



**NOTTINGHAM CITY COUNCIL**  
**CORPORATE PARENTING BOARD**

**Date:** Monday, 17 July 2017

**Time:** 2.30 pm

**Place:** Ground Floor Committee Room - Loxley House, Station Street, Nottingham,  
NG2 3NG

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

**Corporate Director for Strategy and Resources**

**Governance Officer:** James Welbourn **Direct Dial:** 0115 8763288

- |           |  |               |
|-----------|--|---------------|
| <b>1</b>  | <b>APOLOGIES FOR ABSENCE</b>   |               |
| <b>2</b>  | <b>DECLARATIONS OF INTERESTS</b>   |               |
| <b>3</b>  | <b>MINUTES</b><br>To confirm the minutes of the meeting dated 19 June.   | 3 - 18        |
| <b>4</b>  | <b>INDEPENDENT REVIEWING OFFICER ANNUAL REPORT 2016 - 2017</b><br>Report of Director, Children's Integrated Services | 19 - 34       |
| <b>5</b>  | <b>PATHWAY PLANNING</b><br>Director, Children's Integrated Services  | 35 - 38       |
| <b>6</b>  | <b>FOSTER CARER RECRUITMENT AND RETENTION</b><br>Report of Director, Children's Integrated Services                  | 39 - 44       |
| <b>7</b>  | <b>CHILDREN IN CARE JOINT STRATEGIC NEEDS ASSESSMENT</b><br>Report of Director, Children's Integrated Services       | 45 - 50       |
| <b>8</b>  | <b>CHILDREN IN CARE COUNCIL</b>  | Verbal Report |
| <b>9</b>  | <b>CHAIR'S UPDATE</b>  | Verbal Report |
| <b>10</b> | <b>FORWARD PLANNER</b>   | 51 - 54       |

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

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**NOTTINGHAM CITY COUNCIL**

**CORPORATE PARENTING BOARD**

**MINUTES of the meeting held at Ground Floor Committee Room - Loxley House, Station Street, Nottingham, NG2 3NG on 19 June 2017 from 2.30 pm - 4.06 pm**

**Membership**

Present

Councillor David Mellen (Chair)  
Councillor Ginny Klein (Vice Chair)  
Councillor Liaqat Ali  
Councillor Jim Armstrong  
Councillor Nicola Heaton  
Councillor Jackie Morris  
Councillor Wendy Smith  
Councillor Marcia Watson  
Councillor Sam Webster

Absent

Councillor Sue Johnson

**Colleagues, partners and others in attendance:**

BB

Helen Blackman	Director of Children's Social Care
Sonia Cain	Service Manager, Fostering and Adoption
Clive Chambers	Head of Service – Safeguarding and Quality Assurance
Sharon Clarke	Service Manager
Sam Oliver	Children in Care Council
Sameer Patel	Employment, Education and Training Personal Advisor
Lynn Pearce	Team Manager, Leaving Care Service
Jon Rea	Engagement and Participation Lead Officer
James Welbourn	Governance Officer
Jordan Whatman	Project Officer, Children in Care

**1 APPOINTMENT OF VICE-CHAIR**

Councillor Ginny Klein was appointed as Vice-Chair for 2017/18.

**2 APOLOGIES FOR ABSENCE**

Councillor Sue Johnson - personal reasons

TM

Steve Comb  
Larelle Flowers  
Sally Porter  
Julia Stachowiak

Kay Sutt

### **3 DECLARATIONS OF INTERESTS**

None.

### **4 MINUTES**

The minutes of the meeting held on 24 April were agreed as a true record and signed by the Chair.

### **5 CHAIR'S INTRODUCTION AND WELCOME**

The Chair welcomed all new and returning Members, and Officers to the first meeting of 2017/18.

### **6 QUALITY ASSURANCE VISITS OF REGULATED AND NON-REGULATED RESIDENTIAL PROVISIONS**

Clive Chambers, Head of Service – Quality and Assurance introduced a report on Quality Assurance (QA) Visits of Regulated and Non-regulated Residential Provisions.

The following points were highlighted:

- (a) there is a requirement in residential care for regulation 44 visits to be undertaken – this is one element of the quality assurance framework for residential childcare;
- (b) there is a rota for staff that undertake regulation 44 updates, including people from across, and outside the department;
- (c) Residential provision provided by Nottingham City Council is based around small residential homes. Respite care is an exception to this;
- (d) a parallel process for undertaking quality assurance visits for semi-independent provision from childhood into adulthood has been introduced. This is not a regulatory requirement but was introduced as it was deemed good practice;

Following questions from Members, further information was provided:

- (e) there are a number of ways in which the recommendations of QA reports are followed up on. OFSTED monitors reports, as it provides them with an ongoing sense of what is happening in a home. They also look at actions taken to make sure they have been addressed properly. Recommendations are always looked at in subsequent visits and are discussed with unit managers;
- (f) a visit to a children's home is to be arranged for Members later in 2017;

- (g) private homes where Nottingham City Council do not have children placed are monitored by the Children in Care Police Officer. These homes are within the City boundaries.

**RESOLVED to:**

- (1) support continued involvement and recruitment of relevant independent professionals undertaking Regulation 44 visits and to welcome member's involvement in quality assurance visits of unregulated semi-independent homes for care leavers;**
- (2) continue to receive regular updates in respect of outcomes of visits.**

**7 ADOPTION AND PERMANENCY**

Sonia Cain, Service Manager Fostering and Adoption introduced a report on Adoption and Permanency.

The report provided an overview of the permanency performance of the Local Authority, particularly with regard to the number of adoptions. The report focused primarily on adoption activity and the plan for a Regional Adoption Agency.

The following points were highlighted:

- (a) there have been 7 children adopted from 1 April 2017;
- (b) government policy has a strong national drive on adoption. Case law requires that adoption should not be the plan for a child until all efforts with the birth family had been exhausted. However, this affected certain children as in some cases relatives can be presented at a late stage in proceedings, which can cause delay;
- (c) it is expected that children with an adoption plan will be placed with adopters in a timely way and performance is measured in this regard. Each child is tracked through legal processes, so that there is an idea of when that process will end. In Nottingham City adoption will continue to be sought as an outcome for older young people. Not all authorities have this approach;
- (d) Nottingham City Council always try and place sibling groups together, but there may be reasons why this is not possible. A sibling assessment may be necessary;
- (e) work is done with children to support them on what is a challenging journey.

**RESOLVED to:**

- (1) note the performance to date in relation to Permanency Planning for Children in Care, this can be in the form of Adoption, Permanent Fostering or Special Guardianship;**

- (2) **present the Adoption and Permanency report to the Corporate Parenting Board on a regular basis.**

## **8 PILOT OFSTED INSPECTION OF CHILDREN'S SERVICES**

Helen Blackman, Director of Children's Integrated Services introduced a report on the Pilot OFSTED inspection of Children's Services.

The following points were highlighted:

- (a) Nottingham City Council were last inspected in April 2014, with the annual rotation being a three-yearly inspection. The 2014 inspection judged that overall Nottingham City Council required improvement;
- (b) Children's Services volunteered to take part in an inspection piloting a new methodology. Four OFSTED inspectors undertook this over a two week period from 23 January 2017;
- (c) Inspectors reviewed 270 cases, and tracked them through the system. OFSTED gave positive feedback and highlighted that one of the biggest drivers for improvement had been the move to have one directorate;
- (d) this pilot inspection does not change Nottingham City Council's official rating. However, the pilot letter received back from OFSTED can be published – this gave an overall effectiveness score of 'Good';
- (e) 'Early Help' is not rated as part of this inspection, but it was indicated that this work was 'Outstanding';
- (f) areas for improvement were identified, with a key one being that around 20 individuals made a choice that they didn't want to work with the Leaving Care team. OFSTED felt that enough hadn't been done to try to re-engage with these individuals given their vulnerability.

Members thanked all staff members and partner organisations for the pilot rating.

**RESOLVED to note the findings of the inspection.**

## **9 CHILDREN IN CARE COUNCIL**

Jon Rea, Engagement and Participation Lead Officer provided Members with an update on the activities of the Children in Care (CiC) Council.

The following points were highlighted:

- (a) the design of the 'Have Your Say' survey will be looked at from July this year;
- (b) in April, the CiC Council was busy with a music workshop, and a run-around workshop. These helped children with confidence, and development skills;

- (c) there are currently 15 active members of the CiC Council; several others are being assessed for suitability. There is strong Special Education Needs and Disability (SEND) representation;
- (d) the Black and Minority Ethnic (BME) profile of the CiC Council is strong; seven out of 15 members have a BME profile. The oldest member is 19, and the youngest is 13.

Your Voice is another participation group that also work with children; however they are more aimed at children who are leaving care;

- (e) work is ongoing to develop a digital newsletter which will provide monthly updates from the CiC Council, as well as signposting young people to services. This will be for staff, as well as young people and carers, and will hopefully launch in the autumn of 2017;
- (f) joint work is being carried out with the Placements Service, with Corporate CiC Council themes being fed into this work. Specifically, the work is focusing on how issues highlighted by young people can be incorporated into the quality assurance of homes;
- (g) a KICC (Kids in Care Council) is imminent. This is an ad-hoc group that undertakes events for younger children in care. This will be on August 1 – there are a group of 8 children around the age 11-12 who are interested in taking part.

**RESOLVED to note the update.**

## **10 KEEP ON CARING**

Lynn Pearce and Sameer Patel gave an update on 'Keep on Caring'.

The following points were highlighted:

- (a) Nottingham City is one of 85 authorities were involved in the leaving care forum, which provides an opportunity for benchmarking and sharing practice;. There is currently no East Midlands forum, so Nottinghamshire, Derbyshire and Leicestershire are meeting to discuss creating one;
- (b) there are three satellite homes for 'staying close' – this id about having a close connection with staff that children have worked with. There is also a satellite home used for short transitional accommodation – young people who want a sample of what living independently would be like;
- (c) partnerships with external agencies can secure funding for young people; one such example of this is a partnership with the Department for Work and Pensions (DWP). A further example was Sportivate – activities around health, such as sports memberships;
- (d) the employability programme was based around improving access to education, training and employment;

In 2014/15 figures for education training and employment were around 50%. Through the employability programme, bespoke programmes were delivered for the most disengaged young people. The figure for 2016/17 was 70.7%;

- (e) the employability programme will be continued, as will the housing gateway, and improved access to mental health support;

Following questions from Members, and a video onscreen, further information was provided:

- (f) Futures advisors are actively engaged with the leaving care service. They have helped to set up opportunities in the apprenticeships scheme at Nottingham City Council. There is help for care leavers to access this scheme;
- (g) not all children take up the offer of the employability programme but there is ongoing encouragement and support for them to explore other options.

**RESOLVED to thank Lynn and Sameer for the update.**

#### **11 CHAIR'S UPDATE**

The Chair informed those present that a lot of work has been put into finding and recruiting foster carers. Three events had been held at primary schools, attended by around 17 people.

There has also been work with the faith communities; the event of St. Nicholas' Church involved a visit from the Bishop of Southwell. There was also an event held at the mosque in Bobbers' Mill.

#### **12 FORWARD PLANNER**

**RESOLVED to agree the forward planner for 2017/18,**

#### **13 FUTURE MEETING DATES**

**RESOLVED to approve the following meetings in 2017/18:**

**17 July 2017;  
18 September 2017;  
20 November 2017;  
15 January 2018;  
19 March 2018.**



# Ofsted Pilot Inspection of Children's Services

23rd January - 3rd February 2017

# Key Areas of Positive Feedback

- Catalyst for our improvements was move to become 'One Directorate'.
- Regional peer review and challenge is well used to inform services and shape future provision.
- We continue to work hard to recruit a permanent workforce. They particularly liked our plans for Grow your Own and our ASYE programme.
- Resources are deployed strategically, where it will make the biggest difference to children and young people.
- The Local Authority has invested heavily in an integrated model for effective partnership working.

# Key Areas of Positive Feedback

- We are becoming an employer of choice and our reliance on agency workers is reducing.
- We have successfully created an environment where good and outstanding practice can flourish.
- The diverse needs of children are well understood.
- Listening to the voice of the child across our work is a real strength.
- Access to a wide range of effective early help services for children and their families results in risks being minimised and children's welfare improving.

# Key Areas of Positive Feedback

- Our Integrated Locality Hubs offer accessible, responsive and effective forum to support multi-agency services.
- Children's assessments are consistently good which lead to meaningful indicative plans.

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The support offer for disabled children is good, sensitive work leads to children and their families receiving tailored support.

- MST/MST-CAN offer and the Edge of Care Hub are two examples of creative use of resources. The support they provide improves the lives of children and families and is reducing the number of children coming into care.

# Key Areas of Positive Feedback

- Social Workers know their children well and have the capacity to undertake direct work, whilst ensuring that they are listening to the voice of the child.
- Children live with carers who are proud and ambitious for them, and their achievements are celebrated.
- Children's emotional needs are regularly considered and children are supported by wrap-around services like CAMHS and Targeted Support.
- Educational outcomes for children in our care are improving due to the efforts of our excellent carers and the Virtual School.
- Early Help is seen as outstanding

# Areas For Further Development

- Doing more to sustain contact and support care leavers who aren't currently engaged with us,
- Providing a more robust response for young people who present as homeless,
- Further work to understand the reasons for children going missing and ensuring that they receive the help they need
- Reviewing the capacity of our IRO service to ensure sufficient monitoring of children's plans between review meetings.

# Areas For Further Development

- More work needs to be done to ensure that multi-agency information ensures decision-making at the 'front door' to Children's Integrated Services informs a shared view of need and risk.
- All partners, particularly Nottinghamshire Police and Schools, need to contribute to initial fact finding, assessment and planning in a more timely manner.
- Social Care will engage with partners to set clear expectations for responses.

# Summary

- Feedback from inspectors highlighted the great progress that our service has made since its last inspection.
- Inspectors were clear that our workers complete meaningful work with children and their families, which leads to improved outcomes in all areas of their life.
- Throughout the inspection process inspectors credited the passion, enthusiasm and positivity of our staff.



# Judgements

The impact of leaders on practice with children and families – Good.

The experiences and progress of children who need help and protection – Good.

The experiences and progress of children looked after and care leavers and achieving permanence – Requires Improvement .

Overall effectiveness – Good

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**CORPORATE PARENTING BOARD – JULY 2017**

<b>Title of paper:</b>	Independent Reviewing Officer (IRO) Annual Report 2016/17	
<b>Director(s)/ Corporate Director(s):</b>	Helen Blackman – Director, Children’s Integrated Services	<b>Wards affected:</b> All
<b>Report author(s) and contact details:</b>	Clive Chambers – Head of Safeguarding and Quality Assurance 0115 8764373 <a href="mailto:Clive.chambers@nottinghamcity.gov.uk">Clive.chambers@nottinghamcity.gov.uk</a>	
<b>Other colleagues who have provided input:</b>	Eve Hailwood – Principal Manager, Quality Assurance <a href="mailto:evelyn.hailwood@nottinghamcity.gov.uk">evelyn.hailwood@nottinghamcity.gov.uk</a>  Alison Platkiw - Principal Manager, Independent Reviewing Officer Service for Children in Care <a href="mailto:alison.plaitkw@nottinghamcity.gov.uk">alison.plaitkw@nottinghamcity.gov.uk</a>	
<b>Date of consultation with Portfolio Holder(s) (if relevant)</b>		
<b>Relevant Council Plan Key Theme:</b>		
Strategic Regeneration and Development		<input type="checkbox"/>
Schools		<input type="checkbox"/>
Planning and Housing		<input type="checkbox"/>
Community Services		<input type="checkbox"/>
Energy, Sustainability and Customer		<input type="checkbox"/>
Jobs, Growth and Transport		<input type="checkbox"/>
Adults, Health and Community Sector		<input type="checkbox"/>
Children, Early Intervention and Early Years		<input checked="" type="checkbox"/>
Leisure and Culture		<input type="checkbox"/>
Resources and Neighbourhood Regeneration		<input type="checkbox"/>
<b>Summary of issues (including benefits to citizens/service users):</b>		
Independent Reviewing Officers quality assure the plans for children in care and children subject to a protection plan. The Annual report (attached at Appendix 1) summarises activity and impact during the course of 2016/17.		
<b>Recommendation(s):</b>		
<b>1</b>	To note the content of this report.	

**1 REASONS FOR RECOMMENDATIONS**

- 1.1 The Corporate Parenting Board is one of the bodies that the IRO Annual report is required to be presented to. This is because of the critical role that IROs play in overseeing plans that relate to children who are in care.

## **2 BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)**

2.1 The primary focus of the IRO is to critically examine and quality assure the Care Planning and interventions of the Local Authority in respect of each child or young person in care. Central to this is ensuring that the child's wishes and feelings are given full consideration in planning. The primary focus therefore is to ensure;

- There is robust challenge regarding decisions, where there is underlying poor professional practice and when decisions are not being taken in the children's interests.
- To challenge the quality of analysis being undertaken, to ensure it identifies the children's needs.
- Those views of children, parents, carers and other professionals are given sufficient weight in care planning.

## **3 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

3.1 N/A

## **4 FINANCE COMMENTS (INCLUDING IMPLICATIONS AND VALUE FOR MONEY/VAT)**

4.1 N/A

## **5 LEGAL AND PROCUREMENT COMMENTS (INCLUDING RISK MANAGEMENT ISSUES, AND LEGAL, CRIME AND DISORDER ACT AND PROCUREMENT IMPLICATIONS)**

5.1 N/A

## **6 STRATEGIC ASSETS & PROPERTY COMMENTS (FOR DECISION RELATING TO ALL PROPERTY ASSETS AND ASSOCIATED INFRASTRUCTURE) (AREA COMMITTEE REPORTS ONLY)**

6.1 N/A

## **6 STRATEGIC ASSETS & PROPERTY COLLEAGUE COMMENTS (FOR DECISION RELATING TO ALL PROPERTY ASSETS AND ASSOCIATED INFRASTRUCTURE) (AREA COMMITTEE REPORTS ONLY)**

6.1 N/A

**7 EQUALITY IMPACT ASSESSMENT**

7.1 Has the equality impact of the proposals in this report been assessed?

No



An EIA is not required because:

(Please explain why an EIA is not necessary)

Not required as the report does not contain financial proposals or decisions

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

8.1 None.

**9 PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

9.1 N/A

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**Nottingham City Council  
Independent Reviewing Service, Annual Report  
2016/17**

## Purpose of Service and Legal Context.

The service is based in the Safeguarding and Quality Assurance Section of Nottingham City Children's Integrated Services Directorate. The Independent Reviewing Officers (IRO) Service operates within the framework of the updated version of the IRO handbook, national guidance in Working Together to Safeguard Children 2015 and the national guidance for Fostering.

### **Children in Care**

The primary focus of the IRO is to critically examine and quality assure the Care Planning and interventions of the Local Authority in respect of each child or young person in care. Central to this is ensuring that the child's wishes and feelings are given full consideration in planning.

The primary focus therefore is to ensure;

1. There is robust challenge regarding decisions, if there is underlying poor professional practice and concern that decisions are not being taken in the children's interests
2. To challenge the quality of analysis being undertaken, to ensure it identifies the children's needs
3. That views of children, parents, carers and other professionals are given sufficient weight in care planning

### **Child Protection**

Within the child protection system, IROs manage Initial and Review Child Protection Conferences to ensure that there is effective multi-agency planning and activity to improve outcomes for children and young people subject to a protection plan. These requirements reflect the responsibilities set out in the Children Act 1989, Working Together to Safeguard Children (2015) and the Nottingham City Safeguarding Children Board procedures.

The IRO Service is also responsible for organising and chairing complex special circumstances meetings. This includes for examples strategy meetings to consider the safety of young people identified as being at risk of sexual exploitation.

The Local Authority Designated Officer (LADO) operates from the IRO service and is managed by the Principal Manager (CP).

### **Fostering**

The role of the Independent Reviewing Officer (fostering) is to ensure that Nottingham City Council foster carers provide suitable care for children in care the IRO is responsible for reviewing all foster carers in line with the Fostering Regulations 2011 and departmental policy.



## Action taken to address key issues of 2015 - 16

The IRO Annual Report 2015-16 identified the following areas for development during the course of 2016/17.

**1. Finalise the Team establishment in order to recruit to permanent posts. IROs who work with children in care will be the priority to promote good working relationships for children in care with their IRO.**

IRO posts were re-graded and permanent funding was identified for all of the established positions. During the course of 2017 the team establishment has been further expanded in response to a recommendation made in a pilot Ofsted inspection that took place in January/February 2017. Further information with regard to this inspection is provided later in the report. Even taking into account this additional capacity significant progress has been made in recruiting permanent staff into the service. At year end most of the IRO team that primarily work with children in care was comprised of permanent staff. It is anticipated that the whole team will be comprised of permanent staff during the second quarter of 2017/18. Further recruitment for the team that focuses on child protection work will take place in early 2017/18.

**2. Maximise the opportunities for children and young people to contribute to plans and meetings about them**

At the end of Q2 over 90% of children contributed to their Looked After Review. The introduction of the new IT system has temporarily compromised our ability to report on this since that point but we anticipate that performance will have been maintained. We now also include, where appropriate, young people in meetings to discuss concerns about the possibility that they are being sexually exploited. This innovation has proved highly successful in enabling young people to understand why agencies/family members are concerned about their welfare.

**3. Support the implementation of new case recording system and ensure that this meets the needs of the wider service area, including the LADO**

We worked with colleagues across the department to introduce Liquid Logic, the new case recording system. The new system is significantly different to the previous one and we have encountered some challenges in adapting to this. That said we can already see the benefits the system will bring and continue to support the work that is underway to improve our compliance with what is expected. The new system contains a specific work space for managing the LADO function and we plan to start using this fully in 2017/18. The move to this element of the system was delayed by vacancies within the wider LADO team.

**4. Work with the Child Sexual Exploitation Coordinator to provide information and intelligence to further strengthen the local response to sexual exploitation**

We have established a standard data set that is considered monthly in the Multi-Agency Sexual Exploitation (MASE) panel. The CSE Coordinator has also worked closely with colleagues from

the Police to provide reports to the Safeguarding Children Board, Crime and Drugs Partnership and contributes to the departmental quarterly performance report.

#### **5. Refine and further develop the Causes for Concern process and the Efficacy Framework.**

We have completed a detailed review of the Efficacy Framework. This identified that the system was extremely resource intensive and failed to focus on some key issues such as Personal Education Plans and Health assessments. As a consequence the system has been replaced with what we refer to as a live audit tool. In this system each IRO focuses on key issues that impact on the life chances and outcomes for children in care. This system was introduced towards the end of 2016/17 and will allow us to provide quarterly performance reports.

The Ofsted inspection identified the need to increase capacity to ensure that IROs were able to better perform their scrutiny function. Immediate action was taken to increase capacity by 1.5 posts and work will be undertaken during the course of 2017/18 to permanently fund these posts. This additional capacity has all been located within the team that focus' on work with children in care. We plan to fully revise the cause for concern process during the first half of 2017/18.

#### **6. Work in partnership with the Head of Children's Social Work to ensure that action is taken to address the key areas identified as causes for concern.**

Please see the section below that relates to the Pilot inspection:

##### Additional areas of development

In addition to the above we have also supported the development of:

- A new way of structuring the minutes for children in care reviews. The new approach sees the minutes written for the child (e.g. the minutes talk about "your" care plan rather than "the" care plan). Children in care have helped shape this approach and report positively about the change made.
- Team standards which set out what is expected of IROs.

The increase in capacity in the service reported in the 2015/16 Annual report has been increased and the staffing establishment is

- Principle Manager – 2 Full Time Equivalent (FTE)
- IRO – 15.5 FTE
- LADO – 1 FTE

All of the above posts apart from the 1.5 posts that were added following the Pilot inspection are permanently funded. The LADO post continues to be funded by the Nottingham City Safeguarding Children Board given the multi-agency focus of this post.

The extra capacity created in Business Support Service has also been maintained and the diary manager posts are now permanent.

## Quantitative Information

This section reports upon the activity that the IRO Service has been involved in over the past year. It does not include the role of the LADO which will be subject to a separate Annual Report specifically analyzing activity, themes and context separately for the Safeguarding Board. The figures below relate to specific circumstances (strategy meetings) meetings that are held to consider issues such as Sexual Exploitation and Historical Abuse. It should be noted however that there has been significant increase in demand for such meetings which has impacted on IRO capacity.

### Meetings held

	Looked After Reviews	Child Protection Conferences	Total
2016/17	1,619	1,582	3,201

It should be noted that the figures above are likely to be under reporting as they are based on a manual count. This is a consequence of the transfer to a new IT system during the course of the year.

### Child Protection

On 31<sup>st</sup> March 2017 there were 480 children and young people subject to a protection plan. This represents a rate per 10,000 of the population of 72.8. The figure for 31<sup>st</sup> March 2016 was 564. The target for 2016/17 was to reduce the number of children subject to a protection plan.

The average rate in our statutory neighbor group per 10,000 was 59.

### Breakdown

Category of plan			
	2015	2016	2017
Physical abuse	9%	11%	6%
Sexual abuse	3%	4%	3%
Emotional abuse	47%	49%	27%
Neglect	36%	36%	36%
Multiple categories <sup>1</sup>	5%	0%	27%

<sup>1</sup> Work is underway to examine the reasons for the significant increase in the use of multiple categories. It seems likely this is a recording issue linked to the new IT system.

As will be seen from the information in Appendix 1 there were slightly more boys than girls in care, with children from a White British background forming the largest cohort. This was the same as the position on 31<sup>st</sup> March 2016.

Of the cohort of children and young people who were subject to a Child Protection Plan that was closed during the year less than 1% had been subject to a plan for 2 years or more. The most recent available figures for performance in this area by statutory neighbors were 4.3%. There was a significant increase in the proportion of children made subject to a protection plan for a second or subsequent time in Q1 of 2016/17, which impacted on the outrun for the year of %, which is a significant increase on the position in 2015/16 of 8%.

At the end of Q2 98% of reviews were within timescale. Again the implementation of the new IT system has temporarily impacted on our ability to produce performance information in relation to this but we anticipate that performance continued to be at that level

### Children Looked After

On 31<sup>st</sup> March 2017 there were 605 children and young people in care. This represents a rate per 10,000 of the population of 92. The figure for 31<sup>st</sup> March 2016 was 589.

The rate in our statutory neighbors per 10,000 was 96.5.

Just over 84.8% of children in care were placed within 20 miles of Nottingham, which represents an improvement when compared to the previous year (80.2%)

As will be seen from the information in Appendix 1 there were slightly more boys than girls in care, with children from a White British background forming the largest cohort. This is similar to the position reported in the IRO annual reports for the last two years

## Qualitative Information

### Causes for concern

One of the key functions of the Independent Reviewing Officer service is to quality assure work undertaken with children and families to promote good outcomes. One element of this work is to escalate a case where there are issues which need to be addressed in order to achieve this. This process is referred to as the cause for concern process.

Proportionally the majority of causes for concern were raised in relation to work with children in care. This is unsurprising as the requirement to have an escalation process in relation work with children in care has been in place for some time. It is important to see this figure in context as the IRO will initiate a process after a meeting and, as will be seen from the figures above this indicates that such processes are only initiated in a small minority of cases.

Key themes from this process are:

### Child Protection

- Work not being completed in a timely way
- Reports not being available in advance of meetings

### **Children in care**

- Failing to progress contact arrangements
- Work not being progressed/completed in a timely way
- Care plans not being submitted in advance of meetings

### **Complements**

The IRO service highlights examples of good practice where these are identified as it felt these provide an excellent opportunity for wider learning. This process is not as well embedded as the Cause for concern process so numbers are comparatively low. Strengthening the approach to capturing positive practice will be addressed in the refreshing of the Cause for Concern process. Examples of the types of positive practice identified have included

- Excellent work to progress a complex child protection plan in a timely way
- A persistent and tenacious approach to implementing an adoption plan for a young person who was difficult to place
- High quality reports

### Inspection Findings

As indicated above in January/February 2017 Ofsted piloted their new inspection framework in Nottingham City. As this was a pilot inspection the report will not be published by Ofsted however we are able to reference the findings. The inspection focussed on services to children in need of support/protection and children in care.

The overall judgements were:

- The impact of leaders on practice with children and families – Good
- The experiences and progress of children who need help and protection – Good
- The experiences and progress of children looked after and care leavers, and achieving permanence – Requires Improvement<sup>2</sup>
- Overall Effectiveness – Good

Key findings from the inspection which are directly relevant to the IRO service area were:

---

<sup>2</sup> The key issues which impacted on this judgement were in relation to the way in which the leaving care service sustained engagement with harder to reach young people and capacity in the IRO service.

- Plans for children promote their safety and welfare. The plans set out clearly what needs to happen to improve children's circumstances. This is particularly the case in child protection planning, where parents are helped to understand the concerns for their children.
- When children are made subject to child protection plans, partner agencies work effectively with families to improve children's circumstances. Partners use the local authority's adopted model of social work practice well in child protection conferences.
- Partners contribute fully to child protection planning and parents understand exactly what needs to happen.
- Children looked after live in stable and secure homes where they are supported to live full and enjoyable lives.
- Carers are supported to provide high-quality homes that can look after brothers and sisters together. Very careful consideration is given to children living with carers who can meet their needs.
- When placement issues arise, appropriate action is taken to address and resolve them.

## Moving Forward

### Priorities for 2016/17

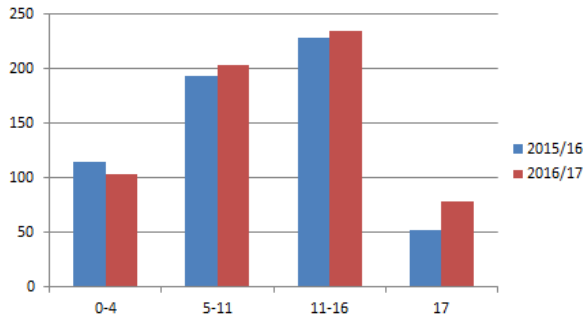
1. **Finalise the Team establishment in order to recruit to the additional post permanent posts.**
2. **Finalise the review of the cause for concern process and ensuring that the approach to learning from positive feedback is strengthened.**
3. **Collate live audit information to use as a basis for performance reporting in relation to children in care**
4. **Finalise the development of the live audit tool for use in child protection planning.**
5. **Contribute to the ongoing strategic analysis of risks associated with child sexual exploitation.**

**Eve Hailwood**  
**(Principle Manager, Quality Assurance)**

**Alison Plaitkw**  
**(Principle Manager, Quality Assurance)**

**Appendix 1 – Profiles.**

**Age of Children in care**



**Gender of children in care  
2015/16**



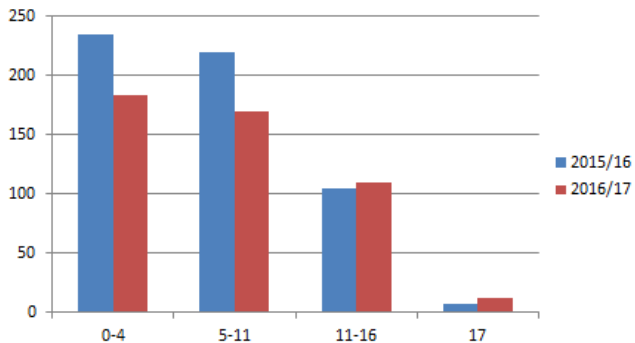
**Gender of children in care  
2016/17**



<b>Ethnicity of Children in Care 2016/17</b>	
Any other ethnic group	16
Arab	3
Asian / Asian British / Bangladeshi	1
Asian / Asian British / Pakistani	13
Asian / Asian British / Indian	3
Asian / Asian British / Any other Asian background	17
Black / Black British / African	29
Black / Black British / Caribbean	20
Black / Black British / Any other Black background	6
Chinese	0
Gypsy / Roma	3
Mixed White & Black African	8
Mixed White & Asian	6
Mixed White & Black Caribbean	71
Mixed any other mixed background	26
Unknown	5
White British	362
White Irish	7
White any other White background	24
<b>Total</b>	<b>620</b>



## Age of Children Subject to a Protection plan



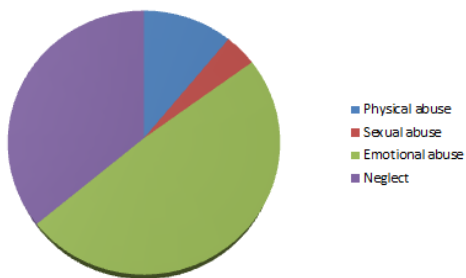
Gender of children subject to a protection plan 2015/16



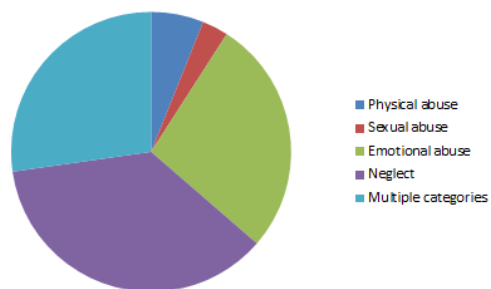
Gender of children subject to a protection plan 2015/16



Category of Plan 2015/16



Category of plan 2016/17



**Ethnicity of children subject to a Protection Plan as at 31<sup>st</sup> March 2017**

Any other ethnic group	5
Arab	0
Asian / Asian Brit - Bangladeshi	0
Asian / Asian Brit - Indian	1
Asian / Asian Brit - Pakistani	15
Asian / Asian Brit -Any other Asian background	8
Black / Black Brit - African	9
Black / Black Brit - any other black background	1
Black / Black Brit - Caribbean	11
Client refused to specify	0
Gypsy / Roma	0
Mixed - any other mixed background	13
Mixed - White & Asian	19
Mixed - White & Black African	1
Mixed - White & Black Caribbean	49
Traveler of Irish Heritage	0
Unknown	6
White - Any other White background	15
White British	323
White Irish	1

**CORPORATE PARENTING BOARD – JULY 2017**

<b>Title of paper:</b>	Pathway Planning	
<b>Director(s)/ Corporate Director(s):</b>	Helen Blackman - Director, Children's Integrated Services	<b>Wards affected:</b> All
<b>Report author(s) and contact details:</b>	Sharon Clarke - Service Manager, Children in Care and Leaving Care Service <a href="mailto:Sharon.clarke@nottinghamcity.gov.uk">Sharon.clarke@nottinghamcity.gov.uk</a>	
<b>Other colleagues who have provided input:</b>		
<b>Date of consultation with Portfolio Holder(s) (if relevant)</b>		
<b>Relevant Council Plan Key Theme:</b>		
Strategic Regeneration and Development		<input type="checkbox"/>
Schools		<input type="checkbox"/>
Planning and Housing		<input type="checkbox"/>
Community Services		<input type="checkbox"/>
Energy, Sustainability and Customer		<input type="checkbox"/>
Jobs, Growth and Transport		<input type="checkbox"/>
Adults, Health and Community Sector		<input type="checkbox"/>
Children, Early Intervention and Early Years		<input checked="" type="checkbox"/>
Leisure and Culture		<input type="checkbox"/>
Resources and Neighbourhood Regeneration		<input type="checkbox"/>
<b>Summary of issues (including benefits to citizens/service users):</b>		
<p>This report includes the current issues in relation to the legislative duties required by Nottingham City Council, in respect of those children eligible for a Pathway Plan. It focuses on the work required by Social Workers and Personal Advisors in relation to the assessment, planning, implementation and reviews of Pathway Planning in order to ensure young people have a robust plan to aid transition into adulthood.</p>		
<b>Recommendation(s):</b>		
<b>1</b>	To continue to support and understand the required duties of Corporate Parents, in relation to Pathway Planning for children in care and care leavers.	

**1 REASONS FOR RECOMMENDATIONS**

- 1.1 Nottingham City has a legislative duty to ensure all young people have a robust plan that is recorded and reviewed on their file.
- 1.2 Nottingham City has an E-Pathway Plan to ensure plans are specific, measurable, achievable, realistic and timely. The new plans better measure outcomes, and provide clear evidence of young people's wishes and feelings. Recent audits have

indicated that, generally, plans are of a good standard. Following the implementation of our new IT System, E-Pathway Plans will be reviewed.

## **2 BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)**

- 2.1 In April 2011, guidance was issued by the Government to Local Authorities / Agencies who provide services to care leavers. This was updated in May 2014, to include further duties in respect of Staying Put arrangements. The updated guidance also included direction on providing young people access to their records, and further guidance in respect of Personal Advisors assisting and supporting young people with access to training: “Young people do not need to have decided what education or training they would like to pursue. They can get in touch if they are wanting to pursue education or training and in such cases, the Personal Advisor should help the young person identify the best options suited to them” (3.56). The main aim of this guidance is to ensure care leavers are provided with support, so they can achieve in any aspiration they may have difficulty or face challenges with.

Further to this the Children and Social Work Act, 2017, received Royal Assent on 27<sup>th</sup> April. We are awaiting government guidance on this. This policy document stipulates that all Local Authorities in England must formally produce a local offer for care leavers, with Local Authorities required to support care leavers until age 25. It is also a requirement as per this policy that the Local Authority must provide a designated member of staff, who will be responsible for nurturing and assisting with the educational attainment of care leavers.

The Children and Social Work Act 2017 made a number of changes to Children’s Services more generally. Including that Local Authorities in England and Wales can now place looked after children in secure accommodation in Scotland, Local Safeguarding Children’s Boards are to be replaced with new local arrangements for safeguarding and promoting looked after children’s wellbeing, and Health and Care Profession’s Council (HCPC) is to be succeeded by Social Work England as the profession’s regulatory organisation.

- 2.2 For all young people, the transition into adulthood can be a turbulent time. However, the transition time can be eased by living with Carers / Parents until ready emotionally and / or financially for independence. However, for young people leaving care, this may not always be offered by carers on an on-going basis. Therefore, as Corporate Parents, we need to provide support for our care leavers in the same way that reasonable Parents provide support for their own children.
- 2.3 It is the responsibility of the Local Authority to assess, plan, implement and review Pathway Plans, and support young people as they transition into adulthood. This applies irrespective of other services provided e.g. if they are disabled, in custody or if they are unaccompanied asylum seeking children (UASC).
- 2.4 The Children Act, 1989, requires that a Pathway Plan must be prepared for all eligible children and continued for all Relevant and Former Relevant Children. The Pathway Plan is derived from their Care Plan and sets out the necessary actions to be taken by the Local Authority, the young person, their Carers and Agencies so that each young person has an individual plan that provides them with the services required in supporting a successful transition into adulthood.

- 2.5 The E-Pathway Plan addresses the requirements of the Act. It includes:
- Young person's health and development.
  - Education, training and employment.
  - Contact, supports and networks.
  - Young person's financial capabilities and money-management capacity.
  - Young person's views.
  - Input from Parent / Carer, providers of housing, Personal Advisor, health, education and Independent Reviewing Officer (IRO).
- 2.6 Young people leaving care should have a Health Passport (referred to as Important Health Information) which gives their full medical history in consultation with a Looked After Nurse, if the young person wishes to co-operate. The Local Authority continues to collaborate with the Health Team, which is responsible for the production of Health documentation. A number of young people also refuse medical appointments, and creative methods are utilised to help these young people to engage.
- 2.7 The care leavers' team employ a qualified Social Worker who acts as a dedicated Transitions Worker to work with young people, Adult Services, Carers, Social Workers and Personal Advisors to input into Pathway Planning for young people who require Adult Services or further support in their transition. The Disabled Children's Team retain responsibility for formulating Pathway Planning, for children in care who have a permanent and substantial disability. All care leavers who are eligible for Adult Services also receive services relevant to their status as a care leaver.
- 2.8 Unaccompanied asylum seeking children (UASC) have both a leaving care and immigration status which means Pathway Planning can be complex. This requires a multi-faceted planning model; addressing planning for young people with permission to remain in the UK, for those who have been refused permission to remain, those who may want to return to their country of origin and those who have been granted time-limited discretion to remain in the UK. Nottingham City Council has a legal duty to support UASC who are post-18 and in an appeal regarding their immigration status. These duties include the allocation of a Personal Advisor, providing accommodation and financial support.
- 2.9 The LASPO Act 2012 (Legal Aid, Sentencing and Punishment of Offenders) means Nottingham City Council has a legal duty to extend Looked After status to all young people remanded into custody. Therefore, once eligible, there is an expectation that these young people have a Pathway Plan.
- 2.10 All young people, from 15 years and 9 months of age, are required to have a Pathway Plan up until they are 18 years of age. These are formulated, implemented and reviewed by their allocated Social Workers. Post-18 care leavers are allocated a Personal Advisor who is then the key professional responsible for the continuation and review of the young person's Pathway Plan up until they are 21, or 24 if in fulltime education.
- 2.11 Performance in respect of Pathway Plans has remained a challenge in ensuring all young people have a compliant and authorised Pathway Plan, complete with an independent Personal Advisor viewpoint. Performance has continued to improve and Audits are being undertaken to test quality.

**3 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

3.1 None.

**4 FINANCE COLLEAGUE COMMENTS (INCLUDING IMPLICATIONS AND VALUE FOR MONEY/VAT)**

4.1 None.

**5 LEGAL AND PROCUREMENT COLLEAGUE COMMENTS (INCLUDING RISK MANAGEMENT ISSUES, AND LEGAL, CRIME AND DISORDER ACT AND PROCUREMENT IMPLICATIONS)**

5.1 None.

**6 STRATEGIC ASSETS & PROPERTY COLLEAGUE COMMENTS (FOR DECISION RELATING TO ALL PROPERTY ASSETS AND ASSOCIATED INFRASTRUCTURE) (AREA COMMITTEE REPORTS ONLY)**

6.1 None.

**7 EQUALITY IMPACT ASSESSMENT**

7.1 Has the equality impact of the proposals in this report been assessed?

No



An EIA is not required because:

(Please explain why an EIA is not necessary)

Not needed as the report does not contain proposals or financial decisions.

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

8.1 None.

**9 PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

9.1 Leaving Care Act (2000)

<http://www.legislation.gov.uk/ukpga/2000/35/contents>

9.2 The Children Act 1989 Guidance and Regulations – Volume 3: Planning Transitions to Adulthood for Care Leavers (2010)

[https://www.princes-trust.org.uk/pdf/PS\\_The%20Children%20Act\\_Nov2012a.pdf](https://www.princes-trust.org.uk/pdf/PS_The%20Children%20Act_Nov2012a.pdf)

9.3 The Children and Social Work Act (2017)

[http://www.legislation.gov.uk/ukpga/2017/16/pdfs/ukpga\\_20170016\\_en.pdf](http://www.legislation.gov.uk/ukpga/2017/16/pdfs/ukpga_20170016_en.pdf)

**CORPORATE PARENTING BOARD – JULY 2017**

<b>Title of paper:</b>	Foster Carer Recruitment and Retention	
<b>Director(s)/ Corporate Director(s):</b>	Helen Blackman – Director, Children’s Integrated Services	<b>Wards affected:</b> All
<b>Report author(s) and contact details:</b>	Sonia Cain – Service Manager, Fostering and Adoption <a href="mailto:Sonia.cain@nottinghamcity.gov.uk">Sonia.cain@nottinghamcity.gov.uk</a>	
<b>Other colleagues who have provided input:</b>		
<b>Date of consultation with Portfolio Holder(s) (if relevant)</b>		
<b>Relevant Council Plan Key Theme:</b>		
Strategic Regeneration and Development		<input type="checkbox"/>
Schools		<input type="checkbox"/>
Planning and Housing		<input type="checkbox"/>
Community Services		<input type="checkbox"/>
Energy, Sustainability and Customer		<input type="checkbox"/>
Jobs, Growth and Transport		<input type="checkbox"/>
Adults, Health and Community Sector		<input type="checkbox"/>
Children, Early Intervention and Early Years		<input checked="" type="checkbox"/>
Leisure and Culture		<input type="checkbox"/>
Resources and Neighbourhood Regeneration		<input type="checkbox"/>
<b>Summary of issues (including benefits to citizens/service users):</b>		
This report addresses the strategies for the recruitment and retention opportunities of foster carers.		
<b>Recommendation(s):</b>		
<b>1</b>	To note the recruitment and retention performance of the Fostering Service and the activities undertaken by the service to recruit and support foster carers.	

**1 REASONS FOR RECOMMENDATIONS**

- 1.1 According to the National Charity Fostering Network, over 9,000 new foster families are needed nationally in the next 12 months to care for a range of children, with the greatest need being foster carers for older children, sibling groups, disabled children and unaccompanied asylum seeking children. Every 20 minutes across the UK a child comes into care in need of a foster family.

**2 BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)**

- 2.1 The City has just over 600 children in their care as recorded on 1<sup>st</sup> June 2017. These are the most vulnerable children in the City, some known to services for some time,

and many with complex needs. The majority of our children are placed with foster carers. The Department recognises that if children are unable to live safely with birth parents or their extended family, then a setting that offers the experience of family life is best. This is what a placement with a foster carer offers.

- 2.2 The Department places most children in our care with foster carers. We would wish to place many of our children with our own in-house mainstream carers.
- 2.3 Many of our foster carers live in the City or the County and we would wish to recruit more carers living locally so that our children can be placed locally. They can then continue relationships with friends, and remain at the same school even if they are not living with birth families. We would prefer to place with our own carers rather than with an Independent Fostering Agency, which may be further away and disrupt established relationships.
- 2.4 For those children who are unable to live with their birth families, it is important where possible for them to retain close links with their birth family, and many will continue to have regular contact with their families. It is easier for support and contact to be maintained with local foster carers.
- 2.5 A placement near to home and within the Council makes communication easier for the child's social worker and the fostering supervising social worker, because they work for the same agency. Any successful placement is dependent on good communication between the staff concerned.
- 2.6 A successful placement also needs to be supported well. The support to the placement is easier to put in place when all work in the same department, as support from Child and Adolescent Mental Health Service (CAMHS), the Virtual School, and Targeted Support are all delivered from the same Council or linked Agencies.
- 2.7 It also makes efficient use of the budget to have more of our children with our own foster carers, as we do not have to pay the additional Independent Fostering Agency Fees.

## **RECRUITMENT STRATEGY**

- 2.8 The City has a recruitment strategy aimed at recruiting more foster carers and retaining existing foster carers. We have two established and dedicated Customer Service Officers for both Fostering and Adoption, who are a point of contact for any prospective foster carer from the application stage through to approval. Each month Information Evenings are held at Loxley House, for anyone thinking about fostering. They are always attended by a foster carer and members of the fostering team to answer any queries those interested may have about fostering, and to share their own experiences of fostering. We advertise on Facebook, Twitter and on the Nottingham City Council website. We are about to launch our new refreshed web page as we recognise that for many applying to become a foster carer, using the internet is more convenient.
- 2.9 In May we took part in Foster Carer Fortnight, a National Campaign to recruit more foster carers. The Fostering team took part in a number of activities to raise the profile of fostering and to recruit more carers. This included handing out leaflets and talking to members of the public in the Old Market Square and Victoria Centre. Our Service Director, the Bishop of Nottingham and a Nottingham City foster carer took



part in a live programme on BBC Radio Nottingham. The Bishop and his wife are former foster carers. We held an Information Evening at a local school targeted at the local community. There was also an Information Evening at the local city centre church, which is part of a developing partnership that we are having with local faith groups. Earlier in the year we held a similar Information Evening at a local mosque.

2.10 Fostering staff regularly attend local event such as the Riverside Festival, Caribbean Carnival, and Pride to promote fostering. This year we plan to attend 2 new events “Lark in the Park” in West Bridgford and “Glow Worm” a camping event in Clumber Park.

2.11 We have recently appointed, on a year’s contract, a dedicated Recruitment Consultant and a Fostering Project Officer to assist with Recruitment. There is a target set of 12 for the number of foster carers to be recruited this year. Their continuing employment in the role will be dependent on reaching the target that has been set. So far with the number of foster carers recruited, and the numbers in the process of being assessed, this looks an achievable target, provided we retain our current carers.

**2.12 RECRUITMENT STATISTICS**

**1<sup>ST</sup> April 2016 to 31<sup>ST</sup> March 2017**

**NUMBER OF APPROVED FOSTER CARERS THE CITY RECRUITED, BY AGE OF FOSTER CHILDREN:**

	<b>0-4 years</b>	<b>0-10 years</b>	<b>0-18 years</b>	<b>Total</b>
<b>Apr-16</b>	1		1	2
<b>May</b>		2		2
<b>June</b>				
<b>July</b>		1	1	2
<b>Aug</b>			2	2
<b>Sept</b>		2	1	3
<b>Oct</b>	1		2	3
<b>Nov</b>				
<b>Dec</b>	1		1	2
<b>Jan-17</b>			1	1
<b>Feb-17</b>	1	1	2	4
<b>Mar-17</b>			2	2
<b>Total</b>				23

## **RETENTION STRATEGY**

- 2.13 We continue to maintain our efforts to retain the carers that we have, and to look at innovative ways to “reward” our carers for what they do. We have a well-established, dedicated and experienced team of supervising social workers. Every foster carer has their own supervising social worker who regularly visits them, and who they can contact at any time regarding their fostering role.
- 2.14 Our foster carers are regularly and formally reviewed where any changes to their status can be discussed and agreed. We run Support Groups for foster carers in Clifton and Lenton, where foster carers can meet with other foster carers in their area.
- 2.15 There are six-weekly Fostering Business meetings that alternate between day and evening sessions. The meetings offer all our foster carers the opportunity to meet with Senior Managers within the Department, and for the Department to share current issues and concerns, and consult in relation to new initiatives.
- 2.16 The Service Manager, Virtual School regularly attends the Business meetings to address any issues in relation to education that carers may have. So far this year we have also had the NSPCC attend the Business meeting, in relation to work they are doing with life story work for children in foster care. Life story work is important for children who are in foster care for some time to help them maintain a clear understanding of their life history.
- 2.17 The National Youth Advocacy Service (NYAS) has attended, to inform foster carers in relation to the contact that the Department has with them to provide advocacy for children in care, and children who are subject to Child Prevention Conferences. NYAS also provides an independent visiting scheme for children in care who are not regularly in contact with their birth families, and who have been assessed as requiring this service.
- 2.18 The Missing Children’s team have attended to discuss their role and what foster carers need to do if a child goes missing.
- 2.19 Earlier this year one of our local City MPs attended, to seek the views of our foster carers in relation to all aspects of their fostering experience. The MP is a member of a Parliamentary Select Committee enquiring into fostering, and wished to obtain the views of foster carers first hand, which she was able to do at a well-attended Business meeting.
- 2.20 We have recently fully reviewed and updated our training programme for this year. Where we have received positive comments from foster carers, we will run a course the following year, or more than once during the year. Particularly well received courses have been PACE, which looks at Therapeutic Parenting and is achieved by an outside facilitator, and our “Fostering Attachments” course which is delivered by colleagues in Child and Adolescent Mental Health Services.
- 2.21 We pay for all our carers to be members of the Fostering Network where they can receive the latest information relative to developments in fostering, and they also access the services of the Fostering Network Advice and Mediation Worker.

- 2.22 We are constantly looking at different ways to reward our carers and acknowledge our appreciation of them.
- 2.23 For the second year running carers were nominated and received a GEM Award for their contribution to Fostering.
- 2.24 In March there was a “Foster Carer Celebration” evening at the Council House with a 3 course meal, music and entertainment provided by a City School. We rewarded publically, several of our carers who had been fostering for over 20 years. Our Communications and Marketing team met with the carers beforehand and did a short video of them sharing how they came into fostering, the rewards it has given them, and the pleasure that they have gained from the role. The event was well attended, with many foster carers unaware that they were part of a large fostering community.
- 2.25 Works Perks is an employee benefits scheme where staff can choose from over 6000 lifestyle discounts. This can include discounts at well-known shops, cinema, discounted holidays and travel, and local offers from businesses. We consulted with foster carers, and will shortly offer works perks to all foster carers who foster with Nottingham City.

### **3 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

- 3.1 The recommendation is to note the report; therefore there were no other options considered.

### **4 FINANCE COLLEAGUE COMMENTS (INCLUDING IMPLICATIONS AND VALUE FOR MONEY/VAT)**

- 4.1 None.

### **5 LEGAL AND PROCUREMENT COLLEAGUE COMMENTS (INCLUDING RISK MANAGEMENT ISSUES, AND LEGAL, CRIME AND DISORDER ACT AND PROCUREMENT IMPLICATIONS)**

- 5.1 None.

### **6 STRATEGIC ASSETS & PROPERTY COLLEAGUE COMMENTS (FOR DECISION RELATING TO ALL PROPERTY ASSETS AND ASSOCIATED INFRASTRUCTURE) (AREA COMMITTEE REPORTS ONLY)**

- 6.1 None.

**7 EQUALITY IMPACT ASSESSMENT**

7.1 Has the equality impact of the proposals in this report been assessed?

No



An EIA is not required because:

(Please explain why an EIA is not necessary)

Not required as the report does not contain proposals or financial decisions.

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

8.1 None.

**9 PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

9.1 None.

**CORPORATE PARENTING BOARD - JULY 2017**

<b>Title of paper:</b>	Children in Care Joint Strategic Needs Assessment 2017	
<b>Director(s)/ Corporate Director(s):</b>	Helen Blackman - Director, Children's Integrated Services	<b>Wards affected:</b> All
<b>Report author(s) and contact details:</b>	Grace Brough - Insight Specialist, Public Health <a href="mailto:grace.brough@nottinghamcity.gov.uk">grace.brough@nottinghamcity.gov.uk</a> 0115 8764002	
<b>Other colleagues who have provided input:</b>		
<b>Date of consultation with Portfolio Holder(s) (if relevant)</b>		
<b>Relevant Council Plan Key Theme:</b>		
Strategic Regeneration and Development		<input type="checkbox"/>
Schools		<input type="checkbox"/>
Planning and Housing		<input type="checkbox"/>
Community Services		<input type="checkbox"/>
Energy, Sustainability and Customer		<input type="checkbox"/>
Jobs, Growth and Transport		<input type="checkbox"/>
Adults, Health and Community Sector		<input type="checkbox"/>
Children, Early Intervention and Early Years		<input checked="" type="checkbox"/>
Leisure and Culture		<input type="checkbox"/>
Resources and Neighbourhood Regeneration		<input type="checkbox"/>
<b>Summary of issues (including benefits to citizens/service users):</b>		
<p>a) A Joint Strategic Needs Assessment (JSNA) of Nottingham City's Children in Care population has been undertaken as a refresh to the last JSNA undertaken in 2013.</p> <p>b) The JSNA identifies needs, targets, service provision, evidence of what works and out of this gaps and issues are identified and recommendations made. It is advised that these recommendations are noted and actioned as appropriate, as well as used to inform policy, strategy and where appropriate, commissioning.</p> <p>c) Key areas identified for attention and/or action are:</p> <ul style="list-style-type: none"> <li>- Prevention</li> <li>- Placements</li> <li>- Physical Health</li> <li>- Mental Health</li> <li>- Education</li> <li>- Decriminalisation</li> <li>- Other</li> </ul>		
<b>Recommendation(s):</b>		
<b>1</b>	To endorse and give formal sign off to the Children in Care JSNA.	
<b>2</b>	To note and action the identified gaps and recommendations of the Children in Care JSNA, as well as use these to inform strategy, action plans, policy and commissioning as appropriate.	

## **1 REASONS FOR RECOMMENDATIONS**

- 1.1 The JSNA is a comprehensive needs assessment of Children in Care (CiC), used for identifying areas of need amongst the population and identifying any gaps in provision and recommendations from these. The JSNA is relevant to a variety of partners and stakeholders, as well as citizens in understanding our child in care population, as such it is important this is endorsed at a strategic level by Corporate Parenting Board, to give approval for the document to be published but also to give partners and colleagues confidence in the document and its recommendations. JSNA's are a statutory function of the Health and Wellbeing Board; this JSNA was written by Public Health and the specialist service areas providing the service and taking account of the views of CiC.
- 1.2 In order for the JSNA to have an impact on improving the lives and outcomes of Children in Care, there are recommendations to be actioned addressing identified needs and any gaps in service through action plans, strategies and policy. The recommendations in the document are made as a result of comprehensive assessment of need and provision, the purpose of these recommendations are to improve the lives and outcomes of Children in Care and to reduce inequalities amongst this group, including health inequalities.

## **2 BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)**

- 2.1 From 1 April 2013, the Nottingham City Health and Wellbeing Board has the legal responsibility to produce the Joint Strategic Needs Assessment (JSNA) under the Health and Social Care Act 2012. JSNAs are local assessments of current and future health, wellbeing and social care needs that could be met by the Local Authority, Clinical Commissioning Groups (CCGs), or the NHS England.

The aim of a JSNA is to improve the health and wellbeing of the local community and reduce inequalities for all ages. It is used to help to determine what actions local authorities, the NHS and other partners need to take to meet health and social care needs and to address the wider determinants that impact on health and wellbeing.

- 2.2 The Nottingham City JSNA Steering Group have identified the Children in Care JSNA requires refreshing. It was last updated in 2013 and needs of this population may have changed.
- 2.3 Consultation with partners and stakeholders has informed this JSNA, as well as consultation with Children in Care through the CiC Survey.

## **3 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

- 3.1 Not putting forward the final JSNA – rejected, as this would mean we have no up to date Strategic Needs Assessment for this critical area of practice. This would carry with it reputational risks. If there are any concerns regarding the findings, then it is suggested that further work is undertaken and a refreshed report is brought to the Board.

#### **4 FINANCE COMMENTS (INCLUDING IMPLICATIONS AND VALUE FOR MONEY/VAT)**

- 4.1 There are no direct financial implications arising from undertaking the JSNA, just the officer and partner resource.
- 4.2 There may be financial implications to implement recommendations made; these would need to be considered on an individual basis and would be the subject of a further report.

Advice provided by Grace Brough (author) on 13/06/2017

#### **5 LEGAL AND PROCUREMENT COMMENTS (INCLUDING RISK MANAGEMENT ISSUES, AND LEGAL, CRIME AND DISORDER ACT AND PROCUREMENT IMPLICATIONS)**

- 5.1 All data used for the JSNA is anonymous to maintain confidentiality of CiC and low numbers are suppressed.
- 5.2 Crime and Disorder implications: Recommendations in the JSNA around decriminalisation should contribute towards preventing crime and decriminalisation of children in care, particularly the introduction of the decriminalisation protocol and continuation of YOT lead and CiC Police Officer role.

Advice provided by Grace Brough (author) on 13/06/2017.

#### **6 STRATEGIC ASSETS & PROPERTY COMMENTS (FOR DECISION RELATING TO ALL PROPERTY ASSETS AND ASSOCIATED INFRASTRUCTURE) (AREA COMMITTEE REPORTS ONLY)**

- 6.1 None.

#### **7 EQUALITY IMPACT ASSESSMENT**

- 7.1 Has the equality impact of the proposals in this report been assessed?

No



An EIA is not required because:

(Please explain why an EIA is not necessary)

Not required as the report does not contain proposals or financial decisions.

A specific EIA has not been undertaken as whilst undertaking the JSNA equalities were considered throughout, this group can face inequalities of outcomes in comparison to the non CiC population.

- 7.2 Children in Care were consulted via the Have Your Say Survey 2016; the findings of this were used to ensure their voice was heard in the JSNA.

## **8 LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION**

8.1 None.

## **9 PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

- 9.1 **Nottingham City Council.** *Children in Care and Care Leavers Strategy 2016/17- One Year Refresh: Valuing the Future of Our Children in Care and Care Leavers.* s.l. : NCC, 2017.
- 9.2 **Department for Education.** *Statistical First Release: Children Looked After in England (including Adoption), year ending 31st march 2016.* s.l. : DfE, 2016.
- 9.3 **Nottingham City Council.** *Children in Care and Care Leavers Strategy 2016/17- One Year Refresh: Valuing the Future of Our Children n Care and Care Leavers.* Nottingham : Nottingham City Council, 2017.
- 9.4 **Zayed, Y, Harker, R.** *Children in Care:Statistics, Briefing Paper Number 04470, 5th October 2015.* s.l. : House of Commons Library, 2015.
- 9.5 **NSPCC.** *Who is affected by neglect.* s.l. : NSPCC, 2016.
- 9.6 **Department for Education.** *Statistical First Release Outcomes for children looked after by LA's.* UK : DfE, 31at March 2015.
- 9.7 **NSPCC.** *Children in Care: Emotional Wellbeing and Mental Health.* s.l. : NSPCC, 2016.
- 9.8 **Cann-Livingstone, M and Denness, H.** *Joint Strategic Needs Aessment: Reducing unplanned pregnancy and supporting teenage parents.* Nottingham : Nottingham City Council , 2016.
- 9.9 **Barnardos.** *About child sexual explotation.* s.l. : Barnardos, 2016.
- 9.10 **Nottingham City Council.** *Management Information: Children in Care Quarterly Report.* s.l. : Nottingham City Council , October 2016.
- 9.11 **Office for National Statistics.** *Local authority mid-year estimates by single year of age.* UK : ONS, 2012-2015.
- 9.12 **Department for Education.** *Local Authority Interactive Tool.* UK : Department for Education, 2016.
- 9.13 **Office for National Statistics.** *Ethnic Group by Age and Sex Nottingham.* s.l. : ONS, 2016.
- 9.14 **Department for Education.** *Outcomes for Looked After Children.* s.l. : DfE, 2016.
- 9.15 *Special Educational Needs in England.* s.l. : DfE, 2016.



- 9.16 **Nottingham City Council, Strategy and Commissioning.** *Children in Care Placements- Commissioning and Sufficiency Strategy 2016-2018.* UK : Nottingham City Council, 2016.
- 9.17 **Skurok, Dan, Nottingham City Council.** *NCC Virtual School Report.* UK : NCC , 2016.
- 9.18 **Department for Education.** *Statistical First Release: National Curriculum Assessments at Key Stage 2.* UK : DfE, 2016.
- 9.19 **Nottingham City Council.** *Proportion of health related checks completed as at 31st March 2016.* s.l. : NCC, 2017.
- 9.20 *Management information : Children's Social Care Monthly Report.* 2016.
- 9.21 *Children looked after in England 2015-2016.* s.l. : NCC, 2017.
- 9.22 **etal, Sebba.** *The Educational Progress of Looked After Children in England: Linking Care and Educational Data.* s.l. : REES Centre for Research in Fostering and Education, University of Oxford; University of Bristol, 2015.
- 9.23 **Mannay, et al.** *Understanding the educational experiences and opinions, attainment, achievement and aspirations of looked after children in Wales.* s.l. : Welsh Government Social Research, 2015.
- 9.24 *Educational attainment of children and young people in the looked after care system.* **Harland, Lynette.** 11; p25-27, s.l. : Community Practitioner, 2014, Vol. 87.
- 9.25 **Laming, Lord.** *In care, out of trouble.* s.l. : Prison Reform Trust, 2016.
- 9.26 **House of Commons Education Committee.** *Mental Health and Wellbeing of Looked After Children.* London : House of Commons, 2016.
- 9.27 **Department for Education.** *Putting Children First: Delivering our vision for excellent children's social care.* London : DfE, 2016.
- 9.28 **England, Public Health.** *Public Health Outcomes Framework- Child Health Profiles.* s.l. : PHE, 2015.
- 9.29 **Mathers, etal.** *Starting Out Right: Early education and looked after children.* s.l. : University of Oxford; Family and Childcare Trust, 2016.
- 9.30 Have Your Say Survey Results 2016

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## Corporate Parenting Board

### Reporting Schedule: Forward Planner

#### 2017 - 2018

Report (Corresponding Strategic Priority Statement)	Report Lead	Draft Report submitted for Advice	Draft Report Submitted for Departmental Sign-off	Draft Report Submitted to Constitutional Services	Chair's Briefing	Final Report Submitted to Constitutional Services	Corporate Parenting Board
<ul style="list-style-type: none"> <li>▪ Quality Assurance Visits of Regulated and Non-regulated Residential Provision</li> <li>▪ Adoption and Permanency (2)</li> <li>▪ Pilot Ofsted Inspection</li> <li>▪ Children in Care Council (Verbal Update)</li> <li>▪ Keep on Caring (Verbal Update)</li> <li>▪ Report Forward Planner</li> </ul>	<ul style="list-style-type: none"> <li>▪ Kay Sutt</li> <li>▪ Sonia Cain</li> <li>▪ Helen Blackman</li> <li>▪ Jon Rea</li> <li>▪ Lynn Pearce</li> <li>▪ Cllr Mellen</li> </ul>	8 <sup>th</sup> June 2017	10 <sup>th</sup> June 2017	15 <sup>th</sup> May 2017	22 <sup>nd</sup> May 2017	7 <sup>th</sup> June 2017	19 <sup>th</sup> June 2017
<ul style="list-style-type: none"> <li>▪ Independent Reviewing Officer Service Annual Report (3)</li> <li>▪ Pathway Planning (3)</li> <li>▪ Foster Carer Recruitment and Retention</li> <li>▪ Children in Care Joint Strategic Needs Assessment</li> <li>▪ Children in Care Council (Verbal Update)</li> <li>▪ Report Forward Planner (Verbal Update)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Clive Chambers</li> <li>▪ Sharon Clarke</li> <li>▪ Sonia Cain</li> <li>▪ Grace Brough</li> <li>▪ Jon Rea</li> <li>▪ Cllr Mellen</li> </ul>	31 <sup>st</sup> May 2017	7 <sup>th</sup> June 2017	14 <sup>th</sup> June 2017	21 <sup>st</sup> June 2017	5 <sup>th</sup> July 2017	17 <sup>th</sup> July 2017
<ul style="list-style-type: none"> <li>▪ Care Leavers Annual Report (4)(5)</li> <li>▪ Emotional Health (1)</li> <li>▪ Children in Care and Care Leavers Strategy Review</li> <li>▪ CiC Performance Report (Q3/Q4 16/17)</li> <li>▪ Advocacy and Independent Visitor Annual Report</li> <li>▪ Children in Care Council (Verbal Update)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sharon Clarke</li> <li>▪ Anna Masding</li> <li>▪ Steve Comb</li> <li>▪ Steve Comb</li> <li>▪ Val Marshall</li> <li>▪ Jon Rea</li> </ul>	26 <sup>th</sup> July 2017	2 <sup>nd</sup> August 2017	9 <sup>th</sup> August 2017	16 <sup>th</sup> August 2017	6 <sup>th</sup> September 2017	18 <sup>th</sup> September 2017

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▪ Report Forward Planner	▪ Cllr Mellen						
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<b>Report (Corresponding Strategic Priority Statement)</b>	<b>Report Lead</b>	<b>Draft Report submitted for Advice</b>	<b>Draft Report Submitted for Departmental Sign-off</b>	<b>Draft Report Submitted to Constitutional Services</b>	<b>Chair's Briefing</b>	<b>Final Report Submitted to Constitutional Services</b>	<b>Corporate Parenting Board</b>
<ul style="list-style-type: none"> <li>▪ Statement of Purpose Fostering Service and Adoption Agency</li> <li>▪ Children in Care Placements</li> <li>▪ Physical Health</li> <li>▪ Performance Report (Q1 and Q2 2017/18)</li> <li>▪ Children in Care Council (Verbal Update)</li> <li>▪ Report Forward Planner</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sonia Cain</li> <li>▪ Holly Macer</li> <li>▪ Kathryn Higgins</li> <li>▪ Steve Comb</li> <li>▪ Jon Rea</li> <li>▪ Cllr Mellen</li> </ul>	<b>2<sup>nd</sup> October 2017</b>	<b>9<sup>th</sup> October 2017</b>	<b>16<sup>th</sup> October 2017</b>	<b>23<sup>rd</sup> October 2017</b>	<b>8<sup>th</sup> November 2017</b>	<b>20<sup>th</sup> November 2017</b>
<ul style="list-style-type: none"> <li>▪ Fostering and Adoption Panel Chairs Update</li> <li>▪ Child Sexual Exploitation and Grooming (1)</li> <li>▪ Adoption and Permanency (2)</li> <li>▪ Complaints Service Report</li> <li>▪ Children in Care Council (Verbal Update)</li> <li>▪ Report Forward Planner</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sonia Cain</li> <li>▪ Caroline Riley</li> <li>▪ Sonia Cain, Sharon Clarke</li> <li>▪ Patrick Skeet</li> <li>▪ Jon Rea</li> <li>▪ Cllr Mellen</li> </ul>	<b>27<sup>th</sup> November 2017</b>	<b>4<sup>th</sup> December 2017</b>	<b>11<sup>th</sup> December 2017</b>	<b>18<sup>th</sup> December 2017</b>	<b>3<sup>rd</sup> January 2018</b>	<b>15<sup>th</sup> January 2018</b>
<ul style="list-style-type: none"> <li>▪ Educational Attainment of Children in Care (4)</li> <li>▪ NCSCB Missings Update Report</li> <li>▪ Edge of Care Provision</li> <li>▪ Reducing Offending Behaviour</li> <li>▪ Children in Care Council: Have your Say 2016</li> <li>▪ Report Forward Planner</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sarah Fielding</li> <li>▪ Clive Chambers</li> <li>▪ Kay Sutt</li> <li>▪ Sam Flint</li> <li>▪ Jon Rea</li> <li>▪ Cllr Mellen</li> </ul>	<b>2<sup>nd</sup> February 2018</b>	<b>9<sup>th</sup> February 2018</b>	<b>16<sup>th</sup> February 2018</b>	<b>23<sup>rd</sup> February 2018</b>	<b>7<sup>th</sup> March 2018</b>	<b>19<sup>th</sup> March 2018</b>

- **SPS 1: Health**
- **SPS 2: Permanency**

- **SPS 3: Resilience and Independence**
- **SPS 4: Educational Attainment**
- **SPS 5: Suitable Accommodation**
- **SPS 6: Offending Behaviour**

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