



NOTTINGHAM CITY COUNCIL
CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

Date: Tuesday, 18 October 2016

Time: 11.00 am

Place: LB 31 - Loxley House, Station Street, Nottingham, NG2 3NG

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

Corporate Director for Resilience

Governance Officer: Rav Kalsi **Direct Dial:** 0115 8763759

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|----------|---|----------------|
| 1 | APOLOGIES FOR ABSENCE | |
| 2 | DECLARATIONS OF INTERESTS | |
| 3 | MINUTES | 3 - 8 |
| | To confirm the minutes of the meeting held on 20 September 2016 | |
| 4 | STABILITY OF SOCIAL WORKERS IN NOTTINGHAM | 9 - 10 |
| | Report of the Corporate Director for Resilience | |
| 5 | CAPITAL IMPROVEMENTS TO SCHOOLS IN NOTTINGHAM | 11 - 14 |
| | Report of the Corporate Director for Resilience | |
| 6 | WORK PROGRAMME 2016/17 | 15 - 20 |
| | Report of the Corporate Director for Resilience | |

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

CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

MINUTES of the meeting held at LB 31 - Loxley House, Station Street, Nottingham, NG2 3NG on 20 September 2016 from 11.02 - 13.00

Membership

Present

Councillor Brian Parbutt (Chair)
Councillor Azad Choudhry
Councillor Mohammed Ibrahim
Councillor Patience Uloma Ifediora
Councillor Glyn Jenkins
Councillor Neghat Khan
Councillor Chris Tansley

Absent

Councillor Josh Cook
Councillor Georgina Culley
Councillor Ginny Klein

Colleagues, partners and others in attendance:

Councillor David Mellen	- Portfolio Holder for Early Intervention and Early Years
Councillor Sam Webster	- Portfolio Holder for Education, Employment and Skills
Sarah Fielding	- Director for Education
Aileen Wilson	- Head of Early Help Services
Jean Case	- Senior Youth and Play Coordinator
Rav Kalsi	- Senior Governance Officer
Catherine Ziane-Pryor	- Governance Officer
Maria Ward	- Networks Officer – Children and Young People, NCVS

15 APOLOGIES FOR ABSENCE

Councillor Georgina Culley – non Council business.

16 DECLARATIONS OF INTEREST

None.

17 MINUTES

Subject to the inclusion of Maria Ward in the attendance, the minutes of the meeting held on 20 September 2016 were confirmed and signed by the Chair.

18 YOUTH AND PLAY PROVISION IN NOTTINGHAM

Councillor David Mellen, Portfolio Holder for Early Intervention and Early Years, Aileen Wilson, Head of Early Help Services and Jean Case, Senior Youth and Play Coordinator, delivered a presentation highlighting the following information:

- (a) Youth and Play service at one time employed more than 100 full time youth and play workers, the current service now employs 54 workers and yet the youth and play activity has not been proportionally reduced and continues to provide effective quality sessions;

- (b) the Youth and Play Service is divided into three localities, north, south and central, with two teams working in each locality and during the past year 4,652 young people aged between 5 and 19 years of age have attended youth and play service activities within the City;
- (c) to ensure that all young people can access the services, sessions are provided at low cost or free in all wards within the city. Resources are not available to provide full time day sessions during the summer holidays;
- (d) the voluntary sector is also funded via area based grants to provide youth and play sessions to support and complement the City Council's work. The youth and play team meet with independent providers, such as Brownies and faith groups, to ensure that they have what they need to ensure adequate safeguarding;
- (e) in addition to the educational and fun elements aspects of sessions, there is also a mentoring element which can which can result in young people being referred for further support as the environment is more relaxed with youth workers than teachers and young people often feel more able to talk about issues of concern;
- (f) 61 universal sessions are held across the city and they can be accessed by people from any area of the city. Venues vary and not all are City Council owned. The service aims to try and broach some issues which young people face in everyday life. To date this has included: bullying, safe internet use/sexting, healthy relationship, drug and alcohol use, gender, and fire safety;
- (g) to enable the delivery of the above sessions, members of the Youth and Play Service have undergone training on safeguarding awareness and how to identify the non-verbal signs of when young people are experiencing or at risk of harm such as domestic abuse (not necessarily directed at the young person), self-harm and mental health;
- (h) the service works closely with Young People's Panels and where concerns are raised, partners share information and try to identify if there are areas of common concern within the city, such as child sexual exploitation, which is then targeted with awareness projects at youth and play sessions;
- (i) workers try to ensure that sessions are appropriate for all you people of varying ages and abilities. Groups often identify the topics which they wish to address and where appropriate, workers try to create a safe and engaging environment for young people feel they can be listened to and can share their experiences and Concerns. Jon Rea, Engagement and Participation Officer is often involved with engagement sessions;
- (j) it is important that youth workers can build trusting relationships with the young people so that they can approach the workers for support, guidance or help. Many troubled young people have been grateful for this opportunity;

Following questions and comments from the Committee, the following points were raised:

- (k) Youth and Play is not a statutory service so could be seen as an easy target for budget reductions above other services, but this is an important and valuable area of work. New budget models are to be considered to attract and retain more staff;

- (l) Councillor David Mellen receives a report of attendance for every Youth and Play session and if the attendance drops below 10 young people, careful examination is undertaken of what is being provided, where and how to identify how to attract and engage young people in that area. Identifying the right venues and timings is very important, as is consistency of services;
- (m) systems are in place across all teams which work to one rationale to ensure the timely identification and addressing of safeguarding issues. Initial concerns can be escalated to Senior Youth Workers who may then introduce a Specialist Worker to discuss the concerns with the Youth Worker Team and consider if referrals would be beneficial. Teams maintain written records of sessions, including de-briefing forms, to help monitor if there are any common issues in an area;
- (n) some young people have behaviour plans which if not successful, consideration is given to purchasing external expertise to help support the young person and help address the issues. The voice of young people is listened to regarding where, when and how they want sessions to be presented, but the expectations of young people to what can be provided has to be managed;
- (o) there is an attempt to bring young people from different backgrounds, faiths and ethnicities together and it can work very well. If young people find something they enjoy in an environment in which they feel safe, they are more willing to travel to access it;
- (p) with potentially further cuts to budgets and services, it is vital that that the City Council and the voluntary sector work together to be creative and co-ordinate play and youth services which provide the best value for money. Sustainability of services is the only way to increase capacity.
- (q) the City Council has a commitment to offer play/activity to every child in the City for 2 hours every week but it is no longer possible for the Youth and Play Team to specifically provide inclusion workers to engage with young people with special educational needs and disabilities. However, a 'Disabled Children's Team' will be in place within the next few months. Young people are constantly encouraged to learn new skills and consider careers through the 'Love your Future' programme which includes visits from 'Futures' and the armed forces. It is one of the objectives of the Service to raise the aspirations and the achievements of young people.

RESOLVED to

- (1) thank Councillor David Mellen, Aileen Wilson and Jean Case for their informative presentation;**
- (2) note the report and presentation regarding the current offer from the Youth and Play Team.**

19 PROVISIONAL DATA ON ATTAINMENT

Sam Webster, Portfolio Holder for Education, Employment and Skills and Sarah Fielding, Director of Education, delivered a presentation on provisional attainment data for Nottingham City pupils.

It is noted that whilst all data is invalidated, the overall results are positive. Information is yet to be received for Key Stage 2 pupils to the end of September and Key Stage 4 pupils to the end of October but the overall final results and analysis will be presented to the Committee at a future meeting.

The following points were highlighted:

- (a) there has been a clear improvement across the board on the last year's results;
- (b) there are 17 areas of assessment for early foundation stage pupils, including personal, social, emotional and physical development, communication and language as well as maths and literacy. At 65.5% Nottingham is much closer to the national average of 69.3% achievement;
- (c) with regard to phonics which are tested at the end of Year 1, pupils have 40 words to read, both real and phonic, and are expected to achieve 32 correct answers. In 2015 Nottingham was ranked last of 150 education authorities but this year is expected to be ranked 142;
- (d) For Key Stage 1 pupils, in reading 66.5% Nottingham pupils achieved the expected standard against the national average of 74%. In writing, 58.2% of the pupils achieved the expected standard against national average of 65.5%, which is a narrower gap than in previous years. In maths, 67.9% of pupils achieved the expected standard, against the national average of 72.6%. The improvements in maths are very pleasing and can be attributed to focus initiatives and targeted interventions;
- (e) Key Stage 2 pupils have narrowed the gap in reading writing and maths to only 3.2% from the National average, which could raise Nottingham's ranking in 2016 from 141/150 in 2015, to 109 in 2016. In Grammar, punctuation and spelling (GPS) Nottingham may rise 3 places to be ranked joint 116th/150. In reading, 59.9% of Nottingham pupils achieved of the expected standard against the national average of 65.7%, potentially raising a Nottingham from 143/150 in 2015 to joint 129/150 in 2016. In writing, 70.7% of Nottingham pupils achieved of the expected standard against the national average of 74.1%, raising the ranking from 148/150 in 2015 to potentially joint 129/150 in 2016. In maths, 68.7% of Nottingham pupils achieved of the expected standard against the national average of 69.8%, which could raise the ranking from 108/150 in 2015 to 79/150 in 2016;
- (f) Key Stage 4 pupils are predicted to have achieved 52.2% of the expected basic standards against the national average of 59.2%, which is a rise of 6.5% on 2015 achievement. Progress 8 figures have shown improvements whilst Attainment 8 figures are yet to be confirmed;
- (g) Pupil Outcomes
 - (i) 80% of children are in schools judged ad 'good';
 - (ii) Primary and Secondary School attendance exceeds the national average;
 - (iii) 60.5% of eligible 2 year olds are accessing free nursery provision;
 - (iv) breakfast clubs are established in all but one of the 75 primary schools;
 - (v) 186 Governors have attended some level of training at the Governor Academy;
 - (vi) the 'Daily Mile' challenge will start in September 2016;
 - (vii) 45% of schools have signed up to 'Opportunity Notts';

- (h) Areas for future progress have been identified as:
- (i) driving the Education Improvement Board strands of focus, including literacy, maths, transition, teacher retention;
 - (ii) reducing advisory support for Academies;
 - (iii) in depth monitoring and tracking of performance data for all groups;
 - (iv) delivering 'Continuing Professional Development' to all age ranges;
 - (v) further developing relationships with Ofsted, the Department for Education (DoE) and the Regional School Commissioner;
 - (vi) expanding school improvement traded services.

Following comments and questions from the Committee, the following comments were made:

- (i) with regard to tracking the impact of early intervention, all schools track the achievement and progress of each child in detail and introduce interventions if a child starts to fall behind. It is in the interests of teachers to ensure that all children achieve the best they can;
- (j) Ofsted inspectors are tasked with inspecting standards to a structure specified by the Department for Education (DfE) and do a good job but there isn't any consideration of the broader issues such as raising aspirations and ensuring that young people are work ready;
- (k) some young people come from families where no one works and their aspirations are very low so Nottingham City Council has introduced 'ASPIRE' which brings schools and local businesses together to help raise the aspirations of young people. This approach would be beneficial at a National level. The majority of teachers in the City have made a pro-active choice to work in Nottingham due to the specific challenges which differ from other areas. The City needs to attract the very best teachers to work in the most deprived schools. The pupil premium does not adequately address that need;
- (l) there is a known issue that the parents of many good and achieving primary school pupils move their children to county schools for their secondary education which then skews the achievement levels of the City. If achievement was gauged on where a child actually lived, not where they attended school, Nottingham's achievement would be ranked much higher;
- (m) national rankings for GCSE results won't be available until January 2017, but an update can be provided to the Committee once they are confirmed. Generally Nottingham doesn't do well on GCSE results and was ranked second from the bottom last year. There has been a significant drop in achievement since vocational subjects are no longer included in the comparative statistics. This is focus on academic subjects at the cost of vocational affects urban areas more than rural areas;
- (n) there aren't any particular cohorts of young people who do particularly well or badly in specific areas of the City. Overall white British males have the lowest achievement levels whilst achievement of minority groups is really good. Last year 37.8% of white British males achieved 5 good GCSEs whilst for BME the achievement was 46.1%.

RESOLVED to

- (1) review the finalised achievement figures at a future meeting once available;**
- (2) invite the Regional Schools Commissioner for East Midlands and Humber to a future meeting of the Committee to enable the Committee.**

20 PROGRAMME FOR SCRUTINY

Rav Kalsi, Senior Governance Officer, updated the Committee on the work programme:

- (a) An invite will be made to the Regional Schools Commissioner for the East Midlands and Humber to attend a future Committee date.**

RESOLVED to agree the work programme.

CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
18 OCTOBER 2016
STABILITY OF SOCIAL WORKERS IN NOTTINGHAM
REPORT OF THE CORPORATE DIRECTOR FOR RESILIENCE

1 Purpose

- 1.1 To explore the work taking place in Nottingham to support, retain and develop social workers in Nottingham.

2 Action required

The Committee is asked to:

- 2.1 Consider whether there is any long-term workforce planning for social work in Nottingham, such as a retention strategy;
- 2.2 Identify any potential areas for further scrutiny for inclusion in the work programme.

3 Background information

- 3.1 Social work is a profession that is centred on children and young people, right the way through to older people. Social workers work with individuals and families to help improve outcomes in their lives, which might include protecting vulnerable people from harm or abuse or supporting people to live independently.
- 3.2 Social workers usually manage a number of cases and will work with many individuals/families at any one time.
- 3.3 In order to practice as a social worker, you must be registered with the Health and Care Professions Council having first successfully completed an approved social work degree.
- 3.4 Historically, the social care sector has some of the poorest rates of retention and staff turnover in the UK. Whilst the average turnover rate is around 15% across all industries, many social care roles far exceed this, with 32% of registered nurses and 27% of care workers leaving their job each year.¹
- 3.5 The average working life for a social worker is less than eight years,² despite the fact that it is a profession that requires the commitment and

¹ The State of Health Care and Adult Social Care in England, 2013/14 – Care Quality Commission.

² Retaining experienced social workers in children’s services: the challenge facing local authorities in England, Mary Baginsky, August 2013

cost of a degree and children's social work is now on the national occupational shortage list.³

- 3.6 The Committee may seek to establish if this trend is mirrored in Nottingham and if there are known reasons why social workers are not staying in social care.
- 3.7 Like all staff in the public sector, social workers' salaries have been frozen and then subject to a 1% cap, the Committee might inspect whether this is a contributory factor to many looking for better-paying roles elsewhere, often with agencies.

4 List of attached information

- 4.1 None.

5 Background papers, other than published works or those disclosing exempt or confidential information

- 5.1 None.

6 Published documents referred to in compiling this report

- 6.1 The State of Health Care and Adult Social Care in England, 2013/14 – Care Quality Commission.
- 6.2 Retaining experienced social workers in children's services: the challenge facing local authorities in England, Mary Baginsky, August 2013.

7 Wards affected

- 7.1 Citywide.

8 Contact information

- 8.1 Rav Kalsi, Senior Governance Officer
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0115 8763759

³ The Government approved occupational shortage list depicts social workers working in children's and family services.

OVERVIEW AND SCRUTINY COMMITTEE
18 OCTOBER 2016
CAPITAL IMPROVEMENTS IN SCHOOLS
REPORT OF HEAD OF DEMOCRATIC SERVICES

1 Purpose

- 1.1 To scrutinise capital improvements being made in schools in Nottingham.
- 1.2 To ensure that the programme to improve schools in Nottingham meets the demands for the city.

2 Action required

The Committee is asked to

- 2.1 consider the programme for capital improvements to schools in Nottingham and how the Council will manage the challenges;
- 2.2 use the information received at the meeting to inform scrutiny of improvements being made to schools in Nottingham;
- 2.3 identify any potential areas for further scrutiny activity for inclusion in the work programme.

3 Background information

- 3.1 Local authorities are statutorily responsible for ensuring that there are sufficient schools, and therefore school places, in their area. Local authorities carry out an assessment of demographic changes and then plan and finance new school places. Financing includes the use of funding provided by the Department for Education (DfE). In many cases, there will be a range of possible solutions to providing new school places, ranging from building new schools, permanent or temporary school extensions to converting existing space within schools for use as classrooms.
- 3.2 In the Council Plan 2015-2019, the Council pledged to guarantee a choice of places for every child at a local primary school as well as creating more special school places for Nottingham children's additional needs. During 2011-2015, the Council invested in schools by improving the buildings at a further 19 schools, whilst also investing in a further 7 primary schools to increase the number of places available and improve facilities.
- 3.3 The Committee will focus on:

- How the Council plans to deliver additional school places and special educational needs provision in the City.
- Is the Council in a position to attract investment into the City to support investment into Nottingham schools?
- How does the Council plan to manage significant budget pressures whilst continuing to invest in schools in Nottingham?

3.4 The table below identifies the number of pupils on roll by phase in the City of Nottingham schools, 2012-16 (the data has been obtained by Information Management City of Nottingham Children and Families April 2016).

Number on roll by Phase in City of Nottingham Schools 2012 - 2016

Phase of School	Year				
	2016	2015	2014	2013	2012
Nursery	125	123	117	119	141
Primary	14,879	14,765	17,272	18,818	21,165
Primary inc Academy Primary Phase	28,551	28,138	26,694	25,869	24,865
Secondary	1,323	2,015	3,259	4,330	6,194
Academy	13,640	12,508	11,160	10,161	8,259
Special	477	463	430	404	337
PRU	200	144	98	61	24
City of Nottingham Total	17,004	17,510	21,176	23,732	27,861
City of Nottingham Total inc Academy Primary Phase	44,316	43,391	41,758	40,944	39,820

4 List of attached information

4.1 None.

5 Background papers, other than published works or those disclosing exempt or confidential information

5.1 None.

6 Published documents referred to in compiling this report

6.1 School Expansion Programme and Admissions in Nottingham, Overview and Scrutiny Report, 8 July 2015.

7 Wards affected

7.1 All.

8 Contact information

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CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
18 OCTOBER 2016
PROGRAMME FOR SCRUTINY
REPORT OF CORPORATE DIRECTOR FOR RESILIENCE

1. Purpose

To identify potential topics for scrutiny for 2016/17.

2. Action required

The Committee is asked to consider potential topics for the Children and Young People Scrutiny Committee.

3. Background information

- 3.1 The Children and Young People Scrutiny Committee will set and manage a work programme to fulfil overview and scrutiny responsibility in relation to children and young people to:
- (i) provide an appropriate and robust level of challenge to those in authority and hold local decision-makers, including the Council's Executive, to account for their decisions, action and performance;
 - (ii) review policy and contribute to the development of new policies and strategies of the Council and other local decision-makers where they impact on Nottingham's children and young people;
 - (iii) explore any matters affecting Nottingham's children and young people;
 - (iv) make reports and recommendations to relevant local agencies in relation to the delivery of their functions, including the Council and its Executive, and monitor implementation of all accepted recommendations.
- 3.2 To add referrals from the Overview and Scrutiny Committee to the Committee's work programme.
- 3.3 To consider referrals from partners and citizens to support effective delivery of a co-ordinated work programme.
- 3.4 To invite, take account of and respond to the views of local people (including children and young people) about their concerns and the delivery of services in relation to children and young people.
- 3.5 To be required to consider the following issues / topics when developing the work programme, though the Committee's scrutiny activity need not be limited to these matters:
- (i) Safeguarding

- (ii) Looked After Children
 - (iii) Vulnerable Children and Young People (eg in relation to disability, domestic violence, missing)
 - (iv) Child Sexual Exploitation
 - (v) Early Intervention
 - (vi) Educational Attainment
 - (vii) Commissioning of Services for Children and Young People
 - (viii) Performance of Services for Children and Young People
- 3.6 To consider potential risks to children and young people, how they are being managed and to report concerns as soon as possible to the appropriate individuals/ bodies if risk is identified;
- 3.7 To monitor the progress made by, and effectiveness of the Council and its partners, in addressing the areas of concern and specific recommendations for actions made by Ofsted and any other relevant inspection/ assessment bodies;
- 3.8 To have regard to the work of other committees/ panels/ boards, such as the Corporate Parenting Board and the Local Safeguarding Board, to avoid duplication, but to ensure that such bodies are held to account when appropriate;
- 3.9 To refer any health issues in relation to children and young people to the Health Scrutiny Committee.

Policy briefings

- 3.9 Through the process of developing the programme for the Children and Young People Scrutiny Committee, the Committee may identify issues which call for a policy briefing. The purpose of these briefings is to inform councillors about a current key issue or to prepare councillors for review work that has been commissioned. These informal briefings will not be occasions for scrutiny to be carried out, although they may result in a suggestion for a new scrutiny topic, which would need to be considered by this Committee against the current programme for scrutiny and available resource.
- 3.10 Policy briefings will not form part of the Committee's agenda but will be held separately and be open to all councillors to attend.

Monitoring programme for scrutiny

- 3.11 On an ongoing basis the Committee will be responsible for managing and co-ordinating the programme for scrutiny and assessing the impact of scrutiny activity. At all future meetings the Committee will monitor the progress of the programme, making amendments as appropriate.

Potential areas for inclusion on the work programme

3.12 Below is a list of areas the Committee might want to explore during 2016/17:

- Child sexual exploitation
- Youth homelessness
- Fostering & Adoption
- Ofsted update on inspection April 2014
- Community learning
- Healthy lifestyles
 - Healthy weight
 - School food plan
 - Drug and alcohol misuse & legal highs
- Domestic violence – impact on children
- Post Ofsted improvement plan update – session on social worker caseloads
- Look After Children – leaving care – focus on pathways for LAC leaving care
- Safeguarding in Schools – focus on sex education and safeguarding risks
- SEND overview
- Young carers in Nottingham – focus the support in place
- Safeguarding Children – Children who go missing (links to CSE?)
- Behaviour in schools (or PRUs)
- Placement of Looked After Children in Schools
- Examination of the role of the Corporate Parenting Board

Regular updates to the committee

- Post Ofsted Improvement update
- NCSCB Updates
- Overall safeguarding performance monitoring
- CSE (noted below as mandatory)

Mandatory topics (under the terms of reference)

- Safeguarding
- Looked After Children
- Vulnerable Children and Young People (eg in relation to disability, domestic violence, missing)
- Child Sexual Exploitation
- Early Intervention
- Education Attainment
- Commissioning of Services for Children and Young People
- Performance of Services for Children and Young People
- Monitor the progress made by, and effectiveness of the Council and its partners in addressing actions made by Ofsted

4. **List of attached information**

Appendix 1 – work programme 2016/17.

5. **Background papers, other than published works or those disclosing exempt or confidential information**

None

6. **Published documents referred to in compiling this report**

None

7. **Wards affected**

Citywide

8. **Contact information**

Contact Colleagues
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<p>18 October 2016</p>	<ul style="list-style-type: none"> • Capital Improvements to Schools in Nottingham • Stability of social workers • Programme for Scrutiny
<p>22 November 2016</p>	<ul style="list-style-type: none"> • NCSCB Annual report • New Ofsted Framework • Programme for Scrutiny
<p>17 January 2017</p>	<ul style="list-style-type: none"> • Fostering • Adoption • Programme for Scrutiny
<p>21 March 2017</p>	<ul style="list-style-type: none"> • Edge of Care Services • Item 2 • Item 3 • Programme for Scrutiny

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