the following statistics:
 - o A yearly average of 53% of care leavers without any qualifications
 - o Only 7% of care leavers in higher education;
 - o 27% of the current prison population having previously been in care.
- (d) Partner businesses reported that qualifications and experience do not necessarily guarantee that the best candidate gets the job and that enthusiasm commitment and willingness to learn are just as, if not more, important.
- (e) The number of young people engaged with the RISE programme was updated at the meeting and their achievements are shown below:

Programme Intervention	Since February 2011 programme start	Since July 2012
Capacity	120	60
Starting training	67	26
Completed training	60	22
Offered work experience	56	----
Completed work experience	28	11
Gained employment	15	---
Sustained work for 3 months	7	2
Sustained worked for 6 months	6	1
Sustained work for 12 months	3	n/a
Achieving positive non employment outcomes	8	2

- (f) although there is capacity for 60 young people to start the training, it is not always possible to enrol to the capacity of 10 per session and so rather than delay the opportunity for the young people wanting to start the programme, it is run below capacity;

- (g) Boots runs its own 'work inspiration programme' for 100 school leavers a year aged between 14 and 19 years of age from the City and County. Of the 100 opportunities, 5 are ring fenced for RISE. This year 3 young people attended the programme via RISE, one of whom impressed the company so much that they have been offered a permanent job.
- (h) In addition to the focus on gaining work, RISE also delivered client support sessions to help young people prepare for living independently.

Once the report had been presented, the Board raised questions to which Jamie Shrivastava and Dave Richards responded as follows:

- (i) Once a young person starts employment, the RISE Team continue to offer advice and support to them and, where appropriate, their employer for the first six months until the young person is established in the job.
- (j) Young people are only placed with suitable employers.
- (k) It is frustrating for everyone involved when young single parents made good progress through the programme but are unable to continue due to a funding shortfall or lack of child care.
- (l) There are a variety of reasons why young people do not engage with the programme. Of those referred, there is a high 'drop out' rate but this is sometimes due to young people finding other education or training opportunities. Incentives such as breakfasts and hot lunches are often provided.
- (m) It is not appropriate for the programme to become mandatory. Some young people need an introduction period of several months before starting on the programme, while it is not appropriate for others.
- (n) Some young people who complete the programme are very grateful for the opportunity to gain experience of working in a business environment as this has proved valuable in helping them secure a job.

RESOLVED

- (1) to request BITC and the City Council's Family Community Team and 15+ Team to improve their promotion of the RISE programme to care leavers and local business partners, and to consider the use of social media;**
- (2) to request Jamie Shrivastava and Dave Richards of RISE and Elise Darragh to liaise to clarify the joint protocol ensuring that outcomes are successfully captured;**
- (3) to receive a further report from the RISE Team at the November meeting, detailing:**

- (i) **a business case for the proposal to provide bridging loans to support young people in their first month of employment between benefits stopping and receiving their first wage;**
 - (ii) **the potential inclusion of young single parents within the programme, including details of the support which Sure Start could provide, and other support options available.**
- (4) **to note the Board's appreciation of the report and attendance of Business in the Community representatives at the meeting.**

14 CARE LEAVERS CITY COUNCIL EMPLOYMENT UPDATE

Evonne Rogers, Business Strategy and Support Manager, updated the Board on the numbers and progress of young care leavers starting work with the Business Support Section of the City Council.

The following points were made:

- (a) 4 care leavers have entered the apprentice scheme, 2 have completed it and been appointed to permanent posts. 2 care leavers are yet to complete the apprenticeship but once achieved, it is expected that they too will be appointed;
- (b) Recently a bank of zero hours contract colleagues have been recruited including 3 young care leavers, enabling them to gain paid work experience which could help with their CV. It is hoped that once their skill sets are developed, they will be offered positions within Business Support;
- (c) All of the City Council's children in care of GCSE age and above are able to take part in office taster sessions for variable lengths of time, to help build their confidence; a practice encouraged to be implemented by Futures and Business in the Community. This has led the two successful applications for apprenticeships with the Business Support team;
- (d) Managers and members of the team have offered support beyond their work role and helped guide and advise the young people in areas such as budgeting, medical issues and home life challenges;
- (e) The apprentices commented as follows on why the opportunity was valuable to them:
 - (i) "I can further my education while gaining valuable work experience and getting paid;
 - (ii) I can network with a wide range of people and get an idea of where I want to go with my career;
 - (iii) Different challenges can arise on a daily basis, every day can be different as the work is varied;
 - (iv) Everything I do can give me a helping hand on the career ladder;

- (v) I want to be a high flyer and make people proud of me and be a role model for other young people in my situation or background”.

The Board noted that Nottingham City Homes also acknowledges the importance of work experience and engages young people in care in apprenticeships, with 4 currently on-going. Such opportunities are valuable in boosting confidence and can give young people a sense of belonging, something which they may not have had before.

RESOLVED

- (1) to note the achievements to date of the young people and the apprenticeship hosts;**
- (2) to request Evonne Rogers to investigate how the good practices highlighted by the Business Support Team, could be rolled out to other City Council Sections, and to report back to the Chair.**

15 IMPROVING HEALTH OUTCOMES FOR CHILDREN AND YOUNG PEOPLE IN THE CARE OF THE LOCAL AUTHORITY - NOTTINGHAM CITY

Sharon Thompson, Designated Nurse, Children in Care, presented the report and highlighted the following points regarding the healthcare of children in care:

- (a) Statutory health assessments are undertaken by Children in Care Health Teams which are based at Kingsmill Hospital, Nottingham City Hospital and Bassetlaw Hospital;
- (b) Electronic transfer of all information relating to each child and young person has enabled faster, smoother and more efficient sharing of information;
- (c) Strengths and Difficulties Questionnaires are routinely sent out prior to health assessments and ask questions relating to emotional health and wellbeing. Issues being raised are referred to the Child and Adult Mental Health (CAMHs) Team;
- (d) Placement Panels now meet every 2 weeks and Health Outcomes and Quality Assurance have been incorporated into placement reports;
- (e) The assurance framework 'You're Welcome' highlighted the need to be more mindful in making introductions more accessible and engaging, including presentation of leaflets and letters to make young people more aware of the services available.;
- (f) With the introduction of Clinical Commissioning Groups, it is important to ensure that all key issues considered by GPs regarding the health of children in care are embedded into the clinical networks;
- (g) Kate Daykin, Clinical Nurse Specialist, Children in Care, along with other members of the health team, is evaluating the plan and delivery of training regarding children in care;

- (h) Every Children in Care Health Team has a cohort of children with whom they aim to establish and maintain relationships as the children grow up, with each young person knowing their nurse and/or doctor;
- (i) As of 1 July 2013, the service has received additional funding and an additional nurse has been employed. This additional capacity is expected to enable relationships to be developed with CAMHs , Children in Care, Continuing Care, and the Youth Offending Team to monitor outcomes of Health Assessments;
- (j) At the end of year, 2012/13, 98% of children were registered with a GP and for 83.2% of children over 2 years old were registered with a dentist, up from 66.7% (the previous year?).
- (k) The Board noted that the majority of children reaching 1 year of age during Quarter 3, had received their immunisations.
- (l) Where babies are taken into care due to their being drug dependant as a result of their parent's addiction, an initial health assessment brings all relevant health agencies together to ensure the baby's needs are met. With information shared electronically, all involved professionals are able to view what other professionals have entered.

RESOLVED to note the Performance for the Children in Care and Adoption, for the period 1 April 2012 to 31 March 2013.

16 ATTAINMENT OF CHILDREN IN CARE 2012

Lorna Beedham, Virtual School Head Teacher and Advisor for the Achievement of Vulnerable Groups, presented the report. Barbara MacCarthy was also present to respond to questions.

The report outlined the trends in educational attainment of children in care by analysing their performance at Key Stage 2 and 4.

The following points were highlighted, including in response to questions from the Board:

- (a) Nationally, attainment outcomes for children in care are low compared to children who are not in care and there are higher levels of special educational needs, in part a reflection of the troubled lives that these children lead.
- (b) Having decided what level of achievement was considered reasonable for each year group, the results were mapped for Year 6 pupils (Key Stage 2). There has been an improvement on the previous year's results, and a recognition that some of the pupils who did not achieve well had learning issues.
- (c) Where a child is settled in school, better outcomes are predicted, especially against the achievements of children who experience movement between schools, some having moved to different schools and home placements several times.

(d) School Changes

29 Children in Year 6	No. of Schools (total)	No of Schools (KS2)
2+	86% (25 pupils)	66% (19 pupils)
3+	69% (20 pupils)	41% (12 pupils)
4+	41% (12 pupils) 2 x 8 schools	21% (6 pupils)

(e) Placement Changes

	No. of Placements(total)	No of Placements (KS2)
2+	69% (20 pupils)	59% (17 pupils)
3+	55% (16 pupils)	41% (12 pupils)
4+	41% (12 pupils) 1 x 10 placements 1 x 9 placements	21% (6 pupils) 1 x 7 placements

- (f) The age at which children entered care also impacts on their academic achievement.
- (g) Achievement Consultants consider how best to help children with the school transition and ensure that appropriate school support is in place.
- (h) After a child has been in care for six months, the school receives the pupil premium, which is then paid termly. If the child has to move school, the new school will get the premium to support the child.
- (i) The achievement and progress of Key Stage 4 children in care has not improved to the same extent of Key Stage 2 pupils, but it is recognised that some of that cohort have been low achievers from an early age which was predicted to impact on their achievements at Key Stage 4.

(j) Children in care Special Educational Need Level

	KS2 (29 pupils)	KS4 (36 pupils)
School Action Plus	24% (7 pupils)	45% (16 pupils)
Statement	17% (5 pupils)	17% (6 pupils)

- (k) Approximately half of the children had entered care during Year 9, this is higher than statistical neighbours and presents a challenge to schools.
- (l) Where Nottingham's children in care live in other Local Authority areas, it is often a challenge to get them into local schools as it is inevitable that the overall exam results of those schools could be affected. It was much easier to get children in care into Nottingham City Schools although it is generally preferred for the child to remain at their current school, even if this results in travelling distances of up to 20 miles a day. This is written into fostering agreements although is not always appropriate or possible to implement.

RESOLVED to note:

- (i) **the following recent trends and current levels of educational attainment for Nottingham City's Children in Care (CiC);**

Key Stage 2 (20 pupils)

	Level 4 and above		
	English	Maths	English & Maths
Nott'm City CiC	55%	45%	40%
Nott'm City	81%	81%	75%
England CiC	60%	56%	50%

Key Stage 4 (31 pupils)

	Level 2 (5+A*-C) inc English & Maths	Level 2 (5+A*-C)	A*-C in English and Maths
Nott'm City CiC	0%	36.7%	0%
England CiC	14.6%	36.8%	15.1%

- (ii) the following summarised proposed and active interventions to improve attainment and secure a narrowing of the gap between the performance of children in care and that of other pupils in City schools, and between City children in care and children in the care of statistical neighbours;
- (a) the collection of termly attainment and daily attendance information;
 - (b) access to Fischer Family Trust data enabling the Virtual School to identify pupils who are no longer on track to achieve their expected outcomes;
 - (c) commissioning of 2 tutoring agencies to provide high quality teaching for the City's children in care who are resident in the County, and children in care from other Local Authorities living in the City who are waiting for school places;
 - (d) a second year of additional 1:1 tuition was offered to Year 10 and 11 children in care and, for the first time, a similar offer was made to Year 5 and 6 pupils in care. Over 100 pupils had benefited from this provision;
 - (e) Personal Education Allowance (PEA) was available in 2012/13. In 2013/14 a new Education Progress Grant (EPG) is available with a stronger emphasis on educational activities and impact on educational achievement;
 - (f) Nott's County offered a functional skills course in mathematics which a few Year 10 and 11 pupils attended. The Sports Leadership Award was offered to Year 9-11 pupils. In August 2013, Year 5 and 6 pupils will be offered a 4 day transition programme hosted by Nott's County to help prepare for the move to secondary school;
 - (g) Closer relationships have been developed between the Virtual School and Social Care colleagues, especially regarding the educational considerations required when arranging the placement of children in care;

- (h) **A named officer in the Admissions Team of Children in Care has sped up the admission process for the majority of children in care, including those placed with other authorities;**
- (i) **The Letterbox Club, providing mathematics materials as well as literacy resources, has been purchased for children in care in Years 3, 5 and 7;**
- (j) **The Virtual School is researching why Nottingham's statistical neighbours are achieving higher outcomes for their children in care so that good practice can be identified and adopted to bring improvement.**

17 PERFORMANCE UPDATE

Elise Darragh, of Analysis and Insight, presented the revised format of performance information, up to June 2013, enabling comparisons to be drawn against statistically comparable local authority neighbours.

The performance statistics are summarised below:

Indicator Name	Outturn 12/13	Quarter 1	June '13
Number of Children in Care	556	587	587
% of Children in Care with an up-to-date health assessment	79.6%	71.5%	71.5%
% of Children in Care with an up-to-date dental assessment	82.7%	81.7%	81.7%
% of Children in Care with an up-to-date Strengths and Difficulties Questionnaire	83.1%	78.4%	78.4%
% Children in Care with a completed Personal Education Plan (PEP)	92%	95%	95%
% of Care Leavers in Education, Employment or Training (EET) at 19 years old	48.2%	25%	Quarterly
% of Care Leavers in Education, Employment or Training (EET) at 20 years old	new	15.4%	Quarterly
% of Care Leavers in Education, Employment or Training (EET) at 21 years old	new	22.2%	Quarterly

The Board noted that a fuller report will be submitted to the next meeting and will provide targets which had been proposed but which are yet to be confirmed.

In response to the Chair's concern at the increase in the number of children in care, Helen Blackman of Children's Safeguarding, informed the Board that there had been a rise in the number of younger children generally entering care, but also that young people in custody are now considered to be 'in care'. Family support needed to be strengthened to prevent children needing to be taken into care. Explanations of projects to address this will be presented at a future meeting.

RESOLVED to note the performance update.

18 NEXT MEETING DATE

RESOLVED to note the next meeting date of 16 September 2013, at 2.30pm in Loxley House.