



NOTTINGHAM CITY COUNCIL
CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

Date: Tuesday, 18 September 2018

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 - 8 |
| | To confirm the minutes of the meeting held on 17 July 2018 | |
| 4 | SCRUTINY OF PORTFOLIO HOLDER FOR EDUCATION AND SKILLS | 9 - 10 |
| 5 | SOCIAL EXCLUSIONS | 11 - 16 |
| 6 | 'HOLIDAY HUNGER' | 17 - 18 |
| 7 | CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE WORK PROGRAMME | 19 - 24 |

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 17 July 2018 from 11.01 am - 12.29 pm

Membership

Present

Councillor Sue Johnson (Chair)
Councillor Mohammed Ibrahim
Councillor Patience Uloma Ifediora
Councillor Glyn Jenkins (Vice Chair)

Absent

Councillor Jim Armstrong
Councillor Azad Choudhry
Councillor Brian Parbutt
Councillor Georgia Power
Councillor Chris Tansley

Colleagues, partners and others in attendance:

Helen Blackman - Director of Children's Integrated Services
Councillor David Mellen - Portfolio Holder for Early Intervention and Early Years
Jane Garrard - Senior Governance Officer
Alison Michalska - Corporate Director for Children and Adults
Kate Morris - Governance Officer
Tracy Nurse - Head of Children's Social Work

10 APOLOGIES FOR ABSENCE

Councillor Jim Armstrong – Other Council Business
Councillor Azad Choudhry – Personal
Councillor Brian Parbutt – Personal
Councillor Georgia Power – Personal

Becky Cameron – NCVS

11 DECLARATIONS OF INTERESTS

None.

12 MINUTES

The minutes of the meeting held on 19 June 2018 were confirmed as a true record and were signed by the Chair.

13 SUPPORT FOR CARE LEAVERS

Councillor David Mellen, Portfolio Holder for Early Intervention and Early Years introduced the report on support for care leavers. Along with Helen Blackman,

Director of Integrated Children's Services, he gave a presentation outlining how the Council is implementing the requirements of the Children and Social Work Act 2017 relating to care leavers to ensure that care leavers are appropriately supported. They highlighted the following points:

- (a) Nottingham City Council (NCC) currently cares for around 620 young people. Until recently the Council had a duty to offer support to care leavers until they reached 21 years old or 25 years old if they were studying. This has now extended to 25 years old for all care leavers;
- (b) there are approximately 281 care leavers currently, all of whom have a personal advisor who signposts care leavers to services and coordinates support offers;
- (c) the duty to provide support until the age of 25 years is retrospective and NCC has written to 166 people aged 21-25 to inform them that they now have access to this support. These are the care leavers who have turned 21 and whose up to date contact details the Council holds;
- (d) all care leavers who make contact with their personal advisor will be involved in drawing up a Pathway Plan which aims to identify the areas of support they need or wish to access;
- (e) all local authorities are required to publish a Local Offer, detailing services and support available to care leavers. This offer is broken down into 5 separate areas:
 - Health and Wellbeing
 - Relationships
 - Education and training
 - Employment
 - Accommodation; and
 - Participation in society
- (f) partner organisations are already engaging with the process and are contributing to the Local Offer and care leavers and young people are being engaged in co-production of the Offer.

Following questions and comments from the Committee the following information was given:

- (g) Nottingham City Council is ambitious for all of the young people who are, or have been, within its care. For example, with this new legislation if a care leaver decides at the age of 22 that they wish to return into education then they will be supported to do so;
- (h) Ofsted challenged the City Council to be more determined to make contact with those care leavers who had fallen out of touch with the Council. It is a fine balance between being determined to stay in touch and respecting the wishes of the care leavers who may not wish to be in touch with services;

- (i) the 166 care leavers who have been written to are those people whose address is held by the Council. There will be other people whose contact details the Council no longer holds because they were previously not required to do so;
- (j) 21 care leavers within the 22-25 year old category have so far made contact with the Council after receiving their letter explaining the Council's extended duties to them.

RESOLVED to:

- (1) request that information is provided to the Committee on the number of care leavers aged between 21 and 25 years that the Council does not have up to date contact details for and therefore is unable to contact regarding the extended provision of support;**
- (2) request that the draft Local Offer for Care Leavers is circulated to Committee members prior to publication so that they have opportunity to make comments and suggestions; and**
- (3) thank David Mellen and Helen Blackman for their attendance and to note the content of their report.**

14 SOCIAL WORKER CASELOAD AND RETENTION

Councillor David Mellen, Portfolio Holder for Early Intervention and Early Years and Tracy Nurse, Head of Service for Children's Social Work introduced the item on social worker recruitment, retention and case load management. They gave a presentation outlining the current position of the social worker workforce and work over the last year to try and ensure that there is sufficient capacity within the workforce to deliver services. They highlighted the following points:

- (a) there are currently 150 children's social work posts across Nottingham City Council;
- (b) the use of agency social workers has reduced from around 65 to just 21 in recent years and staff turnover has reduced from 20% in 2015 to be in line with the national average of 15% in 2017;
- (c) in its most recent inspection, Nottingham City Council was described by Ofsted as an "employer of choice" for social workers;
- (d) the Council has a strong ASYE (Assessed and Supported Year of Employment) programme for newly qualified social workers which has achieved national recognition. It provides newly qualified social workers with experience across the different teams allowing them to build knowledge and skills, and offers a protected caseload of 15 cases;
- (e) the fast track Grow Our Own social work degree provided in conjunction with Manchester Metropolitan University allows family support workers to gain formal qualifications in social work over 2 years and then allows them to

become registered social workers. The first cohort contains 22 people, and the second contains 10;

- (f) Nottingham City Council also has a bespoke recruitment programme for social workers. It is an open advert and allows streamlined recruitment of experienced social workers;
- (g) for existing experienced staff there is the Progression Panel, which aims to invest in staff. It aims to meet with the more experienced social workers, discuss their aspirations and look at succession planning, then deliver a programme of support and development;
- (h) regular practice improvement sessions run which ensures consistent service allowing different parts of the service to support each other at times of need. It also ensures that social workers feel that they are practicing safely and are supported;
- (i) robust management of caseload ensures that social workers do not get overwhelmed. Performance reports look at case load across all of the teams every week allowing for early identification of pressure points which then allows extra measures to be taken to offer support if necessary. A lot of focus is on the early intervention stage to reduce demand further down the line.

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

- (j) current caseloads range from 15 to 25 but the average is between 18 and 23 cases per social worker;
- (k) a Committee member spoke about having met social workers from across the different teams and commented that their dedication and commitment to their roles was evident;
- (l) it is important that work to promote Nottingham City as a good place to live and work continues in order to encourage social workers to live and work in the City;

The Chair concluded that, having reviewed progress over a number of years, the Committee was satisfied with the management focus on, and investment in recruitment and retention of children's social workers and that there was no need for the Committee to scrutinise this issue further unless any particular issues arose.

RESOLVED to thank Tracy Nurse and David Mellen for their attendance and to note the content of their report.

15 CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE WORK PROGRAMME

Jane Garrard, Senior Governance Officer introduced the Children and Young People Scrutiny Committee Work Programme.

REOLVED to note the content of the work programme

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CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
18 SEPTEMBER 2018
SCRUTINY OF PORTFOLIO HOLDER FOR EDUCATION AND SKILLS
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 To speak to the Portfolio Holder for Education and Skills about work that is taking place within that Portfolio, including performance against Council Plan objectives.

2 Action required

- 2.1 The Committee is asked to use the information provided at the meeting by the Portfolio Holder for Education and Skills to inform questioning and review performance.

3 Background information

- 3.1 On 9 November 2015 the Council Plan was formally approved by Full Council and this guides the Council's services and approach to support the delivery of its key priorities for the City over the subsequent four years to 2019. The local authority is currently in the last year of the Plan.
- 3.2 Overview and scrutiny has a role in scrutinising performance and progress against the Council Plan and therefore a programme of sessions with Portfolio Holders has been established. The majority of these sessions are carried out by the Overview and Scrutiny Committee but the Children and Young People Scrutiny Committee leads on scrutiny of issues within the remit of the Portfolio Holder for Education and Skills.
- 3.3 Councillor Neghat Khan has been the Portfolio Holder for Education and Skills since May 2018. She will be attending the meeting to discuss progress against Council Plan objectives within the remit of her Portfolio and performance and future plans for the Portfolio.

4 List of attached information

- 4.1 None

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

- 5.1 None

6 Published documents referred to in compiling this report

6.1 Nottingham City Council Plan 2015-2019

7 Wards affected

7.1 All

8 Contact information

8.1 Jane Garrard, Senior Governance Officer
jane.garrard@nottinghamcity.gov.uk
0115 8764315

CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
18 SEPTEMBER 2018
SOCIAL EXCLUSIONS
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 To scrutinise the response to the level of permanent exclusions from schools in the City and work to minimise the negative impact on outcomes for those children and young people excluded.

2 Action required

- 2.1 The Committee is asked to review the level of permanent exclusions from schools in Nottingham; and action being taken to reduce the number of permanent exclusions from school.

3 Background information

- 3.1 Last year, during discussions with some academies in the City and the Regional Schools Commissioner, the issue of how schools deal with inappropriate and/or challenging behaviour by pupils came up and the use of exclusion from school as a response. The Committee decided to explore the level of permanent exclusions from schools in the City and the impact of exclusion on those children and young people.
- 3.2 In December 2017 the Committee spoke to the then Portfolio Holder for Business, Education and Skills and the Head of Access and Inclusion about the level of permanent school exclusions, the reasons for exclusions and the Nottingham City Council response.
- 3.3 The Committee was concerned about the relatively high level of permanent school exclusions at secondary school level and the increasing number of permanent school exclusions at primary school level. The Committee was reassured that this was also an issue of concern for the Portfolio Holder and Council's Head of Access and Inclusion and that action was already being planned, including through Schools Forum, to try and tackle the issue through early intervention and preventative work. The Committee decided to review progress on implementing these actions in due course.
- 3.4 A paper from the Head of Access and Inclusion is attached providing an update on progress, and the Portfolio Holder for Education and Skills and the Head of Access and Inclusion will be attending the meeting to answer the Committee's questions about this.

4 List of attached information

4.1 Paper on school exclusions from the Head of Access and Inclusion

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 Report to and minutes of the Children and Young People Scrutiny Committee meeting held on 19 December 2017

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

18th September 2018

School Exclusions Update

A report and presentation was presented to Children and Young People's Scrutiny Committee in December 2017 that provided an overview of the work that had been undertaken to reduce the level of permanent exclusions from city schools and academies by multi agency Exclusions Working Group. This report provides an update on actions recommend by the Working Group and an overview of the situation at the end of the 2017/18 academic year.

New Low Exclusion Model and Service Level Agreement

A new devolved model for secondary academies, who commit to reducing their permanent exclusion numbers has been agreed and adopted by 10 of the city's 17 academies. These schools have committed to ensure that their permanent exclusion rate does not exceed a permitted quota in return for funding that must be used to develop their own inclusive practice. If any pupils are permanently excluded above the permitted number the academy will be liable to pay for the full cost of the pupils' subsequent alternative education – therefore acting as a disincentive to exclude pupils and incentivising a commitment to inclusive practice. The seven academies that have declined the opportunity have cited a number of reasons for doing so – but dialogue with them will continue in order to encourage wider engagement.

Routes 2 Inclusion

A model of early identification for primary age pupils at risk of future exclusion has been researched, piloted and evaluated and is being launched this term. It is hoped that the successful implementation of this programme will see a long-term reduction in exclusions.

Team Around The School Piloting

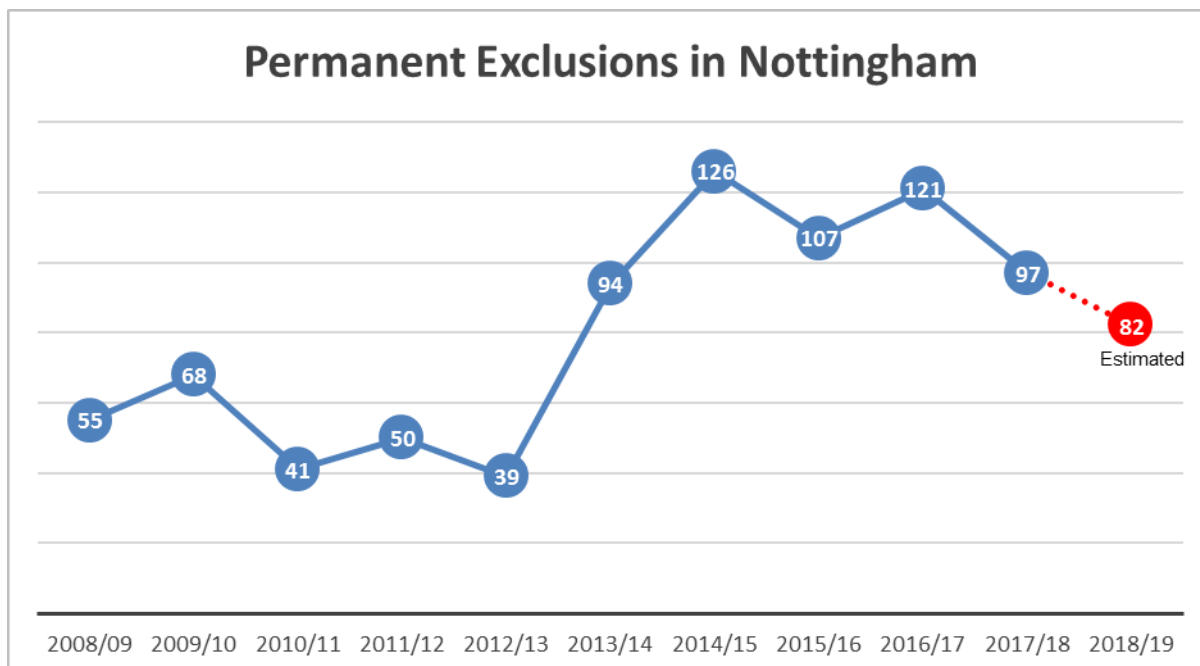
Building on the Priority Families model of identifying the wider domestic challenges that children and young people may be facing in their family life, which then translates into behaviour issues at school, a model of targeted multi-service/agency action planning and interventions has been piloted at both primary and secondary level. Extending the pilot into a wider rollout is currently underway.

Parental support

We are developing systems to support parents through the exclusion process. As secondary provision is run by academy trusts, the Local Authority has no right of access to exclusion panel meetings, but we can provide advice to parents to challenge schools decision to exclude. We are also developing robust guidance and new practice around part-time timetables and increased transparency of school exclusion data.

Picture at end of 2017/18 Academic Year

There has been a reduction of 24 permanent exclusions (from 121 to 97) during the last academic year. The rate is still higher than the national rate but the gap between the national rate and the Nottingham rate has narrowed.



The tables below show the breakdown over time between primary and secondary phase exclusions and a breakdown of fixed term and permanent exclusions

Perm X	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	Grand Total
Primary	8	10	8	6	12	21	19	15	24	15	12	150
Sec	47	58	33	44	27	73	107	92	97	82	70	730
Grand Total	55	68	41	50	39	94	126	107	121	97	82	880

Exclusion Overview		YEAR		
Phase of Education	Category	2015/16	2016/17	2017/18
Primary	Fixed Period	285	337	254
	Permanent	15	24	15
Primary Total		300	361	269
Secondary	Fixed Period	1952	1596	1342
	Permanent	92	97	82
Secondary Total		2044	1693	1424
Grand Total		2344	2054	1693

Exclusions by Council Ward

Information relating to the home location of excluded pupils is being prepared and will be shared at the CYP Scrutiny Committee meeting on the 18th September 2018.

Nick Lee

Head of Access and Inclusion

6 September 2018

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CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
18 SEPTEMBER 2018
'HOLIDAY HUNGER'
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 To hear from the Portfolio Holder for Early Intervention and Early Years on work he is involved with to try and tackle 'holiday hunger' in the City.

2 Action required

- 2.1 The Committee is asked to:
- a) review work taking place to reduce 'holiday hunger' in the City; and
 - b) identify if there is any further evidence that it wishes to gather in relation to this issue.

3 Background information

- 3.1 'Holiday hunger' is a term often used to refer to children and young people going hungry during the school holidays, primarily due to extra financial pressures on families during those times.
- 3.2 Reports from organisations such as The Trussell Trust are that there is an increase in demand for emergency food for children that drives an increase in foodbank need during summer holidays. This is because there is extra financial pressures to provide main meals during the school holidays for families who rely on free school meals during term time. A 2017 report from The All Party Parliamentary Group on Hunger said that going hungry in the school holidays is a growing problem for up to 3 million UK children and estimated that the loss of free school meals during the holidays adds between £30-£40 a week to parents' outgoings.
- 3.3 The Committee identified this as an issue that it wished to explore in the context of Nottingham.
- 3.4 The Portfolio Holder for Early Intervention and Early Years will be attending the meeting to provide a briefing on work that he has been involved with in the City to tackle holiday hunger.
- 3.5 The Committee is asked to identify whether there is a need to gather further evidence on this issue; and if so the evidence that it wishes to gather. This will then be incorporated into the Committee's work programme for 2018/19 accordingly.

4 List of attached information

4.1 None

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

5.1 None

6 Published documents referred to in compiling this report

6.1 Report of The All Party Parliamentary Group on Hunger (2017)

Trussell Trust's policy briefing on families, hunger and the holidays
(August 2018)

7 Wards affected

7.1 All

8 Contact information

8.1 Jane Garrard, Senior Governance Officer
jane.garrard@nottinghamcity.gov.uk
0115 8764315

CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
18 SEPTEMBER 2018
WORK PROGRAMME 2018/19
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1. Purpose

- 1.1 To consider the Committee’s work programme for 2018/19 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 2018/19 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 work programme for the municipal year 2018/19 is attached at Appendix 1.

4. List of attached information

- 4.1 Appendix 1 – Children and Young People Scrutiny Committee 2018/19 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 the Children and Young People Scrutiny Committee during 2017/18 and 2018/19

7. Wards affected

7.1 All

8. Contact information

8.1 Jane Garrard, Senior Governance Officer
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Email: jane.garrard@nottinghamcity.gov.uk

Children and Young People Scrutiny Committee 2018/19 Work Programme PUBLIC DOCUMENT

Date	Items
19 June 2018	<ul style="list-style-type: none"> • Nottingham Schools Trust To speak to the Nottingham Schools Trust about its role in supporting improvement at primary school level; and to review progress. • Special Educational Needs and Disabilities (SEND) Update To review work taking place in relation to Special Educational Needs and Disabilities • Work Programme 2018/19
17 July 2018	<ul style="list-style-type: none"> • Support for Care Leavers To scrutinise implementation of the requirements of the Children and Social Work Act 2017 relating to care leavers • Social worker recruitment, retention and caseload management To review the effectiveness of action taken over the last year to appropriately manage social worker caseloads and improve social worker retention • Work Programme 2018/19
18 September 2018	<ul style="list-style-type: none"> • School exclusions To review progress in reducing levels of permanent exclusions from City schools • Scrutiny of Portfolio Holder for Education and Skills To scrutinise the performance Portfolio Holder for Education and Skills, with a focus on delivery against school priorities Council Plan • ‘Holiday hunger’

Date	Items
	<p>To explore what is/ can be done for children suffering from 'holiday hunger' as a result of not receiving their free school meals in the school holidays</p> <ul style="list-style-type: none"> • Work Programme 2018/19
20 November 2018	<ul style="list-style-type: none"> • Small Steps Big Changes Programme To review the impact of the Small Steps Big Changes Programme in local communities • Scrutiny of Portfolio Holder for Early Intervention and Early Years To scrutinise the performance of the Portfolio Holder for Early Intervention and Early Years, with a particular focus on delivery against relevant Council Plan priorities • Nottingham City Safeguarding Children Board Annual Report 2017/18 To consider the Nottingham City Safeguarding Children Board Annual Report 2017/18 (Safeguarding Children Board) • Proposals for replacing Safeguarding Children Board arrangements To scrutinise proposals for arrangements to replace the Safeguarding Children Board • Work Programme 2018/19
22 January 2019	<ul style="list-style-type: none"> • Educational attainment 2017/18 To review educational attainment by children and young people during 2017/18 school year and the impact of work of the Education Improvement Board on improving levels of attainment. • School Improvement – Creative Education Trust (Bulwell Academy and Ellis Guildford) To hear from local schools about their progress and improvement journeys towards improving educational outcomes for children and young people in the City.

Date	Items
	<ul style="list-style-type: none"> • Regional Schools Commissioner To hear from the Regional Schools Commissioner for East Midlands and Humber about activity over the last year to contribute to school improvement in Nottingham and plans for the year ahead. • Work Programme 2018/19
19 March 2019	<ul style="list-style-type: none"> • School place planning To review progress in meeting the Council's statutory duty to ensure that the supply of school places meet demand at secondary school level. • Take up of entitlement to early years childcare funding To review the Council's approach to increasing the take up of early years childcare funding • Work Programme 2019/20

To schedule

- **Access to further education**
To review the further education offer in the City; and the support available to enable young people to participate in further education.

Visits

Informal meetings

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

Items to be scheduled for 2019/20

- **Independent Inquiry into Child Sexual Abuse**

To review the Council's engagement with, and response to requirements of the Independent Inquiry; and to receive an update on the progress of the Inquiry.

- **Special Educational Needs and Disabilities**

To review progress in improving support for children and young people with special educational needs and disabilities (SEND), including the findings and response to the findings of the Local Area Review