



NOTTINGHAM CITY COUNCIL
CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

Date: Tuesday, 19 September 2017

Time: 11.00 am (pre-meeting for all Committee members at 10:30am)

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

Senior Governance Officer: Jane Garrard **Direct Dial:** 0115 8764315

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|----------|---|----------------|
| 1 | APOLOGIES FOR ABSENCE | |
| 2 | DECLARATIONS OF INTERESTS | |
| 3 | MINUTES | 3 - 10 |
| | To confirm the minutes of the last meeting held on 18 July 2017 | |
| 4 | OFSTED PILOT INSPECTION OF CHILDREN'S SERVICES -
FOLLOW UP FOCUS ON SUPPORT FOR CARE LEAVERS | 11 - 16 |
| 5 | SOCIAL WORKER RECRUITMENT, RETENTION AND CASELOAD
MANAGEMENT | 17 - 24 |
| 6 | WORK PROGRAMME 2017/18 | 25 - 30 |

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 Ground Floor Committee Room - Loxley House, Station Street, Nottingham, NG2 3NG on 18 July 2017 from 11.05 am - 1.26 pm

Membership

Present

Councillor Sue Johnson (Chair)
Councillor Josh Cook (Vice Chair)
Councillor Georgina Culley (minutes 13 - 15 inclusive)
Councillor Mohammed Ibrahim
Councillor Patience Uloma Ifediora
Councillor Brian Parbutt
Maria Ward – Nottingham CVS (minutes 13 onwards)

Absent

Councillor Azad Choudhry
Councillor Chris Tansley
Councillor Neghat Khan

Colleagues, partners and others in attendance:

Chris Cook	- Children's Safeguarding Board Independent Chair
Alistair Conquer	- Head of Educational Curriculum & Enrichment
Pat Fielding	- Director of Education
Jane Garrard	- Senior Governance Officer
Sian Hampton	- Executive Principle Bluecoat Beechdale Academies Trust
Judith Harris	- Leadership Support Officer
Alison Michalska	- Corporate Director for Children and Adults
Kate Morris	- Governance Officer
Councillor Sam Webster	- Portfolio Holder for Business, Education and Skills

10 APOLOGIES FOR ABSENCE

Councillor Neghat Khan - Other Council Business
Councillor Chris Tansley - Personal

11 DECLARATIONS OF INTERESTS

None

12 MINUTES

The minutes of the meeting held on 20 June 2017 were confirmed as a correct record and signed by the Chair.

13 POST OFSTED IMPROVEMENT JOURNEY

Carl Elder, Head Teacher at Bluecoat Beechdale Academy gave a presentation to the Committee on the Post OFSTED Improvement Journey for Bluecoat Beechdale Academy. He highlighted the following information:

- (a) In 2014 the school was judged to be one of the worst in the country in terms of weak intakes and poor outcomes. Following the start involvement of Bluecoat Academy Trust results and outcomes have been improving and now the school is out performing 100's of others nationally;
- (b) 69% of students live within an area ranked in the top 10% most deprived in Britain, and 20% live in an area ranked in the top 1% most deprived in Britain;
- (c) this disadvantage is not just financial for the students of the current year 11 students, 30% had primary school experiences that were rated good or better. Of the current year 10 students, 16% had primary school experiences rated good or better and of the current year 9 students 14% had primary school experiences that were rated good or better;
- (d) historically the school has not had a good reputation and this has resulted in instability of the student population with students moving in and out of the school frequently. In the current year 11 just over half of the students started at the school in year 7. There is increased stability starting to show for current year 9 and the recruitment and retention of students has improved over recent years, the upcoming intake of year 7 students is at least 178;
- (e) there has been, and continues to be a focus on student attendance. In 2011/12 it was below 90%. Students are beginning to see the value of their education more, and work by an ex-police officer has pushed attendance up to over 94% in 2015/16;
- (f) there has also been an improvement in achievements. More students are gaining 5 or more A* – C (including English and Maths), and the proportion of students gaining 5 or more A* – G is now above the national average. Using the new Attainment 8 measures students are doing one whole grade better than the previous year;
- (g) support work for pupils who attract the pupil premium is paying off with this group improving more quickly than non-pupil premium students. For some years pupils within the SEND cohort did not achieve the 5 or more A* - C grade, but now a quarter do;
- (h) there are still challenges around literacy levels with around 42% of current year 11 students being at or above expected reading competency. 2 dedicated Literacy Leads have been appointed as part of Trust wide improvement plans and the Trust is engaging with the Reading Recovery Projects in order to push literacy levels up;
- (i) in February 2017 Ofsted rated the school as good, behaviour was the one area where improvement was suggested and this is another focus for the Trust. This improved rating has helped to recruit and retain staff and students;

Following questions from the Committee the following points were made:

- (j) Exclusion rates are low and the Academy and Trust have spent time investing in alternative strategies. There are staff specifically appointed to address challenging behaviour and deal with challenging students. The Trust is clear about behaviour expectations and support students when they find these difficult to achieve. Keyworkers, mentors and extended timescales are all used to help students achieve the expected behaviour standards;
- (k) The next couple of years will be challenging with the upcoming cohorts of students having had challenging primary education experiences. However the Trust has systems in place and skilled staff in post to offer the best support to students;
- (l) In the past there have been as many as 47 primary schools feeding into Bluecoat Beechdale Academy. This has now stabilised in the 30's and work to improve transition from primary to secondary is progressing. Ideally, transition work would begin with year 5 students but as they do not know which school they will attend at that time it is not possible to do sustained work on this theme, however informal interactions can begin;
- (m) It would benefit students if more parity was given to vocational qualifications. The current curriculum is quite narrow and does not suit a large proportion of young people. The Trust tries to offer students vocational courses and equip students with directly transferable skills for the workplace however they are expensive to run. The Trust is aiming to equip the students with the skills to learn and the experience and belief that they can achieve;
- (n) The most difficult challenge to address on the journey was the level of aspiration of the students and it is still a challenge in many students. Resources are also ongoing challenge as is seen in schools and Trusts across the country;
- (o) Safeguarding practices are seen as excellent, there are robust systems in place and staff are experienced in safeguarding issues;

Phil Crompton, Chief Executive Officer of Trent Academies Group gave a presentation on the Post Ofsted Improvement Journey for Farnborough Academy. He highlighted the following points:

- (p) In 2007 Farnborough School was judged as outstanding by Ofsted. However after the Fairham School closed in 2009 distorting the catchment area, the longstanding and stable Head Teacher retiring in 2010 and austerity measures being introduced, the Ofsted inspection in 2011 found the school to have declined to a good rating. Staff at the time felt this was a generous rating. In 2013 the school moved to a new Private Finance Initiative (PFI) building, and in the same year the school was put into special measures after an Ofsted Inspection found it to be inadequate. In 2014 partnership with Rushcliffe (Trent Academies Group) was established and the school academised in early 2015. Student numbers had been in decline for some time and with the Tram line opening it created an easy route for students to Emmanuel School which caused further reduction in numbers of students;

- (q) Following academisation Ofsted rated the school as requiring improvement, but noted the improvement that had already taken place. The next inspection is likely to take place in October 2017;
- (r) Exam results are improving, with 40% of students gaining 5 or more A* - C grade GCSE's compared with 16% in 2015. Attendance has also improved from 88% in 2014 to 94% in 2017
- (s) new systems are in place to properly monitor achievement and progress, behaviour management systems are also in place and there has been heavy investment in the pastoral services;
- (t) Work is also taking place to build up self-esteem of students and the community at large with achievement evenings and events being run for both secondary age pupils and for primary pupils;
- (u) There are still a number of challenges faced by the school. The parking levy is problematic with staff moving between schools over the borders of the city, and the PFI arrangement can be restrictive;
- (v) Further work needs to be done on various issues such building aspirations of pupils and the community, a city wide sporting event has been suggested and support for the national EBAC to raise the profile of Design and the Arts;

Following discussion and questions from the Committee the following information was highlighted:

- (w) One of the major changes is that the students are now proud of their school and teachers are proud to work there. There is an ethos of high standards and high expectations which pushes up outcomes;
- (x) The population in Clifton is aging and as a result there are less pupils coming to Farnborough Academy. Of the population who are of school age there is a significant amount who look outside Clifton for their education, there still exists within the community the ideal that there are better things on offer outside of Clifton and many young people move away from the estate;
- (y) Levels of permanent exclusions are higher than would be preferred, challenging behaviour has not been well managed for some years and the following heavy investment in pastoral services the Trust is confident that robust strategies are now in place to tackle the behaviour that remains problematic;
- (z) To improve employability for students the future focus would be on work related skills rather than the narrow league table drive curriculum currently in place. A number of Trusts within the Nottingham area have expressed an interest in introducing more vocational style qualifications and forming links to a working environment at an early stage;

- (aa) Safeguarding systems are strong as are links to external agencies that offer support to students and their families. Focus is on early help and early intervention for families who are struggling. Removing barriers to learning is seen as key;

RESOLVED to:

- (1) thank Bluecoat Beechdale Academy and Farnborough Academy for their attendance and for engaging with the Committee;**
- (2) note the content of the presentations;**

14 REGIONAL SCHOOLS COMMISSIONER

John Edwards, Regional Schools Commissioner for East Midlands and Humber thanked the Committee for the invitation to attend the meeting and to discuss his role. He outlined the following points:

- (a) The formal roles of the Regional Schools Commissioner are delegated from the Secretary of State and include:
- Where academies and schools are underperforming working with the trusts to ensure appropriate action is taken to improve performance
 - Tackling underperformance in maintained school
 - Conversion of maintained schools to academies
 - Approval of sponsors and multi academy trusts
 - Deciding on making significant changes to academies and free schools
 - Advising on proposals for new free schools, and whether to cancel, defer or enter into funding agreements with free school projects.
- (b) Each Commissioner is supported by a head teachers board made up of academy head teachers and sector leaders who provide advice and challenge on decision the Commission makes;
- (c) The main objective for the Commissioner is to ensure that schools are good quality and deliver great outcomes for students;
- (d) There are a range of ways a Commissioner can work towards these outcomes:
- Direct work with academy trusts, education advisors and specialists to provide assessment of a school at its present stage and predictions of where it is heading
 - Warnings issued to academy trusts to improve performance and, ultimately, termination of a trusts responsibility for a school if performance does not improve
 - Transfer of responsibility for a school from one trust to another either voluntarily or enforced
 - Advise Trusts around time to expand or time to wait, improving capacity for support and performance improvement
- (e) When a maintained school converts to an academy the board of head teachers will advise on the decision making process. Considerations will be:

- Current and projected performance of the school
- Current performance of the trust it will be joining or proposals for the trust it will form
- Whether the school has capacity to improve or will require significant support to do so
- Whether a strong leadership team in place or will be appointed?
- Financial implications for the School/Trust/Sponsor

Following questions from the board and discussion the following points were made:

- (f) Permanent exclusion figures have risen sharply since the start of academisation, both in Nottingham City and nationally. Policy rests with head teachers and trusts working in partnership, however pupil needs are also recognised;
- (g) When schools have a history of challenging behaviour, reflected in Ofsted reports there is often a spike in permanent exclusions numbers at the start of academisation which is a recognised early stage of addressing challenging behaviour in order to affect change. Work continues around permanent exclusions to understand trends and patterns;
- (h) Nottingham City's GCSE results remain less favourable than expected as a Core City and it is recognised that the City's performance is not where it should be. The key to tackling this is strong action taken against underperforming trusts, work to continue to build capacity for improvement, strong stable trusts, and focused partnership work and collaboration;
- (i) Work is taking place to understand how to prevent sustained underperformance and the pathway to recovery. Some schools are bucking the trend and in the majority of those cases they are schools with the support of strong multi-academy trusts. It is important to spot decline when it is happening, and it is the Trust's responsibility to do that and to take action to turn the school around.
- (j) it remains confusing for parents who holds responsibility for the schools and how they can address issues should they arise. In the first instance parents should address issues directly with the school. Responsibility for improving educational attainment of children is the focus of Corporate Director of Children and Adults and any strategic concerns can be raised with the Officer of the Regional Schools Commissioner;

RESOLVED to thank John Edwards for his attendance at the meeting

15 EDUCATION TRUST UPDATE

Nick Lee, Head of access and Learning introduced the Education Trust Update to the Committee. He highlighted the following points:

- (a) The Education trust was initially developed in response to a government white paper on full academisation of all maintained schools. Those schools who

were not keen on conversion came together to explore how they could work together and to re-establish a feeling of cohesion;

- (b) The Government white paper on full academisation has now been shelved but the schools who have been involved see the benefits of working in partnership and are keen to progress;
- (c) The proposal is that the trust will be opened on 1st September 2017 and will be structured as a not for profit Charitable Trust. Members will be appointed from the Council and from the schools and the Chief Executive is the Director of Education;
- (d) 30 schools have committed to joining the trust, including 2 standalone academies;
- (e) The schools will continue to be maintained by the Council, but will benefit from the support and added value being within the Trust will bring. This will also prevent the schools from being susceptible to academisation and boost performance;
- (f) As a charity the Trust will be able to apply for funding streams not available to the Council and will be bidding through the Department for Education;
- (g) The Trusts priorities are driving strong progress in Primary results and improving the outcomes for pupils;
- (h) The trust will allow the schools involved to access joint procurement reducing costs and achieving added value. These savings can then be reinvested into the schools to deliver better service;

Following questions from the Committee the following information was highlighted:

- (i) Not all maintained primary schools have chosen to join the Trust. The Council will continue to meet its statutory duty around school improvements programme for those schools, however the schools will not benefit from the added value the trust will offer;

RESOLVED to thank Nick Lee for his attendance and to note the content of his report.

16 CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE WORK PROGRAMME

Jane Garrard Senior Governance Officer introduced a report on the Work Programme 2017/18.

RESOLVED to note the work programme for the municipal year 2017/18

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CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
19 SEPTEMBER 2017
OFSTED PILOT INSPECTION OF CHILDREN'S SERVICES – FOLLOW UP FOCUS ON SUPPORT FOR CARE LEAVERS
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 To review progress in responding to the findings of the OFSTED inspection of children's social care services relating to support for care leavers.

2 Action required

- 2.1 The Committee is asked to scrutinise action being taken to address areas for improvement identified by OFSTED in its pilot inspection of children's services.

3 Background information

- 3.1 In March 2017 the Committee was informed of the findings of OFSTED's pilot inspection of children's services that took place between 23 January and 3 February 2017. The Committee heard that OFSTED had noted significant improvement since the previous inspection in 2014 when the Council was judged as requiring improvement.
- 3.2 However, OFSTED did identify areas for improvement. This included that the Council had not been tenacious enough in sustaining contact and support for a small but significant number of care leavers. The report stated that the current circumstances of those care leavers was unknown and therefore the local authority was not able to provide support if it was needed. In March the Committee discussed some of the issues relating to staying in contact with, and supporting care leavers and decided to follow this up in six months time with a focus on the progress made in addressing these issues.
- 3.3 A paper from the Director of Children's Integrated Services is attached outlining action that has been taken in response to these concerns and the Director will be at the meeting to answer any questions about this.

4 List of attached information

- 4.1 Report from Director of Children's Integrated Services

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 OFSTED report of Nottingham City Council Inspection of Children's Social Care Services (pilot inspection) 2017

Report to and minutes of the meeting of the Children and Young People Scrutiny Committee held on 21 March 2017

7 Wards affected

7.1 All

8 Contact information

8.1 Jane Garrard, Senior Governance Officer



Children and Young People's Scrutiny Committee

Ofsted Inspection of Children's Social Care Services (Pilot)

19 September 2017

Background

Between 23rd January and 3rd February Ofsted carried out an inspection of our Children's Services, piloting their new inspection framework. During their time with us, Inspectors reviewed:

- The impact of leaders on practice with children and families
- The experiences and progress of children who need help and protection
- The experiences and progress of children looked after and care leavers and achieving permanence.

And gave us an overall judgement of 'Good'.

Feedback from inspectors highlighted the great progress that our service has made since its last inspection in 2014. 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.

Some key areas of positive feedback from Ofsted included:

- The catalyst for our improvements was our 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. We have deployed resources strategically, where it will make the biggest difference to children and young people.
- We have responded well to growth in demand, as a result 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.
- Our Integrated Locality Hubs offer accessible, responsive and effective multi-agency services.
- Children's assessments are consistently good which lead to meaningful indicative plans.

- The support offer for disabled children is good, sensitive work leads to children and their families receiving tailored support.
- The 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 are reducing the number of children coming into care.
- 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.

One of the areas which Inspectors highlighted needed further development as Leaving Care as detailed below.

Leaving Care

The Inspection highlighted some concerns regarding the Leaving Care Service's approach to a small number of care leaver's now young adults who had withdrawn from ongoing contact with the service. The Inspection identified that the Leaving Care Service needed to be more tenacious in ensuring the service maintains contact and support to this particular group of hard to reach and engage Care Leavers. An independent review has been undertaken including an audit of cases highlighted by Inspectors and similar cases to explore the activity of the Leaving Care Service and reflect upon its efficacy in addressing its key responsibilities.

Work has been undertaken to implement processes and policies to ensure the most vulnerable young people who lose touch with the service or decide to withdraw are identified early and checks are made with Housing, Department of Work and Pensions, Custodial establishments. New processes are now in place to locate young people and robust attempts are made to re-engage young people, the service remains mindful that these young adults have a choice as to whether they engage with the service and that their choice to decline if they wish to do so is respected. A "Keep in Touch" protocol has been put in place to ensure that even if young people want to cease involvement with the service they are aware of their right to re-engage if they wish to do so at a future date. They are also to be reminded of their right to a service on a regular basis with ongoing but less frequent attempts to engage them in case they need help.

Inspectors noted a number of areas of good performance that more Care Leavers aged 17 - 21 in Nottingham are in education employment training than in similar authorities, the number of Care Leavers living in suitable accommodation is also higher than similar authorities.

Currently Care Leavers are allocated a Personal Advisor until the age of 21 or age 25 if they remain in full time education. The Department for Education has recently announced a new strategy entitled 'Keep on Caring' to address national concerns re support for care leavers this will compel Local Authorities to offer more support to

young people from care to independence. The Department for Education have stated that guidance should be issued in January 2018 and Local Authorities will be expected to implement by April 2018. A review of the capacity of our leaving Care service is ongoing and we await the new guidance that we hope will be accompanied by new additional funding. A “Local Offer” for all Care Leavers will need to be in place by April 2018 detailing what our Care Leavers can expect in terms of housing, education, employment, and advice and guidance.

Contact Officer

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Director – Children’s Integrated Services

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CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
19 SEPTEMBER 2017
SOCIAL WORKER RECRUITMENT, RETENTION AND CASELOAD MANAGEMENT
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 To review the effectiveness of action taken over the last year to appropriately manage social worker caseloads and improve social worker recruitment and retention.

2 Action required

- 2.1 The Committee is asked to
- a) scrutinise the local approach to ensuring that there is sufficient capacity in the social worker workforce to deliver effective and high quality social work; and
 - b) identify any recommendations for improvement to inform future action.

3 Background information

- 3.1 The OFSTED inspection in 2014 identified capacity of social workers as a key issue, for example it identified the need to ensure that there is sufficient capacity in the workforce to deliver effective and high quality social work and ensure that the caseloads of social workers and independent reviewing officers are manageable and allow them to undertake their statutory duties to a high standard.
- 3.2 In October 2016 the Committee explored the work taking place in Nottingham to support, retain and develop social workers. The Committee heard about the focus on improving the stability of the workforce and the work taking place to strengthen the workforce including:
- A commitment to recruiting permanent social workers
 - Reducing the use of agency staff
 - Fast tracked recruitment for experienced workers
 - Grow Your Own Scheme for Council colleagues and graduates
 - Competitive pay and use of market supplements
 - Supporting a Regional Agency Memorandum to stabilise agency pricing and reference expectations

- Implementation of Liquid Logic to deliver efficiencies in recording processes and increase system capacity.
- 3.3 One year on the Committee wanted to review how effective this work had been and whether improvements are sustainable; and the current state of the Council's social worker workforce.
- 3.4 The 2017 OFSTED pilot inspection of children's services, considered by the Committee in March 2017, noted that the Council had prioritised investment in building a stable, secure and skilled workforce but that independent reviewing officers do not have the capacity to sufficiently monitor the progress of children's plans between review meetings.
- 3.5 A paper from the Director of Children's Integrated Services is attached summarising work that has taken place to improve recruitment and retention of social workers and ensure that workloads are manageable. She will be attending the meeting to answer any questions about this.

4 List of attached information

- 4.1 Report of Director of Children's Integrated Services

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 2014 OFSTED report of Nottingham City Council Inspection of Services for Children in Need of Help and Protection, Children Looked After and Care Leavers and Review of the Effectiveness of the Local Safeguarding Children Board.

Report to and minutes of meetings of the Children and Young People Scrutiny Committee held on 18 October 2016 and 21 March 2017

2017 OFSTED report of Nottingham City Council Inspection of Children's Social Care Services (pilot inspection)

7 Wards affected

- 7.1 All

8 Contact information

- 8.1 Jane Garrard, Senior Governance Officer
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Children and Young People's Scrutiny Committee

Social work caseloads and retention

19 September 2017

Social work caseloads and retention

Children and Young People's Scrutiny Committee requested a more detailed item explaining the action taken to manage social work caseloads and recruit and retain social workers.

Overview

There has been on-going activity over the past 12 months to improve social work retention, which has a direct impact on maintaining manageable caseloads across the workforce.

A number of strategies have been deployed to achieve the above:

Recruitment:

- **ASYE recruitment-** continuation of the ASYE programme which has attracted 78 ASYE's. The ASYE's take part in a 12 month programme which offers them placements in a variety of service areas to build up their knowledge and skill base and ensure they are equipped to case hold child protection and court work after their first year in employment.
- **Bespoke Recruitment-** to attract more experienced social workers for Duty/Fieldwork and Children in Care. This is a recent initiative and has led to the successful recruitment of a social worker who previously worked as an agency worker in Leicester City.
- **Nottingham City Council has continued to support Children's Social Care by supporting the use of agency staff** to cover vacancies in order to ensure there are enough experienced staff to case hold child protection, children in care and court work whilst attempts to recruit qualified social workers take place. This is important since the impact of large caseloads due to unfilled vacancies reduces the ability of staff to do meaningful work, leads to increases in staff sickness resulting in more unfilled vacancies and less staff to manage the casework. Alongside this there are strategies employed to reduce the cost of agency spend. This includes the Memorandum of Cooperation across the region's local authority Children's Services and the fact that some agency staff decide to convert into permanent positions.

In addition a new initiative is being introduced providing a financial incentive for existing staff that attract their “experienced social work qualified friends/associates” to come and work for Nottingham City.

- **Grow Your Own:** joint initiative with Manchester Metropolitan University providing a 2 year Fast-track social work degree course for family support staff wishing to qualify as social workers. NCC will make a small contribution to the fees of each student and the remainder of the cost will be met by the individual through a five-year career development loan. 24 staff from NCC have successfully completed the first part of the course and are participating in this scheme this year. Derbyshire are also partners in this initiative with 4 of their family support staff signing up to the course.

Professor Samantha Baron, who is the Interim of Head of the Department of Social Care and Social Work at Manchester Metropolitan University, commented that: *“Nottingham First was seen as an exemplar of innovative and responsive educational practice which aims to impact on recruitment and retention rates for social work.”*

Manageable Case loads

In Nottingham, retention rates have improved over the past 12 months and the commitment to ensure we have a stable workforce has a corresponding impact on case-holding.

In addition there has been an investment in Independent Reviewing Officer (IRO) recruitment to ensure there is capacity within this service to review children subject to child protection and Looked After Plans but also in quality assuring the work, in order for Children’s Services to be reassured that the children of Nottingham are receiving a safe service.

As a result of this investment there are now additional IRO’s in post that can fulfil all of the responsibilities as outlined in the Ofsted report.

Summary- Ofsted Feedback

Ofsted Inspectors commented positively on all of the work NCC has undertaken to recruit and retain social work staff and stated that NCC was now an Employer of Choice.

Contact Officer

Helen Blackman

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CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
19 SEPTEMBER 2017
WORK PROGRAMME 2017/18
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1. Purpose

- 1.1 To consider the Committee's work programme for 2017/18 based on areas of work identified by the Committee at previous meetings and any further suggestions raised at this meeting.

2. Action required

- 2.1 The Committee is asked to note the work that is currently planned for the municipal year 2017/18 and make amendments to this programme as appropriate.

3. Background information

- 3.1 The purpose of the Children and Young People Scrutiny Committee is to provide robust scrutiny of issues and services relevant to the wellbeing and safeguarding of children and young people, in the light of recommendations from the Council's Ofsted Inspection April 2014, and the Jay and Casey Reports (Child Sexual Exploitation in Rotherham).
- 3.2 The Committee is responsible for setting and managing its own work programme to fulfil this role.
- 3.3 In setting a programme for scrutiny activity, the Committee should aim for an outcome-focused work programme that has clear priorities and a clear link to its roles and responsibilities. The work programme needs to be flexible so that issues which arise as the year progresses can be considered appropriately.
- 3.4 Where there are a number of potential items that could be scrutinised in a given year, consideration of what represents the highest priority or area of risk will assist with work programme planning. Changes and/or additions to the work programme will need to take account of the resources available to the Committee.
- 3.5 The current work programme for the municipal year is attached at Appendix 1.

4. List of attached information

- 4.1 Appendix 1 – Children and Young People Scrutiny Committee 2017/18 Work Programme

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 Reports to and minutes of meetings of the Children and Young People Scrutiny Committee during 2017/18

7. Wards affected

7.1 All

8. Contact information

8.1 Jane Garrard, Senior Governance Officer
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Children and Young People Scrutiny Committee 2017/18 Work Programme

Date	Items
20 June 2017	<ul style="list-style-type: none"> • Edge of care services To review the effectiveness of 'edge of care' services in preventing children and young people entering the care system • Support for unaccompanied asylum seeking children and Dublin III Unified Families • Work Programme 2017/18
18 July 2017	<ul style="list-style-type: none"> • Post OFSTED improvement journey To hear from three schools about their progress, their improvement journey and what support they require to enable them to be successful. • Regional Schools Commissioner for East Midlands and Humber To speak to the Regional Schools Commissioner about their role in contributing to achieving the City's ambition that all schools will be good or outstanding • Update on Education Trust To receive an update on the work of the Education Trust • Work Programme 2017/18
19 September 2017	<ul style="list-style-type: none"> • OFSTED pilot inspection of children's services – follow up focus on support for care leavers To review action being taken in response to areas for improvement identified by OFSTED in relation to support for care leavers • Social worker recruitment, retention and caseload management To review the effectiveness of action taken over the last year to appropriately manage social

Date	Items
	<p>worker caseloads and improve social worker recruitment and retention</p> <ul style="list-style-type: none"> • Work Programme 2017/18
21 November 2017	<ul style="list-style-type: none"> • Nottingham Safeguarding Children Board Annual Report 2016/17 To consider the Safeguarding Children Board Annual Report and review performance and impact of the Board during 2016/17; and identify any issues arising relevant to the Committee's future work programme. • Child Sexual Exploitation update To receive an update on work to tackle child sexual exploitation in the City • Work Programme 2017/18
19 December 2017	<ul style="list-style-type: none"> • School Exclusions To review levels of permanent exclusions from schools in Nottingham and the education provision and support available for children and young people permanently excluded from school. • Education for vulnerable children To review education provision for the most vulnerable children, including the 'virtual school' to ensure that all children are receiving good quality education • Elective home education • Work Programme 2017/18
16 January 2018	<ul style="list-style-type: none"> • 2017 Academic Attainment To review academic attainment for the 2016/17 academic year

Date	Items
	<ul style="list-style-type: none"> • Recruitment and retention of teachers To review the effectiveness of action taken to improve the recruitment and retention of teachers • Place planning and admissions To review the Council's approach to planning school places and managing the school admissions process • Work Programme 2017/18
22 March 2018	<ul style="list-style-type: none"> • Poverty/ deprivation (title tbc) • Work Programme 2018/19

To schedule

- **Scrutiny of Portfolio Holder for Business, Education and Skills (with respect to schools priorities within the Council Plan) –**
either December or January tbc
To scrutinise the performance Portfolio Holder for Business, Education and Skills, with a focus on delivery against school priorities Council Plan
- **Scrutiny of Portfolio Holder for Early Intervention and Early Years**
Either November or March tbc
To scrutinise the performance Portfolio Holder for Early Intervention and Early Years, with a particular focus on delivery against relevant Council Plan priorities

Visits

Informal meetings

- Briefings for the Chair with Portfolio Holders on current and emerging issues

Items to be scheduled for 2018/19