



NOTTINGHAM CITY COUNCIL
CORPORATE PARENTING BOARD

Date: Monday, 19 January 2015

Time: 2.30 pm

Place: LB31-32 - Loxley House, Station Street, Nottingham, NG2 3NG

Councillors are requested to attend the above meeting to transact the following business

Acting Corporate Director for Resources

Governance Officer: Catherine Ziane-Pryor **Direct Dial:** 0115 8764298

AGENDA

Pages

- | | | |
|----------|--|---------|
| 1 | APOLOGIES FOR ABSENCE | |
| 2 | DECLARATIONS OF INTERESTS | |
| 3 | MINUTES
Of the meeting held on 17 November 2014 (for confirmation). | 3 - 8 |
| 4 | SAFEGUARDING CHILDREN AND YOUNG PEOPLE FROM CHILD SEXUAL EXPLOITATION
Report of Director of Children's Social Care | 9 - 14 |
| 5 | REDUCING OFFENDING BEHAVIOUR - STRATEGIC PRIORITY STATEMENT (SPS 6)
Report of Director of Children's Social Care | 15 - 24 |
| 6 | FOSTERING AND ADOPTION PANEL CHAIRS REPORT
Report of Director of Safeguarding | 25 - 42 |
| 7 | ADOPTION AND PERMANENCY
Report of Director of Safeguarding | 43 - 82 |
| 8 | CHILDREN IN CARE COUNCIL UPDATE
Verbal Update by members of the Children in Care Council | |

9 REPORTING SCHEDULE

To note the items currently scheduled for consideration at the next meeting on 16 March 2015 are as follows:

Children in Care Council (Verbal Update)
Regulation 33 Visits
Physical Health
Edge of Provision
Children in Care and Care Leavers Strategy Progress Update

IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ON THE AGENDA, PLEASE CONTACT THE GOVERNANCE OFFICER SHOWN ABOVE, IF POSSIBLE BEFORE THE DAY OF THE MEETING

CITIZENS ATTENDING MEETINGS ARE ASKED TO ARRIVE AT LEAST 15 MINUTES BEFORE THE START OF THE MEETING TO BE ISSUED WITH VISITOR BADGES

CITIZENS ARE ADVISED THAT THIS MEETING MAY BE RECORDED BY MEMBERS OF THE PUBLIC. ANY RECORDING OR REPORTING ON THIS MEETING SHOULD TAKE PLACE IN ACCORDANCE WITH THE COUNCIL'S POLICY ON RECORDING AND REPORTING ON PUBLIC MEETINGS, WHICH IS AVAILABLE AT WWW.NOTTINGHAMCITY.GOV.UK. INDIVIDUALS INTENDING TO RECORD THE MEETING ARE ASKED TO NOTIFY THE GOVERNANCE OFFICER SHOWN ABOVE IN ADVANCE.

NOTTINGHAM CITY COUNCIL

CORPORATE PARENTING BOARD

MINUTES of the meeting held at LB41 - Loxley House, Station Street, Nottingham, NG2 3NG on 17 November 2014 from 14.30 - 16.18

Membership

Present

Councillor Georgina Culley
Councillor Emma Dewinton
Councillor Glyn Jenkins
Councillor Ginny Klein (Vice Chair)
Councillor Sally Longford
Councillor Eileen Morley
Councillor Wendy Smith
Councillor Marcia Watson

Absent

Councillor David Mellen
Councillor Jackie Morris

Colleagues, partners and others in attendance:

Councillor Dewinton - Observer
PC Sam Flint - Children in Care Police Officer
Lisa Hurst - Referral Officer of the Sexual Exploitation Unit
Heidi Watson - Business in the Community
Helen Blackman - Director of CSC and Vulnerable Children
Gill Moy - Director of Housing (Nottingham City Homes)
Evonne Rogers - Head of Business Support
Elise Ashworth - Insight Manager
Kwesi Williams - Project Officer, Children in Care
Sharon Clarke - Service Manager for Children in Care and Care Leavers
Kay Sutt - Service Manager for Residential and Targeted Support
Malcolm Wilson - Virtual School Head Teacher
Cath Ziane-Pryor - Governance Officer

29 CHAIR

In the absence of the Chair, Councillor David Mellen, the Vice-Chair, Councillor Ginny Klein, Chaired the meeting.

30 APOLOGIES FOR ABSENCE

Councillor David Mellon
Councillor Jackie Morris
Councillor Marcia Watson
Amanda Edmonds
Mary-Kate Gavin
Jeren Artykova

31 DECLARATIONS OF INTERESTS

None.

32 MINUTES

The minutes of the meeting held on 15 September 2014 were confirmed and signed by the Chair of the meeting.

33 DIRECTOR OF CHILDREN'S SOCIAL CARE UPDATE

Helen Blackman, Director of Children's Social Care, briefly updated the Board on the work undertaken to keep children in care safe.

There has been a lot of local concern regarding historic safeguarding issues of children in care from 60 years ago up to more recent times. Work is ongoing with the Police on these issues and to ensure the safety and well-being of today's young people.

PC Sam Flint, Children in Care Police Officer and Lisa Hurst, Referral Officer of the Sexual Exploitation Unit, delivered a brief presentation outlining the partnership working to prevent young people becoming the subject of sexual exploitation and share information on how and where such threats arise. The following points were highlighted:

- a) agencies including City Council, have come together with the Police to form the Child Sexual Exploitation Cross Authority Group (CSECAG) and agreed that where information emerges, it is fed into the group network. High level information is recorded on a 'child sexual exploitation form'. However, information on all levels is considered potentially valuable, recorded and considered at both local and regional levels to help identify common patterns which can, or have, escalated to a level of risk. Information collated includes locations, vehicles, phone numbers, people, and concerning behaviour to try and identify common threads of sexual exploitation risks;
- b) once sexual exploitation risks are identified, all agencies work together to plan disruption techniques, gather further information and ensure a robust response;
- c) CSECAG meet bimonthly to share information. To date 32 risk concerns have been raised and 3 agencies have expressed concern on one individual which better enables assertive action to be taken. Since the formation of the group, fewer sexual exploitation referrals have been made due to the improved information which helps prevention;
- d) Where ever people of concern are identified their details are shared with Social Care. Places of interest appear as warning markers on the Police National Computer and Intelligence Plans. To date, 90 child abduction warning notices have been issued to prevent individuals from making contact with specific children;
- e) generally society is now more aware of the risk of childhood sexual exploitation but additional training is being provided to community protection officers who are also able to feed into the concern network;
- f) information gathered is shared with other Police Forces, but also the setup and structure of the networking model which primarily operates within the City is shared with other Authorities for them to adapt for their own use;
- g) PC Sam Flint has a good relationship with young people, children in care and care staff who are willing to share information and raise an alert were concerns arise. Teaching young people to listen to their instinct is invaluable as often if something does not feel right, it probably is not right, and it is okay to question it;

- h) where someone who is a potential risk is released into the community, information such as names, descriptions, nicknames and vehicles etc is shared with children’s home staff. Similarly, children in homes often talk to each other and staff so such information is shared with the police;
- i) partners agencies and community groups are coming together for an event to be held on 12 December 2014 to share information and ensure robust processes are in place to safeguard some of our most vulnerable young people;
- j) a theatre production ‘Luv u 2” has helped heighten awareness of child sexual exploitation among school pupils. A colleague/partner performance is to be held on 11 December 2014 and interested parties should contact Helen Blackman or PC Sam Flint for further information.

It is noted that the more detailed agenda item on the subject will be submitted to the January meeting of the committee.

Councillors welcomed the update and the refreshed approach to child sexual exportation safeguarding, but asked the phrasing of ‘low level intelligence’ is reconsidered to ensure that it’s potential importance is recognised.

34 ATTAINMENT OF CHILDREN IN CARE 2014

Malcolm Wilson, Virtual School Head Teacher and Advisor for the Achievement of Vulnerable Groups, presented the report and highlighted the following points:

- (a) only a small number of young people are involved in Key Stage 4 exams so individual results can impact significantly on percentage statistics;
- (b) often there is a higher proportion of special educational needs for CiC pupils compared to other City school pupils. This can be related to behavioural, emotional and social difficulties although a significant proportion also have physical disabilities, overall resulting in lower educational attainment for CiC pupils;
- (c) there are currently approximately 350 CiC of statutory school age in Nottingham. The Virtual School aims to help and support these young people in raising their educational attainment;
- (d) 46% of CiC pupils are educated within the City, 32% are educated in Nottinghamshire, and 22% are educated by other Local Authorities;
- (e) CiC often experience a significant number of school placement changes. Although efforts are made to prevent such changes, they will inevitably impact on attainment, particularly during Key Stage 4;
- (f) during 2014 there has been an 18% improvement in level 4 or higher achievements compared to 2013:

<u>Key Stage 2 assessments 2014</u>	Children in care	Nottingham’s provisional rate for all children
Achieved Level 4 or higher in reading writing and maths	50%	73%
Achieved Level 4 or higher in reading	67%	83%
Achieved Level 4 or higher in writing	61%	80%
Achieved Level 4 or higher in maths	67%	82%

Achieved Level 4 or higher in grammar, punctuation and spelling	50%	71%
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- (g) 45 CiC were eligible to sit Key Stage 4 (GCSE) exams during 2014 but results cannot be compared to previous years due to substantial changes made to the examination process:

<u>Key Stage 4 achievements 2014</u>	Children in Care	Nottingham's provisional rate for all children
Achieved 5 or more A-C grade in GCSEs, including English and maths	7%	43%
Achieved A-C grade GCSEs in English and maths	13%	45%
Achieved A-G grade GCSEs in English and maths	47%	85%
Achieved a pass in at least one qualification	62%	96%

- (h) the fixed term exclusion rate of CiC is similar to national rates and lower than statistical neighbours;
- (i) absence rates continue to be a concern, particularly regarding pupils in Years 10 and 11 although compared to National CiC absences, Nottingham's CiC school absences are lower and continue to reduce.
- (j) significant changes are taking place to help accelerate the educational attainment of CiC. These include:
- (i) letterbox resources providing mathematical literacy equipment for CiC in Years 1, 3, 5 and 7;
 - (ii) 2 new Education Support Officers for the Virtual School;
 - (iii) a strong Governing Body for the Virtual School, including Councillor Mellen as a member;
 - (iv) closer scrutiny of the Pupil Premium Plus Funding;
 - (v) further support and advice for Designated Teachers, School Governors, New Social Workers and Foster Carers;

Malcolm Wilson responded to the Board's questions as follows:

- (k) it is not fair to compare attainment of CiC against pupils in City schools as their circumstances are very different and many children in care will have experienced significant disruption which impacts negatively on their education. Ideally Virtual School statistics of other similar authorities would be used as a better comparison but are not available until January 2015;
- (l) it is important that Foster Carers understand the benefits of pupil premium;
- (m) the Virtual School has an important role where CiC and/or foster carers do not have a good relationship with the mainstream school.

Members expressed concern that where CiC are absent from school for health reasons, including attending Child and Adult Mental Health Services sessions, this is not

recognised as an authorised absence and therefore skews the CiC the attendance figures.

In addition, it was noted that some Foster Carers had experienced mainstream teachers in secondary schools showing a lack of understanding towards CiC and their particular circumstances. This is an area where the Education Team need to work closely with schools to inform and support teachers.

RESOLVED

(1) to note:

- (i) the recent trends and current levels of educational attainment for Nottingham City's Children in Care (CiC);**
- (ii) the proposed interventions to improve attainment and secure a narrowing of the gap between the performance of CiC and that of other pupils in City schools and between our statistical neighbours;**

(2) for the Head of the Virtual School to provide members of the Board with:

- (i) a detailed breakdown of how the £500 Pupil Premium is spent and how value for money is ensured for the young people to whom it is allocated;**
- (ii) a summary briefing note comparing Nottingham City's CiC attainment levels with those of other similar authorities once the statistics are available.**

35 OFSTED INSPECTION RESULTS FOR INTERNAL RESIDENTIAL HOMES

Kay Sutt, Service Manager for Residential and Targeted Support, presented the item which updates the Board on the outcome of the OFSTED inspection of internal residential homes.

There are 7 internal residential children's homes in Nottingham which are registered with OFSTED and all are subject to unannounced inspections twice a year.

While the Local Authority aims to provide homes which are judged as good or outstanding, the latest inspections produced the following results:

- 1 home is judged as Outstanding;
- 2 homes are judged as Good With Outstanding Features;
- 2 homes are judged as Good;
- 2 homes are judged as Adequate.

Small points, including wedging open of a fire door at the request of the children during hot weather, may result in a lower judgement. This specific issue has now been addressed and fire guards automatically close when fire alarms sound.

Another reason has been that the OFSTED inspectors did not believe that there had been appropriate consideration to the mix of placements in a home, for example placing two young people with self harm issues at the same home as this may compound their individual problems. This has now been addressed in more in-depth consideration will be given to future placements.

All other issues identified by OFSTED have now been addressed and will be monitored.

Members expressed concern that some homes were reluctant to take young people with behavioural issues as this could impact on their OFSTED assessment result. It is frustrating that a home may be considered good to outstanding except for safeguarding issues where a young person may have high risk-taking behaviours.

Members are assured that, especially in light of historic issues, clearly recorded information about children will be retained for 75 years and be made available for the child to access their files either now or in the future and that a strict protocol is in place.

RESOLVED to note:

- (i) the ambition for all children's residential homes is to achieve 'good' or 'outstanding' OFSTED judgements by continuing to strive for excellence and ensuring that the national minimum standards are met and exceeded and this the results and reports ensuring homes are managed by a highly skilled qualified and experienced management team and staff team;**
- (ii) that the results of OFSTED reports are analysed and monitored by the Service Manager and the Registered Managers to identify trends and patterns which enable performance improvement and sharing of good practice.**

36 PERFORMANCE REPORT (Q1 AND Q2 2014/15)

Elise Ashworth, insight manager for early intervention presented the revised format report, detailing the performance to date against performance indicators, accompanied by service commentary.

Board members welcomed the revised format.

It is noted that there are currently 597 of Nottingham's children in care.

RESOLVED to note the performance to date.

37 CHILDREN IN CARE COUNCIL UPDATE

This item is postponed to a future meeting.

38 REPORTING SCHEDULE

RESOLVED to note the reporting schedule of items to be considered at future meetings.

CORPORATE PARENTING BOARD – 19 January 2014

Title of paper:	Safeguarding Children and Young People from Child Sexual Exploitation	
Director(s)/ Corporate Director(s):	Helen Blackman – Director of Children’s Social Care	Wards affected: All
Report author(s) and contact details:	Caroline Riley – Acting Service Manager Caroline.riley@nottinghamcity.gov.uk Telephone: 0115 8764147	
Other colleagues who have provided input:		
Date of consultation with Portfolio Holder(s) (if relevant)	6 th January 2015	
Relevant Council Plan Strategic Priority:		
Cutting unemployment by a quarter		<input type="checkbox"/>
Cut crime and anti-social behaviour		X
Ensure more school leavers get a job, training or further education than any other City		<input type="checkbox"/>
Your neighbourhood as clean as the City Centre		<input type="checkbox"/>
Help keep your energy bills down		<input type="checkbox"/>
Good access to public transport		<input type="checkbox"/>
Nottingham has a good mix of housing		<input type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs		<input type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events		<input type="checkbox"/>
Support early intervention activities		X
Deliver effective, value for money services to our citizens		<input type="checkbox"/>
Summary of issues (including benefits to citizens/service users):		
Continued development of the Child Sexual Exploitation (CSE) action plan that includes training for staff and carers, awareness raising for young people, and information sharing where there are worries around possible CSE.		
Future developments will centre on raising the awareness of the wider community of CSE		
Recommendation(s):		
1	That the Board note the performance in the current action plan.	
2	That the Board note the proposed future developments.	

1. REASONS FOR RECOMMENDATIONS

1.1 The Child Sexual Exploitation Cross Authority Group [CSECAG] is a sub-group of the Nottingham Safeguarding Children Board and has continued to meet bi-monthly to progress the child sexual exploitation strategy. The work plan has 4 strands:

- **Prevention and response**
- **Safeguarding and protection**
- **Public confidence**

▪ **Bringing offenders to justice:**

- 1.2 This report will inform the Board of the actions to-date, particularly in relation to raising awareness and building a workforce confident and competent in recognising CSE risks and will highlight areas for future development. The proposals noted in this report ensure that children at risk of CSE are identified and supported to reduce risks, and that other children and young people, both those in local authority care and the wider community have access to awareness raising opportunities.

2. BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)

- 2.1 The Corporate Parenting Board received an update in this area in November 2014, specifically on;
- Advice available on the Council's website where young people or individuals have been harmed in the past.
 - The Concerns Network.

This report provides a clear strategic overview of the actions being undertaken to children from sexual exploitation

- 2.2 Child Sexual Exploitation Cross Authority Group (CSECAG) has continued to meet bi-monthly to progress the child exploitation strategy. The work plan has four strands

2.3 Prevention and Response:

- 2.4 There have been a number of training sessions for professionals and carers, and the theatre production LUVU2 has been rolled out to schools as well as young people in care.
- 2.5 The concerns network continues to offer staff the opportunity to share low level concerns/worries about a child/adult with a view to preventing or disrupting any risks of sexual exploitation.

2.6 Safeguarding and Protection:

- 2.7 Independent Reviewing Officers (IROs) continue to chair strategy meetings where there are concerns regarding CSE risk. From these meetings the data monitoring tool is completed and the information from this is added to the police held data base CARoSE (Children At Risk of Sexual Exploitation). This information is shared monthly with social care to ensure that both agencies are aware of the same children and young people and that there are appropriate plans in place.
- 2.8 NSPCC project 'Protect & Respect' continues to work with young people in order to disrupt and protect from sexual harm. To date twenty-three young people have accessed this programme.
- 2.9 A CSE risk assessment tool kit has been developed for staff to use to assist in risk management. This tool is also presented to bi-monthly Senior Management Profiling Meetings where young people at risk of CSE are discussed and their safeguarding plan reviewed.

2.10 The Chief Constable of Nottinghamshire Police invited the College of Policing to undertake a peer review of CSE. The three-day review was completed in early December 2014. (The outcome of the review was not known at the time of writing this report.)

2.11 Public Confidence:

2.12 Work has recently begun in working with partners in the voluntary sector in both promoting what action is being taken in the City regarding preventing and investigating CSE as well as developing links with groups that could offer support services. The first meeting will be held 12/12/2014.

2.12 Alongside this the police have developed a multi-agency group to develop an action plan centring on community protection and to raise community awareness of CSE within different communities.

2.14 Bringing Offenders to Justice

2.15 There continues to be improvement in working practices so that investigations of CSE are becoming more robust. This work is reinforced via the training of staff. The focus of the work is on disruption before abuse occurs – to that end the Concerns Network meetings play a valuable role, creating the opportunity for professionals to share isolated pieces of information about worrying behaviours of either children/young people or adults.

2.16 Child Abduction Warning Notices can be issued by the police to prevent any contact with a named child.

2.17 Where there are immediate and established concerns then social care work closely with the police to investigate and safeguard the child or young person concerned.

2.18 Future Actions:

2.19 The next steps will include the following:

- Continued training and awareness raising for staff, carers, and young people. This will include briefing events for GPs and other health professionals
- Working with the voluntary and community sector
- Embedding any recommendations made as a result of the College of Policing Peer review on CSE.
- Development of a CSE co-ordinator post who will take the operational lead in driving practice and learning, as well as developing the operational responses to the work plan.

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

N/A

4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY/VAT)

N/A

5. RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS AND CRIME AND DISORDER ACT IMPLICATIONS)

5.1 Having a robust CSE strategy and action plan is crucial in the safeguarding of children and young people. For this work plan to be successful it requires ownership and scrutiny at both Corporate Parenting Board, Safeguarding Children Board and Strategic management. Should Nottingham City fail to do so then any investigation of CSE could attract negative media interest that in turn would impact upon the reputation of the Council.

6. EQUALITY IMPACT ASSESSMENT

Has the equality impact been assessed?

Not needed (report does not contain proposals or financial decisions) **X**

No

Yes – Equality Impact Assessment attached

Due regard should be given to the equality implications identified in the EIA.

7. LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION

Diagram of CSE Strategy.

8. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

N/A

CSE STRATEGY

OUTCOME

SERVICE PROVISION & DELIVERY

NCSCB

CSECAG (subgroup)
Action Plan

- Strategy
- Action plan
- Response to Rotherham
- Briefing for Councillors

PREVENTION & RESPONSE

PUBLIC CONFIDENCE

SAFEGUARDING & PROTECTION

BRINGING OFFENDERS TO JUSTICE

TRAINING & AWARENESS RAISING

PREVENTION

RAISING PUBLIC AWARENESS

SAFEGUARDING & PROTECTION CONCERNS MEETING WITH POLICE; POLICE USE OF CHILD ABDUCTION WARNING NOTICES

SUPPORT FOR YOUNG PERSON & COURT FAMILY LIASON

SEXUAL HEALTH EDUCATION COURSES THROUGH FURTHER EDUCATION INSTITUTES

- LUV U 2 THEATRE GROUP
- BLAST
- TRAINING FOR RESIDENTIAL & FOSTER CARERS

MEETING MEMBERS OF SPECIFIC COMMUNITIES, TRAINING FOR TAXI DRIVERS

DATA MONITORING TOOL (IRO). COMPLETED AFTER STRATEGY'S ADDED TO CAROUSE DATABASE & LINKS . TO POLICE/ CSC/ YOT'S / MISSING GROUP

STRATEGY TO ENSURE WE MAKE USE OF

- DISRUPTION OF ABDUCTION NOTICES.
- FOCUS ON BRINGING OFFENDERS TO JUSTICE

NSPCC PROFESSIONAL FORUM RESEARCH & GOOD PRACTICE

TARGETTED YOUTH SUPPORT WORKER

DEVELOPMENT OF E-LEARNING TOOLS FOR PARENTS.

RISK ASSESSMENT TOOL KIT COMPLETED BY PROFESSIONALS & DISCUSSED AT SENIOR MANAGEMENT PROFILING MEETING

TRAINING FOR HOTELIERS STREET PASTORS & PUB WATCH (APR 15)

VANGUARD PLUS MULTI AGENCY GROUP. REMIT - PREVENTING PEOPLE DRAWN INTO GANGS (VIOLENCE AGAINST WOMEN GROUP)

CHILDREN CENTRES WORK WITH PARENTS

RISK ASSESSMENT TOOL - CIRCULATED TO ALL STAFF. NATIONAL (CP, CIN, CIC) CSE MEASURING

MEETING WITH VOLUNTARY SECTOR LEAD BY WOMEN'S AID

POW
Raise campaign

NSPCC APP FOR YOUNG PEOPLE TO PROTECT THEMSELVES / RESPOND TO INAPPROPRIATE REQUESTS FOR IMAGES

OUTCOME OF LOCAL OFSTED INSPECTION: THOSE AT RISK ARE IDENTIFIED AND APPROPRIATE SERVICES IN PLACE TO REDUCE RISKS

PUBLIC PROTECTION.ASHA - ASSESSMENT OF SEXUAL HARM ARRANGEMENTS. (YOT)

NEXT STEPS

- Coordinator for CSE – Operational responsibility.
- Embed use of CSE risk assessment tool.
- Screening under 13's exhibiting sexually harmful behaviour.

Corporate Parenting Board - 19 January 2015

Title of paper:	Reducing Offending Behaviour: Strategic Priority Statement (SPS) 6	
Director(s)/ Corporate Director(s):	Helen Blackman – Director of Children’s Social Care	Wards affected: City-wide
Report author(s) and contact details:	Natalie Pink, Case Manager/Nottingham City Youth Offending Team (YOT) Lead for Children in Care (CiC) natalie.pink@nottinghamcity.gov.uk PC Sam Flint CiC Police Officer, Nottinghamshire Police, sam.flint@nottinghamshire.pnn.police.uk	
Other colleagues who have provided input:	<ul style="list-style-type: none"> - Shelley Nicholls, Service Manager, Nottingham City YOT shelley.nicholls@nottinghamcity.gov.uk - Hugh Shiel Restorative Justice Lead/Case Manager, Nottingham City YOT, hugh.shiel@nottinghamcity.gov.uk - Inspector James Woolley, Nottinghamshire Police, James.Woolley@nottinghamshire.pnn.police.uk - Boyd Livingstone, Insight and Analysis, Nottingham City Council, boyd.livingstone@nottinghamcity.gov.uk - 	
Date of consultation with Portfolio Holder(s) (if relevant)	6th January 2015	
Relevant Council Plan Strategic Priority: (you must mark X in the relevant boxes below)		
Cutting unemployment by a quarter		<input type="checkbox"/>
Cut crime and anti-social behaviour		X
Ensure more school leavers get a job, training or further education than any other City		<input type="checkbox"/>
Your neighbourhood as clean as the City Centre		<input type="checkbox"/>
Help keep your energy bills down		<input type="checkbox"/>
Good access to public transport		<input type="checkbox"/>
Nottingham has a good mix of housing		<input type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs		<input type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events		<input type="checkbox"/>
Support early intervention activities		<input type="checkbox"/>
Deliver effective, value for money services to our citizens		<input type="checkbox"/>
Summary of issues (including benefits to citizens/service users):		
<p>This report explains the progress made in the reduction of the criminal behaviour of children in care (CiC). The aim of this report is to focus on the achievements made during 2014:</p> <ul style="list-style-type: none"> • The delivery of a successful 2014 multi-agency Safeguarding Children in Care Event focussing on reducing the criminalisation of CiC. • The revision of the existing Protocol to reduce the prosecution of CiC. • The implementation of a Restorative Justice (RJ) training programme for residential and foster care. • Network meetings co-Chaired by the CiC Police Officer (CiCPO) and YOT Lead with Local Authority and private providers. • Strategies to reduce the risk of sexual exploitation of Children in Care. <p>Performance information is summarised. Benchmarking data will be available December 2014 and therefore will be reported at the January 2015 Board. Opportunities to analyse data and plot outcomes for CiC and Care Leavers (CL) by working across systems are being explored.</p>		
RECOMMENDATIONS		

1	To recognise the importance of the role of CiCPO and YOT Lead for CiC working together to reduce offending and safeguard CiC and to acknowledge the work of the CiCPO working with Child Sexual Exploitation Cross Authority Group (CSECAG) and colleagues in reducing the risk of sexual exploitation for CiC;
2	To note the drive for stronger analysis of offending within the CiC population to target resources and inform service development, and support the development of restorative approaches to reduce the risk of offending in child care settings which mirrors YOT Plan 2014-15;
3	To support the planning and delivery of a 2015 multi-agency Safeguarding CiC event, in consultation with the CiC/CL Council, to promote shared learning to reduce the criminalisation of CiC. This mirrors YOT Plan 2014-15;
4	To support the sign off and launch of a cross-authority protocol to reduce the criminalisation of CiC in 2015, on which Residential Workers, Young People and Social Care managers have been consulted.

1. **REASONS FOR RECOMMENDATIONS**

- 1.1 It is proposed that the role of CiC police officer and YOT Lead working in close partnership is a model of best practice. This was recognised within Ofsted inspection processes in 2010, 2011 and 2012, 2014. It is believed that this has contributed towards protecting our children in care from criminalisation and from sexual exploitation in Nottingham City. This has also provided a more efficient response to children missing from care. Nottingham City is the only known authority where the CiC Police Officer and YOT lead work in close collaboration, and therefore Nottingham City could be considered a national lead in this area. The CiC Police Officer works closely with the Child Sexual Exploitation Cross Authority Group (CSECAG) to plan and deliver measures to reduce the risk of child sexual exploitation (CSE).
- 1.2 By developing improved data quality and analysis of offending within the CiC population it is anticipated we are better able to use opportunities to divert from prosecution, target resources and improve outcomes for CiC. This is a target outlined within Priority 5 of the YOT Plan 2014-15.
- 1.3 Further information outlining the success of restorative justice in reducing unnecessary prosecution within child care settings is outlined within the Appendix. Consultation with residential managers told us that restorative approaches were not routinely used within residential care and that a whole team approach was needed for staff to feel confident and supported in practice. This is a target outlined within Priority 5 of the YOT Plan 2014-15.
- 1.4 Recommendation for a Safeguarding CiC Event 2015 is made as a result of feedback from the 2014 event of multi-agency participants. The CiC/CL Council will again be consulted at planning stage and young people's views will be incorporated at the event with consent. This is a target outlined within Priority 5 of the YOT Plan 2014-15.
- 1.5 It is recommended that the revised Protocol to reduce the prosecution of CiC (currently in draft) is adopted once approved by signatories. Young people in care and residential workers were consulted at the 2014 Safeguarding event and have informed the

development of practice documents through the CiC/CL Council, individual meetings with Local Authority and Private residential workers, key work sessions and young people's meetings. Feedback indicates that these documents will be useful tools to encourage young people's participation and embed restorative approaches.

2. BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)

2.1 Specialist roles: The role of the Children in Care Police Officer continues to be jointly funded by Nottinghamshire Police/Nottingham City Council, with the CiC Police Officer located within the Targeted Support Team in a Social Care/YOT building. The Youth Offending Team (YOT) remains committed to having a Lead for Children in Care (CiC). Natalie Pink has resumed this role on her return from maternity leave January 2014.

Rate of offending by Nottingham CiC

2.2 Performance information taken from the annual OC2 statutory return for Children in Care (CiC) shows the number of children and young people, aged over 10, who have been looked after for more than 12 months, and who have been convicted or subject to a final warning or reprimand during the year, for an offence committed while being looked after. Performance results for 2014 (as at 31st March 2014) indicate a reduction in offending, with 8.1% (20 children) of CiC who were aged 10 or over being convicted or subject to a final warning or reprimand during the year.

2.3 CC-17 (R) The percentage of Children in Care with convictions/cautions and reprimands

Total number of CiC aged 10 years old or older per financial year							
06/07	07/08	08/09	09/10	10/11	11/12	12/13	13/14
242	223	216	215	222	225	230	247
% of CiC aged 10 years old or older with convictions/cautions and reprimands during each year							
06/07	07/08	08/09	09/10	10/11	11/12	12/13	13/14
13.00%	9.00%	9.00%	9.80%	9.00%	9.80%	8.70%	8.2%

2.4 The Department for Education (DfE) published benchmarking data for all Local Authorities in December 2014 to show ranking positions and to highlight how our performance compares to national and regional averages. This information will be presented to the Board. In summary, Nottingham shown the greatest rate of improvement over this period when compared to region, statistical neighbours (SN) and England average – reducing by 11% between financial years 2006/07 to 2013/14, compared to a 4% reduction in all England. We do, however, still have a 1.5% to achieve a match more in line with our SN.

2.5 The Children In Care Outcomes Group agreed that a local measure of offending was required to monitor offending within the children in care population, regardless of the time they have been in care. This includes Nottingham City young people placed within and outside of the City boundary. Officers have developed a new measure which will be reported on a quarterly basis going forward. Performance is reported two quarters in arrears to ensure that the most accurate and robust view of offending rates can be provided. Data shown below covers 1st Jan 2014 – 31st March 2014.

2.6 During this period, 16 young people committed an offence while in care, representing 4.5% of the 10-17 year old CiC cohort. Some young people committed multiple offences and the total number of offences committed in this period was 24. By far the most common offence was violence.

2.7 Local Measure

January to March 2014			
a	Number of young people who were in care during the period	352	
b	Of (a), number that committed a proven offence while in care	16	4.5%
c	Number of offences	24	

2.8 CC-18 (R) The number of children/young people remanded into the Authority’s care

13/14: 30 throughout the year.

The Legal Aid, Sentencing and Punishment of Offenders (LASPO) Act 2012 was implemented in Dec 2012, and meant that all CYP remanded securely became looked after, with budgets for these placement devolved to LAs from the Youth Justice Board (YJB). Monitoring was introduced to reflect impact of this legislation on the CiC population.

2.9 Analysis: A period without a dedicated YOT Analysis impacted on the development of data analysis (over and above statutory reporting requirements) for YOT CiC. This post is now recruited to. Current systems require manual data input of a young person’s legal and care status. Effective identification of CiC open to YOT is a key priority, to enable the provision of accurate data. This enables us to then ensure that assessments, planning and interventions reflect a young person’s care status, care planning and diversity within quality assurance processes. The Insight and Analysis Team plan to work with the YOT Lead in conjunction with YOT Safeguarding Lead, Compliance Specialist and Nottinghamshire Police, to provide timely information, analyse data, to identify patterns in offending (young people repeat offending, placements calling police) and to target resources. Insight and Analysis plan to identify potential to share or cross-reference information between YOT and Social Care systems, enable the early identification of offending within the CiC population, and provide intelligent analysis of the impact of a young person’s experiences against their offending history. This will be assisted by the adoption of Asset+ in Autumn 2015, which will allow Case Managers to plot offending against significant life experiences/changes.

2.10 Restorative Justice: In consultation with the Operational Management Group of Local Authority residential managers, the YOT Restorative Justice Lead proposed a sustainable framework for the training of residential Social Workers and foster carers in restorative approaches, to be rolled out end 2014/15. This includes 1 day awareness raising, accredited training and an opportunity for ongoing staff development. 4, 1 day courses took place for Local Authority staff November and December 2014, with a view to offering additional 2 day courses in 2015 and ‘rolling out’ this programme to private providers and foster care in 2015. This package will be complimented by promotion, consultation and direct work where appropriate.

- 2.11 Network Meetings:** These meetings are used as a preventative resource to identify any concerns and themes around young people's offending/risk in Local Authority and private homes and sign-post as appropriate. These resumed in September 2014 with administrative support from the Targeted Support Team. These meetings/resources can be prioritised according to number of placements/presenting issues in conjunction with our Placements Team and Ofsted. Capacity restricts to 2 meetings per provider per year based on Local Authority and 8 private providers (these meetings previously ran quarterly.) These meetings provide an arena for multi-agency working, the promotion of resources for young people and the sharing of best practice. Feedback from attendees at Network Meetings tells us that these meetings are a valued resource for reflective practice, the sharing of information, to address any concerns at the lowest level and recognise best practice.
- 2.12 Child Sexual Exploitation:** An Assessment of Sexual Harm Arrangements (ASHA) Panel has replaced Assessment and Early Intervention Panel (AEIP) as a referral route for Police, Social Care, Child and Adolescent Mental Health Services (CAMHS) and YOT (Chair) to consider interventions for all young people identified as presenting a risk of sexual harm.
- 2.13** Concern Network meetings are a forum to discuss low level concerns for sexual exploitation with NSPCC, Nottinghamshire Police, Social Care, Health, Education, Housing, Voluntary Sector and YOT. Information is collated by administrative support based within the Sexual Abuse Investigation Unit (SAIU) in order that intelligence can inform existing and future investigations.
- 2.14** The Pint Size Theatre Production Company gave a successful performance of LUV U 2 November 2014. This consisted of a 50 minute play followed by an hour long interactive forum which explores why young people should, and how they might, make positive interventions to protect themselves and their peers/friends from the risk of internet, and real life child sexual exploitation. It's aim is to encourage the development of coping and avoidance strategies in relation to real and perceived risk, as well highlighting pathways to advice and support.
- 2.15** 45 people attended, 23 of whom were CiC/CL, and YOT young people. All our young people behaved and engaged very well. Training of Residential Social Workers by Health ran alongside this event by and compliments learning. A performance for professionals was delivered in December 2014.
- 2.16 2014 Safeguarding Children in Care Event:** YOT provided additional paid hours for the YOT Lead to plan and co-deliver a multi-agency event focussing on reducing the criminalisation of CiC with PC Sam Flint 21.10.14. Contributors (G4S, Total Care Matters and Crimestoppers) covered the cost of Nottingham Conference Centre and lunch for 80 participants. The CiC Council were consulted at planning stage.
- 2.17 Presentations/workshops:**
- YOT Court Team/Alan Monaghan (Leaving Care Service): Impact of LASPO
 - YOT Restorative Justice Lead/G4S: Restorative Justice in children's homes
 - Sgt Debbie Barton, Nottinghamshire Police: Consultation on revised protocol to prevent prosecution of CiC (draft)
 - CiC/CL Councillor delivered a workshop in conjunction with Jon Rea, Participation and Engagement Officer: How do we prevent CiC getting into trouble?

- Nottinghamshire Police and Crime Commissioner Paddy Tipping closed the event.

Co-presenting enables us to evidence working together in order to achieve improved outcomes and develop services.

2.18 Over 70% felt the aims were fully achieved (promote multi-agency working, signpost to developments, an opportunity to share and reflect, increase understanding of risk and vulnerability.) 97% would attend a future event (3% did not comment.) Participants made the following comments:

- “The event was a useful networking opportunity to share practice and reflect on what can be further achieved” - NCC
- “Excellent show of multi-agency work and partnerships”
- “Great opportunity to learn from colleagues working with CiC” – CAMHS
- “The Presentation from [the CiC/CL Councillor] and the feedback from CiC Council was enlightening. Excellent” – CPS
- “Great event, exploring all areas & views from other agencies” – Capstone Care

2.19 Protocol: The CiC Police Officer and YOT Lead are working alongside the Crown Prosecution Service, Service Managers for Children in Care and Placements Service in City and County in order to develop a cross-authority protocol with a view to reducing the criminalisation of Children in Care, embedding restorative justice and early intervention services. There is agreement for Nottinghamshire to apply the Sussex Protocol in a Nottingham context, which is currently used by a number of authorities with a view to providing a consistent response across placements, Police and CPS, to offending behaviour by young people placed in Nottingham and Nottinghamshire (and other participating Authorities).

2.20 As a direct result of consultation at the Safeguarding event, practice tools are being developed for professionals to use, in order to communicate the Protocol to young people, enable them to participate and reflect upon their own risk management, and to demonstrate accountability to young people. Residential staff working within Local Authority and private residential homes have been consulted, and are consulting with CiC. YOT Lead and Sgt Debbie Barton attended CiC/CL Council 24.11.14 and were encouraged by young people and officers’ constructive feedback and ideas for development. Jon Rea (Participation and Engagement Officer) and a CiC/CL Councillor shall be attending future planning meetings with colleagues and stakeholders. Plan to launch county-wide 2015.

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

3.1 None

4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY)

4.1 The post of Children in Care Police Officer is jointly funded by Nottinghamshire Police and Nottingham City Council. Reduction of offending and missing reports has a financial benefit across the Authority and its partners, as well as safeguarding CiC and improving their outcomes.

4.2 The YOT Lead role is a specialism incorporated within a case management post. Whilst this does have resource implications no additional funding is sought for this role.

- 4.3 Training in restorative approaches is provided by YOT Restorative Justice Lead free of charge. Private providers are asked to finance resource packs for participants.
- 4.4 Funding for LUV U 2 performances is sourced through CSECAG.
- 4.5 Sponsorship of a 2015 Safeguarding event (venue, lunch) will be sought through our private providers. The YOT would pay the YOT Lead additional hours in recognition of workload and contractual hours worked.

5. **RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS AND CRIME AND DISORDER ACT IMPLICATIONS)**

- 5.1 It is proposed these roles minimise risks to both the organisation and young people in care by providing a focus on the needs of this group. The sustainability of these roles are considered instrumental in consolidating and building upon work in this area to date, in an effort to strive for better outcomes for children in care in Nottingham.

6. **EQUALITY IMPACT ASSESSMENT**

- 6.1 Not needed (report does not contain proposals or financial decisions)

7. **LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION**

- 7.1 Draft Protocol/practice documents to reduce the prosecution of CiC.

8. **PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

- 8.1 Annual statutory return (903) for CiC.
- 8.2 YOT Plan 2014-15
- 8.3 The Introduction of Restorative Approaches in Young People's Residential Units: A Critical Evaluation (2010) Littlechild and Sender, NSPCC
- 8.4 Local Authority Interactive Tool <https://www.gov.uk/government/publications/local-authority-interactive-tool-lait>

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CSE STRATEGY

OUTCOME

SERVICE PROVISION & DELIVERY

NCSCB

CSECAG (subgroup)
Action Plan

- Strategy
- Action plan
- Response to Rotherham
- Briefing for Councillors

PREVENTION & RESPONSE

PUBLIC CONFIDENCE

SAFEGUARDING & PROTECTION

BRINGING OFFENDERS TO JUSTICE

TRAINING & AWARENESS RAISING

PREVENTION

RAISING PUBLIC AWARENESS

SAFEGUARDING & PROTECTION CONCERNS MEETING WITH POLICE; POLICE USE OF CHILD ABDUCTION WARNING NOTICES

SUPPORT FOR YOUNG PERSON & COURT FAMILY LIASON

SEXUAL HEALTH EDUCATION COURSES THROUGH FURTHER EDUCATION INSTITUTES

- LUV U 2 THEATRE GROUP
- BLAST
- TRAINING FOR RESIDENTIAL & FOSTER CARERS

MEETING MEMBERS OF SPECIFIC COMMUNITIES, TRAINING FOR TAXI DRIVERS

DATA MONITORING TOOL (IRO). COMPLETED AFTER STRATEGY'S ADDED TO CAROUSE DATABASE & LINKS . TO POLICE/ CSC/ YOT'S / MISSING GROUP

STRATEGY TO ENSURE WE MAKE USE OF

- DISRUPTION OF ABDUCTION NOTICES.
- FOCUS ON BRINGING OFFENDERS TO JUSTICE

NSPCC PROFESSIONAL FORUM RESEARCH & GOOD PRACTICE

TARGETTED YOUTH SUPPORT WORKER

DEVELOPMENT OF E-LEARNING TOOLS FOR PARENTS.

RISK ASSESSMENT TOOL KIT COMPLETED BY PROFESSIONALS & DISCUSSED AT SENIOR MANAGEMENT PROFILING MEETING

TRAINING FOR HOTELIERS STREET PASTORS & PUB WATCH (APR 15)

VANGUARD PLUS MULTI AGENCY GROUP. REMIT - PREVENTING PEOPLE DRAWN INTO GANGS (VIOLENCE AGAINST WOMEN GROUP)

CHILDREN CENTRES WORK WITH PARENTS

RISK ASSESSMENT TOOL - CIRCULATED TO ALL STAFF. NATIONAL (CP, CIN, CIC) CSE MEASURING

MEETING WITH VOLUNTARY SECTOR LEAD BY WOMEN'S AID

POW
Raise campaign

NSPCC APP FOR YOUNG PEOPLE TO PROTECT THEMSELVES / RESPOND TO INAPPROPRIATE REQUESTS FOR IMAGES

OUTCOME OF LOCAL OFSTED INSPECTION: THOSE AT RISK ARE IDENTIFIED AND APPROPRIATE SERVICES IN PLACE TO REDUCE RISKS

PUBLIC PROTECTION.ASHA - ASSESSMENT OF SEXUAL HARM ARRANGEMENTS. (YOT)

NEXT STEPS

- Coordinator for CSE – Operational responsibility.
- Embed use of CSE risk assessment tool.
- Screening under 13's exhibiting sexually harmful behaviour.

CORPORATE PARENTING BOARD – 19 January 2015

Title of paper:	Fostering and Adoption Panel Chairs Report	
Director(s)/ Corporate Director(s):	Helen Blackman, Director – Children’s Social Care	Wards affected: ALL
Report author(s) and contact details:	Sonia Sandiford (Acting Service Manager – Fostering and Adoption, sonia.sandiford@nottinghamcity.gov.uk, (0115) 876 5984	
Other colleagues who have provided input:	Clive Harrison (Chair of Panel One) Phil Rogers (Chair of Panel Two) Dagoberto Rojas (Chair of Panel Three) Sue Seabrook (Chair of Panel Four) Kay Challand – Principal Manager Jay Nahal – Panel Adviser Maxine Bennett – Panel Adviser	
Date of consultation with Portfolio Holder(s) (if relevant)	6th January 2015	
Relevant Council Plan Strategic Priority:		
Cutting unemployment by a quarter		<input type="checkbox"/>
Cut crime and anti-social behaviour		<input type="checkbox"/>
Ensure more school leavers get a job, training or further education than any other City		<input type="checkbox"/>
Your neighbourhood as clean as the City Centre		<input type="checkbox"/>
Help keep your energy bills down		<input type="checkbox"/>
Good access to public transport		<input type="checkbox"/>
Nottingham has a good mix of housing		<input type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs		<input type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events		<input type="checkbox"/>
Support early intervention activities		<input type="checkbox"/>
Deliver effective, value for money services to our citizens		<input checked="" type="checkbox"/>
Summary of issues (including benefits to citizens/service users):		
<p>Providing permanency for looked after children in Nottingham with adoptive parents and foster carers. The Fostering and Adoption Service are modernising aspects of the service. The Panel’s primary responsibility is to safeguard children and young people placed in foster care and adoptive homes/families by Nottingham City. Panel takes its responsibility to protect children very seriously and is vigorous in its scrutiny of reports and assessments.</p>		
Recommendation(s):		
1	It is recommended that members of the Corporate Parenting Board (the ‘Board’) note the activity of the fostering and adoption panels.	

1. REASONS FOR RECOMMENDATIONS

- 1.1 Good practice as suggested by the British Association for Adoption and Fostering (BAAF 2012; 2013) states that an annual report should be prepared detailing the work of the fostering and adoption panels. The report should details the following:
- the numbers and profiles of foster carers and children
 - strengths and achievements of the service
 - performance targets and measurements and further areas for development
- 1.2 The report should be made available to elected members.
- 1.3 An annual report has been produced (see appendix 1). The purpose of this report is to provide a summary of members of the Board with information pertaining to the activity of the fostering and adoption panel.
- 1.4 In addition, the Panel Chairs are required to provide six monthly performance reports. This report contains a summary of these six monthly reports (see section 2.11).

2. BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)

Function of Fostering and Adoption Panels

- 2.1 The primary functions of the fostering and adoption panels are to;
- Recommend the approval of prospective adoptive parents
 - Recommend the approval of prospective foster carers
 - Recommend the placing of children with approved adoptive parents (i.e. matching)
 - Recommend the approval of adoption plans for relinquished children

Modernisation of Fostering and Adoption Panels

- 2.2 The modernisation of the Fostering and Adoption panels is continuing to progress in the right direction. Fostering and Adoption panel members are embracing new technologies and the roll out of tablet computers to members continues. This method allows for the secure distribution of reports and other documents to panel members. This goes a long way to supporting the Councils aim for a paperless office.
- 2.3 The merging of the Fostering and Adoption panels, which came into effect in September 2013, has gone well and has had the desired effect of providing availability and flexibility with regard to allocating time for cases to be heard in a timely way.
- 2.4 The following is statistical information detailing the activity of the panel, according to the types of cases that have been presented.
- 2.5 There is an emerging national picture in the reduction of perspective adopter applications, which has reflected in the activity of the adoption panel for this year (see

Application for 2014 April – Dec. 2014, Table 1). Despite a decline in the expected perspective adopter applications, it is hoped that the increased number of perspective adopter enquiries will yield an increased applications in the future. Enquire figures for April 2014 – November 2014 show 193 enquiries, and increase of 40 when compared to the same period in 2013.

Table 1 – Overall Adoption Statistics

	April 2014 – Dec. 2014 (8 months)	April 2013 – March 2014	April 2012 – March 2013	April 2011 – March 2012
Children's Plans	46 children (incl. 4 rescinded plans)	56 Children	84 Children	54 Children
Applications	23 families	51 families	33 families	29 families
Matches (Notts)	21 children placed with 16 Notts. families	43 children placed with 38 Notts. families	34 children matched with 25 Notts. families	28 children matched with 23 Notts. families
Matches (interagency)	14 children placed with 11 interagency families	14 children placed with 12 interagency families	7 children matched with 7 interagency families	9 children matched with 8 interagency families
Total matches	35 children placed with 27 families	57 children placed with 50 families	41 children matched with 32 families	37 children matched with 31 families

Table 2 – Overall Fostering Statistics

	April 2014 – Dec. 2014 (8 months)	April 2013 – March 2014	Apr 2012 – March 2013	Apr 2011 – March 2012
Mainstream Applications	19	10	15	19
Mainstream Deferral	4	6	10	11
Connected Persons	8	3	13	13

Connected Persons Deferrals	1	19	11	4
Annual Reviews	10	3	4	3
Deregistration	23	22	22	13
Change Of Approvals	7	3	4	13
None Approvals	2	0	2	1
Home From Home	2	0	0	6

Quality of Reports

2.6 The quality reports being presented to Fostering and Adoption panels has been strengthened along with the quality assurance role of the managers prior to the reports being submitted. The two panel advisors continue to provide the panels the quality assurance that panels require in order to make decisions. It would be fair to say that Panel members continue to see that there have been improvements in the quality of reports that have been presented to the Fostering and Adoption panels. However, there are still a small proportion of assessment reports that fall below the expected standard. This continues to be addressed and monitored by the Panel service and by the Children's Service Manager. On the 1st August, 2014, the Authority entered into a new contract with Core Assets, who would be responsible for undertaking the assessments of prospective foster carers, adopters and connected persons on behalf of the Authority. Regular meetings between Core Assets and the Authority provide an opportunity for the quality of reports to be discussed and addressed. Thus far, overall, we are pleased with the quality of the reports that have been presented.

2.7 In order to avoid disruption for applicants in the assessment process, the decision was made to allow the outgoing assessment provider, Social Work Choices (SWC), to continue work allocated until completion. Unallocated applications, previously held by SWC, have been reallocated to Core Assets.

2.8 The newly constituted Panel has a strong balance of skills and experience in the required areas and now more closely reflects the make-up of our local community. The Panel displays a high degree of commitment and enthusiasm to work, in ensuring that high standards of scrutiny are applied to assessments. The Panel further recognises

the responsibility it has in balancing this with a need to ensure that applicants and staff feel welcome and respected by the Panel.

2.9 The Fostering and Adoption panel will continue to evolve to accommodate changes in policy, procedure and legislation. To support panel members they will be provided with training and development opportunities. This will be in the form of "Bite Size" training on the day of panel and the annual training event, which is currently set to take place on the 28th January 2015.

2.10 The Panels as a whole have the opportunity to feedback any issues or concerns which are then addressed via the respective panel advisors. Matters that have been of concern in the past have been the quality of reports to panel and completion of Life Story work and also the robustness of adoption support plans.

Summary of Panel Chair's reports

2.11 As mentioned earlier the Panel Chair's are required to produce a six monthly performance report. Below is a summary of those reports highlighting strengths and areas for developments for fostering and adoption:

Strengths

- Adoption reports are of good standard
- Agency Decision maker timescales are being met
- Child centred services to children and carers
- Good summary and analysis for matching children with adopters
- Panel members have been given the opportunity and have attended BAAF training seminars
- Team of Panel Advisors consistent
- Meeting with Service Managers to address needs identified by panel members
- Panel Steering groups meet bi-monthly, and the panel chairs and vice chairs are invited to this meeting.

Areas of development

- Adoption support plans for children need to be strengthened
- Improvements required for high quality assessments for both fostering and connected persons
- Better communication between Social Work Choices (outgoing agency provider), NCC CSW, Fostering and Adoption
- Panel minutes
- Training on using IT to streamline paperwork

Overall, all panels are working well and the Fostering and Adoption Service are working towards bringing continuous improvements to the panel. Issues they have raised have been addressed.

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

3.1 None

4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY/VAT)

4.1 None

5. RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS AND CRIME AND DISORDER ACT IMPLICATIONS)

5.1 None

6. EQUALITY IMPACT ASSESSMENT

6.1 An Equality Impact Assessment has not been completed as the report does not contain proposals or financial decisions

7. LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION

7.1 Appendix One - Annual Fostering and Adoption Panel Report.

8. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

8.1 BAAF, Effective Fostering Panels: Guidance on Regulations, Process and Good Practice in fostering panels in England (2012)

8.2 BAAF, Effective Adoption Panels: Guidance on Regulations, Process Practice and permanency panels in England (Sixth Edition) (2013)

Nottingham City Council

Fostering and Adoption Services

Annual Fostering and Adoption Panel Report

Project	Fostering and Adoptions Service
Head of Service Lead	Sonia Sandiford (Interim)
Agency Decision Maker	Helen Blackman
Project Lead	Kay Challand
Date	31 March 2014
Version no:	Final



Fostering and Adoption Panel Annual Report

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Guidance documents available

1. Fostering National Minimum Standards (available on line)
2. Adoption National Minimum Standards (available on line)

Fostering and Adoption Service

Annual Report April 2013 - March 2014

ANNUAL REPORT OF THE FOSTERING & ADOPTION PANEL ACTIVITY

Introduction

This report is the Annual Fostering and Adoption Panels Report as required in the NMS. The information covers the work of Panel from 1st April 2013 – 31st March 2014. The Fostering and Adoption Service was restructured in 2010 to ensure ongoing fitness for purpose and alignment to the modernised Fostering and Adoption Service. Primarily, this is to ensure that children and families receive a high quality service that is child centered and effective.

Executive Summary

The Fostering and Adoption Service are modernising all aspects of their service delivery and outputs. The Panel's primary responsibility is to safeguard children and young people placed into foster care and adoption by Nottingham City. Panel takes its responsibility to protect children very seriously and is vigorous in its scrutiny of reports and assessments. Minutes are kept for each case presented. The Panel makes a recommendation on each case to the Agency Decision Maker/Service Director who then makes the agency decision.

Fostering and Adoption Panels are statutory functions and guidance in respect of their functions are outlined in the (two differing) Fostering and Adoption National Minimum Standards. See online procedures manual and the 2005 Adoption Act. Clear guidance is also produced by BAAF in the Effective Panels Handbooks.

Over the last year many changes have taken place regarding the Panel work and agreement was granted as part of expenditure against the Adoption Reform Grant for an additional Panel Adviser, which has now been appointed

to post, alongside a dedicated Principal Manager to oversee the running of panels. NCC has an increase in its Panels from 7th January 2014 from 3 to 4. This will allow for an additional 12 Panels annually.

In addition recommendations were made regarding the use of Information Technology to improve the effectiveness of the processes if delay is to be improved upon. A significant effort is being made to improve this element of the Panel service. NCC will be trialing the use of tablets to one Panel in April 2014, to make accessibility easier, before rolling this out to all the Panels.

Modernisation of Panels

There was a need to modernise the Fostering and Adoption Service Panels to ensure fitness for purpose and ongoing cohesion with the Service needs including the change in the 2 stage process for Adopters and Foster Carers. All Chairs and members agreed that this was necessary given the Adoption Reform agenda.

In order to provide more capacity and flexibility, the previously separate Fostering Panel and Adoption Panel have been merged into a joint panel able to hear both types of cases. Full implementation took place from September 2013, with cases already scheduled in and all 4 Chairs and 3 Vice Chairs appointed.

This will bring about a new level and depth of robustness to the Panels. The Chairs in addition will provide a six monthly report regarding the performance of each of their Panels performance.

Panels / Outcomes

Number of panels held

All panels were held on three Thursday's each month, until January 2014 where we now hold an additional panel each month and these are joint Panels. From April 2013 until March 2014 a total of 45 Panels were held.

Twenty one of these were adoption, twelve were fostering and twelve were joint panels.

Panel membership

The Central List has been updated and we currently have:

- 20 members including 4 Chairs and 3 Vice Chairs.
- 5 legal representatives
- 4 medical representatives
- 2 Panel Advisors
- 4 Business Support Staff.

The membership of the Panel consists of Adopters / Foster Carers / Social Work Representatives and Children’s Representatives. They all work alongside our legal and medical representatives.

Overall Adoption Statistics

	April 2013 – March 2014	April 2012 – March 2013	April 2011 - March 2012
Children’s Plans	56 Children	84 Children	54 Children
Applications	51 families (Until Feb 2014)	33 families	29 families
Matches (Notts)	43 children placed with 38 Notts. families	34 children matched with 25 Notts. families	28 children matched with 23 Notts. families
Matches (interagency)	14 children placed with 12 interagency families	7 children matched with 7 interagency families	9 children matched with 8 interagency families
Total matches	57 children placed with 50 families	41 children matched with 32 families	37 children matched with 31 families

Overall Fostering Statistics

	April 2013 – March 2014	Apr 2012 – March 2013	Apr 2011 - March 2012
Mainstream Applications	10	15	19
Mainstream Deferral	6	10	11
Connected Persons	3	13	13
Connected Persons Deferrals	19	11	4
Annual Reviews	3	4	3
Deregistrations	22	22	13
Change Of Approvals	3	4	13
None Approvals	0	2	1
Home From Home	0	0	6

ADM Process

On 1st September 2012 amendments to Regulation 17 of the Adoption Agencies Regulations 2005 came into force. Note: From September 2012 all plans went direct to ADM except for relinquished children. As a result instead of adoption plans where there is court involvement being presented to Adoption these cases must now be submitted directly to the Agency Decision-Maker (ADM) before a final hearing. These cases will be where:

- Care proceedings are on-going
- Birth parents are not consenting to adoption
- The child has no birth parents

The revised Guidance 1.57 clarifies that the ADM must make a decision within seven days of receiving the reports

Outcomes for children's plans presented

April 2011 – March 2014

	Panel
Plans (March 2011 –April 2012)	66
Applications	35
Matches	38
(Matches and applications together)	9
Withdrawal of plan	6
Withdrawal of approval	2

	Panel
Plans (May 2012 –March 2013)	48
Applications	28
Matches	17
(Matches and applications together)	3
Withdrawal of plan	3
Withdrawal of approval	1

	Panel
Plans (April 2013 – March 2014)	65
Applications	49
Matches	46
(Matches and applications together)	14
Withdrawal of plan	4
Withdrawal of approval	2

Quality of reports

The quality assurance work of the social workers writing the reports has been strengthened along with the quality assurance role of the team managers prior to the reports being submitted. Training and support for the two new Panel Advisors has been given and both have a history of report readiness preparation for panels, which has helped to strengthen the quality assurance process. However, there are still challenges to this process and concerns have been raised from Panel regarding the standard of reports in relation to both Assessments and Social Workers reports. This is being addressed and

monitored by the Panel service and by the Children's Service Manager. Social Work Choices, our external assessment agency are also involved in training and are working in partnership with NCC to address these areas for development.

Business Support have provided 4 full time minute takers that ensure work is carried out to BAAF standards and maintain the tight timeframes that are set to them. Regular weekly meetings are held between the Principal Manager / Panel Advisors and the Business Support staff to help aid development of minutes and quality of work carried out. Training is also being provided as part of staff development for all Business Support Staff.

Feedback from those attending panel

Applicants attending panel are asked to complete an anonymous tick box questionnaire comprising of 6 questions. They are asked to take these away with them, complete and send back. The questionnaire further asks for additional comments which they feel would help improve the panel process. The rating based on those completed forms that have been sent back has rated the service as positive. These questionnaires are discussed at our weekly pre and post panel meetings.

"We have enjoyed the process even though we have found it long and drawn out, but we understand why it needs to be this way". (Applicants for Adoption Panel)

"It has been an extremely positive experience. We felt we had been listened too and what we were saying had been respected. We were given time to reflect and consider and we were challenged at times in a positive way" (Applicants for Adoption Panel)

Applicant acknowledged that the process of "shopping for children" was surreal, stressful and nothing in his life so far had prepared him for it. (Inter-agency match for Adoption)

“location of the Panel, as travelling out of the area, would have appreciated being able to park at the location”

Feedback from panel members

Panel Workload

“Currently workload is manageable. We seem to average about 7 or 8 cases per panel, some of which are shorter, i.e; resignations. The plan is to increase to 10 cases per panel which may be fine if there is a mix of long and short cases”.

Panel Development Day/Training attended by panel members

“The day was helpful as a development day as it gave panel members the opportunity to meet and discuss issues. There were a large number of new panel members and this was a useful introduction for them”.

Panel Modernisation (both fostering and adoption cases on the same panel)

“This started in January and I have chaired one panel, was on leave for the second and I have read papers for the third which is due this week.

I welcomed the change as it offers a wider variety of cases to consider and offers greater flexibility to the LA to try to reduce delays and meet deadlines. So far there have been no problems with panel members understanding when they are acting as a fostering panel and when as an adoption panel.

We are still developing the panel and looking at new ways of working and having consistency with the way all panels work. Also acknowledging that chairs and members will have different styles on how they approach business, some of this will be discussed in appraisals. We are introducing technology to cut out paperwork and will be piloting tablets with one panel. Overall, all

panels are working well and it is work in progress and continuous development will continue and improvements will occur in the coming year”.

Further Information

In the past year there has been training either on or including the following:

- Development Day for Panels held on the 21 November 2013
- Members have attended BAAF Workshops throughout the year
- A medical advisors workshop is going to be held on 14 May 2014
- I.T training will be provided for Panel Members in relation to the pilot of the tablets to panel.
- An Induction programme has been devised for panel members and this consists of shadowing sessions as well as appropriate panel materials being provided along with appropriate training for all new panel members.

Conclusion

The year 2013 - 2014 has been a busy and challenging year for the Panels. The newly constituted Panel has a strong balance of skills and experience in the required areas and now more closely reflects the make-up of our local community. The Panel displays a high degree of commitment and enthusiasm to work, in ensuring that high standards of scrutiny are applied to assessments. The Panel further recognises the responsibility it has in balancing this with a need to ensure that applicants and staff feel welcome and respected by the Panel.

We are still developing the panel and looking at new ways of working and having consistency with the way all panels work. Also acknowledging that chairs and members will have different styles on how they approach business, some of this will be discussed in appraisals. We are introducing technology to cut out paperwork and will be piloting tablets with panel one.

Some issues and concerns which have been observed on panel is poor quality of reports, life story work not completed, children and young people's views not sought regarding adoption. These issues have been raised with Social Work Choices and children's social workers and are being addressed, monitored and reviewed in order to work together in the best interest of children.

It is pleasing to note that during all the challenges of the last year and challenges that lay ahead, overall, all panels are working well and are positively embracing the changes to enhance children and their families lives.

Kay Challand

Principal Manager, Fostering and Adoption

March 2014

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CORPORATE PARENTING BOARD – 19 January 2015

Title of paper:	Adoption & Permanency	
Director(s)/ Corporate Director(s):	Helen Blackman – Director of Children’s Social Care	Wards affected: ALL
Report author(s) and contact details:	Sonia Cain, Service Manager Fostering & Adoption, Sonia.cain@nottinghamcity.gov.uk Kwesi Williams (Project Officer – Children in Care), 0115 8762684, kwesi.williams@nottinghamcity.gov.uk	
Other colleagues who have provided input:	Robert Fagan (Innovation and Change Manager), 0115 8764605 robert.fagan@nottinghamcity.gov.uk	
Date of consultation with Portfolio Holder(s) (if relevant)	6th January 2015	
Relevant Council Plan Strategic Priority:		
Cutting unemployment by a quarter		<input type="checkbox"/>
Cut crime and anti-social behaviour		<input type="checkbox"/>
Ensure more school leavers get a job, training or further education than any other City		<input type="checkbox"/>
Your neighbourhood as clean as the City Centre		<input type="checkbox"/>
Help keep your energy bills down		<input type="checkbox"/>
Good access to public transport		<input type="checkbox"/>
Nottingham has a good mix of housing		<input type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs		<input type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events		<input type="checkbox"/>
Support early intervention activities		<input type="checkbox"/>
Deliver effective, value for money services to our citizens		<input checked="" type="checkbox"/>
Summary of issues (including benefits to citizens/service users):		
<p>The report provides an overview of the permanency performance of the Local Authority and the number of Adoption. The report will primarily focus on adoption activity as this continues to be the plan for a significant number of the Authority’s children in care; however brief reference is made to Special Guardianship Orders figures.</p> <p>The report highlights actions that are being taken to address delays.</p>		
Recommendation(s):		
1	It is recommended that the Corporate Parenting Board notes the performance to date in adoption and the activities being undertaken to minimise delays.	

1. REASONS FOR RECOMMENDATIONS

1.1 It is important that members of the Corporate Parenting Board are kept informed of the activities being undertaken to achieve permanency for those who the Board have

corporate parental responsibility for. It is also imperative that the Board is given the opportunity to comment on current activity.

- 1.2 The report also makes reference to the actions relating to Strategic Priority Statement (SPS) two of the 'Children in Care and Care Leavers Strategy 2014 – 2016: Valuing the future of our Children in Care and Care Leavers' and provides a brief update on progress made against these actions – see section 2.19.

2. BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)

- 2.1 Nottingham City continues to make adoption plans for a significant number of children in its care. Many of these children have complex medical conditions, birth parents have complex histories, some of the children are sibling groups and children with disabilities. Adoption plans are made knowing that many of these children are considered 'hard to place' but with a strong belief that if children cannot live with their birth family, adoption will provide the permanency and the security they need to achieve positive outcomes.
- 2.2 The Adoption Scorecard (introduced in 2012) allows local authorities and other adoption agencies to monitor their own performance and compare it with that of others at critical points in the child's journey towards adoption.
- 2.3 The government are incrementally reducing the timescale by which children should be adopted year on year. During the financial year 2013-14, Nottingham was in line with national performance but as this is a three rolling total our position has declined with more adoptions of children who have waited longer.
- 2.4 Successfully placing more complex children can negatively affect our timeliness as the complexity of these cases brings more days to our scorecard pro-rata.
- 2.5 Since the last report, the service has been re-designed. Three separate teams have been established within the Fostering and Adoption Services, these are;
 - Fostering
 - Adoption
 - Post Order

Work is underway to move social workers into the respective teams.

Adoption Data for financial year 2014-15

- 2.6 Locally the number of children waiting to be adopted on the 3rd December 2014 was 165 children, details below;
 - 17 Children's Best Interests Decision for adoption made
 - 11 Children's Adoption Plans agreed
 - 85 Children with Placement Orders

- 5 Children Matched
- 47 Children placed with adopters

2.7 There have been 47 children adopted and it is hoped that over 50 will be adopted by the 31st March 2015. This is a marked improvement on our performance in 2013/14 where we achieved 43 adoptions for the whole year.

2.8 There are 85 children with placement orders that are not matched or placed, 46 of these children have been waiting for over 18 months. 37 of the 46 children have adoption plans which are currently in the process of being rescinded. 12 of these plans are currently within the court process awaiting a court date to revoke the Placement Order, the adoption panel having agreed that the adoption plan is no longer in the child's best interests. These children are now in other permanent placements.

2.9 There are 37 children whose plans for adoption are to be rescinded, the breakdown is as follows

Gender

21 children are male

16 children are female

Age

5 children are under 5 years of age

26 children are 5 – 10 years of age

6 children are 10 years and over

Ethnicity

31 children are white

2 black

4 dual-heritages

Sibling Groups

9 sibling groups containing 19 children

Disability

2 children have a disability

2.10 The average time scale awaiting placement with an adoptive family for the 37 children being rescinded is 1211 days.

2.11 The Authority is currently homefinding for 48 children. Data relating to this activity are presented as followed;

11 have been waiting for over 18 months (23%)

Gender

32 of these children are male

16 of these children are female

Age

34 are under 5 years old

13 are between 5 – 10 years old

1 child is over 10 years old

Ethnicity

38 are white

2 are black

8 are dual-heritage

Sibling Groups

There are 12 sibling groups (these include 26 children)

2.12 The average waiting time for children at this stage in the process is 376 days across the 48 children cohort; however the average is impacted upon by a small group of difficult to place children, details of these children are below. We are actively pursuing matches for all of the 48 children for whom we have a placement order and adoption is still their plan. The only children that we are not pursuing active matches for are those for whom we have plans to rescind their adoption plans.

2.13 For children who we are unable to place with our internal adopters, we make use of our Interagency Adoption budget.

Recruitment

2.14 Part of the Adoption Reform Grant has been used to employ a Marketing Officer and two Customer Service Officers. These appointments have contributed to an increase in the number of adoption enquiries over the last 2 years.

- 2.15 We currently have over 20 adopters who are in the process of being assessed, but the challenge which we share with a number of local authorities is to recruit enough adopters to match the complexity of the children with whom we would wish to place. We have close links with neighbouring authorities as a member of the East Midlands Adoption Consortium and regularly share profiles in relation to adopters who are waiting and children with adoption plans.

Adoption Support Fund

- 2.16 We are about to commence planning for the roll out of the Adoption Support Fund to all local authorities. We welcome this initiative as a means of continuing the support we offer to adopters who have adopted some of our most complex children.

Special Guardianship Orders

- 2.17 There has been 30 Special Guardianship Orders between the beginning of the 2014-15 financial year to the time of writing this report (December 2014).

Children in Care and Care Leavers Strategy (2014 – 2016)

- 2.18 As highlighted in 1.1, it is imperative that the Board is given the opportunity to comment on current activity. It is also important to show how service activity is linked to the Board's strategic priorities. Service activity has contributed to Strategic Priority Statement two of the CiC and Care Leavers strategy that states,

'Nottingham City Council believes that all children should grow up with their birth families. Where this is not able to happen we will secure permanency through adoption, special guardianship, residence orders or long-term fostering.'

- 2.19 A number of activities are being undertaken by the Fostering and Adoption Service in order to meet this priority. The activities, as well as the progress made against them are described as followed.

Action:

We monitor the progress of children in the adoption process to help ensure children are adopted in a timely manner:

Activity:

The Adoption Analysis Journal (AAJ) is produced at the end of each month to provide a detailed analysis of all children in the adoption process at the different stages. This also enables early detection of potential delays and promotes forward planning to prevent those delays.

The AAJ is used as part of the Exit Planning Meetings where adoption cases and how they are being progressed is discussed in detail.

The AAJ is also a key document used in Adoption Tracker Meetings.

Action:

Adoption Placement Advisors (APAs) work closely with social workers to actively seek appropriate placements for children in the adoption process.

Activity:

Regular meetings are held between the Fostering and Adoption Service Manager and the APAs. These meetings are used to ensure homefinding is initiated as early as possible in an attempt to secure permanency through adoption quickly.

Action:

The authority has commenced a rolling programme of Profiling Evenings, as well as participated in Adoption Activity Days. Both provide an opportunity to create matches for our children with adopters.

Activities:

Profile Evenings are run jointly with Leicester City, on a six-weekly cycle. All remaining Profile Evenings have been booked for the remainder of the financial year.

Adoption Activity Days (AADs) are run by BAAF (the British Association for Adoption and Fostering). The Authority attends on average two ADDs per year.

The Profile Evenings/Activity Days Tracker records the impact of these activities.

The combined impact of the activities described has led to an increase in the number of children that the Authority has secured permanency for when compared to this time last year.

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

3.1 None

4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY/VAT)

4.1 None

5. RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS AND CRIME AND DISORDER ACT IMPLICATIONS)

5.1 None

6. EQUALITY IMPACT ASSESSMENT

7. LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION

7.1 None

8. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

8.1 Children in Care and Care Leavers Strategy (2014 – 2016): Valuing the Future of our Children in Care and Care Leavers (2014)

<http://gossweb.nottinghamcity.gov.uk/nccextranet/index.aspx?articleid=10687>

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NOTTINGHAM CITY

Children in Care and Care Leavers Strategy 2014-2016

Valuing the future of our Children in Care and Care Leavers

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**Nottingham
City Council**

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Welcome

Our Vision is that children and young people who come into our care are provided with safe and stable care, will be looked after well and prepared for adult life.

We want all children and young people in our care to grow into emotionally balanced, well educated and resilient young people who know how to cope with the demands of life in care and after care.

Nottingham City Council and our partners recognise the value of **prevention and early intervention** and works to do all it can to support children in need and their families. We believe that in most cases children achieve their potential and thrive best within their families of origin.

Sometimes children cannot be cared for in their birth families and do not have appropriate networks in the community. For this group of children and young people we have a responsibility, as **corporate parents**, to provide care and to work with partner agencies to best meet their needs and prepare them for their future.

As corporate parents we are committed to ensuring that children in our care have a clear **plan for permanency** that meets their individual needs.

We want all children in care to experience safe and positive parenting, which helps them to achieve their full potential and obtain the best outcomes possible. Where it is in the best interests of the child we will always seek to keep sibling groups together and we will ensure that wherever possible the child's ethnic, religious and cultural heritage are taken into account.

As corporate parents we have already launched our **Children in Care and Care Leavers Charter**, monitored by an annual 'Have Your Say' survey. We are proud that we have a strong **Children in Care Council** to ensure that the voice of children in our care informs our decisions.

This document details how we, and partner agencies, will work together to make this vision a reality for children in care and care leavers, how we will act on the views of children, young people and their carers to improve our service to them and what our key priorities are for 2014 to 2016.

Councillor David Mellen, Portfolio Holder for Children's Services

Context

At the time of producing this strategy Nottingham had 575 children in care and 356 care leavers. In financial year 2012/13 the local authority spent approximately £27.4m to support the children in our care.

Children can come into the care of the local authority for many reasons and the plan for every child is tailored to meet their individual needs. Wherever possible we will work with birth families and the wider community to return a child to a safe home environment with their parents or extended family through the use of Special Guardianship or Residence Orders. Where this is not possible we will seek to find a permanent, safe and stable environment within our care.

Our preferred option for securing permanence for children who cannot safely return to their family is to secure an adoptive family. As of December 2013, we have 179 young people where adoption has been deemed to be the best option. New government targets mean that we'll be working hard over the next year to reduce the amount of time it takes to agree adoptive placements and match children to the right families.

For some children with very specific or complex needs an adoptive placement may not be the best way to meet their needs. For these children and young we have a range of other provision available including fostering placements or residential homes. Fostering and residential placements are delivered by both Nottingham City Council and other independent/external providers. See table one for a breakdown of children placed in fostering and residential placements.

National and local shortages of potential adoptive families and foster carers mean that the availability of placements can be an issue for the local authority. We have recently launched a refreshed Recruitment Strategy for 2014/15 to ensure we encourage those interested in adopting or fostering to come forward and to make sure the information and support they receive is fit for purpose.

Type of Placement	Number Children in Care
Internal Residential	20
External Residential	52
Internal Foster Care	194

External Foster Care	222
Other	87
Total	575

Table 1: Number of children in care by placement type as at 3rd December, 2013 (Source: 'Weekly Children in Care (CiC) and 18+ Report – 10/12/2013').

We also have a statutory responsibility to support young people leaving our care to move towards independence. We work closely with partners to ensure that care leavers in Nottingham City have access to suitable accommodation, advice and guidance to help them find employment or further training opportunities and continued support through their Personal Advisor.

In 2011, we launched our **Children in Care and Care Leavers Charter**. This is led through the Children in Care Council and the views of children and young people are gathered on an annual basis through our 'Have Your Say' Survey. You can see the full charter at appendix two.

Our Joint Strategic Needs Analysis (JSNA) also provides us with vital information about the needs of children in our care and has guided this strategy.

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Strategic Priority Statements

When determining the Strategic Priorities Statements (SPS) described in this document, we took into consideration the assessed needs of children in care and care leavers as detailed in the Children in Care Joint Strategic Needs Assessment (2013). We also listened to the views of children in care, care leavers and professionals involved in caring and supporting our young people.

Strategic Priority Statement One (SPS1)

To improve the physical and emotional health, and well being of children in care. This includes the timely completion of health checks, dental checks, Strengths and Difficulties Questionnaires and immunisations. In addition, we will reduce young pregnancy and substance misuse.

Strategic Priority Statement Two (SPS2)

NCC believes that all children should grow up with their birth families. Where this is not able to happen we will secure permanency through adoption, special guardianship, residence orders or long-term fostering.

Strategic Priority Statement Three (SPS3)

To ensure children in care and care leavers are better able to deal successfully with significant changes in their lives. This includes improving transition into independence, and ensuring there are consultation and participation opportunities.

Our Six Strategic Priorities

Strategic Priority Statement Four (SPS4)

To improve the educational attainment of children in care and to ensure care leavers engage in employment, education or training, including voluntary and work experience opportunities.

Strategic Priority Statement Five (SPS5)

To ensure care leavers have access to suitable accommodation and support.

Strategic Priority Statement Six (SPS6)

To reduce offending behaviour through strong collaborative partnership work.

Children and Young Peoples' Participation in determining plans for their lives

We aim to provide every child and young person with the opportunity to have their say about the services they receive, and we promote a culture of ongoing engagement and participation across the Children's Partnership.

- We try to work in a way that empowers children and young people to participate so they can have their say in their own care plans or pathway plans. We will continue to provide opportunities for those with individual care plans to lead the processes that support their care. A creative way of achieving this has been through supporting young people to chair their own review meetings. This has proved successful and has contributed to our positive participation performance figures.
- Annually we send out the '*Have your Say*' survey which has been designed to capture the views of children and young people in relation to their experience of care. The results are analysed and officers are challenged to make improvements to the care and support that children in care and care leavers receive. Nottingham City Council has undertaken this survey since 2011. As a result of feedback, we have improved the way our children and young people and care leavers access our advocacy service.
- The Children in Care Council for young people in care and care leavers form a sub-group of the Corporate Parenting Board and also attend the Board and contribute to the re-design of the annual survey. The Children in Care Council is important in reshaping the way services for children in care and care leavers are provided. Participation is often through supporting Officers in the Council to interview for vacant posts for children's Residential Registered Managers and at Director level and above.
- The Children in Care Council feeds into the Youth Cabinet, Youth Council, Primary Parliament and from 2014, the Special People Group.

Our Team

We know that a strong and stable relationship with professionals is vital to ensure that children in care, care leavers and carers feel well supported and are able to thrive.

Children, young people and carers are likely to be supported by a number of different teams as they move through the care process. Whilst we know that this can cause some disruption we think it's important that the support on offer changes as the needs of the child or young person develop.

This section seeks to outline the roles and responsibilities of the teams that work with our children in care and care leavers.

'The local authority and its partners are clear that every child does matter and that all children have the right to a safe, secure and loving environment so that they can achieve their very best.'

The Children in Care Social Work Team

The Children in Care Team work with children from 0-15 years of age with children in a variety of settings that meet their individual needs. The Team works on achieving permanence for every child through Adoption, Special Guardianship, Residence Orders and Long Term Fostering.

Nottingham city is committed to support families who have children and young people on the edge of care through providing targeted support.

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'We have established a dedicated team to meet the specific needs of children in care.'

15 Plus Team and Personal Advisors Leaving Care

The 15 Plus Team ensures all young people between the ages of 15 and 25 years get the best support possible in their preparation for moving on into adulthood.

Every young person will be given the opportunity to explore their independence with an individual support package that allows them to develop, learn, or re-learn the skills that will be needed for successful independent living.

We have supported a number of young people through further and higher education, with some going on study at a post-graduate level. We are very proud of our young people who have gone on to achieve huge educational successes.

The 15+ Team also incorporates a service for unaccompanied asylum seeking young people. Many of these young people have had a difficult life and continue to need help to find suitable accommodation, education or training and may also need emotional or financial support.

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'We are dedicated to ensuring young people are fully supported in the journey to adulthood so that they can become successful adults.'

Fostering and Adoption Service (Including post order support)

The Fostering and Adoption Service aims to provide high quality family based care that ensures that children in care receive a positive experience of home and family life.

To achieve this we recruit, assess, train and support foster carers and adopters to support children in achieving well in all aspects of their physical, emotional and intellectual development. A variety of foster carers and adopters are recruited and trained to meet the diverse needs of children and reflect the ethnic and cultural background of the community we serve.

All foster carer and adoption applicants are rigorously screened, thoroughly assessed and carefully trained so that they can provide safe and supportive homes for children in care, children placed for adoption.

Support is available to adopters after the adoption order is granted to enable them to learn and adapt to the changing needs of children. We offer a range of support including a designated Adoption Support Services Adviser (ASSA) who is there to help adopters access adoption support and other specialist services. (Our full range of post order support is included in our Adoption Passport which is available from our website, <http://www.nottinghamcity.gov.uk/adopt>).

'We recognise how important it is to listen to children in care, and are dedicated to playing our part in representing the views of children and young people and encouraging them to voice views on how they are cared for.'

Children's Homes

Nottingham City Council has nine small residential homes offering care and accommodation for children and young people between the ages of 12 - 25 years. A wide range of care and support including;

Short term emergency care and long term care (17 beds)

Semi-independent accommodation for young people who are 16 years and over (12 beds)

Short breaks unit for children and young people with learning disabilities, physical disabilities and a range of associated challenging behaviours (11 beds)

All our homes are safe and welcoming and we are proud to provide high quality care with 2 of our homes judged as 'OUTSTANDING' by Ofsted.

Every effort is made to provide children and young people with the necessary support and nurture needed for them to achieve the best outcomes possible.

We quality assure all private and charitable run Residential Children's Homes and semi-independent provision in an effort to ensure all young people receive the same high quality care.

Some of our children are placed away from Nottingham city in residential children's homes and where this is the case we give our assurance to our young people and their families that we rigorously monitor the homes and extend all support and services to our children.

'We are dedicated to provide children and young people with the necessary support and nurture needed for them to achieve the best outcomes possible.'

Targeted Support Team Supporting Children on the Edge of Care

This service works with approximately 200 families in a year to maintain the family unit.

The Targeted Support Team provides a range of interventions which help achieve the following:

- The prompt return home of children in care, where appropriate.
- The stabilisation of fostering, adoption or special guardianship placements which risk breakdown.
- The successful move of a young person to a new placement.
- The reduction of children entering care.

An extended service is also offered during the evenings and weekends.

'We aim to be supportive, dynamic, relevant and beneficial to the children and families with whom we work with on a daily basis.'

The Children's Placement Service

The Children's Placement Service is the single point of access for the procurement, brokerage, management and quality assurance of care placements. The Service is responsible for providing every child and young person with the best possible placement, which meets their needs, wishes and feelings and provides them with the opportunity to thrive and achieve. This could be an internal (Nottingham City Council) placement, or an external placement, commissioned through the Regional Provider Framework, or on a spot-purchased basis.

The Placement Service undertakes activities which ensure that all children and young people are accessing high quality care placements.

'We work to ensure all children have access to the best quality care available.'

Neighbourhood Fieldwork Teams

There are twelve neighbourhood field work teams based throughout the city. Their aim is to safeguard the children and young people they work with, developing appropriate plans with children and families so that wherever possible, families can be kept together.

However there are occasions when children have to come into the care of the local authority. While in most cases the responsibility for these children will be transferred from a Neighbourhood Fieldwork team to the Children in Care Team or the 15 Plus Team, on occasion fieldwork teams will support children through adoption, Special Guardianship, Residence Orders and long term fostering or into independence.

'We aim to be child focused in their planning and will ensure that the child's views are understood and acted upon'.

Virtual School

Our children often have a poor start in schools and often need help to catch up. We have a 'Virtual School' that works with a network of Designated Teachers who are dedicated to ensuring that our children achieve the best they can in line with all other children. The Virtual School aims high for our children.

The role of the Virtual School is to monitor, support and provide interventions to ensure that children in care achieve their best possible educational outcomes. The school reports on the completion of Personal Education Plans and audits the quality. It also supports schools to fulfill their statutory duties to children in care.

'We support the educational progress of children in care so that they can achieve the best possible results for them.'

Action Plan

SPS1 – HEALTH

To improve the physical and emotional health, and well-being of children in care. This includes the timely completion of health checks, dental checks, Strength and Difficulties Questionnaires and immunisations. In addition, we will to reduce young pregnancy and substance misuse.

What We've Done So Far	What We Plan To Do Next
<p>Page 67</p> <ol style="list-style-type: none"> 1. We ensure children over the age of two years are registered with a dentist. 2. We ensure children have appropriate and timely health checks. 3. We ensure children have appropriate and timely immunisation. 4. We work to ensure that a percentage reduction in children in care scoring 14 or higher in Strengths and Difficulties Questionnaire year on year based on the previous year's Outturn. 5. We work to ensure that all children who have been in care for three months or more have an up-to-date Strengths and Difficulties Questionnaire. 6. The CAMHS team scrutinises the process for managing the completion of the Strengths and Difficulties Questionnaire and to actively addressed issues where necessary 7. We ensure appropriate sex & relationships support & advice is available to young people. 8. Residential staff work to ensure children and young people in their care are educated in the dangers of substance misuse. 9. We have implemented a referral pathway between Compass and General Practitioners (GPs). The implantation of the programme is being supplemented by ongoing training of GPs. 	<ol style="list-style-type: none"> 1. To ensure that children and young people have access to dedicated CAMHS support tailored to their needs by the end of June 2014. 2. By the end of June 2014 we will ensure the CAMHS team contributes to the collection and monitoring of Strengths and Difficulties Questionnaire data and to ensure that they work with children and young people with the highest Strengths and Difficulties Questionnaire scores. 3. To utilise the professional substance misuse advice and consultation service available from Compass by ensuring staff and primary carers are aware of the early intervention services offered to those 'at risk' of substance misuse and risk taking behaviours by the end of April 2014. 4. The content of the substance misuse screening tools will be agreed between Compass and Commissioners by the end May 2014. 5. To identify ways in which we can ensure our young people are prepared for healthy relationships considering the impact of domestic violence, loss and trauma by the end of September 2014. 6. To establish if there is a need for a parenting programme for care leavers by the end of August 2014.

SPS2 – PERMANENCY

NCC believes that all children should grow up with their birth families. Where this is not able to happen we will secure permanency through adoption, special guardianship, residence orders or long-term fostering

What We've Done So Far	What We Plan To Do Next
<p>Page 68</p> <ol style="list-style-type: none"> 1. Place children in a placement that best meets their needs. 2. We monitor the progress of children in the adoption process to help ensure children are adopted in a timely manner. 3. Adoption Placement Advisors (APAs) work closely with social workers to actively seek appropriate placements for children in the adoption process. 4. Fast-track Social Workers target those children who are matched or placed for adoption to ensure reports are completed and submitted to court within timescales, support placements to prevent breakdowns and target hard to place children. 5. The authority has commenced a rolling programme of Matching Evenings, as well as participated in Adoption Activity Days. Both provide an opportunity to create matches for our children with adopters. 6. We closely monitor information on the quality and outcomes of placements. 7. We regularly convene Placement and Permanency Panels. 8. We closely monitor the placements of children placed outside the authority. 9. We seek the views of young people when carrying out our statutory visits. 10. We hold Strategy Meetings for all young people in care who go missing. 	<ol style="list-style-type: none"> 1. Our Independent Reviewing Officer (IRO) team will ensure that information regarding training, and research is put into practice across children and families by the end of March 2014. 2. By the end of May 2014 IROs will chair and review Child Sexual Exploitation Strategy Meetings to ensure robust plans are in place to safeguard young people. 3. To develop a subgroup of the CSECAG (Child Sexual Exploitation Cross Authority Group) that will provide additional information by the end of May 2014. 4. Work to procure regional framework of quality placements by April 2015.

SPS3 – RESILIENCE AND INDEPENDANCE

To ensure children in care and care leavers are better able to deal successfully with significant changes in their lives. This includes improving transition into independence and ensuring there are consultation and participation opportunities.

What We've Done So Far	What We Plan To Do Next
<p>Page 69</p> <ol style="list-style-type: none"> 1. We encouraged young people to attend meetings that affect them. 2. We monitor the type and level of participation in LAC reviews to ensure all children and young people have the opportunity contribute to their LAC review in a way that is meaningful to them. 3. We encouraged and prepare young people to chair meetings that affect them. 4. IROs meet with children and young people both before and between reviews will be embedded by the January 5. We convene monthly Children in Care Council (CiCC) meetings who are consulted on service developments their support. 6. We seek the views of children and young people as part of the annual 'Have your Say' survey. Results from the survey are converted into areas for development and prioritised in partnership with the CiCC. 7. We monitor the completion & quality of Pathway Plans. 8. The Independent Living Skills Programme has been introduced for all children placed in internal residential homes and foster carers. Packs will help primary carers to monitor the readiness of children for independence. 9. Every care leaver has an allocated Personal Advisor who will support them until they reach 21 years (or 25 years if in education). 10. We complete statutory visits to care leavers. 11. We refer young people to our pre-employability programme (RISE) and also through our Economic Development Team onto apprenticeships and employment opportunities. 12. We work closely with the Futures Service to identify opportunities for young people. 13. We hold bi-monthly Employability Meetings with partner agencies to address and discuss what is working and what is available and what is coming up in the future with regard to employment, education and training opportunities 	<ol style="list-style-type: none"> 1. 'Your IRO' leaflet to be distributed to children and young people in care by the end of April 2014. 2. By the end of March 2014 LAC reviews will be used to verify that the Independent Living Skills Programme is being used for all children aged 11 years and over. 3. To involve children in care and care leavers in the development, implementation and review of an effective mechanism for complaint resolution for children in care by the end of March 2015. 4. To develop a system through which children in care and care leavers can access identified work experience and volunteering opportunities. The system through which this is achieved will be embedded by the end of December 2014.

SPS4 – EDUCATIONAL ATTAINMENT

To improve the educational attainment of children in care and ensure care leavers engage in employment, education or training, including voluntary and work experience opportunities.

What We've Done So Far	What We Plan To Do Next
<p>Page 90</p> <ol style="list-style-type: none"> 1. We closely monitor the completion and implementation of Personal Education Plans (PEPs). 2. We are working to improve our PEP process to ensure that the wishes and feelings of children and young people are included in their PEP. 3. We are working to ensure school placements are a priority in the event of a placement move, in an attempt to ensure the number of school placement moves is reduced. 4. We are working to ensure that school admission of children happens in 20 days or less. 5. We monitor school attendance of children on a weekly basis. 6. We have a Designated Teacher Network which is used to offer advice and support to Designated Teachers to ensure schools are meeting their statutory duties. 7. We monitor and challenge the use of the Pupil Premium and support schools to commission appropriate services 8. Local authority and partners apprenticeship programme for care leavers. 9. We have made available a range of activities that will enhance educational outcomes e.g. Duke of Edinburgh, Sports Leadership, homework support and one-to-one tuition. 10. We have an Education Progress Grant allocation process in place that clearly identifies educational outcomes. An agreed process has been embedded. 	<ol style="list-style-type: none"> 1. IROs will ensure that PEPs are discussed and presented at each LAC review. This will be implemented by the end of May 2014. 2. We are exploring if PEPs could be incorporated into our CareFirst system which will allow closer monitoring of educational plans and provision. This will be completed by the end of June 2014. 3. To increase the capacity of the Virtual School team end of July 2014. 4. To develop a system through which children in care and care leavers can access identified work experience and volunteering opportunities. The system through which this is achieved will be embedded by the end of December 2014.

SPS5 – SUITABLE ACCOMMODATION

To ensure care leavers have access to suitable accommodation and support.

What We've Done So Far	What We Plan To Do Next
<p>Page 71</p> <ol style="list-style-type: none"> 1. Compass Workers signpost young people to appropriate support agencies into education and employment e.g. Futures 2. We ensure young people in care aged 15 plus receive information regarding events and opportunities and are supported and encouraged to access employment, education, and training. 3. We ensure all older children in care and care leavers have the opportunity to engage with the review and development of services through consultation. 4. We ensure young people who are seeking housing within the city area are prioritised following a recommendation to Nottingham City Homes (NCH). Monthly meetings are held with NCH to ensure support and housing issues are addressed. 6. A Housing Protocol agreement is in place between the 15 Plus Team and NCH. This is reviewed and amended annually, or as and when amendments are identified. 7. Support and guidance is provided through contingencies identified within the pathway plan e.g. Housing Aid. 8. Support and advice is provided to care leavers through an allocated Personal Advisor up to the age of 21 years or 25 if in education. 9. We will continue to work with NCH, Housing Aid and other housing providers to ensure our care leavers have access to suitable accommodation. 	<ol style="list-style-type: none"> 1. We will ensure all eligible young people move onto suitable accommodation through the development of the accommodation service and implementation of the '16 Plus Enhancing Accommodation Strategy' end of September 2014. 2. We will implement our Independent Living Skills Programme for all children, including those placed with external providers by the end of September 2014. 3. We will review and promote our Staying Put Scheme by the end of May 2014. 4. We will review the placement strategy for NCC and a new framework will in place by end of March 2015.

SPS6 – OFFENDING BEHAVIOUR

To reduce offending behaviour through strong collaborative partnership work.

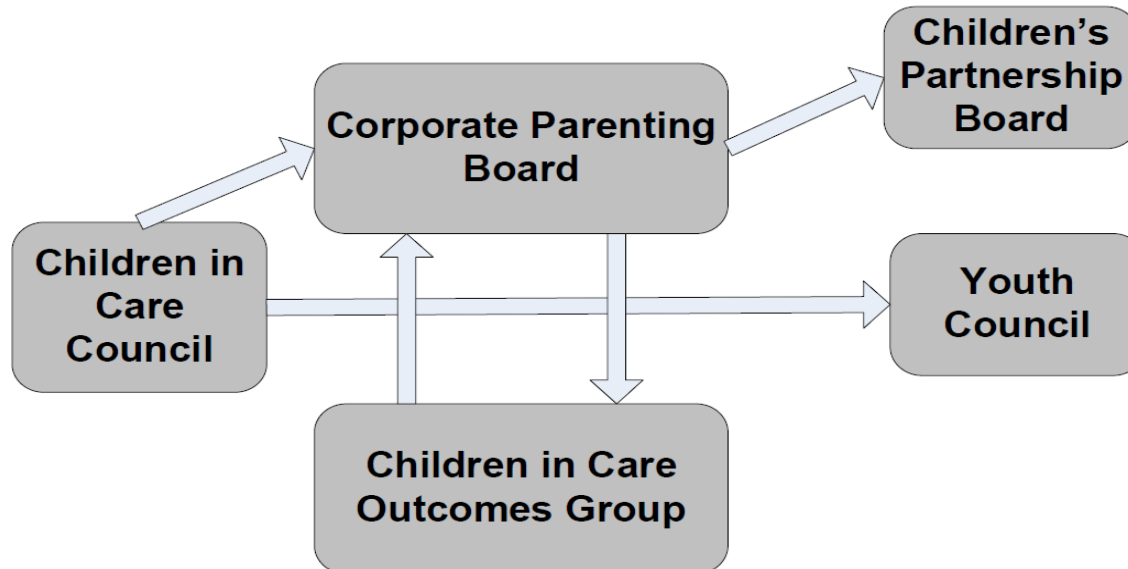
What We've Done So Far	What We Plan To Do Next
<p>Page 672</p> <ol style="list-style-type: none"> 1. We have a dedicated Children in Care Police Officer (CiCPO) whose expertise and service we will continue to use. 2. We have a dedicated children in care lead in the Youth Offending Team whose works closely with the CiCPO on reducing the criminal behaviour amongst our children in care and care leaver population. 3. We hold quarterly Multi-agency Network meetings between our Youth Offending Team, Nottinghamshire Police, and private and statutory providers. Meetings are used to share good practice, information, and open up lines of communication. 4. We use Restorative Justice (RJ) and provide training on RJ to staff and external providers. 5. We are currently trying to establish if low level sexual offending can be dealt with by means of RJ. 6. We offer training regarding reducing the risk of Sexual Exploitation to staff and external providers. 7. Our Personal Advisors meet with Probation Officers and Youth Offending Team Case Managers to address offending behaviour; this is dealt within the Pathway Plan. 8. We use an eight-point checklist that ensures all other strategies have been exhausted before a young person is 'criminalised'. 9. We hold bi-monthly Concerns Network meetings where low level sexual exploitation concerns are shared and addressed. 	<ol style="list-style-type: none"> 1. We plan to hold regular Safeguarding Children in Care events. Such events provide an opportunity to discuss activity in regards to reducing offending behaviour, and to share good practice among key stakeholders and young people. A planned schedule of these events will be available by the end of October 2014 2. Subject to availability, we plan to secure further opportunities for young people and staff to attend theatre performances that deal with sexual exploitation and associated risks by the end of July 2014. 3. We plan to develop multi-agency group, which will include representation from Ofsted that will focus on the risk of sexual exploitation. It is anticipated that the group will be established by the end of July 2014.

Governance and Strategic Framework

This strategy is endorsed by the Corporate Parenting Board. Strategic Priority Statements and their corresponding actions will be reviewed in response to updates of our Children in Care JSNA, the annual children in care and care leavers 'Have Your Say' survey, and priorities set by central government. The next schedule update of this strategy will take place in December 2014.

Progress against actions outline in the action plan will be monitored by both Children in Care Outcome Group and Corporate Parenting Board members. Members of both forums will also be responsible for monitoring performance, as detailed in appendix one.

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Appendix One – Performance Indicators

SPS 1 – Health	
Performance Indicator	Target
CC-12 (E) The percentage of Children in Care with an up-to-date health	91%
CC-13 (E) The percentage of Children in Children with up-to-date dental checks	91%
CC-14 The percentage of children with up-to-date Strengths and Difficulties Questionnaire (SDQ)	90%

SPS 2 – Permanency

Performance Indicator	Target
CC-1 (E) Number of Children in Care at the end of the month (rate per 10,000)	524
CC-3 (E) The number of discharges from care	No target set – to monitor
CC-4 (E) The number of children discharged as a result of an Adoption Order	43
CC-5 (E) The number of children discharged as a result of a Special Guardianship	30
CC-6 (E) The number of children discharged as a result of a Residence Order	No target set – to monitor
A-1 (R) Adopted CYP – the percentage placed for adoption in timescale	75%
A-2 (R) CYP placed for adoption – the percentage who were placed for adoption in timescale	75%
A-3 (R) Adopted CYP – the percentage who were matched within timescale	85%
A-4 (R) CYP currently matched, placed for adoption or adoption in the year – the percentage who were match within timescale	85%
A-7 (R) The number of children whose adoption plan has been formally revoked	No target set – to monitor
A-8 (R) The average number of days between a Best Interest Decision and an Agency Decision Makers approval of plan	No target set – to monitor

A-9 (R) The average number of days between an Agency Decisions Maker's approval of a plan and approval of a match	No target set – to monitor
A-10 (R) The average number of days between an Agency Decision Markers approval of match and a child being placed for adoption	No target set – to monitor
CC-8 (NI62) The percentage of children in care that have had three or more placement moves in the previous 12 months.	10%
CC-9 (NI63) The percentage of children in care who have lived in the same placement for the last two years	66%

SPS 3 – Resilience and Independence

Performance Indicator	Target
CC-10 (R) The percentage of children in care reviewed within appropriate timescales	97%
CC-11 (R) The percentage of review where the child participated	94%
CC-19 (R) The percentage of eligible young people with a Pathway Plan started within the last 6 months	97%
CC-20 (R) The percentage of relevant young people with a Pathway Plan started within the last 6 months	97%
CC-21 (R) The percentage of former relevant young people with a Pathway Plan started within the last 6 months	97%
CC-22 (R) the percentage of eligible young people with a Pathway Plan completed/authorised	97%
CC-23 (R) The percentage of relevant young people with a Pathway Plan completed/authorised	97%
CC-24 (R) The percentage of former relevant young people with a Pathway Plan completed/authorised	97%

SPS 4 – Educational Attainment

Performance Indicator	Target
CC-25 (E) The percentage of children in care with a completed Personal Education Plan (PEP)	95%
CL-4 (R) The percentage of care leavers in Education, Employment or Training at 19 years	55%
CL-5 (R) The percentage of care leavers in Education, Employment or Training at 20 years	55%
CL-6 (R) The percentage of care leavers in Education, Employment or Training at 21 years	55%

SPS 5 – Suitable Accommodation

Performance Indicator	Target
CL-1 (R) the percentage of care leavers in suitable accommodation at 19 years	90%
CL-2 (R) the percentage of care leavers in suitable accommodation at 20 years	85%
CL-3 (R) the percentage of care leavers in suitable accommodation at 21 years	80%

SPS 6 – Offending Behaviour

Performance Indicator	Target
CC-17 (R) The percentage of children in care with convictions/cautions and reprimands	No target set – to monitor
CC-18 (R) The number of children/young people remanded into the Authority's care	No target set – to monitor

Appendix Two – Children in Care and Care Leavers Charter

Children in Care & Care Leavers' Charter

Nottingham City Council has a responsibility to children and young people in its care and to its care leavers. This responsibility is represented by the term "Corporate Parenting": Nottingham City Council is the "Corporate Parent" for all children and young people in its care and its care leavers. Because of this responsibility, Nottingham City Council makes the commitments below.

We will ensure that all children and young people in and leaving our care have the right home and support to keep them safe and well and to help them grow into happy, healthy, successful and fulfilled young adults who are optimistic about their future.

Commitments to children and young people in care and care leavers

- We will treat all our children and young people with respect and with regard to their age and understanding
- We will give our children and young people enough time and help to understand (and be happy) with their circumstances
- We will make sure they know about the advocacy and complaints services in case they want help to have their views heard or are unhappy with us
- We will listen to our children and young people and involve them in planning for their care
- We will keep our children and young people safe and well by:
 - o Seeing that they have the right place to live as quickly as possible
 - o Making sure that this home is stable and keeps them safe
 - o Giving them the right support to be as healthy as possible
- We will help our children and young people to enjoy themselves
- We will help them to achieve at school and elsewhere to the very best of their ability
- We know that a change of home, carer, social worker or school can easily cause problems for a child or young person so we promise to do all we can to prevent such changes unless they are absolutely necessary to keep the child or young person safe and well
- We will make sure that a child or young person stays in touch with their birth family and friends as much as possible, considering their safety and wellbeing
- We will help our children and young people to plan for and achieve a successful journey into independent adulthood
- We will ensure that all our children and young people – and the adults working for them – know about these promises

Commitments concerning children and young people in care and care leavers

- We will make sure that Nottingham City Council is the best Corporate Parent it can be and achieve improved and sustainable outcomes for children and young people in and leaving our care
- We will ensure that everyone who shares our responsibility to children and young people in care and care leavers helps us to keep these promises
- When there are changes to the law or other things that affect the lives of children and young people in and leaving our care, everyone involved – Nottingham City Council and its partners – will respond together, for the benefit of our children and young people
- We will let children, young people and everyone else concerned with these commitments know how well we are keeping them by reporting about them regularly

For more information or to see the Children & Young People's Plan please visit www.nottinghamchildrenspartnership.org.uk

Nottingham City Council, NHS Nottingham City, City of Nottingham Governors' Association, National Probation Service, Job Centre Plus, Nottinghamshire Police Authority, Djanogly City Academy, Nottingham Community and Voluntary Services, Nottingham City Safeguarding Children Board, Hadden Park High, Nottingham Nursery and Training Centre, Springfield Primary School.



NOTTINGHAM
CHILDREN'S
PARTNERSHIP

Children in Care and Care Leavers Strategy Contact and Feedback

We Welcome Your Views...

Nottingham City Council is committed to providing the best possible services for citizens. We are interested to know what you think about this strategy. If you want to tell us what you think, please do so using our 'Have Your Say' comments, compliments and complaints process. See the link below.

<https://secure.nottinghamcity.gov.uk/haveyoursay/#>

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