



NOTTINGHAM CITY COUNCIL
CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

Date: Tuesday, 19 December 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

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

- 1 MEMBERSHIP CHANGE**
To note that Councillor Rule has been appointed as a member of the Children and Young People Scrutiny Committee.
- 2 APOLOGIES FOR ABSENCE**
- 3 DECLARATIONS OF INTERESTS**
- 4 MINUTES** 3 - 8
To confirm the minutes of the meeting held on 21 November 2017
- 5 SCHOOL EXCLUSIONS** 9 - 14
- 6 SCRUTINY OF PORTFOLIO HOLDER FOR BUSINESS, EDUCATION AND SKILLS (WITH RESPECT TO EDUCATION PRIORITIES WITHIN THE COUNCIL PLAN)** 15 - 16
- 7 CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE WORK PROGRAMME** 17 - 22

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 19 September 2017 from 11.06 am - 12.44 pm

Membership

Present

Councillor Azad Choudhry
Councillor Josh Cook (Vice Chair)
Councillor Mohammed Ibrahim
Councillor Patience Uloma Ifediora
Councillor Brian Parbutt
Councillor Neghat Khan

Absent

Councillor Sue Johnson - Chair
Councillor Georgina Culley
Councillor Chris Tansley

Colleagues, partners and others in attendance:

Helen Blackman - Director of Children's Integrated Services
Steve Comb - Head of Children in Care
Jane Garrard - Constitutional Services
Judith Harris - Leadership Support Officer
Councillor David Mellen - Portfolio Holder for Early Intervention and Early Years
Kate Morris - Governance Officer

17 APOLOGIES FOR ABSENCE

Councillor Georgina Cully - Unwell
Councillor Sue Johnson - Unwell

In the absence of the Chair, the meeting was chaired by Councillor Josh Cook, Vice Chair.

18 DECLARATIONS OF INTERESTS

None.

19 MINUTES

The minutes of the meeting held on the 18 July 2017 were confirmed as a correct record and signed by the Chair.

20 OFSTED PILOT INSPECTION OF CHILDREN'S SERVICES - FOLLOW UP FOCUS ON SUPPORT FOR CARE LEAVERS

Councillor David Mellen, Portfolio Holder for Early Intervention and Early Years introduced the report on the OFSTED pilot inspection of Children's Services – follow up focus on support for care leavers. Helen Blackman, Director of Integrated Children's Services and Steve Comb, Head of Children in Care provided additional information. They highlighted the following information:

- (a) there are currently 219 young adults open to the Leaving Care Team. The team continue to work with care leavers into their 20's and until they leave full time education;
- (b) the Council's duty to provide accommodation for looked after children ends when they turn 18 and become care leavers, unless they are in full time education then Council has a duty to provide assistance with education fees and living costs;
- (c) in January 2017 Nottingham City Council's Children's Services were inspected by OFSTED using the new pilot scheme of inspection. As reported to this Committee previously the OFSTED report offered mainly positive comments.
- (d) at the time of the inspection there were 70% of care leavers in full time education, employment and training, 14 care leavers at university and 7 were employed as apprentices at Nottingham City Council, 85% were in appropriate housing;
- (e) OFSTED identified a small group of around 15 individuals who were hard to engage and challenged the Council to be more tenacious in its attempts at keeping in touch with these care leavers;
- (f) the Leaving Care Team is now in touch with around 50% of those hard to engage care leavers;
- (g) there are a number of difficulties in engaging all care leavers. They are adults and it is not possible to compel them to stay in touch if they do not want to. Some people want to forget that they were in care and refuse to acknowledge attempts at contact, and some move away and don't inform the Council;
- (h) Nottingham City Council's in-house employability scheme for care leavers started in 2015 and achieved its aim of employing at least 10% of care leavers within the City Council. A dedicated employment worker placed within the Leaving Care Team offers support to the most disengaged care leavers and the work has been recognised by the Department of Work and Pensions;
- (i) OFSTED found that the majority of care leavers were in suitable accommodation. However a small number, 25, were found to be in accommodation deemed unsuitable. This unsuitable accommodation included returning to the family home and custody;
- (j) an independent review took place of the leaving care services and an action plan put in place to more tenaciously pursue contact with care leavers. This has led to the development of a keeping in touch protocol and strengthened links with external agencies;
- (k) in 2016 the Government announced the Keep on Caring strategy. This will allow all care leavers up to the age of 25 to go back to their leaving care

team to ask for help and support. This could place additional demand on the service, more will be known in April 2018 when guidance is issued;

Following questions from the Committee the following points were made:

- (l) once a child in care turns 18 they become an adult, and a care leaver and as such they do not have to inform the Council where they are living, who they are living with, whether they are moving away etc. At this point the Council cannot tell the care leaver where they should live, or who they should live with;
- (m) in 2014 Children's Integrated Services was inspected by OFSTED and found to require improvements. After a sustained work programme OFSTED now rate the service as good;
- (n) the level of staffing within the Leaving Care Team is comparable to other teams in comparable authorities;
- (o) the Government has introduced a staying put option for care leavers, where the young person stays with the foster family. The young person has continuity in care, and stability and the foster family is paid a "staying put" grant. This does however mean that the City Council loses a foster family placement;
- (p) changes in data protection are introducing the right to be forgotten. It will require a balance between being tenacious in keeping contact with care leavers and respecting their right to be forgotten and not wishing to have further contact with the Council;
- (q) at present it is between 2 and 3% of care leavers that the Leaving Care Team are not in touch with in any way.

RESOLVED to thank Councillor David Mellen, Helen Blackman and Steve Comb for their attendance and to note the content of their report.

21 SOCIAL WORKER RECRUITMENT, RETENTION AND CASELOAD MANAGEMENT

Helen Blackman, Director of Integrated Children's Services, introduced a report on social worker recruitment, retention and caseload management. Councillor David Mellen, Portfolio Holder for Early Intervention and Early Years provided additional information. They highlighted the following points:

- (a) nationally there is high demand for Social Workers. Since 2009 there have been some big changes in legislation and high profile cases which have caused a lot of turbulence in social care. This has led to a very mobile workforce with lowered retention and it is common practice for social work agencies to approach permanent staff with offers of much higher rates of pay than permanent roles;

- (b) nationally, in 2009 1 in 9 social work roles were not filled and in 2015-16 there was a 10% increase in agency joiners;
- (c) the title “Social Worker” is a protected title, social workers are required by law to register, have their training audited and there is an expectation of continuous development and training;
- (d) nationally the annual turnover of Social Workers is around 15%. Nottingham City currently has an annual turnover of around 11%. Approximately 19% of the Council’s Social Workers are agency staff, which is comparable to other local authorities in the East Midlands;
- (e) over the last three years Nottingham City Council has over recruited newly qualified Social Workers who have then started an assessed and supported year of employment (ASYE). This programme allows them to experience the different aspects of social work across a range of teams and gain a solid grounding to becoming a long term member of social work staff at the Council. It has been very successful and had a positive impact on existing Social Workers;
- (f) in addition to the ASYE scheme there is a new “Grow Our Own” scheme which, in partnership with Manchester Metropolitan University provides a fast track distance learning course for existing staff with experience of social work roles but who are not qualified as Social Workers, such as play and youth staff. The degree takes 2 years and costs are covered by a work place loan paid back over a number of years on qualification. There has been good uptake with 28 students on the first cohort;
- (g) case load management is still challenging. Nottingham City Council aims for all Social Workers to have 23 cases or less. This is generally achieved, although there are still a number of Social Workers who’s caseload exceeds this number;
- (h) the Council is also doing well in converting agency staff into permanent staff. In the last 4 months 8 agency staff have become permanent members of staff;
- (i) OFSTED described Nottingham City Council as an employer of choice for Social Workers and recognised it as a place where social work can flourish. It acknowledged the investment in social work working to ensure a stable and secure workforce;

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

- (j) early intervention work could be an easy target for cuts as they are not statutory services. However, a reduction of resources there would lead to less work with families at an earlier stage, families in need of help would be identified at a later stage leading to more intensive work by Social Workers when children have suffered for longer and are more expensive to support.

Retention of Early Intervention Services reduces pressure on Social Workers and identifies families in need of support early;

- (k) the ASYE scheme has been an important tool for recruitment and development of Social Workers. It would be beneficial for this scheme to continue to run as staff recruited and trained are more likely to stay within the Council longer term;
- (l) there is an agreement with the other regional local authorities that no council will pay above a certain amount for Social work agency staff. The agencies are offering permanent staff between 50-100% more than their regular wage to become agency workers, so the council has to find a very fine balance between not paying too much for agency staff, but also having enough agency staff to alleviate the work load of permanent staff so as not to push them to join the agencies;
- (m) the local universities were approached to design the bespoke “grow our own” scheme for the distance learning social work degree, however they could not offer the course and Manchester Metropolitan was the only institute who could offer the fast track course in the format the Council felt was most appropriate;
- (n) the Council has considered forming a regional agency with other local authorities, however given the large sums of money being offered to agency staff it makes travel outside of the region more attractive;
- (o) Nottingham currently has around 19% agency staff. Looking at the national picture there are more people leaving social work than joining making retention more difficult. Nottingham City is working hard to be a good authority to work for, rewarding work with challenging cases. The Council wants to be attractive to work for because of the difference it makes to lives and believes that this will be attractive to potential employees;
- (p) national attitude to social work is one of the major influences on the reduction of people joining social work. It is an emotionally demanding job, with long and unsociable hours all of which contributes to its decline in appeal as a career.

RESOLVED to thank Councillor David Mellen and Helen Blackman for their attendance and to note the content of the report.

22 WORK PROGRAMME 2017/18

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

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

This page is intentionally left blank

CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
19 DECEMBER 2017
SCHOOL EXCLUSIONS
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 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.

2 Action required

- 2.1 The Committee is asked to scrutinise the response to the relatively high levels of permanent exclusions from schools in the City and work to minimise the negative impact on outcomes for those children and young people excluded.

3 Background information

- 3.1 During the Committee's discussions earlier in the year 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 school exclusions as a response. The Committee wanted to explore in more detail the level of permanent exclusions from schools in the City and the impact of exclusion on those children and young people.
- 3.2 A paper from the Head of Access and Inclusion is attached providing information on the level of permanent exclusions over the last 10 years; the reasons for exclusions; and the Nottingham City Council response. He 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 None

7 Wards affected

7.1 All

8 Contact information

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

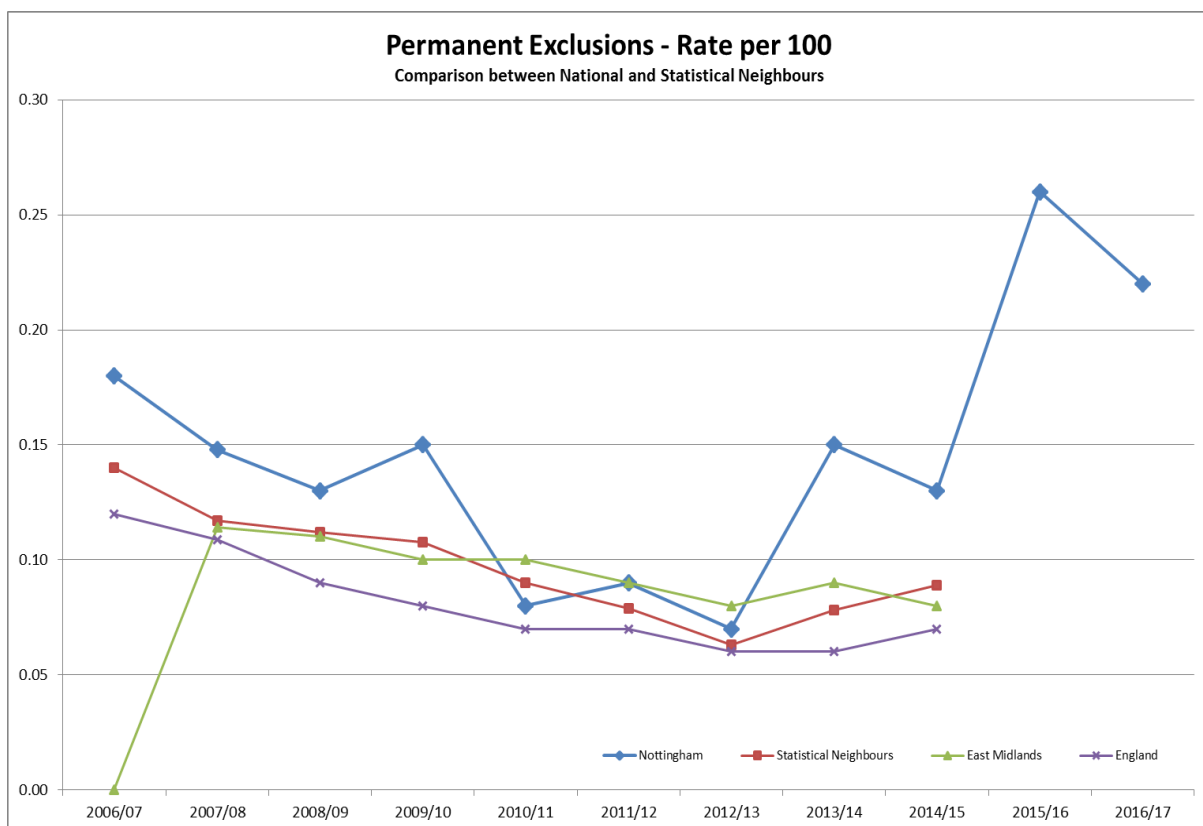


Children and Young People Scrutiny Committee School Exclusions

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.

Background

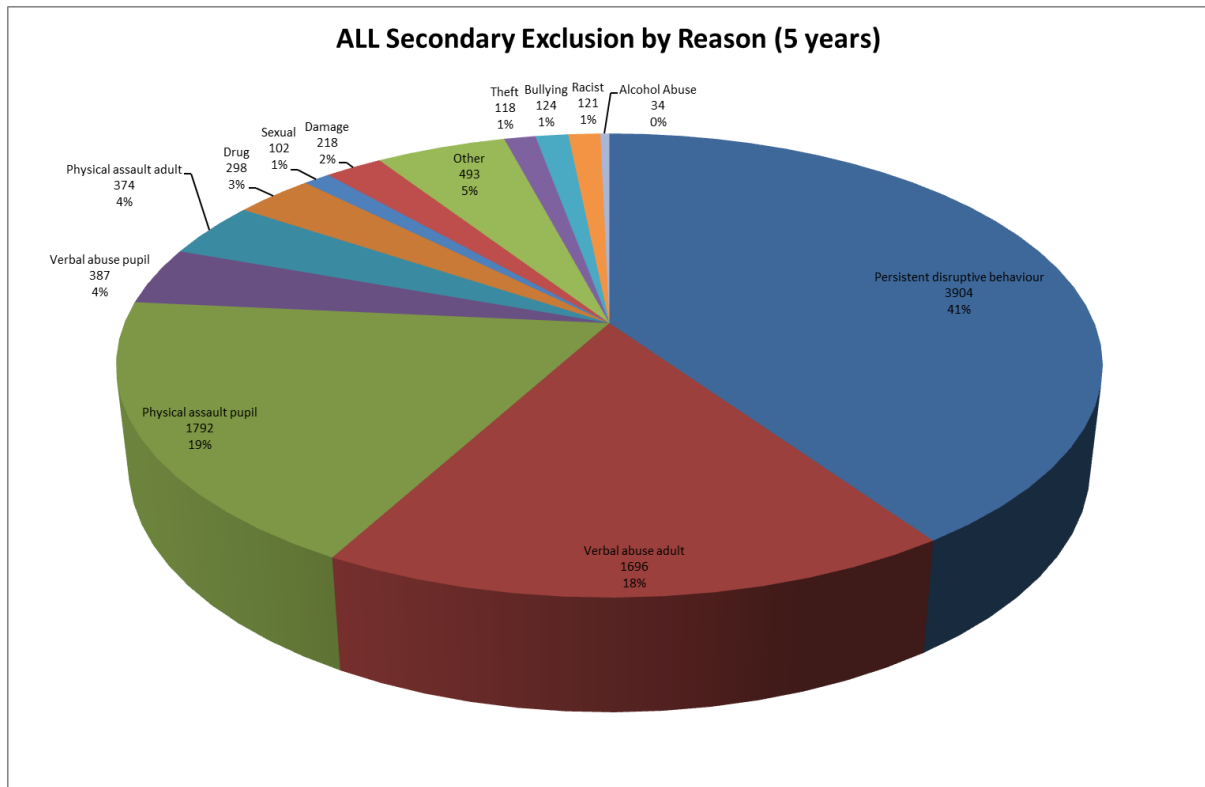
The overall rates of fixed term and permanent exclusions from Nottingham schools have risen above national rates and those of the majority of our statistical neighbours. The trend is increasing. The chart below illustrates how over the last 3 years the Nottingham rate of permanent exclusions has sharply risen against the national, regional and statistical neighbour rates.

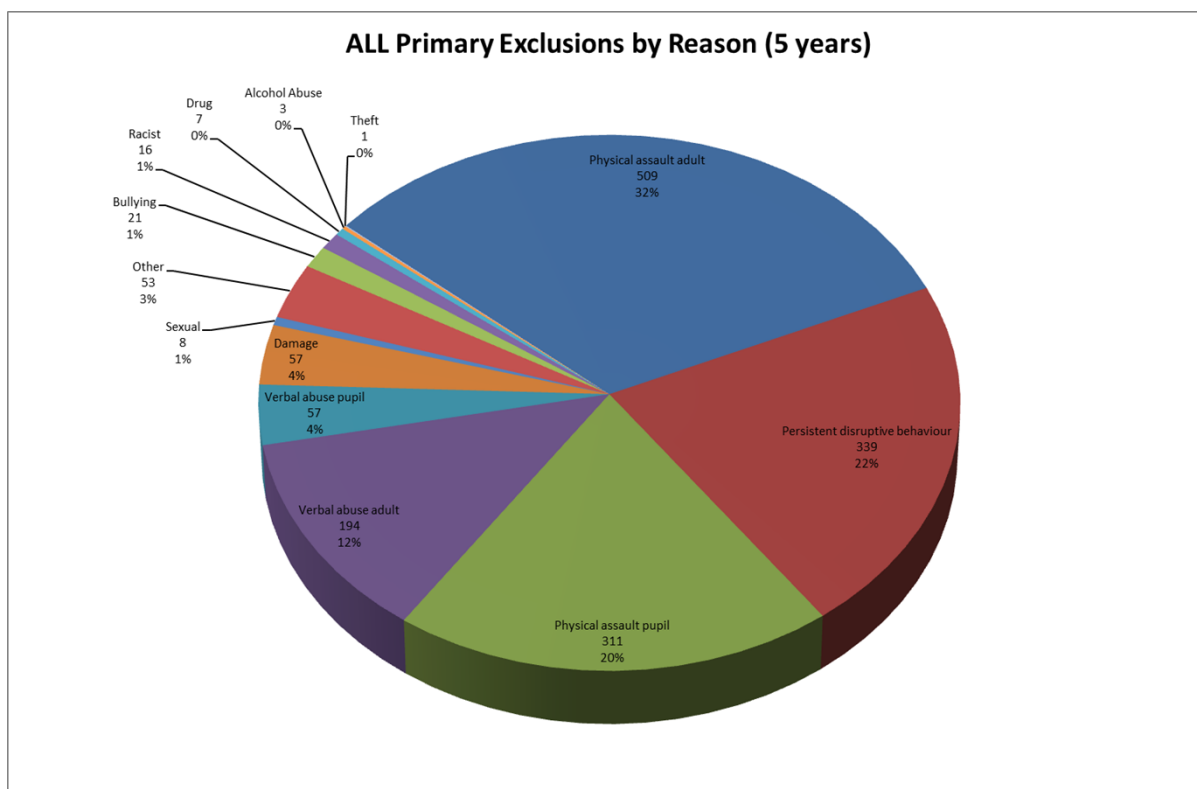


Clearly this is a matter of concern in terms of outcomes for children and young people in the city who are subject to exclusion from mainstream schools. It is also

creating significant financial pressure on the High Level Needs funding available to the city as places outside of mainstream schools are significantly more expensive than the funding required for educating a child or young person in a mainstream school.

There are a wide range of issues that result in a child or young person being excluded from school. The charts below illustrate the recorded reasons by school phase over the last 5 years.





The rate of permanent exclusions in the current academic year is showing no significant change from the preceding two years. This is a matter of concern to the City Council, but is also being reflected in conversations the Council is having with the Regional Schools Commissioner (in relation to the exclusion rates of certain academies) and Ofsted in terms of its school inspection findings.

Nottingham City Council Response

As an initial response to stem the rate of permanent exclusions, the Council initiated a pilot scheme that saw the devolvement of funding to secondary schools who committed to a zero exclusion policy. The intention of the pilot was for schools to use the funding to create their own “in house” responses to pupils at risk of exclusion. This might be in the form of additional resources being directed at earlier intervention for pupils with poor behavior, or developing on site alternative provision units.

5 of the 16 secondary providers in the city participated in this pilot, which is due to finish in March 2018. To date none of the pilot schools have permanently excluded any children (academic year 2016/17 and to date in 2017/18) A review of the pilot is being undertaken this month to identify the learning and recommendations for future practice.

Given the partial take up of the devolved funding pilot a School Exclusions Early Intervention working group was established in June 2017 by the City Council to explore other options to address the issue. This group includes representatives from the primary, secondary and pupil referral unit sectors; the Police, Youth Offending Team, Futures, mental health service, social care and the full range of City Council

Education directorate SEN and Inclusion services. It is chaired by the Head of Access and Inclusion At the City Council.

The key themes the group have been focusing on have been:

- Early identification of pupils with behavioural issues. Developing the work of Routes to Inclusion (R2I) – a behaviour toolkit for city primary schools
- Development of “Team around the Family” models – to enable a multi-agency, holistic response to support the needs of pupils at risk of exclusion.
- Mapping of support services and creation of a directory of services and referral routes – to enable schools to access better support in a timely fashion
- Appropriate and consistent responses to high profile issues such drug use/possession and knife possession
- Learning from the pilot schools and other good practice

A report making recommendations in relation to investment in early intervention services and the management of the financial impact of permanent exclusions is being prepared that will be presented to Schools Forum in February 2018.

Contact Officer

Nick Lee

Head of Access and Inclusion

nicholas.lee@nottinghamcity.gov.uk

0115 87 64618

CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
19 DECEMBER 2017
SCRUTINY OF PORTFOLIO HOLDER FOR BUSINESS, EDUCATION AND SKILLS (WITH RESPECT TO SCHOOLS PRIORITIES WITHIN THE COUNCIL PLAN)
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 To discuss with the Portfolio Holder for Business, Education and Skills progress against the schools priorities within the Council Plan, his priorities and key objectives for 2017/18 and the challenges and pressures facing the Portfolio.

2 Action required

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

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.
- 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 relevant to the schools aspects of the Portfolio for Business, Education and Skills.
- 3.3 Councillor Webster is the Portfolio Holder for Business, Education and Skills and will be attending the meeting to discuss progress against relevant aspects of the Council Plan; current challenges and pressures; and his key priorities for 2017/18.
- 3.4 The Schools theme within the Council Plan sets out ambitions to achieve the following by the end of the Plan:
- Access to a good school close to home for every young person in Nottingham

- Enable children in the City to achieve their potential at school and in later life

The key things that the Plan states will take place are:

- Ensure every child in Nottingham is taught in a school judged good or outstanding by Ofsted
- Increase the number of young people getting 5 or more A*-C grades at GCSE including English and Maths to above the national average
- Guarantee a choice of places for every child at a local primary school
- Create more special school places for our children's additional needs

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
19 DECEMBER 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
Tel: 0115 8764315
Email: jane.garrard@nottinghamcity.gov.uk

Children and Young People Scrutiny Committee 2017/18 Work Programme PUBLIC

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 report on safeguarding services To scrutinise action being taken to address areas identified for improvement by OFSTED. • Care leavers To review how effectively young people leaving care are supported

Date	Items
	<ul style="list-style-type: none"> • Social worker caseload and retention To review the effectiveness of action taken over the last year to appropriately manage social worker caseloads and improve social worker retention • 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 • 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 • Work Programme 2017/18
19 December 2017	<ul style="list-style-type: none"> • Scrutiny of Portfolio Holder for Business, Education and Skills (with respect to schools priorities within the Council Plan) To scrutinise the performance Portfolio Holder for Business, Education and Skills, with a focus on delivery against school priorities Council Plan • 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. • Work Programme 2017/18

Date	Items
16 January 2018	<ul style="list-style-type: none"> • 2017 Academic Attainment To review academic attainment for the 2016/17 academic year • 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 • 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 • Work Programme 2017/18
22 March 2018	<ul style="list-style-type: none"> • Poverty/ deprivation (title tbc) • Work Programme 2018/19

To schedule

- **Proposals for replacing Safeguarding Children Board arrangements**
To scrutinise proposals for arrangements to replace the Safeguarding Children Board

Visits

Informal meetings

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

Items to be scheduled for 2018/19