



# Children and Young People's Plan **2008-11**

## **Review - 2009**

# Nottingham City Children and Young People's Plan 2008-11

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Supporting Delivery Plans and further details are available online within our Integrated Children's Services Website: [www.nottinghamics.org.uk](http://www.nottinghamics.org.uk)

## 1. Welcome to the reviewed edition of the Plan

A year has now passed since we committed ourselves to improving the well-being of children and young people in Nottingham by adopting this Children and Young People's Plan. This is our annual review of the Plan. It has been a year of tremendous and challenging changes which require us to consider where new approaches need to be included in the Plan. The Plan has been adjusted to accommodate changes in emphasis and approach, to keep it relevant to the fast paced world that our children are growing up in. A more comprehensive rewrite of the plan will be undertaken for completion in 2010/11.

**Our Children's Partnership:** 2009 has seen the establishment of a Children's Partnership Board acting as the Children's Trust. Chaired by the Lead Member for Children's Services (Nottingham City Council), this powerful inter-agency body is taking ownership of the Children and Young People's Plan and its implementation. It has authority to manage performance, hold individual partners to account and to identify and commission services jointly to meet the needs of all children and young people including the specific needs of identified vulnerable children.

**"The Nottingham Plan":** Nottingham now has a Sustainable Community Strategy, called "The Nottingham Plan", tied to a shared vision of where we want the City to be in 2030. Our Local Strategic Partnership, One Nottingham, has co-ordinated and will lead on its implementation. Its importance for families in Nottingham is that it provides a much longer timeframe (looking towards 2020) in which services can be planned and a common reference point for co-ordinating all aspects of City growth and development. The Children and Young People's Plan is the Partnership plan that will outline our delivery priorities in order to meet the objectives of The Nottingham Plan.

**Increasing Aspiration:** Nottingham is a city full of opportunity, yet many of our children, young people and families are not enabling themselves to take the chances available to them. This demonstrates the low aspirations which characterise many of our communities. Our approach to raising aspirations is based on our desire to break the inter-generational experience of underachievement in some families and communities in the City. We need to address the personal, social, educational and economic issues that this reflects.

Ensuring that each of our children, young people and families has the opportunity and the motivation to achieve must be at the heart of our approach to all service delivery. Raising aspirations, empowering, inspiring and motivating children, young people and families has to be part of the way we all work. We are at the beginning of the development of our approach to this issue. By April 2010 we will have expanded on these key elements and set a clear plan for their delivery.

**Safeguarding:** One of the most harrowing events of the year was the re-emergence of questions about the efficacy of child protection arrangements in the wake of the 'Baby Peter' case. Lord Laming has reported to the Government, which has accepted his recommendations designed to strengthen and improve co-ordinated action to keep children from harm. The Nottingham City Safeguarding Children Board will continue to ensure we have the right structures in place and that the City's children and young people are protected by an appropriately qualified and resourced workforce.

**Early Intervention:** Many of the challenges facing our young people are inter-related. If we are to deal with causes rather than symptoms, interventions need to be early, targeted and holistic. An early Intervention approach has many implications for the way services to families will be shaped in the future. Nottingham has been a leader in developing thinking in this area and has been designated 'Early Intervention City' by the Government. With some of our more intractable problems, new solutions are being developed which deal with the whole family and the interrelationships that can be so destructive for individual children and young people. The Common Assessment Framework is a key tool in this development and its expansion and consolidation across all the key providers of services is crucial to successful early and effective intervention.

Finally, we need to be mindful of the severe economic turbulence of the past year and the strain that this will place on families, children and young people and on public finances into the foreseeable future. From April 2010, there will be greatly increased pressure to limit public sector expenditure and this will challenge our drive towards the targets we have set ourselves in this plan. Only by all agencies and services committing to plan and work together towards the objectives that we have set ourselves and by communicating more effectively with children, young people and families can we continue to make progress in the difficult times ahead.

**Councillor David Mellen**  
**Lead Member for Children's**  
**Services**

**Ian Curryer**  
**Acting Director of Children's**  
**Services, Nottingham City Council**

## **Our objectives and priorities for children, young people and families**

**New: To raise the aspirations of and enable children, young people and families to fulfil their potential and break the cycle of underachievement by**

- 1) inspiring young people and raising their awareness of life options, and
- 2) building the emotional and social capabilities of children and young people providing information to enable take up of opportunities

**A. To provide early, effective support and protection to children, young people and families by**

- 1) refocusing services on prevention and early intervention, and
- 2) improving the safeguarding and outcomes of children and families with complex needs.

**B. To nurture and support strong, healthy families by**

- 3) improving support to parents and carers (particularly young parents and young carers)
- 4) tackling the rise in childhood obesity
- 5) improving oral health
- 6) reducing infant mortality, and
- 7) ensuring that children and young people with learning difficulties and disabilities, including those with emotional and behavioural difficulties, receive co-ordinated child and family-centred services of high quality.

**C. To increase children and young people's emotional resilience and the maturity of their decision-making, aiming to**

- 8) reduce substance misuse and its impact on children and young people
- 9) reduce teenage conceptions
- 10) reduce the incidence and impact of bullying, and to divert children and young people from anti-social and offending behaviour.

**D. To ensure that all our children, young people and families are provided with a sound foundation for lifelong learning and progression into skilled economic activity, by**

- 11) raising educational attainment and skills
- 12) closing the gap in attainment and skills between disadvantaged groups and their peers, and
- 13) improving school attendance, increasing engagement in education, employment and training, and increasing progression into further education, higher education and skilled economic activity.

**E. To reduce deprivation and its impact on children and young people, by**

- 14) increasing the proportion of the working age population who are qualified to at least Level 2 or higher, and
- 15) reducing the number of working age people who are on out of work benefits.

## 2. Introduction

This Children and Young People's Plan (CYPP) fulfils our statutory duty to produce a single, strategic, overarching plan for all services affecting children and young people in the City. It informs and is informed by many other plans, such as the Local Delivery Plan of NHS Nottingham City, the Council Plan and the 14-19 Plan. It sets out our local response to the national agenda described in the national Children's Plan.

Partner agencies have worked together to produce a vision for the long-term future of the City and a ten-year Sustainable Community Strategy that identifies how this vision will be realised. The CYPP remains the Community Strategy for Children and Young People. Partners have worked together to develop a common evidence that has underpinned these developments and a shared understanding of the common challenges that the City faces. In this way, our plan for children and young people forms a part of the broader plans for our City. Further details are provided in Section Five.

We are committed to improving the outcomes identified in 'Every Child Matters'<sup>1</sup>, the Government's integrated approach to improving outcomes for children and young people. We are also committed to delivering the improved health outcomes outlined in the National Service Framework (NSF) for children, young people and maternity services<sup>2</sup>. This Plan outlines how we are working together to help children and young people to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being.

Our knowledge of our City and its population shows us that within the broad outcomes framework there are some areas on which we need to work harder and faster than others. Therefore, we have identified a small number of priorities on which we will have a particular focus. We will measure our progress on these priorities in particular, but also against the broader Every Child Matters (ECM) framework.

This CYPP is an overarching strategic plan for the next three years. The sections that follow describe:

- What we want to achieve (Section Three)
- How we will achieve this (Section Four)
- How other local plans and our local response to national plans and policies are embedded within our approach (Section Five)
- Appendix A presents our Local Area Agreement measures
- Appendix B a glossary of terms

It is supported by detailed Delivery Plans that are maintained on our partnership Integrated Children's Services website [here](#). These Delivery Plans identify what will be done, when it will be done, and which partner agency has lead accountability for making it happen. They will be continually updated as we monitor our delivery progress. The site also contains detailed data and intelligence relating to needs, outcomes and consultation. We will continually update our online evidence base with what we learn from our ongoing needs assessment.

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<sup>1</sup> For further details please see the Every Child Matters website <http://www.everychildmatters.gov.uk>

<sup>2</sup> See <http://www.dh.gov.uk/en/Healthcare/NationalServiceFrameworks/ChildrenServices/>

### **3. What we want to achieve**

#### **3.1 Our Vision for Nottingham's Children, Young People and Families**

Our vision is that Nottingham's children, young people and families have high aspirations and are able to realise their potential. We want all of our children and young people to benefit from a vibrant, multi-cultural, accessible City in which they can develop as equal citizens, respecting the diversity of cultures and lifestyles in Nottingham.

#### **3.2 Early Intervention, Integrated Services and Safeguarding**

Our vision and priorities are shaped by our understanding of local needs and by the national Children's Plan that builds on the Every Child Matters agenda. At the heart of our vision lie three core principles.

##### ***Safeguarding Children and Young People***

We recognise that fulfilling our statutory duty to safeguard and promote the welfare of children and protect them from harm, depends upon effective joint working between agencies and professionals that have different roles and expertise. Our independently chaired Local Safeguarding Children Board will drive improvement in this area.

Our services will respond to the individual needs of each child, paying particular attention to those who are most vulnerable and at greatest risk. We will respond to the Lord Laming's report in line with "The protection of children in England: action plan – The Government's response to Lord Laming". Nottingham City Safeguarding Children Board will ensure that the principles of this are understood by all agencies and reflected in the commissioning and delivery of services.

##### ***Working Together to Provide Integrated Services***

On 1 April 2009 Nottingham Children's Partnership formally took responsibility for overseeing all services for children, young people and families in the City.

Nottingham Children's Partnership is not a free-standing organisation but a local partnership that brings together a variety of agencies, which work together in order to improve children's lives and to deliver the best possible services for families.

Nottingham Children's Partnership acts as the Children's Trust for Nottingham, builds on previous joint-working and represents a new era of partnership working in the whole system of children's services.

The priorities and next steps for Nottingham Children's Partnership Board include:

- Ensure that the CYPP is implemented;
- Work together to engage children, young people and families in shaping services;
- Plan services together;
- Be jointly accountable for meeting performance targets;
- Enable alignment of resources across agencies;
- Establish joint ways of working to create 'One Workforce'.

All local authorities are required to have statutory arrangements for a Children's Trust in place by 2010 and Nottingham Children's Partnership is on track to have all of its legal arrangements in place by then.

## **Early Intervention**

Nottingham is committed to developing an approach that will break the intergenerational nature of underachievement and deprivation in Nottingham.

Children, young people and families will be offered the help and support they need, when they need it, throughout their childhood and adolescence and into adulthood. Services will be accessible, tailored to meet individual and community needs and designed to support social inclusion and cohesion.

Our developing approach to Early Intervention will support those Children and Young People where impaired outcomes are judged to be *very likely*. We will identify those children, young people and families for whom this is the case as early as possible. We will ensure that appropriate intervention and support is available to them. The central objective of Early Intervention is:

***“To break the intergenerational nature of underachievement and deprivation in Nottingham by identifying at the earliest possible opportunity those children, young people and families who are likely to experience difficulties and to intervene and empower people to transform their lives and their future children’s lives”.***

## **3.3 Strategic Objectives**

Nottingham Children’s Partnership is working to maximise outcomes for all children and young people.

Our thorough and ongoing analysis of needs and outcomes shows that there are some improvements we need to prioritise. The Partnership has agreed to focus on five strategic objectives over the next two years. Within each of these objectives, we have a number of priorities and key measures that we will monitor within our Local Area Agreement.

Our objectives and priorities are firmly based on evidence. The remainder of this section describes the context of our City in terms of the nature of the populations that we serve and their needs and outcomes. It identifies those groups who are most vulnerable to poor outcomes and it describes what children, young people, parents and carers have told us themselves about their priorities and the challenges that they face. Finally, it presents our objectives, priorities and key measures. Further details on how we are working in partnership to deliver our outcomes are set out in our online Delivery Plans.



### 3.3.1 Our Context

Nottingham City has a population of approximately 286,000 people, 24% of whom are aged under 20<sup>3</sup>. The City's two universities swell the proportion of residents aged between 19 and 22. There are estimated to be about 60,000 children and young people (0 to 18) living in Nottingham City, 49,000 of whom are aged between 0 to 15<sup>4</sup>.

The proportion of the population who are children is lower than the national average, although a growing proportion is aged under five. The City's pupil population is increasingly diverse. One third of City pupils are from Black and Minority Ethnic (BME) groups<sup>5</sup> making the school population twice as ethnically diverse as in the City as a whole, which is itself twice as diverse as England. The birth rate in many BME communities is increasing. One in six pupils speaks English as an additional language and this proportion is growing<sup>6</sup>.

Nottingham City is the 6<sup>th</sup> richest local authority in the country in terms of Gross Domestic Product. It is also the 13<sup>th</sup> most deprived (IMD 2007). A very high proportion of children and young people are affected by financial hardship which can be both a cause and a consequence of challenging family or household circumstances and impair children and young people's outcomes. 62% of all 0 to 18 year olds (38,000) live in households where either no adults work, or where earnings are sufficiently low to warrant state financial assistance<sup>7</sup>. This compares to an all England average of 38%.

A large body of local, national and international research and analysis demonstrates the link between low educational attainment and high levels of poverty. This is a relationship of mutual reinforcement rather than one of simple cause and effect. Low attainment makes it more difficult to escape disadvantage. The expectations and experiences of school are usually less good for those who are more disadvantaged and part of the challenge is to ensure productive engagement in appropriate provision.

Social background influences how children and young people feel about school, how they experience school, the resources to which they have access, how they perform, and ultimately what their aspirations might be for the future.<sup>8</sup> Some children, young people and families in the City appear to lack the motivation or ability to achieve their full potential. Low aspirations and low attainment are also linked to high levels of additional need.

Deprivation has a negative impact on health, well-being and lifestyle. For example, Nottingham children and young people living in more deprived areas are 70% more likely to be overweight or obese than those elsewhere.<sup>9</sup> An estimated 14,000 children and young people in the city live in households where an adult is dependent on either drugs or alcohol<sup>10</sup>. The 2001 Census showed that nearly 1000 young people provided care for a parent or sibling.

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<sup>3</sup> ONS: 2006 Mid Year Estimates, Census 2001

<sup>4</sup> ONS Mid-Year Estimates, 2006

<sup>5</sup> Pupil Level Annual School Census, January 2007

<sup>6</sup> NCC Children's Services, 2007

<sup>7</sup> NCC, Child Poverty in Nottingham: a report for the City Strategy, July 2007. Low income is defined as those households receiving both Child Tax Credit and Working Tax Credit.

<sup>8</sup> Misc. including HM Treasury, Child Poverty Review, July 2004

<sup>9</sup> Nottingham City Health Floor Target Action Plan – Life Expectancy 18 month review and update (in progress October 2007)

<sup>10</sup> Rhodes J, Hird C., Nottingham City Alcohol Strategy: Needs Assessment, 2006

The causes of poor outcomes are often part of an inter-generational reinforcement process. For example, Nottingham has a high rate of teenage conception and research suggests that the daughter of a teenage mother is twice as likely to become a teenage mother compared to a daughter with an older mother<sup>11</sup>. As another example, fewer young people from unskilled backgrounds begin higher education than those from a professional background<sup>12</sup>.

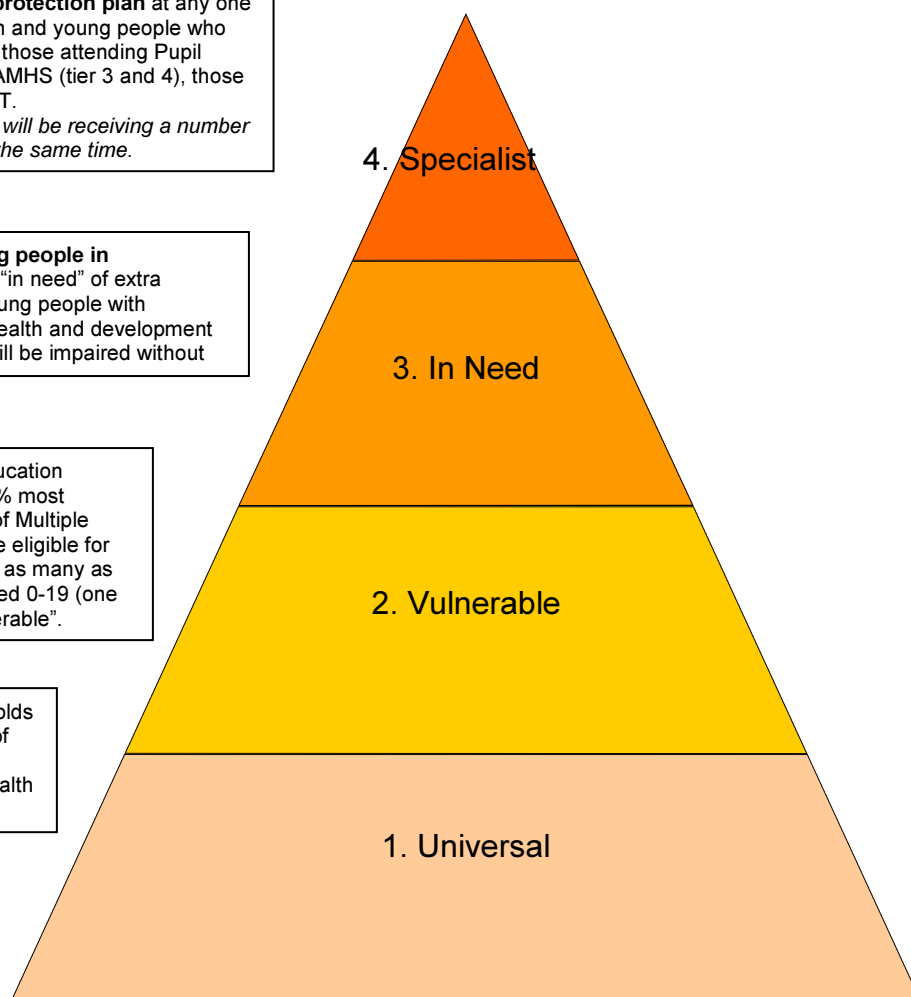
### Context: Children and Young People in Nottingham

**4.\*** On average, over **480 children** have been in care and over **320 children are subject to a child protection plan** at any one time over the past year. Other children and young people who access specialist services will include those attending Pupil Referral Units, those engaged with CAMHS (tier 3 and 4), those on the SEN register and known to YOT.  
*NB. Some children and young people will be receiving a number of targeted and specialist services at the same time.*

**3\*\*.** About **2,500 children and young people in Nottingham** have been assessed as “in need” of extra support: this includes children and young people with disabilities or additional needs. The health and development of these children and young people will be impaired without

**2.** Over 20,000 pupils in the City’s education provision aged up to 16 live in the 10% most deprived areas in the country (Index of Multiple Deprivation) and one-third of them are eligible for free school meals. This suggests that as many as 23,000 children and young people aged 0-19 (one third of the total) are potentially “vulnerable”.

**1.** There are about 69,000 0-19 year olds in Nottingham (ONS 2006 MYE). All of these children and young people will receive universal services such as health care and education.



\* 2008-09 outturn from Carefirst  
 \*\* Carefirst information as at August 09.

<sup>11</sup> Tackling Deprivation in Nottingham: Towards a ‘2020’ Roadmap, SQW, May 2007  
<sup>12</sup> Ibid

### 3.3.2 Vulnerable Groups

The evidence shows us that particular groups within the City's population are more likely to have additional needs and to experience poorer outcomes if these initial needs are not met. The former Strategic Partnership for Children, Young People and Families established an ongoing Needs Assessment process (see Section Four). This engages the partnership's member agencies in the identification of the outcomes and needs of different populations and an analysis of how this compares to service provision. This intelligence is further informed by national and regional research.

The partnership has identified the following vulnerable groups and is taking targeted action to improve outcomes in each case:

- § **Children in care and care leavers** achieve poorer educational outcomes and are more likely to be homeless, young parents or young offenders.
- § **Children with Learning Difficulty and Disability and Emotional or Behavioural Difficulties** achieve poorer educational outcomes and are more likely to live in poverty and to feel isolated and unsafe.
- § **Some black and minority ethnic groups** tend to achieve poorer outcomes. The picture is complex and dynamic, and there is a balance to be struck between personalised and group provision.
- § **Pregnant teenagers and teenage parents** often face emotional health and wellbeing challenges and their children achieve poorer educational and economic outcomes. They are more likely to live in poverty and their infant mortality rates are high.
- § **Young offenders** achieve poor outcomes, particularly in terms of engagement with subsequent educational, employment or training.
- § **Young carers** face challenges in managing their responsibilities while also securing good outcomes for themselves, particularly as they may also lack a supportive family environment.
- § **Refugees and asylum seekers** face challenges resulting from relocation, language barriers, poverty, uncertainty, and in some cases bereavement and post-traumatic stress.
- § **Gypsies, travellers and emerging migrant communities** face cultural, linguistic and social issues that disadvantage them educationally, economically and in terms of housing. This is a rapidly growing group as a result of migration from Eastern Europe.
- § **Lesbian, Gay, Bisexual and Transgender (LGBT) Young People** can face emotional health challenges and may face harassment and bullying.
- § **Children and young people in substance misusing families** can experience behavioural and emotional problems and may engage themselves in substance misuse. Many are vulnerable to physical and educational problems. There is a strong association between substance misuse, domestic violence and mental health difficulties.
- § **Children and Young People experiencing domestic violence** feel less safe and may lack adequate parenting support. It is estimated that seven thousand children and young people in the City may be affected by domestic violence – the equivalent of one in each classroom.

### 3.3.3 What children, young people and parents tell us

#### *What children and young people told us*

	<b><i>What you said (2007)</i></b>	<b><i>What we have done (2009)</i></b>
1.	<p>'We want good, local access to free sports and play activities, more clubs, more parks – or ones that are open more of the time – and cleaner open spaces<sup>13</sup>. We want to play an active part in determining and managing our play and leisure activities, so that we have more choice and more freedom'.</p>	<p>At least 1300 consultations with local children and adults across 29 unsupervised playgrounds and including consultation on the new build adventure playground in Bestwood.</p> <p>34 disabled children consulted with in summer 2009 about changes to playgrounds sites through specific disabled children's events.</p> <p>14 neighbourhood playgrounds refurbished last year. 15 playgrounds to be refurbished this year</p> <p>Plans to compliment the newly refurbished sites with Youth Play equipment (outdoor gyms, hang out shelters etc), involving consultation with the Youth Bank.</p> <p>In 2009 an extra £160,000 and 9 local organisations involved in working together to deliver more holiday activities across the city targeted to areas where we know there are gaps in provision.</p> <p>300 children asked about their satisfaction with their local play sites and opportunities.</p>
2.	<p>Children and young people felt significantly less safe in their local area than their national peers and a higher number cited 'safer area or less crime' as the change that would make their area a better place in which to live.<sup>14</sup> They want guns and knives to be removed from their communities (Tellus 2 Survey).</p>	<p>There has been a wide range of activities undertaken in relation to addressing the issues around violence involving gun and knife crime. These include: increased use of metal detectors at a variety of locations; Safe Passage Project (Catch 22) – working to divert at risk young people from engaging in weapon related violence; "No More Knives" a short documentary film exploring the extended consequences of knife crime; a range of educational work being undertaken across schools as part of early intervention and prevention including the delivery of knife awareness sessions; a survey of young people in schools to increase understanding of young peoples views in relation to knife crime; a texting service across Nottinghamshire to enable young people to text information anonymously about people who carry knives, which can then be passed onto the police.</p>

<sup>13</sup> Leisure and Culture – C/YP Views December 2007

<sup>14</sup> Nottingham City TellUs2 Survey, Ofsted, 2007

<p>3.</p>	<p>Children and young people have identified bullying as an important concern. (Tellus 2 Survey).</p>	<p>The Anti-Bullying Support (ABS) Team works with adults and young people in Nottingham schools to prevent bullying behaviour and to address it when it happens.</p> <p>Through "Peer Support" schemes, volunteers are trained to offer befriending, listening or conflict resolution services to their peers. These schemes currently involve over 1400 trained young people aged 7-16 and operate in over 50 Nottingham schools. All schools are required to prepare and operate an anti bullying policy .</p> <p>In addition:</p> <p><b>03)</b> Cyber Bullying has become a particular concern for young people. The ABS Team has been working with colleagues in Nottinghamshire and arranged a series of training events for teachers and other school based staff in 2009.</p> <p>ii) In partnership with local voluntary organisations, the ABS team will be offering schools the opportunity to attend an awareness raising event on homophobic bullying in schools. This will be followed by the chance to have e some more detailed training on this topic.</p> <p>iii) The ABS Team will be working with colleagues in Nottinghamshire and the voluntary sector to offer a series of training events for teachers and other school based staff in 2010 to address SEN/LDD bullying.</p>
<p>4.</p>	<p>Children and young people want to be encouraged to be independent and to take responsibility for their own lives and to have more support to make good decisions.</p>	<p>Through formal participation, such as school or youth councils and by services actively involving children and young people in decisions that affect them individually, we are developing children and young people to be self-confidence and successfully able to deal with significant life changes and challenges. We will continue to provide more opportunities for users and the community to be engaged and empowered to participate actively in the design and delivery of the services and ensure communities play their part in providing opportunities and support for their children and young people.</p>
<p>5.</p>	<p>Children and young people want more information and advice on alcohol, drugs, sex and relationships</p>	<p>Since the beginning of 2007 a further 67 schools achieved National Healthy School Status which means that each was supported to develop and deliver a Drug Education and Sex and Relationship Education Programme in consultation with children and young people and line with the Government's quality standards for best practice.</p>

6.	Children and young people want services that are holistic and accessible to different groups.	Through the use of community based family lead professionals and multi-agency teams our services will ensure there is greater personalisation offering a continuum of support according to need. There will be more dedicated and integrated 'whole-family' support, offering help earlier and tailored in accordance with need; reaching out to those children and families who need them most but who may be less willing or able to articulate their needs.
7.	Children and young people want parents and carers, particularly fathers, to be involved and supported.	This is a key aspect of the 'Think Family' strategy and associated actions to make our parks and other services more 'family friendly'. A 'Fathers Strategy' is being developed to provide targeted support where fathers have particular difficulty in engaging in their children's lives as active parents.
8.	Children and young people want to see that engagement results in action being taken	We will work to strengthen the relationship between Nottingham's children, young people and families and the Children's Partnership. One example of this will be Nottingham's first Children's Charter, to be developed in 2010.
9.	Children and young people are concerned with the frequently negative portrayal of young people in the media	We proactively celebrate and promote the achievements of our children and young people, and publicise examples of young people involved in positive activities and those who can be role models and inspire their peers. The City Council's Communication & Marketing Team leads this work, which includes: supporting schools to publicise the achievements of pupils through the media; identifying case studies of young people involved in positive activities and local democracy and sharing these with the Central Office of Information as part of a national pilot project aimed at generating positive media coverage of young people; sending out numerous media releases; and leading 'Young Nottingham' awareness-raising campaigns which has included a mixture of events, a Young Nottingham themed residents magazine (called the Arrow) and setting up a Young Nottingham area on the Council's website.

## What parents and carers told us

	<b>What the Parents and carers Shadow Board said (2007)</b>	<b>What we have done (2009)</b>
1.	The Board has voiced concern over levels of substance misuse by children and young people.	<p>Some of the main developments over the past year include:</p> <p>A six-monthly survey of secondary school pupils to improve understanding of their awareness and needs;</p> <p>Improved targeting to vulnerable groups where access to services seem poor – including children in care, children of Asian heritage, disabled children and young offenders;</p> <p>Early intervention to address Anti-Social Behaviour and street drinking;</p> <p>Improved delivery of specialist treatment services;</p> <p>Effective work with schools and colleges to ensure that:</p> <ul style="list-style-type: none"> <li>• children and young people develop emotional resilience and are aware of risk taking and its consequences.</li> <li>• there is early intervention and appropriate treatment for youngsters who are impacted by substance misuse.</li> </ul>
2.	It has promoted the concept of safe, family-friendly play facilities which encourage family use and contribute to tackling obesity.	<p>Outdoor gyms installed at 4 newly refurbished playgrounds.</p> <p>The Forest recreation site and Victoria Embankment to include full changing facilities and disabled toilets.</p> <p>£19,000 distributed in 2008/2009 as “seeding grants” to develop local peoples involvement in “Friends of” groups in playgrounds across the City.</p> <p>500 extra sessions of supervised play at unsupervised playgrounds and open spaces across the City in 2009.</p> <p>Phoenix Adventure playground has fresh fruit prepared by the children and given out 3 sessions per week.</p> <p>Forest Fields is securing funding for a “seed to plate” project, where the children grow the food and cook it on site.</p> <p>2 training sessions for families on the importance of play in promoting active and healthy lifestyles and one session aimed at grandparents.</p> <p>An increase in the use of school playgrounds outside the school day for families to access and enjoy.</p>

3.	It has advocated co-ordinated support to teenage parents to address the poor outcomes often experienced by their children.	<p>A high level task force has been established to oversee and drive Nottingham's revised strategy to reduce teenage pregnancies.</p> <p>There is now extensive targeted work to improve outcomes (including parenting skills) for teenage parents (including fathers).</p> <p>The Family Nurse Partnership - a major programme of intensive guidance and support for teenagers who are starting a family - has been rolled out across the City.</p> <p>There are encouraging signs that teenage conceptions in Nottingham are now falling.</p>
4.	It supports an increase in positive activities for young people in order to develop autonomy and responsible decision-making in a supportive environment.	<p>In the last year 50 children across 5 adventure playgrounds have benefitted from play support to enable children who may otherwise be excluded to maintain positive relations in the play setting.</p> <p>1300 more children attended play opportunities in 2008/09 than the previous year.</p>
5.	It expressed concern at low levels of educational attainment in the City, particularly within some BME communities.	<p>We have continued to provide a full analysis of educational attainment by gender and group to the 'Young Nottingham' Select Committee. There are some communication issues still to be overcome to close the gaps between perceptions and what the data shows. Many of the problems need to be addressed on a national rather than local level, for example, several ethnic groups perform better in Nottingham than their national peers, but are still below the average levels of attainment in Nottingham.</p> <p>Target setting guidance and support has been revised in line with national guidance to focus on pupils from 7 socio-economic groups.</p>
6.	It has advocated a more personalised approach to raising educational attainment through flexible learning environments that can improve the outcomes for different pupil groups.	<p>A Personalised Learning Plan (PLP) project, funded by One Nottingham, has been started to deliver improved secondary phase progress amongst targeted ethnic/gender groups.</p>
7.	Parents and carers of children with learning difficulties or disabilities have expressed frustration that services are not joined up or properly integrated. In general, they want to play a greater role in shaping and delivering services.	<p>Our commitment to improvements for families with disabled children is expressed through the Aiming High initiative which was launched in February 2009. Key developments have included:</p> <ul style="list-style-type: none"> <li>• Continual dialogues with a parent's forum for disabled children, who are supported by Barnardos and are helping to shape the development of services</li> <li>• More specialist staff in an enlarged Disabled Children's Team</li> <li>• Parent representation on recruitment panels for key posts</li> <li>• A named champion for workforce development for families with disabled children</li> <li>• Introduction of direct payments to improve choices for families</li> <li>• Clear eligibility and care pathways so that families know what they can expect</li> </ul>



		<ul style="list-style-type: none"> <li>• Development of local short break and respite care services to support carers and their families.</li> </ul>
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### 3.3.4 Objective A

#### **To provide early, effective support and protection to children, young people and families**

Our two primary duties are to ensure that every child and young person is safe and to promote positive outcomes and the wellbeing of our children, young people and families.

Many of our children and young people face significant difficulties and challenges. These circumstances affect their well-being, make achieving positive outcomes such as high levels of attainment harder to achieve and in the longer-term reduce their life chances. We will continue to work together in partnership to ensure that appropriate support is in place that protects our children and young people and identifies and responds to their needs as early as possible.

#### *1) Refocusing services on prevention and early intervention*

Services accessed by all children will continue to promote positive outcomes. Our approach is set out in the Preventative Strategy. This is being updated to reflect a more “whole system” approach described as ‘Think Family’. This approach has been successfully piloted through the Family Intervention Projects and plans are being developed to look at how this approach can be cascaded across the wider Children’s Partnership.

#### **Nottingham Children’s Partnership, acting as a Children’s Trust, will:**

- Increase the focus on improving children’s lives, informed by the views of young people and their families;
- Ensure that professionals work together across organisational boundaries to meet the needs of young people;
- Enable better assessments, information sharing and improve referral practice so that children can get the services they need quickly;
- Establish joint-commissioning of services and pooling of budgets and resources to drive multi-agency working; and
- Set a clear framework for strategic planning, resource allocation and accountabilities (captured through the Children and Young People’s Plan).

This will be across the whole system of Children’s Services, covering the work of partner agencies at every level, from the development of strategy to frontline delivery of services.

Our developing approach to Early Intervention will support those children and young people where impaired outcomes are judged to be *very likely* without intervention. We will identify those children, young people and families for whom this is the case as early as possible. We will ensure that appropriate intervention and support is available to them. The central objective of Early Intervention is:

***“to break the intergenerational nature of underachievement and deprivation in Nottingham by identifying at the earliest possible opportunity those children, young people and families who are likely to experience difficulties, and to intervene and empower people to transform their lives and their future children’s lives”.***

The initial priorities for children and young people within the Early Intervention Programme will be:

- Reducing teenage pregnancies
- Increasing the attainment and attendance of Children in Care
- Reducing absence from school

The Family Nurse Partnership is also a key Early Intervention project, supported by the Strategic Partnership for Health. This provides intensive support through home visits by specially trained nurses and midwives to targeted families, notably first-time pregnant teenagers. Further details about our Early Intervention Strategy are provided in Section four.

¥ **Key Local Area Agreement Indicator: NI 126 Early access for women to maternity services.** Earlier access to maternity services will mean that children within Nottingham will get the best possible start in life and that their parents will have better access to the help and guidance that they need at an earlier stage. This will impact on pre- and post-natal smoking rates and on breastfeeding initiation rates, which will in turn help to reduce infant mortality.

## *2) Improving the safeguarding and outcomes of children and families with complex needs*

The number of referrals to social care services has almost doubled over the last four years and is now twice the average for comparator authorities, which include Manchester and Salford. In November 2007, there were 463 children in care, representing a rate that is below that in similar authorities but above national levels. The number on the child protection register is comparatively high and is rising. Almost fifty per cent of social care referrals come from only five of the twenty wards: Aspley, St Ann’s, Bilborough, Bulwell and Bestwood.

We recognise that safeguarding and promoting the welfare of children and protecting them from harm depends upon effective joint working between agencies and professionals that have different roles and expertise. Our services will respond to the individual needs of each child, paying particular attention to those who are most vulnerable and at greatest risk of social exclusion. We are clear that in order to fulfil our commitment to safeguarding and promoting the welfare of all children, all organisations will have:

- clear safeguarding priorities explicitly stated in strategic policy documents
- clear lines of accountability within the organisation for responding to safeguarding issues
- safe recruitment and human resource management procedures
- procedures for dealing with allegations of abuse against members of staff and volunteers.

The number of vulnerable children, young people and families in our City is high. They have additional needs and in a significant number of cases these needs are increasingly complex. A small minority of children, young people and families face extremely difficult challenges. Often, these challenges reinforce each other and prevent those affected from finding a way out of their situation. We will ensure that our services are designed around the complex needs of children and families in such situations and cut across traditional organisational boundaries. We will also ensure that what we learn, for example from our Family Intervention Project, is used to improve the design of our positive promotion, prevention and early intervention activities in order to minimise as far as possible the number of people who face complex needs.

The full implementation of the Common Assessment Framework (CAF) will simplify referral processes. The developing role of the Lead Professional will enable us to harness the potential of the Children's workforce more effectively in order to improve outcomes for children, young people and their families. Progress with embedding the CAF and lead Professional processes across Nottingham is continuing steadily. This now has the explicit support of the Children's Partnership and senior leads are being identified in all major partner agencies to accelerate this process. Our overall approach, threaded through all that we do, will implement the 'Think Family' principles developed by the Social Exclusion Task Force<sup>15</sup>.

⌘ **Key Local Area Agreement Indicator: NI 32 Repeat incidents of domestic violence.** Incidence figures from The British Crime Survey would suggest that as many as 10,000 women experience domestic violence within Nottingham City. We have worked hard to increase the reporting rate and know that about one third of reports relate to repeat incidents. National evidence suggests that domestic violence survivors use alcohol and other substances as a coping mechanism and that the perpetrator was under the influence of alcohol in 44% of incidents. Approximately half of the Child Protection Conferences within Nottingham City are related to domestic violence. Earlier intervention will ensure that survivors and their children are safer and improved reporting is enabling us to identify families more quickly, to ensure that action is taken against the perpetrator and that support is made available to the survivors and their children.

<sup>15</sup> See [http://www.cabinetoffice.gov.uk/social\\_exclusion\\_task\\_force/](http://www.cabinetoffice.gov.uk/social_exclusion_task_force/)

### **3.3.5 Objective B**

#### **To nurture and support strong, healthy families**

Every child and young person needs a secure and supportive domestic environment if they are to thrive. We recognise that mothers, fathers and carers are our first and most important partners in supporting children and young people but we know that in some cases parents and carers face significant challenges in providing this environment. There is evidence that the health outcomes of too many of our children and young people are impaired, that we have an increasingly high number of children and young people with additional needs and that these needs are increasingly complex. We know that we need to continue to improve our coordinated efforts to ensure that these fundamental needs are met.

#### *3) Improving support to parents and carers (particularly young parents and young carers)*

Parents and carers are the key to sustainable improvements in children's lives. We believe that responsible parenting means ensuring that children are safe and healthy and that they have access to play opportunities. Mothers, fathers and carers play a critical role in preventing anti-social behaviour and promoting educational attainment as well as safeguarding their children. Our Parenting Strategy sets out our approach to ensuring that mothers, fathers and carers are empowered to influence the development and delivery of effective services.

We want to ensure that they receive quality information, advice, guidance and targeted support tailored to the needs of the whole family, as early as possible. A co-ordinated range of parenting programmes across all age ranges and tiers of need is now in place and is being evaluated. This will inform the development of a comprehensive Family Support Strategy. The cumulative impact of parental and family disadvantage is being brought together in the Joint Strategic Needs Assessment to inform our commissioning of services to address identified needs.

Young parents and young carers can face particularly difficult challenges as they try to balance their extra responsibilities with their own continued development. The Princess Royal Trust for Carers defines young carers as 'a child or young person under the age of 18 carrying out significant caring tasks and assuming a level of responsibility for another person, which would normally be taken by an adult. The exact number of Young Carers in Nottingham is not known; the 2001 census showed that there were 641 children aged 5-15 and another 713 aged 16-19 who provided care. This will be a significant under-estimate as young carers are often reticent to tell others about their responsibilities. Extrapolated figures from national research and from a local Alcohol Needs Assessment suggest that there could be as many as 14,000 children and young people within Nottingham whose lives are affected by adults with a substance misuse problem. We also know that Nottingham has a high level of Incapacity Benefit claimants. It therefore seems likely that the number of children and young people who have some degree of caring responsibility exceeds 10,000. The family focus of the Joint Strategic Needs Assessment will help to better inform our service planning to meet the needs of these young carers.

#### 4) *Tackling the rise in childhood obesity*

Obesity is a condition in which weight gain has got to the point that it poses a serious threat to health. Obese children are at increased risk of social and psychosocial problems, including reduced self-esteem and increased risk of depression and social isolation. Health problems later in life caused by obesity are wide-ranging and can be difficult and expensive to deal with. Nottingham has a high level of childhood obesity, reflecting an emerging national problem<sup>16</sup>. About one quarter of children in Reception classes (pupils aged between 4 and 5 years) and about one third of those in Year 6 classes (pupils aged between 10 and 11 years) are overweight or obese. The percentage of overweight children is comparable to the national rate but Nottingham's children have higher levels of obesity than the England average. This problem is particularly apparent in Year 6 where over 21% of those measured in 2008 were obese.<sup>17</sup>

There is now a jointly developed child obesity strategy with NHS Nottingham, the City Council and other partners working together to stem the rise in childhood obesity and encourage the adoption of healthy lifestyles. Obesity is recognised as an important symptom of health inequalities which the Partnership Board is committed to reducing. Details of the Partnership approach can be accessed through the Be Healthy Delivery Plan.

¥ **Key Local Area Agreement Indicator: NI 56 Obesity among primary school age children in Year 6.** Tackling the rise in obesity will reduce levels of psychosocial problems, depression and social isolation. It will increase self-esteem. It will reduce the level of health problems in later life.

#### 5) *Improving oral health*

Evidence shows that the oral health of Nottingham's children and young people is not good enough. On average, each child aged 5 years in Nottingham has more than 2.5 teeth affected by decay, compared to 1.5 nationally. Poor oral health usually indicates significant dietary and nutritional issues and is a good proxy indicator of poor health outcomes more generally and in many cases, it can contribute to low self-esteem. In this sense, poor oral health can impact on a wide range of outcomes for children and young people. Effective partnership work is required in order to improve oral health through improving diet, good parenting and "Healthy Schools" activity.

<sup>16</sup> Nottingham City Health Floor Target Action Plan - Life Expectancy: 18 month review and update (in progress, Oct 2007)

<sup>17</sup> Nottingham City PCT 06/07 Childhood Measurement Exercise. See <http://www.ncmp.ic.nhs.uk/results.asp>

The City Smiles oral health promotion programme aims to increase the awareness of dental health and improvements in children's dental health. Consistent messages are given out through midwives to pregnant women and by health visitors and school nurses to parents of babies and young children and to children themselves. These messages are supported with suitable oral health materials. A programme of fluoride varnish applications in more vulnerable schools has been undertaken. Resources have been made available to all primary schools and Children's Centres in Nottingham to support local activities on oral health. This initiative will be advanced over the next three years to include a programme to recognise dental practices offering preventive approaches in the care of children's teeth, and more community focussed work.

#### *6) Reducing infant mortality*

In Nottingham, the rates of admission of children for serious accidental injury or poisoning have been falling since 1999 and although high, are similar to the rates in comparable cities. However, evidence shows that four out of every five deaths of children aged under 15 between 2002 and 2006 in Nottingham City involved infants aged less than one year. In 2006, 72% of these deaths were due to premature birth<sup>18</sup>. This can be linked to low rates of breastfeeding and high rates of smoking during pregnancy.

#### *7) Ensuring that children and young people with learning difficulties and disabilities, including those with emotional and behavioural difficulties, receive co-ordinated child and family-centred services of high quality*

The needs of Nottingham City's children and young people are increasingly diverse, complex and high in volume. There are estimated to be approximately 4,000 disabled children and young people in Nottingham, of which almost 1,000 have severe and lifelong disabilities.<sup>19</sup> In January 2007, there were 10,181 pupils (more than 25%) in the City's schools with some level of special educational need and 7% (over 3,000 pupils) had complex special educational needs<sup>20</sup>. One tenth of children and young people within Nottingham City and one fifth of our children in care, experience a defined mental health problem. These include highly complex issues such as anxiety, depression, eating disorders and self-harm. There are a growing number of children and young people within our City, particularly boys aged between 8 and 15 years, who have emotional and behavioural difficulties.

Nottingham City has adopted the Every Disabled Child Matters framework. This establishes a set of standards to improve the quality of life for disabled children, young people and their families. Nottingham City is committed to these five standards, as identified under the "Aiming High" agenda and to be measured by National Indicator 54. Disabled children and young people are less likely to achieve a range of positive outcomes and often need access to a wide range of services, making it even more important that these services are effective and coordinated around their needs. We will continue to develop our community based, targeted, accessible Child and Adolescent Mental Health Services which work closely with our schools.

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<sup>18</sup> Nottingham City PCT

<sup>19</sup> NCC Children's Services, 2007

<sup>20</sup> NCC Children's Services, 2007

### 3.3.6 Objective C

#### **To increase children and young people's emotional resilience and the maturity of their decision-making**

We want all of our children and young people to thrive and develop as citizens who have high aspirations for themselves. We want them to be independent but also to contribute positively to the communities in which they live. Unfortunately, a minority of our children and young people struggle to make the best decisions for themselves and for their communities in the face of different pressures and needs. Too many engage in substance misuse or struggle to cope with the misuse by those around them. The rate of teenage conception in our City is one of the highest in the country. Bullying, anti-social behaviour and youth crime are all issues of concern for our citizens, not least for children and young people themselves. Peer pressure and a lack of understanding of the likely consequences of risk-taking behaviour are contributory factors.

#### *8) Reduce substance misuse and its impact on children and young people*

Substance misuse plays a disproportionately major role in many negative outcomes, including unwanted teenage pregnancy, sexually transmitted infections, domestic violence and avoidable injuries.

National evidence shows that the problematic use of drugs and alcohol by parents and carers will impact negatively on their children<sup>21</sup>. This national work has developed a reliable and well researched methodology for estimating local drug use and the cohort of affected children and young people. Local estimates suggest there could be as many as 4,500<sup>22</sup> children in the City who are affected by parental opiate and/or crack use in Nottingham City and significantly more will be affected by parental use of other drugs such as cannabis. Various national formulae and research suggest that around 20,000 children are affected by parental alcohol use.

Alcohol misuse reduces the ability of parents and carers to provide effective support and guidance to their children. The risks for children and young people are an insecure family life that affects their ability to form stable relationships and an increased likelihood that they have additional responsibilities as young carers. School attendance and attainment outcomes often suffer. There is also a higher risk of problematic drug use by children and young people themselves.

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<sup>21</sup> Hidden Harm Report Advisory Council 2003

<sup>22</sup> The Centre for Drugs Misuse Research, University of Glasgow 2003

Evidence indicates that rates of problematic use of drugs and alcohol are higher for vulnerable groups of children and young people. Persistent absenteeism and school exclusion are strong predictors of problematic use. Most young people in drugs treatment programmes have a history of persistent absenteeism or school exclusion but in many cases this is not routinely identified and does not result in referral into appropriate treatment. The impact on outcomes is well-documented and includes disengagement from education and training leading to poor employment prospects, higher risks of anti-social or offending behaviour and poor physical and mental health outcomes.

¥ **Key Local Area Agreement Indicator: NI 110 Young people's participation in positive activities.** This measure makes a contribution to this strategic objective and to our priorities within it. Evidence shows that engagement in positive activities, in addition to school-based activity, improves many outcomes in both the short and the long-term. It helps to engage young people in their community, to enjoy themselves and to deal effectively with the challenges they may face. It can help to reduce engagement in drug and alcohol use and other higher risk activity and contribute to diverting young people from anti-social and offending behaviour.

#### 9) *Reduce teenage conceptions*

The rate of teenage conceptions has been consistently higher than the national average<sup>23</sup>. In 2006 Nottingham had the third highest rate of teenage conception in England, at 73.6 per 1000 females aged 15 to 17 years compared to an England rate of 40.4. This had reduced by only 1.5% since the 1998 baseline, compared with a 13.3% reduction in the national rate and the national commitment to a 50% reduction by 2010. There has been no significant change in the conception rate over the last 10 years, although an increase in terminations has brought about a decrease in maternities. Some Nottingham wards have conception rates 2.5 times the national average and three-quarters of the wards rate amongst the 20% highest in England<sup>24</sup>.

Teenage parents are prone to poor antenatal health, and their babies often have lower than average birth weight and higher infant mortality rates. Having children at a young age can damage young women's health and well-being and severely limit their education and career prospects. While young people can be competent parents, longitudinal studies show that children born to teenagers are more likely to experience a range of negative outcomes in later life and are up to three times more likely to become a teenage parent themselves. Young people most at risk include those in care and those with educational difficulties. White British, Black Caribbean, and dual heritage White and Black Caribbean young women are the most likely to become teenage parents.

<sup>23</sup> Nottingham City NHS Primary Care Trust, Factsheet: Teenage Pregnancy, February 2007

<sup>24</sup> Based on 2005 data



¥ **Key Local Area Agreement Indicator: NI 112 Under-18 conception rate.** Maintaining a clear partnership focus on this significant issue will maximise our chances of reducing the rate of conception and thereby preventing the poor outcomes that are often associated with teenage pregnancy.

*10) Reduce the incidence and impact of bullying and divert children and young people from anti-social and offending behaviour*

Children and young people in our City have identified bullying as a significant concern when asked about their wellbeing. This is in line with National Research. Action to prevent bullying in schools has had a demonstrable impact and children and young people have reported that they are satisfied with these responses. Bullying remains an issue, particularly for a number of vulnerable groups such as those with learning difficulties, disabilities and emotional and behavioural difficulties. Bullying, racism and other forms of hate crime can severely impact on self-esteem, emotional wellbeing and the likelihood of achieving positive outcomes in general. Its negative impact is compounded for those groups whose outcomes are already impaired.

The majority of our children and young people are a credit to Nottingham City and a valuable part of our communities. The small minority who engage in anti-social behaviour contribute to a negative stereotype of youth. Anti-social behaviour regularly features as a concern in citizen satisfaction surveys. For example, 'unruly young people and children' was the second most frequently mentioned cause of dissatisfaction in the City's 2007 annual residents survey.<sup>25</sup> Those that are engaged in anti-social behaviour are less likely to achieve positive outcomes themselves and are likely to reduce the life chances of those around them. Anti-social behaviour is frequently linked with substance misuse.

'Gangs', defined as groups of youngsters 'hanging out' on the streets of their neighbourhood, can be found in most residential areas across the City. In most cases, this constitutes normal youth behaviour that has been present in one form or another for generations. In some cases, the resulting behaviour causes local concern and this is frequently picked up in neighbourhood surveys. A minority of those involved can be drawn into more extreme gang culture and engage in intense territorialism. A recent study commissioned by the Crime and Drugs Partnership<sup>26</sup> found that the characteristic features of this intense territorialism included a restriction of young peoples' movement between areas, young people travelling in groups armed with guns and knives for protection, violent incidents and links to drug dealing.

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<sup>25</sup> Annual residents Survey 2007 (MORI)

<sup>26</sup> NG Triangle - A Research Project to Explore Territorialism  
In Nottingham's Urban Communities – Nottingham Stands Together – June 2007.

Youth crime is both an indicator and a cause of negative outcomes for children and young people. It has a major impact on the quality of life of those living in the neighbourhoods in which it occurs. There are particular consequences for the safety and sense of security of other children and young people, who are themselves disproportionately victims of youth crime. It is a significant factor in the community's negative perceptions of children and young people. We have achieved significant and sustained reductions in the proportion of young people who re-offend following youth justice interventions, from 58.1% in 2002 to 47.6% in 2005, and in the number of first-time entrants to the youth justice system, from 1,000 in 2005/6 to 769 in 2006/7. Despite this, only two other local authorities in the country have a higher offending rate per 1,000 of the 10 to 17 year old population and the proportion of first-time entrants within the 10 to 17 year old population is 34% higher than the average for similar authorities<sup>27</sup>.

¥ **Key Local Area Agreement Indicator: NI 111 First time entrants to the Youth Justice System.** A clear partnership focus on this measure will support our efforts to reduce the number of young people who are drawn into anti-social behaviour and drawn from there into criminal activity.

### 3.3.7 Objective D:

**To ensure that all of our children, young people and families are provided with a sound foundation for lifelong learning and progression into skilled economic activity**

We have delivered rapid improvement in the educational achievements of the children and young people of our City over the last decade. However, absolute rates of attainment remain too low. High levels of economic deprivation typically result in low levels of educational achievement but we also know that continuing to improve educational outcomes is essential if we are to support more people into further and higher education and skilled economic activity. It is only by doing this that we will be able to support and empower our citizens to break intergenerational cycles of poor outcomes and low aspirations and to support the continued economic regeneration of our City.

Achieving these objectives will require not just continued improvement in educational outcomes across the board, but also targeted improvement in the outcomes of our most underachieving and disadvantaged groups, such as children in care. It also needs continued action and service improvement in order to support our children and young people to remain engaged with the education, training and employment opportunities that are available to them.

#### 11) *Raising educational attainment and skills*

Improvement in the educational attainment of pupils attending Nottingham City schools has been rapid and sustained. The City has closed the gap with national averages. Similar progress has been made with overall school attendance and school exclusions. Despite these improvements, overall levels of attainment in the City are still comparatively low.

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<sup>27</sup> Youth Justice Board data

When Nottingham became a unitary authority in 1998, only a quarter of pupils achieved five or more GCSEs or equivalent at grade A\*-C at age 16. By the summer of 2008, this had increased to over half of pupils (58%) achieving this level<sup>28</sup>, ranking the authority 125<sup>th</sup> from 149 Local Authorities nationally.

Literacy and numeracy have improved at a faster rate than nationally in recent years but remain below the national average. At both age 7 and 11, 7% fewer pupils achieve the expected literacy levels compared with national rates and at age 14 the gap widens to 13% fewer. At age 7, more than 3% fewer pupils achieve the expected numeracy level compared with national rates and again, this gap increases with age. Achievement in other subjects at age 14 is lowest.

The development of the vocational curriculum offer and consequential increase in the number of vocational qualifications being achieved has been a successful strategy in achieving this improvement. In 2002, a new national standard measuring the proportion achieving five or more GCSEs or equivalent at grade A\*-C that include both English and Maths was introduced. Since then, achievement has improved at double the national rate in Nottingham, although only 35% reached this level in 2008, the fifth lowest in England. Attainment at age 18 is good in comparison to national rates, and is inflated by the achievements of non-city residents.

¥ **Key Local Area Agreement Indicator: NI 90 Take-up of 14-19 learning diplomas.** The new 14-19 diplomas have been designed to offer practical and work related learning opportunities to provide a more engaging and modern curriculum for young people. They are expected to be more attractive to some young people than traditional qualifications and should help to ensure that fewer young people are Not in Employment, Education or Training (NEET) within the City. This will help to reduce deprivation and increase life chances.

- ¥ **Mandatory Local Area Agreement Indicators:**
- **NI 72 Achievement of at least 78 points across the Early Years Foundation Stage with at least six in each of the scales in Personal Social and Emotional Development and Communication, Language and Literacy**
  - **NI 73 Achievement at level 4 or above in both English and Maths at Key Stage 2 (Threshold)**
  - **NI 74 Achievement at level 5 or above in both English and Maths at Key Stage 3 (Threshold)**
  - **NI 75 Achievement of 5 or more A\*-C grades at GCSE or equivalent including English and Maths**
  - **NI 83 Achievement at level 5 or above in Science at Key Stage 3**
  - **NI 87 Secondary school persistent absence rate**
  - **NI 93 Progression by 2 levels in English between Key Stage 1 and Key Stage 2**
  - **NI 94 Progression by 2 levels in Maths between Key Stage 1 and Key Stage 2**

<sup>28</sup> DCSF Revised Data, January 2009

- **NI 95 Progression by 2 levels in English between Key Stage 2 and Key Stage 3**
- **NI 96 Progression by 2 levels in Maths between Key Stage 2 and Key Stage 3**
- **NI 97 Progression by 2 levels in English between Key Stage 3 and Key Stage 4**
- **NI 98 Progression by 2 levels in Maths between Key Stage 3 and Key Stage 4**

*12) Closing the gap in attainment and skills between disadvantaged groups and their peers*

There is evidence that particular groups continue to achieve lower educational outcomes than their peers. The attainment of boys tends to be lower than that of girls, particularly in literacy skills. For example, analysis of 2008 Key Stage 2 results shows that 68% of boys achieved Level 4+ in English compared to 79% of girls. White British boys generally underachieve and there is a wide variation across black and minority ethnic (BME) groups between the outcomes for different communities. For example, 86% of Indian boys achieved level 4 in English at Key Stage 2, but only 52% of Black African boys.<sup>29</sup> Levels of attainment are also lower amongst some of the most vulnerable children and young people, particularly those in care and those with special needs and disabilities. For example, in 2006/7 only one third of our care leavers had achieved at least one GCSE qualification.

- ¥ **Mandatory Local Area Agreement Indicators:**
- **NI 92- Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest**
  - **NI 99- Children in care reaching level 4 in English at Key Stage 2**
  - **NI 100- Children in care reaching level 4 in Maths at Key Stage 2**
  - **NI 101- Children in care achieving 5 A\*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths)**

*13) Improving school attendance, increasing engagement in education, employment and training and increasing progression into further education, higher education and skilled economic activity*

Overall school attendance and exclusion rates have shown improvement over the last three years. However, Nottingham's outcomes on these measures are still poor when compared to national figures and to figures for similar authorities. The primary absence rate for the 2007/08 school year was 6.5%, compared to 6.0% across similar authorities. 3.2% of Nottingham's primary pupils were classed as persistent absentees. Both figures were the 3<sup>rd</sup> highest rates in the country. Nottingham's secondary absence rate for the 2007/08 school year was 8.8%, compared to 8.7% across similar authorities. This was the tenth highest rate in the country, but also the second most improved rate since 1997/8. 8.9% of Nottingham's secondary pupils were classed as persistent absentees, the fifth highest rate in the country and higher than the 7.8% rate across similar authorities.

<sup>29</sup> NCC Children's Services, Ethnicity Scrutiny Report, 2008

The total number of permanent exclusions from the City's schools has remained fairly static over recent years, with a small fall in the most recent (2007/08 academic year) data, at a rate that is slightly above that for comparable authorities. Although the number of permanent exclusions from the primary phase had gradually increased from 2005 to 2007 there was a marked reduction (from approximately 20 to approximately 10) from 2007 to 2008. The rate of fixed term exclusion has varied in recent years, although it remained in the highest quartile of all authorities in 2007/08 and is above the level for similar authorities.

The number of young people who participate in the activities of the City's Youth Service has been increasing, as have the levels of recorded and accredited outcomes arising from this engagement.

The number of young people aged 16 to 18 who are not engaged in education, employment or training (NEET) has been historically high. Efforts have been made to reduce this level in recent years. The figure was 7.2% in 2006-07, which had been reduced to 7.2% for 2007-08, and subsequent monitoring suggests a further reduction to 6% since then.<sup>30</sup> However, the destination of 7% of the cohort, over 700 young people, is unknown, and further efforts are needed to continue to support targeted groups such as young offenders.

Figures from Connexions Nottinghamshire show that the post-16 staying-on rates in Nottingham are broadly comparable with national rates. 58% of the young people who completed their compulsory school-age education in the City's schools in 2007 entered Further Education, with a further 16% remaining in a school sixth form. This is slightly below national levels: the proportion entering some form of training and employment is slightly higher. Only 15% of our young people in the City progress into Higher Education, the fourth lowest rate in the country.<sup>31</sup>

Figures from the Learning and Skills Council suggest that the Nottinghamshire area has the lowest level 2 outcomes in the country both at age 16 (45.9% in 2004/5) and at age 19 (57.8% in 2003/4).

Nottingham has a large number of adult residents with low skills and no qualifications, particularly in the inner City and outer-estates areas. 40.9% of Nottingham's adult population have not attained level 2 qualifications<sup>32</sup>. Further evidence suggests that there is an increasing skills deficit in the labour market, as more people with level 2 qualifications leave the workforce than join it. Approximately one third of Nottingham City children – over 20,000 – live in households where parents are claiming workless benefits, such as Jobseekers Allowance, Incapacity Benefit or Lone Parent Income Support. A further third – nearly 17,600 – live in families with low incomes. Typically, 90% of low income families have household incomes of £16,500 or less, and 50% have incomes below £9,325.

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<sup>30</sup> Local Area Agreement Performance Reports

<sup>31</sup> HEFCE POLAR, 2005

<sup>32</sup> Statistical First Release 2004

¥ **Key Local Area Agreement Indicator: NI117 16 to 18 year olds who are not in education, employment or training (NEET).** We have successfully reduced the proportion of 16-18 year olds who are not in education, employment or training in recent years. Further reduction, particularly for target groups, is an essential component of our drive to reduce deprivation and build aspiration.

### **3.3.8 Objective E: To reduce deprivation and its impact on children and young people**

Deprivation perpetuates poor outcomes and low aspirations through an inter-generational cycle of disadvantage. We want to break this cycle in our City. We have already described in Section 3.3.1 how high levels of deprivation and child poverty in our City are both the cause and consequence of many of the challenges that our children, young people and families face.

Raising the level of social mobility is a national challenge to which Government is committed. In Nottingham it is part of our desire to continue to develop our economic growth and to support our citizens in being a part of this effort and benefiting from it. Achieving this objective will require coordinated activity across a wide range of partner agencies and services. The objectives of this Plan contribute directly to this effort in the ways that have been articulated above. Our Early Intervention approach is key to this. At the heart of our approach is a commitment to ensure that we build a more equal and cohesive community in which diversity is valued and equality of opportunity is ensured. The Children's Partnership Board has a strong commitment to continue to work together across the broader partnership in the City to address these issues. In particular, we have included two key measures within our Local Area Agreement that will support us in tackling child poverty.

¥ **Key Local Area Agreement Indicator: NI163 Working age population qualified to at least Level 2 or higher.** Our aim is to reduce the number of children and young people who live in low income households. A focus on this measure will raise the levels of skill and aspiration. It will help parents into work. Provision such as Children's Centres, our Family Nurse Partnership and our childcare offer will support families and therefore help individuals to acquire qualifications.

¥ **Key Local Area Agreement Indicator: NI152 Working age people in out of work benefits.** Our aim is to reduce the number of children and young people who live in workless households. Our Skills Board is taking a particular focus on this issue and on lone parents on income support in particular. These efforts will be supported by the identification of benefit 'cold-spots', and coordinated effort to ensure that those who are eligible do benefit from financial support. Other targeted support, such as our Family Intervention Project, will play a part in getting people into work.

We will continue to develop and deliver the City's 2030 Vision, Sustainable Community Strategy and City Strategy for economic growth. We will work together to develop effective strategies in order to realise our objective of eradicating child poverty and reducing deprivation and its limiting impact on outcomes.

## 4. How we are working

This plan shows how we are continuing to develop the way that we work together in order to deliver services that are integrated, based in localities, designed around need and focused on early intervention.

To achieve this we want to develop services that:

- are accessible, well co-ordinated and built around the child, young person and family
- maximise our ability to prevent issues from arising and to intervene early where appropriate
- are developed and evaluated in partnership with children, young people, parents and other stakeholders
- are planned in response to local need and are regularly reviewed
- are accessible and actively promote equality, mutual respect and community cohesion
- provide better information, advice and guidance to children, young people and families that helps them to make informed choices
- are developed with a neighbourhood locality focus
- focus on improving outcomes for all children and young people, with particular emphasis on vulnerable children and young people
- provide value for money, quality and, wherever possible, personal choice.

In order to achieve this, we are focused on:

- developing our approach to **prevention** and **early intervention**
- integrated Children's Services built around the needs of children, young people and families, delivered through **partnership working** and a **Children's Trust-style** arrangement
- engaging with our children, young people, parents and carers within our decision-making and progress review processes. Over 100 children with caring responsibilities have helped us to develop our service specification for young carers to ensure that the services provided meet the needs of the children and young people with caring responsibilities in a way that is available, accessible and acceptable to them.
- commissioning services on the basis of need. The partnership has adopted a **Commissioning Strategy** and a supporting **Joint Strategic Needs Assessment**.
- **services within local areas and neighbourhoods** using developments such as Children's Centres and Extended Schools to locate services together
- embedding our school provision within our broader integrated service offer, for instance through the development of **Extended Schools** and **Healthy Schools** and **transforming learning opportunities** through our primary and secondary strategies for change that is developing **schools for the future**

- a strong partnership approach to **joint planning** and the delivery of **improvement** and effective **performance management**
- delivering the **Workforce Strategy** to address the needs of the whole workforce who work with children and young people across the statutory, voluntary and independent (private) sectors
- implementing the **Common Assessment Framework** to enable agencies to identify needs and collaborate with each other in meeting these needs, supported by the role of the **lead professional** and effective **information management**
- ensuring that our **resources** are used to best efficiency and best effect.

#### 4.1 Early Intervention

The Early Intervention approach has been adopted by One Nottingham as a key way of tackling deprivation and underachievement in Nottingham. It is a key government policy, Council priority and is a driver towards Nottingham's 2030 Vision.

Nottingham's Early Intervention definition is:

*'to break the intergenerational nature of underachievement and deprivation in Nottingham by identifying at the earliest possible opportunity those children, young people and families who are likely to experience difficulties, and to intervene and empower people to transform their lives and their future children's lives.'*

This means supporting and empowering families through strong parenting to be healthy, economically active and emotionally resilient and enabling children to demonstrate maturity in decision-making and access lifelong learning.

Success will require integrated working between partners to

- Focus on tackling intergenerational issues
- Focus on those activities that, if delivered, can reduce the number of specialist interventions
- Focus on bringing partner resources together to make this happen
- Target work at those individuals or families who are very likely to have difficulties without effective support/intervention
- Focus on coherence for the children, young people and families within the delivery model
- Shift resources to tackle the complex causes of problems, rather than treating the symptoms

The Programme was launched in April 2008 and has achieved a national profile. Strong foundations have been laid for longer-term work to:

- Establish and blueprint evidence-based early interventions for Nottingham
- Shift greater resource into early intervention
- Reduce demand for specialist interventions
- Equip the workforce to "think family", intervene early and tackle causes rather than symptoms

Partnership working and whole City ownership is a key principle underpinning the Early Intervention Programme. The Programme is supported by One Nottingham - the Local Strategic Partnership – and its partners and is championed by Nottingham City



Council. Innovative partnership working includes a unique and developing relationship with the University of Nottingham on evaluating Early Intervention projects and creating an evidence base.

Nottingham is also partnered with Government through our Local Area Agreement (LAA) Demonstration Area for Early Intervention work and has supported the national focus through two international conferences bringing together expertise and key voices in the early intervention debate and national partner visits to Nottingham. Learning that results from the Early Intervention Demonstration Area work will be used to refine and improve delivery of Nottingham's LAA as well as helping to shape and challenge Government thinking and models; exploring the tensions between short-term improvement targets and long-term investment to deliver intergenerational change.

The Children's Partnership Board has responsibility, on behalf of One Nottingham, for driving the Early Intervention Programme, but all theme partnerships have a role in implementing the Programme.

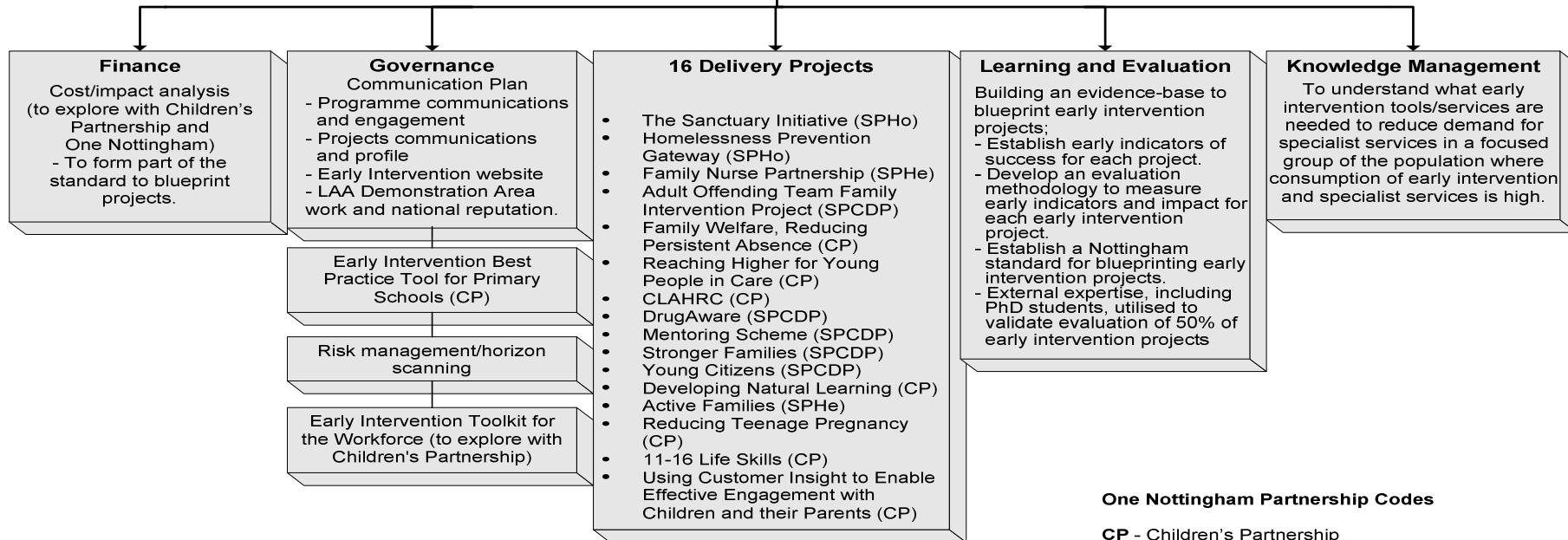
In 2030 Nottingham must not only be wealthier, but fairer. The true test of whether the City has succeeded will be how many of our children grow up to achieve more than their parents. These are big aspirations. We will need to be radical in our analysis of what we must do, bold in our willingness to act and not afraid to be different.

Our Early Intervention Programme underpins many of the key drivers in our developing Sustainable Community Strategy action programmes to deliver change in Nottingham over the next decade.

The Programme is structured around five key workstreams;

- **Governance** – engaging partners and mainstreaming early intervention principles, aligning priorities and decision-making through the Children's Partnership
- **Projects** – trialling new work or re-engineering services to meet needs through 16 pilot projects. Seven of these are aligned under the Children's Partnership
- **Finance** – understanding the relative cost and impact for services and gradually shifting more resource to preventative services
- **Learning and Evaluation** – being robust about what does and does not work and strengthening the links between research and practice
- **Knowledge Management** – understanding shifting needs of children and families affected by complex difficulties and creating a hypothesis of what work will have the greatest impact

**Early Intervention Projects under the five Programme Strands**



**One Nottingham Partnership Codes**

- CP** - Children's Partnership
- SPCD** - Strategic Partnership for Crime and Drugs
- SPHo** - Strategic Partnership for Housing
- SPHe** - Strategic Partnership for Health



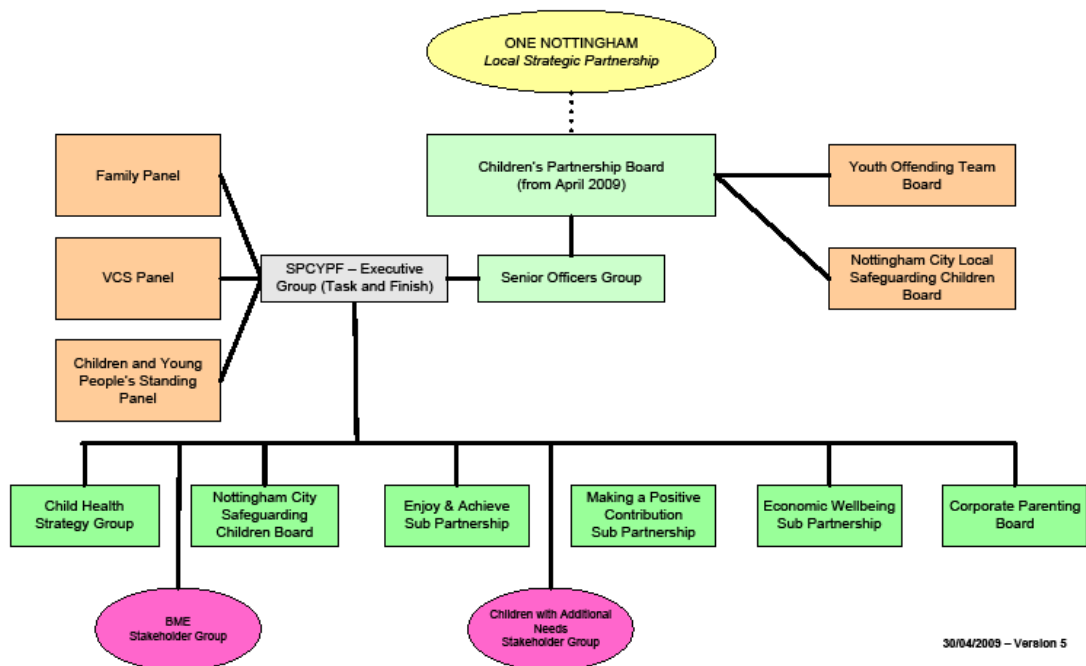
## 4.2 Partnership Working and the Children's Trust

The Children's Partnership Board (acting as the Children's Trust) assumed responsibility for the delivery of the Children and Young People's Plan on 1<sup>st</sup> April 2009 from the Strategic Partnership for Children, Young People and their Families. It is chaired by Nottingham City Council's lead member for Children's Services and brings together the Chief Executives/leaders of all the key partners. It has formally adopted the CYPP 2008–11 and has enhanced authority to influence resource allocation and directly commission services to improve the outcomes for our children and young people.

The governance arrangements to support the work of the Children's Partnership Board are being developed. A transitional arrangement is in place, based on the arrangements supporting the former Strategic Partnership, but simplified to minimise overlapping responsibilities and to shorten and give clarity to reporting lines. The sub-partnerships have an important role in developing delivery plans for the CYPP priorities and supporting the Board in the comprehensive area assessment. The simplified arrangements, which are continuing to evolve, are shown below.

The development of this partnership infrastructure has placed the City in a good position from which to continue to develop our Children's Trust arrangements. This will act as a catalyst for drawing together statutory and local services in more integrated approaches to the provision of services for children and families. It will enable joined-up approaches to workforce development and training and facilitate the development of new types of professionals who are able to work across long-standing organisational and professional boundaries. It will also reinforce the role of the Council as a commissioner of services for children and young people and develop expertise in joint commissioning of services across traditional organisational boundaries.

**Strategic Partnership for Children, Young People and Families  
Transitional Phase Proposal – April 2009**



The City's schools are central to the drive to improve outcomes for children and young people. City schools have come together to form thirteen Education Improvement Partnerships. The Partnerships are funded to commission work that addresses their priorities and maximises outcomes. They enable collaborative work and the sharing of expertise, good practice and resources in order to improve the services available to our communities.

The Children's Partnership Board works closely with One Nottingham to achieve the aims and objectives for Nottingham's families set out in our Sustainable Community Strategy. This aspect of its work is shared with the other theme partnerships that support One Nottingham, the Crime and Drugs Partnership, the City Health Partnership, the Neighbourhoods and Communities Partnership, the Housing Strategic Partnership, and the Greater Nottingham Skills Board.

### **4.3 Participation of Children, Young People and Families**

We continue to work hard to develop the ways in which we engage with children, young people and families. The Youth Council and the Parents and Carers Shadow Board can play a crucial role within our partnership governance arrangements.

Nottingham City Youth Council sits at the hub of young people's engagement and participation in Nottingham. As a democratically elected body drawing its members from all areas of the City, it successfully represents the cultural diversity, geographic distribution and social range of local young people. Through its full council meetings, governance groups, forums, events and activities, it seeks to represent youth interests and issues at neighbourhood, citywide, regional and national level.

Neighbourhood Voice Events in the summer of 2007 used interactive voting and hands-on workshops. The Chat for Change initiative in Autumn 2007 gave a group of young people the chance to make their views known to service providers and elected members.

We continue to engage with parents and carers in a number of ways. They have been involved in the planning, design and delivery of services such as Children's Centres and Extended Schools. Regular meetings are held with parents and carers in community venues.

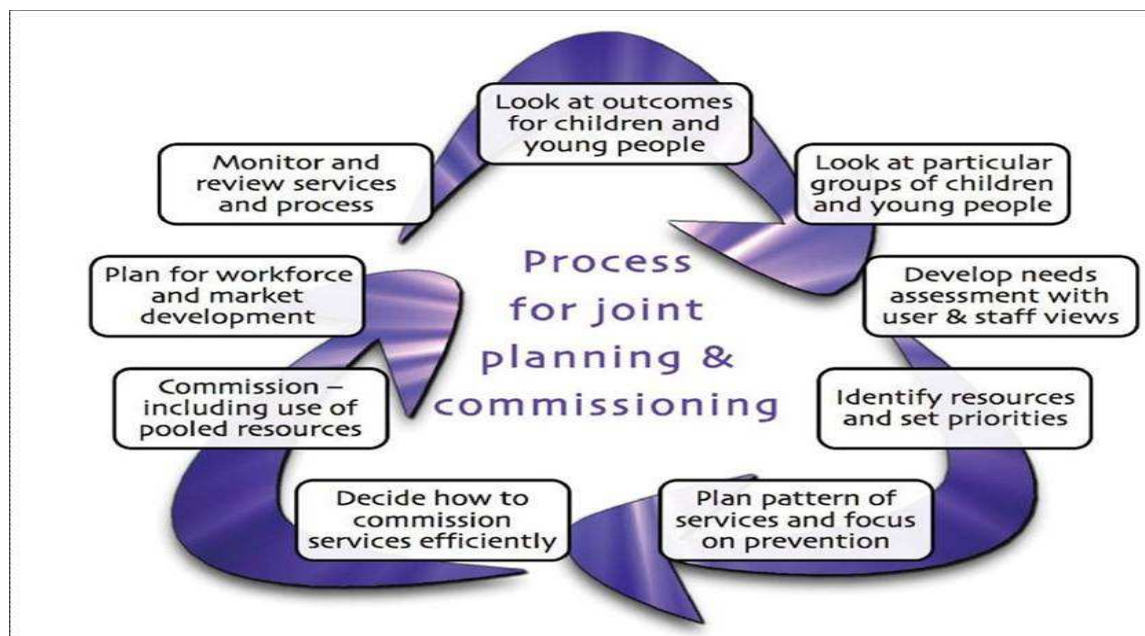
We are developing Nottingham's first Children's Charter which will clearly state what children and young people can expect from services. This will provide a basis for communication about general provision and as more detailed Charters are developed by individual agencies and services, should help to inform the shape and delivery of future service provision.

A Participation Champions Network is in development to share and disseminate best practice and ensure maximum learning from all activities to gather the views and input of children and young people.

#### 4.4 Joint Commissioning

The Strategic Partnership for Children, Young People and Families agreed the Joint Commissioning Framework in November 2006.

The City Council has developed a Corporate Commissioning Model which has four stages; assess, plan, do, review. The four stages map directly to the nine-stage Joint Planning and Commissioning model developed by the Department for Children Schools and Families to ensure commissioning is undertaken effectively.



The development of Commissioning in Nottingham City is focused on planning service provision to meet current and future needs and ensuring effective contractual arrangements and performance management. The Joint Commissioning Strategy is ensuring that contracts are focused on outcomes. Providers will be required to demonstrate both the quality of service and the impact on the desired outcomes.

Commissioning is being undertaken in partnership with providers and service users. This will ensure that, as commissioners, we understand the needs of the population, we are able to develop informed outcome measures and we understand what works.

A Joint Commissioning Strategy will be developed to support our endeavour of shifting the balance of service provision away from acute crisis intervention and subsequent rehabilitation and toward prevention and early intervention where appropriate. It will enable us to address inequality in outcome and to improve value for money.

A Joint Commissioning Strategy will also benefit providers. In the past, providers have been invited to engage in bidding processes. In the future there will be greater clarity in the decision-making process, allowing providers to plan more effectively and to determine whether to respond as a single provider or in partnership with others.

## **4.5 Needs Assessment and Research Programme**

The Children's Partnership Board has established a Needs Assessment process. The Needs Assessment will routinely and regularly identify, examine and compare three things:

1. the outcomes experienced by children, young people and families in the City
2. the nature and impact of the services available to children, young people and families in the area
3. the needs that children, young people and families have in the City.

Professionals from the different agencies that are represented on the Children's Partnership Board contribute to the development of this intelligence and use it to help them to identify the needs of the populations that we serve. This in turn informs our commissioning and planning decisions so that we can maximise our impact on outcomes. This process is supporting the provision of a statutory Joint Strategic Needs Assessment, which is being undertaken by Children's Services, Adult Services and the Primary Care Trust.

As this assessment of need produces more intelligence, it provokes new questions that require further analysis. An annual Research and Evaluation Programme will be established and managed through our online Delivery Plan. This will enable the Partnership to prioritise and coordinate its research activity. The products of the Needs Assessment process will be held within an online library in order to facilitate partnership access and will contribute to the annual update of our online Delivery Plan.

## **4.6 Locality Based Services**

The Children's Partnership Board is working to develop locally based, integrated multi-disciplinary services that are built around the needs of our children, young people and families. Our biggest opportunity is to work together effectively across traditional agency boundaries to strengthen our prevention and earlier intervention strategies and ensure that the five Every Child Matters outcomes are met in each and every part of the City.

Considerable progress has already been made in developing our locality-based services approach, which is being developed on a three-area model that considers provisions in the North, the Centre and the South of the City. Our Locality Based Services will:

- be focused on delivering a core service offer to children, young people and families which also reflects local need
- be structured around universal services and neighbourhoods
- promote integrated ways of working that reduce duplication
- improve services for all children and young people whilst strengthening provision for vulnerable groups
- identify local needs and set priorities within a Common Assessment Framework
- bring partners' work together to plan common arrangements

- focus on prevention and early intervention
- be aligned with neighbourhood management and regeneration structures.

#### **4.7 Developing Schools, Transforming Learning and Raising Standards**

Our schools have a crucial role to play at the heart of our Locality Based Services. Our development of the Healthy Schools and Extended Schools programmes are being harnessed to support the development of the integrated services that we are developing within our communities. Education Improvement Partnerships (EIPs) are central to the way in which schools are able to respond to, and plan for, local priorities and demands.

Too many of our children, young people and families are trapped within a cycle of disadvantage. Poor experiences, high levels of vulnerability, additional need and low aspirations interact to continue to reproduce poor outcomes. Improving the levels of educational attainment in our City is a key driver for change. We want to improve the life chances of children and families by raising achievement and offering a rich educational experience. We want to narrow the gaps in attainment by promoting and supporting excellence with equity. We will work with partners to narrow the gaps between our schools; between our City and national averages; between those on free school meals and their peers; between different ethnic groups; between vulnerable groups and their peers; between the lowest and the highest achievers. We want all our children and young people to achieve to their full potential and to make positive contributions to their schools and to their wider community.

Transforming learning opportunities in order to raise standards and embedding our learning provision within our broader integrated service offer is fundamental to our approach to improving outcomes across all five elements of the Every Child Matters framework.

**Building Schools for the Future (BSF)** is an educational transformation programme, offering new opportunities for learning and social regeneration in our neighbourhoods. The programme will remodel or rebuild all of our secondary and special schools over the next ten years. The programme is founded on the development of a comprehensive Strategy for Change which will enable and support extended services for children, young people and families.

**Our Primary Strategy for Change (PSC)** encompasses actions at every level: in schools, in localities and areas, within Children's Services and the City Council and with partners. Our vision and focus is on early engagement with children, parents and families to improve childhood experiences and to ensure confident parenting that helps to keep children happy, safe and secure. Building on the engagement with children and parents in the earliest years, we aim to develop children's learning in and beyond the family through the provision of extended services rooted in each school community. The Primary Capital Programme will make a significant contribution to transforming school environments. The extended and personalised services will make a difference to the learning and achievement of every child and family and be readily accessible within the community.

The developing shared vision of primary education for Nottingham City will impact on all schools across the City through the development of a Learning Framework that enables all to respond to changes such as:



- curriculum development prompted by the national Primary Review
- developing the workforce in response to aspects of the national Children's Plan
- developing the leadership structures and practices that will promote higher attainment.

Our secondary school communities have undertaken in-depth visioning activities in partnership with Children's Services in order to fully scope out the BSF opportunity. These have involved school staff, pupils and parents, local community representatives, the City Council and Partner organisations. Our aim is to create:

- community hubs which can play a key role in the development of sustainable communities and neighbourhoods
- dual-use facilities that are purpose-designed for use by the local community outside core school hours, encompassing spaces for community integration and a multi-agency approach
- flexible, agile learning spaces which can adapt to accommodate future curriculum and learning organisation models and integrated, flexible technology solutions that exploit new learning opportunities as they become available
- sustainable designs with a focus on outdoor learning, where the whole school environment is itself a vehicle for learning
- specialist spaces in preparation for the rollout of the new Learning Diplomas, anticipating a collaborative network of learning providers across the City for the 14-19 stage.

The Local Education Partnership (LEP) takes us to the next stage of this transformation. Established in 2008, this is a public-private company which is responsible for the design and build of the secondary and special education projects within our BSF programme, including our three new academies. It will also oversee new investment in primary schools under the Primary Capital Programme. More broadly, it will work in partnership in order to transform learning through a change management programme.

The LEP has a responsibility to provide a number of services to our schools. These include a citywide ICT Managed Service. This service will provide an industrial-standard ICT provision, including both technical and change management support. It will include a Virtual Learning Platform (VLP) which will be offered to all schools in the City, creating a citywide virtual space in which our children, young people and families can learn, communicate, collaborate and share resources across the school estate.

See [www.nottinghamcity.gov.uk/bsf](http://www.nottinghamcity.gov.uk/bsf) for further details.

#### **4.8 Improvement and Planning**

Improving outcomes for children, young people and their families requires effective joint planning, commissioning and performance management. While efficient processes are important, the aim is to embed a culture of continuous improvement that channels expertise and galvanises change across partner agencies.

### *National Framework for Inspection*

Until 2008, the national Framework for Inspection of Children's Services deployed two approaches to integrated inspection. Annual Performance Assessments (APA) focused on Councils' services for children and young people. Joint Area Reviews (JAR) had a broader remit, encompassing services provided by other agencies. Both considered how well services are working locally to deliver improved outcomes.

The Every Child Matters Outcomes Framework connects the key judgements of the integrated inspection approach to the five Every Child Matters outcomes, and to national indicators and targets. Nottingham City underwent a JAR in 2007, and had its final APA in 2008.

In April 2009 a single integrated approach to inspection was introduced across the country. The Comprehensive Area Assessment aims to deliver a judgement on how well partners, working together, are achieving improvements to the outcomes for children and young people. The focus is on effective partnership delivery, on evidence that outcomes are improving, rather than processes, and on vulnerable children and young people rather than universal services. The National Indicator set, introduced in 2008, will be one of a number of tools that inspectors will use to measure and benchmark performance. National judgements on all children's services authorities and their partners are expected in December 2009.

### *Local Area Agreement*

The Local Area Agreement (LAA) is an agreement between central Government, our Local Strategic Partnership, One Nottingham and Nottingham City Council, setting out where we will work together to improve Nottingham. This agreement helps everyone involved to work together to make Nottingham a better place for us all.

Nottingham's LAA focuses on Early Intervention throughout. This means working together to improve the long term prospects of children, young people, adults and families who are very likely to experience deprivation. We are committed to breaking the cycle of each new generation facing the same problems as previous generations.

Our LAA is based on outcomes, designed to pave the way to a brighter future for the City. These outcomes are positive changes we want to make happen in Nottingham. For example, through the LAA we will work to cut crime and reduce anti-social behaviour, reduce the rate of teenage conceptions, strengthen the educational and skills base of our young people entering the job market, tackle childhood obesity and provide early access to maternity services. Working with our partners, we will focus on achieving these and other key outcomes that are important for families in Nottingham.

Nottingham's first LAA (signed in April 2006) has had a positive impact in helping to bring different agencies closer to work together and achieve improvements for Nottingham. Partners are now more committed than ever to continuing and strengthening that partnership working for the new Local Area Agreement (2008-2011).

Appendix A shows how the selected LAA performance indicators align with our strategic objectives and priorities and the targets we have agreed over the next three years.

### *Performance Management and Delivery*

The Children's Partnership Trust and its principal advisors, the Senior Officers Group, are introducing new arrangements to manage the delivery of the CYPP priorities and strategic objectives. National indicators are important in helping us to measure, benchmark and understand progress. All the relevant indicators have been mapped to our priorities and assigned to a sub-partnership for action. Using a combination of national and local indicators and drawing on all the key partners' performance systems, the Senior Officers Group will receive regular performance reports from Autumn 2009. The sub-partnerships will, during this initial phase of development, provide advice on partnership activity, barriers to effective action and new opportunities. Further work will be undertaken to develop ways of involving children, young people, parents and carers in reviewing progress. Each agency within the partnership continues to monitor the performance of its services and the delivery of its objectives according to its own internal arrangements.

### *Results-based Accountability*

Results-based accountability provides a proven and simple seven step process to support rapid improvement in targeted performance indicators. Results Based Accountability has been used to focus efforts to improve three critical outcomes for children and young people in Nottingham as part of the Early Intervention Programme:

- reducing teenage pregnancies
- increasing the attainment and attendance of Children in Care
- reducing persistent absence

Appropriate efforts are being made to support the development of our capacity locally to make use of this approach.

## **4.9 Workforce Strategy**

Our vision is to recruit, develop and retain a workforce of employees and volunteers for Nottingham City that is suitably competent, representative and committed, and inspires the confidence and respect of the children, young people and families with whom we work. In order to achieve this, we will remodel, reform and develop the workforce to meet need.

The Workforce Strategy Partnership Group has been working together for over a year to deliver Nottingham's Joint Children and Young People's Workforce Strategy. The Group includes representatives from across the full range of partners, including the private, voluntary, community and independent sectors. The strategy has four strands:

1. Integrating Nottingham's Children's Partnership.
2. Recruiting the right people with the right skills in the right job
3. Improving the retention of the workforce through development and investment
4. Strengthening leadership and management

The above strands are currently under review. The DCSF introduced the "One Children's Workforce Framework", as shown below.



### *Integrating Nottingham's Children's Partnership*

The focus is to create and embed a shared framework of values, skills, knowledge, behaviours and systems across the children's workforce that will support the achievement of local priorities. The Common Assessment Framework (CAF) will develop our multi-agency understanding of children's needs, embed a common language and improve communication amongst practitioners. Following up and embedding the use of CAF where training has taken place will be undertaken and the usage of CAF will be tracked. The training and development review will assist in the introduction of a Common Induction and Information Sharing training, to help embed working in partnership with children, young people and parents and offering services in an integrated joined up way. Work will also aim to refine workforce data information systems and enhance clarity on fitness for purpose.

### *Recruit the right people with the right skills to the right jobs*

We will take steps to attract employees and volunteers who are capable and committed to making a positive contribution to improve outcomes for our children, young people and their families. We will ensure that our recruitment processes keep children and young people safe. We will give clarity on what we expect of our entire workforce with common Nottingham Standards. This could lead to a common set of standards within the East Midlands region to allow for a migratory workforce.

We will engage children and young people in reviewing job roles, job requirements and recruitment practices and processes. We will monitor vacancies and turnover in the children's workforce, particularly around 'hard to fill' roles e.g. Social Workers from Children's Services and Health Visitors from the Nottingham City NHS, to ensure that we attract and retain high quality workers. There are a number of initiatives around Social Workers recruitment and retention supported by the Children's Workforce Development Council which are being pursued.

We will ensure that there is an increase in the number of local people gaining access to training and employment opportunities, using initiatives such as Local Jobs for Local People. And we will ensure that our workforce is diverse and representative. We will deal with the challenges of Single Status and staff reduction procedures which may see detriment to staff and compound recruitment and retention difficulties.

### *Improving the retention of the workforce through development and investment*

We will take action to encourage people to remain in Nottingham City's children's workforce and to develop their skills and build rewarding careers. We will use programmes such as the Workforce Strategy Partners Programme to provide support to the private, voluntary, community and private sectors. We will ensure that the common core skills and values are embedded across the whole children's workforce.

We will produce a Communication, Consultation and Engagement Strategy which ensures that all information links and resources are available to the workforce. We will support the workforce to engage with the Commissioning Framework and will use intelligent commissioning strategies to support and sustain the stability of voluntary sector provision.

We will review and provide clarity on training/development needs and resources across the whole partnership. This will enable employees and volunteers to access appropriate training and development opportunities and maximise the effective use of resources. We will share best practice models of Work Life Balance practices between organisations.

### *Strengthening leadership and management - National College for School Leadership (NCSL)*

There is national support for Director of Children's Services and Senior Management Leadership Development and the National College is working to produce a programme for the cohort of Senior Leaders, to start in September 2009. This will then lead to national development of middle managers. The Youth Services can also access a national programme for Leadership and Management.

We are currently working towards creating opportunities for managers from across agencies to work together to plan the strategic development of services and to explore operational impacts. It is important that there is a common understanding of the distinctive and different skills, abilities and behaviours required of managers within the children's workforce who are responsible for multi-agency teams and services. A review of what training is currently available for managers across the Partnership is being undertaken.

We will ensure that staff supervision is compliant with codes of practice and of good quality. We will work to increase the understanding of safeguarding issues across all agencies and to promote the message that safeguarding is everybody's business.

#### **4.10 Common Assessment Framework and the Role of the Lead Professional**

The Common Assessment Framework and the role of the Lead Professional are critical to our efforts to improve outcomes for children, young people and families. They are of particular importance to our prevention and early intervention strategies and to effective multi agency working.

Common processes across agencies will ensure that the needs of children and young people are assessed and identified at the earliest possible opportunity and that coordinated multi agency action plans are produced and implemented. They will support the development of a shared language across the agencies and practitioners working with our children, young people and families. Their use will promote seamless service provision across the spectrum of universal, targeted and specialist services. This will reduce duplication, increase the effective sharing of information and ensure that appropriate and responsive services lead to improved outcomes.

The total number of Common Assessments initiated in Nottingham (as notified to CAF Central records) from October 2006 to the end of May 2009 is 647: 121 between October 2006 and March 2008; 466 between April 2008 and March 2009 and 158 between April and the end of July 2009. All Nottingham City Children's Partnership agencies have committed to fully embedding the Common Assessment Framework and associated Lead Professional processes, including identifying a senior officer who will take lead responsibility for this within the agency.

#### **4.11 Information Management**

Our vision for Information Management within Children's Services is that all individuals and organisations involved in improving outcomes for children and young people will be more effective as a result of:

- robust and widely understood information sharing arrangements
- the deployment and support of quality information systems embedded within business processes
- the exploitation of ICT to support coordinated multi-agency working and access to services
- staff at all levels having the necessary understanding, training and support to use information effectively as a fundamental enabler of business process
- Staff having timely access to the information they require to carry out their work.

Our Children's Services Information Management Strategy will continue to drive improvements in the management of information across agencies through the Integrated Children's System, the Electronic Social Care Record, the national electronic CAF (eCAF) and ContactPoint solutions.

ContactPoint and eCAF are each key elements of the national Every Child Matters programme. ContactPoint will provide a quick way for a practitioner to find out who else is working with a child or young person, making it easier to deliver more coordinated support. It will support other elements of Every Child Matters such as the Common Assessment Framework and improved information sharing practice. ContactPoint is scheduled to be rolled out in Nottingham City from early 2010, with high and medium priority services receiving training and access within the first twelve months.

The National eCAF system allows practitioners to electronically create, store and share a CAF securely. It gives practitioners from different sectors who are approved and trained to use the system appropriate access to information on assessments. The system facilitates effective and efficient delivery of co-ordinated services and promotes cross-agency and cross-border working and early interventions with children and young people.

#### *4.12 Use of Resources*

Improving the way that resources are used across the partnership is a key objective of the integrated approach to services for children and young people. Value for money is achieved by delivering improved outcomes for the same, or for less, resource. This can mean improved economy in terms of the costs of inputs, improved efficiency in terms of the extent to which inputs result in required outputs, or improved effectiveness in terms of the extent to which outputs contribute to the achievement of improved outcomes.

The providers of children and young people's services are increasingly working together to plan long-term resource strategies so that financial resources and other assets are used in ways which support improvement in outcomes and the principles of this plan. Desired outcomes and priorities have been determined through a thorough needs assessment by the Partnership. We will work to align resources closely to the priorities we have agreed and included in this plan through effective financial planning processes. The Strategic Partnership will direct investment where improvements are needed with Individual Partners committing to reshape their funding priorities to deliver the plan.

As we develop our Children's Trust arrangements, we will strengthen our financial planning to ensure that agencies direct resources towards the priorities of the partnership. As the Children's Trust arrangements mature, partners will assess the impact of the annual spending programme on agreed outcomes through the commissioning and decommissioning arrangements that have been established for Area Based Grants. Mainstreaming of time-limited funding will be considered on the basis of assessment of the outcomes of the funding. We will use the Local Area Agreement to foster a shared sense of ownership of priorities across the partnership that enables the effective targeting of resources to improve outcomes.

Improving the use of resources is a key component of the Improvement Programme approach described above. Current priorities for ensuring that the provision of services meet the needs of our population and offers value for money include the implementation of a strategy to improve the cost, quality and appropriateness of placements for looked after children and young people, the reduction of surplus school places and more effective planning of Early Years provision. Our Building Schools for the Future programme is utilising our capital investment to transform our school estate.

The development of Children's Trust arrangements will contribute to value for money through the commissioning of locality based services on the basis of local need. The Children's Partnership Board is planning to pool available funding more effectively and to commission appropriate services that deliver the required impact.



## **5. Supporting policies, plans and strategies**

### **5.1 Introduction**

This section identifies the most important policies, plans and strategies that support the delivery of the strategic objectives and priorities of the CYPP and our continued improvement of the Every Child Matters outcomes in Nottingham City.

This CYPP fulfils our statutory duty to produce a single, strategic, overarching plan for all services affecting children and young people in the City. A number of national plans, policies and strategies have been reflected within this CYPP and will continue to guide and support our efforts. Our aim is to maximise the opportunities and benefits of these for the children, young people and families in our City.

Principal among these is the national Children's Plan, published by the DCSF in December 2007. Our statutory Youth Justice Plan and the 14-19 Plan form an integral part of this CYPP. Our response to the 2006 Childcare Act and the requirement to develop an Integrated and Targeted Youth Support Service are crucial components of our development of a continuum of provision from universal, through targeted and into specialist services. The ambitions for children in care set out in the Children and Young Persons Act are matched by our own. We continue to develop our system-wide response to teenage conception and mental health and our Play Strategy is embedded across our attempts to improve outcomes.

Finally, the Children's Partnership Board realises the importance of coordinating its efforts with the wider Local Strategic Partnership in order to deliver the improvements and changes that we wish to see. Links have been developed with the 2030 Vision and Sustainable Community Strategy for the City. Many of the priorities within the Local Authority's Council Plan, particularly those within the Young Nottingham theme, are directly linked into the objectives of this CYPP. Our activities support and are supported by the local Neighbourhood Transformation programme and the Community Cohesion strategy.

The remainder of this section provides further details of these policies, plans and strategies.

### **5.2 The Children's Plan: Building Brighter Futures**

In December 2007 the Department for Children, Schools and Families published a comprehensive new plan detailing the next stage in its drive to improve outcomes for children, young people and families. This new plan builds on the Every Child Matters framework and sets goals and objectives to 2020.

It aspires to provide support to ensure that families can thrive in a rapidly changing world. It recognises that:

- working parents are struggling with work-life balance issues
- the opportunities for children to play outside are receding as fears for safety rise
- families are more aware of how to pursue healthy lifestyles but the indicators suggest that they are struggling to achieve healthy living

- there is too much variation in the quality of education, leading to too many children under-achieving
- too many children and young people suffer an unhappy childhood because of disadvantage and problems that are not tackled until it is too late.

The plan contains wide-ranging initiatives that include:

- more support for parents and carers to get involved in their children's education and in the shaping of services. This is intended to ensure that services are family-friendly, that concerns about bullying are properly tackled and that attainment levels increase
- more leisure opportunities for children and young people, with a major funding programme to rebuild children's playgrounds and make them accessible to children with disabilities and the creation of supervised adventure playgrounds in disadvantaged areas
- practical measures to help families strike the right balance between keeping children safe and allowing them the freedom to explore and manage risk sensibly as they grow up
- a commitment to halve child poverty by 2008 and eliminate it by 2010 and to prioritise children's needs in housing decisions
- the development of family learning courses and the extension of free early education and childcare to 2 year olds in disadvantaged communities
- proposals to raise educational attainment standards by investing in high quality early years education, giving parents more access to schools and to information about their child's progress, providing more resources and improved teaching for children with special educational needs and allowing greater flexibility in school testing by tailoring teaching to individual needs
- commitments to create 230 academies by 2010, to ensure that every secondary school has specialist, trust or academy status with a business or university partner and to a renewed emphasis on challenging the performance of 'coasting' schools
- a commitment to introduce legislation to raise the minimum age for participation in full time education or training to 17 in 2013 and 18 in 2015, supported by an expansion in the learning options available through apprenticeships and diplomas as part of the on-going reform of 14-19 education
- a range of measures to tackle poor behaviour and school exclusion, including continued development of behaviour partnerships, expansion of the use of acceptable behaviour contracts, expansion and innovation of alternative education provision forms and a new programme aimed at re-engaging those not in education, employment or training in learning opportunities
- more leisure opportunities for teenagers and measures to deal with alcohol misuse and to re-enforce best practice in sex and relationship education
- a range of measures to integrate efforts to prevent youth crime, deal swiftly with young offenders and prevent re-offending

The full implications of the Children's Plan, some of which will require primary legislation, will unfold over the life of this CYPP. We will respond to each new opportunity as it emerges, and adjust our CYPP Delivery Plans accordingly through ongoing review.

See <http://www.dfes.gov.uk/publications/childrensplan/> for more information on the national Children's Plan.

### **5.3 Youth Justice Plan (Part of the CYPP)**

The Youth Justice Plan (YJP) is the means by which the City Council and its partners aim to reduce youth offending and to ensure greater safety and security for our communities. It reflects the Youth Offending Team's (YOT) aims of managing risk and promoting opportunities for those children and young people who have offended or are at risk of doing so. Nottingham's YJP is focused on the following areas:

- to review the partnership arrangements for the funding of the YOT, to ensure that it has capacity to continue to deal with its workload safely and effectively
- to improve the number of young offenders who are engaged in Education, Training or Employment
- to embed new guidance for Assessment, Planning Interventions and Review (APIR) processes, with a particular emphasis on the assessment and management of the risk of serious harm, the involvement of victims, and diversity issues
- to re-model the YOT's structure and to develop a workforce strategy in order to ensure that it meets needs
- to review arrangements to meet the health needs of children and young people
- to develop processes to ensure that the views of children and young people, their parents and carers, and the victims of crime inform service development
- to ensure that the youth crime prevention strategy reflects the development of integrated and targeted youth support services
- to ensure that there is a strategic and operational focus on diversity, and
- to develop more locality-based ways of working.

The Criminal Justice and Immigration Act sets out new powers that change the way that the youth justice system operates, including clarification of the purposes of sentencing, new measures to address violent and anti-social behaviour and a new community sentence for young offenders that will replace most existing sentences. The new sentencing framework is supported by new National Standards and a scaled approach to youth justice that offers a tiered approach to interventions, based on needs and risk.

## 5.4 14-19 Plan and 14-19 Strategy

The 14-19 Plan is an integral part of the CYPP and a driver of the Local Area Agreement. It provides the strategic setting for partnership work to transform educational opportunities for young people and it will deliver the Government's 14-19 Reform Programme.

This reform programme has three main elements:

- raising attainment now - getting young people on the right learning programme and helping them to achieve their potential
- designing new curriculum and qualifications - reforming 14-19 learning programmes so that what young people learn better prepares them for life and work
- delivering on the ground - creating a local infrastructure which is capable of delivering the integrated 14-19 entitlement.

The 14-19 Plan will guide the strategic commissioning activity of the local authority and the Learning and Skills Council (LSC), for 14-16 and 16-19 provision respectively. The strategic analysis of the curriculum offer highlights the key priorities for development and new provision to deliver the reforms. It will also address over-supply and gaps in provision so that a commissioning approach can ensure that sufficient high quality provision will be in place to meet the entitlement for every 14 to 19 year old.

Children's Services has worked closely with the Learning and Skills Council to ensure that the 14-19 Plan has the full support of the local 14-19 Partnership and fully reflects the Council's 14-19 Strategy. The City Council's vision for 14-19 provision is to create an exciting and innovative learning city in which all young people are self-sufficient, aspirational and able to achieve their full potential. This will enable them to contribute positively to their communities and to access and enjoy the economic and social prosperity of the City. The 14-19 Strategy commits the Local Authority to working closely with its key partners to transform the learning infrastructure and provision so that it is modern, relevant and appropriate to the lives and individual needs of all of the City's young people.

## 5.5 Childcare Act 2006

A good start in life is essential if children are to fulfill their potential and high quality early childhood services will result in better outcomes for young children, their families and society. The Childcare Act 2006 takes forward key commitments from the Ten Year Childcare Strategy, published in December 2004. The three key drivers of the 2006 Act are:

- **Reduce child poverty:** to support parents into work through the provision of good quality childcare for working parents
- **Reduce inequalities between young children:** focusing on supporting children most at risk of poor outcomes due to deprivation and disadvantage, and promoting social mobility
- **Improve wellbeing for young children:** focusing on the five Every Child Matters Outcomes.

The main provisions of the 2006 Act formalise the important strategic role local authorities play through a set of new duties:

- Sections 1- 5. *Early Years Outcomes Duty*. The Local Authority has the responsibility to improve outcomes and reduce inequalities for all young children through the delivery of integrated early childhood services such as health, early years provision and social care. This applies to children aged from 0 to 5 years.
- Sections 6, 8 and 13. *Secure Sufficient Childcare*. The Local Authority should secure sufficient childcare for parents and carers who want to work or take up training and support existing providers through training, advice and assistance. This applies to children aged from 0 to 17 years.
- Section 7. *Introduce flexible 3 and 4 year old early years provision*. Extending the current entitlement for 3 and 4 year olds from 12.5 hours to 15 hours per week, introduce a single funding formula for use across the maintained and non-maintained sectors and support providers to introduce flexibility, allowing children to access the offer over 3, 4 or 5 days. This applies to children aged 3 and 4 years.
- Sections 39-48. *Early Years Foundation Stage*. The introduction of a single framework for children aged 0 – 5 years accessing early years provision bringing together play, care and early learning. This applies to children aged from 0 to 5 years.
- Section 12. *Information, Advice and Assistance to parents*. Establishing an information service about services for children and young people aged from 0 to 20 years.
- Section 11. *Childcare Sufficiency Assessment*. Assess the supply of, and demand for, childcare and early childhood services. This applies to children aged from 0 to 17 years.
- Sections 31-38 and 49-98. *Ofsted Regulatory Framework*. Introduction of new registration and inspection framework for registered childcare. This applies to children aged from 0 to 17 years.

The Local Authority has made excellent progress in implementing the 2006 Act including the implementation of flexible 3 and 4 year old early years provision; publication of the Childcare Sufficiency Assessment; implementation of the Early Years Foundation Stage and good progress with achievement levels. The Steering Group has now been merged into the Early Years Focus Group

See <http://www.everychildmatters.gov.uk/earlyyears/childcareact/> for more information about the 2006 Act.

## **.5.6 Integrated and Targeted Youth Support**

The Government published 'Youth Matters: Next Steps' in March 2006. This sets out a vision for empowering young people, based on a clearer statement of 'somewhere to go, something to do and someone to talk to'. This is to be achieved by developing integrated and targeted youth support services, which will in place in 2008. Further guidance is provided in the DCSF document 'Targeted Youth Support – a guide' and the National Youth Agency's 'Creating Integrated Youth Support and Development'.

This approach is intended to improve the information, advice and guidance that is available to young people in order to raise aspirations and support them in making safe choices. It will improve opportunities for young people to develop social and emotional skills through positive activities and information learning. It will allow better identification of vulnerable teenagers and the provision of effective targeted youth support to ensure continuity of differentiated levels of support that reflects needs. It will develop ways in which young people will have more choice and influence over the services that are available to them. It is to be delivered through interagency governance that delivers integrated strategies, processes and front line delivery with a clear focus on outcomes and service users. We will support young people in accessing positive activities across the City through our CityCard 360 travel card.

The approach taken to these developments will ensure ready access for all young people to a range of opportunities and services for their support and development. It will involve them in the design, delivery and review of programmes to tackle specific issues in their lives. Through our early intervention work, we will ensure that we can prevent the onset of more deep-seated problems. We will draw together the effective co-ordination of imaginative provision by statutory, independent and community based organisations, linking local delivery to well directed national policy. We will hold ourselves to account to young people and the wider public for delivering better outcomes that are more robustly evaluated.

### **5.7 Children and Young Persons Act 2008**

The Children and Young Person's Act 2008 reshapes and restates the way in which responsibilities to children and young people in care are discharged. It sets out requirements that represent uncompromisingly high ambitions for these children. It aims to deliver good parenting from across the system, to provide stability in every aspect of a child's experience and to ensure and empower a stronger voice for children in care. The Act will:

- reform the statutory framework for the care system, to ensure that children and young people receive high quality care and support by driving improvements in the delivery of services focussed on the needs of the child;
- enable those who enter the care system to achieve the aspirations that parents have for their own children and reduce the gap in outcomes between children in care and their peers;
- improve the stability of care placement and ensure more consistency for children in care;
- improve the experience that children in care have of school and increase their level of educational attainment.

### **5.8 Teenage Pregnancy Strategy**

It is widely understood that teenage pregnancy and early motherhood is associated with poor educational achievement, low aspirations, poor physical and mental health, social isolation, poverty and related factors. Socio-economic disadvantage can be both a cause and a consequence of teenage parenthood. Teenage pregnancy cannot be tackled by one organisation alone.

Our Teenage Pregnancy Strategy is a 10 year strategy led by a partnership of the Local Authority, NHS Nottingham City and the voluntary and community sector, hosted by Children's Services within Nottingham City Council. By 2010 the Strategy aims to reduce teenage conceptions by 55% and to reduce social exclusion amongst young parents by engaging 60% of teenage mothers in education, training or employment.

The strategy aims to achieve its targets by:

- ensuring that there is a skilled workforce, targeting the most at risk groups and hot spot areas of the City
- facilitating quality assured sex and relationship education in and out of schools
- offering young people-friendly contraception and sexual health services
- raising the aspirations of young people
- working with parents to support them to communicate with their children about relationships and sex
- engaging young people in the development and review of activities.

See <http://www.everychildmatters.gov.uk/health/teenagepregnancy/about/> for more information about teenage pregnancy nationally.

## **5.9 Child and Adolescent Mental Health Strategy**

We have developed our Child and Adolescent Mental Health Service (CAMHS) provision within the City and have a three year CAMHS strategy in place. Our strategy aims to ensure that we provide responsive, visible, accessible, community-based and non-stigmatising services for young people. These services are structured around our other universal service provision, in three locality hubs, located in the communities that they serve. We will continue to improve transition between services. We will continue to improve the way in which we engage our users in the shaping and development of our services, and improve our promotion of mental health services. Our strategy ensures that we maintain a focus on the needs of children and young people who are looked after, those who are from black and ethnic minority communities, and those with learning difficulties and disabilities.

## **5.10 Play Strategy**

Nottingham City is a Play Pathfinder authority. Our aim is that all children in the City of Nottingham will be able to exercise their right to access a wide range of appropriate, freely chosen, self-directed play opportunities. The priorities for our Play Strategy are to:

- reduce childhood obesity through 'Active Play'
- improve mental health and emotional resilience through play
- ensure children and young people are safeguarded in play
- increase engagement in play, learning and positive activities
- improve support for parents and carers
- realign open and green spaces to meet play need.

### **5.11 Vision 2030 and Sustainable Community Strategy**

After widespread consultation with citizens, stakeholders and agencies, the City Council and One Nottingham published Vision 2030 which expresses a shared view of how we would like the City to be in 20 years time. Similarly, One Nottingham and the City Council have adopted a city-wide strategy, the Sustainable Community Strategy (SCS), which sets out the vision and long-term strategy for the next ten years. This strategy has been developed in tandem with the CYPP. The Sustainable Community Strategy seeks to ensure that all children and young people thrive and achieve and its five 2020 objectives closely match those set out in this plan. The SCS lays particular emphasis on the need for all to play a part in raising aspirations so all of our children and young people can achieve their full potential. The Children's Partnership will be leading this work across all theme partnerships that will implement the SCS and a start has been made in the revision to this Plan. The next review of the CYPP will take this process much further and will bring the next CYPP into full alignment with the SCS.

### **5.12 Neighbourhood Transformation**

The Council and its partners are committed to transforming Nottingham's Neighbourhoods. Local Community Plans are in place for each locality. A series of Strategic Regeneration Frameworks are in development. We are working with our partners who are leading each of these developments to make sure that they are aligned with our development of locality-based services and our Building Schools for the Future and School Reorganisation programmes.

See [http://www.nottinghamcity.gov.uk/ch4\\_the\\_big\\_picture.pdf](http://www.nottinghamcity.gov.uk/ch4_the_big_picture.pdf) for more information on neighbourhood transformation in Nottingham.



### **5.13 Community Cohesion**

Community Cohesion is a term that describes how people from different groups and communities get along with each other and how they try to understand, appreciate and celebrate each others differences. It entails working together towards a common vision and a sense of belonging for all communities. It is about disability, age, sexual orientation, social inclusion and more. A cohesive community is one in which the diversity of people's backgrounds is appreciated and valued, similar life opportunities are available to all and strong and positive relationships exist and are developed. Schools in particular have a key role to play and since 2006 have had a statutory duty to promote community cohesion in the community that they serve.

This CYPP contributes to the goals of the City's Community Cohesion strategy by:

- ensuring that children and young people, and their parents, carers and families have been involved in developing this Plan
- improving educational attainment for all pupils and focusing on closing the gap in attainment and skills between disadvantaged groups and their peers
- developing myth-busting work to challenge negative stereotypes about children and young people, particularly in deprived communities
- developing leadership capacity and representation opportunities for under-represented groups, including young people and newly arrived communities
- establishing long-term sustainable twinning projects between schools, community and youth groups and faith groups
- developing a range of intergenerational work between children, young people and older people in local neighbourhoods, including mediation and restorative justice approaches
- continuing with the Nottingham Stands Together Strategy, aimed at preventing young people from being recruited into criminal groups and gangs
- monitoring and reducing hate crime and the risk of violent extremism within Nottingham's youth communities
- working with Nottingham City Youth Council to establish their role as a key facilitator of community engagement, belonging and pride
- sharing best practice amongst partnership agencies on issues relating to community cohesion.

See [www.teachernet.gov.uk/wholeschool/Communitycohesion](http://www.teachernet.gov.uk/wholeschool/Communitycohesion) for more information on schools and community cohesion.

### **5.14 Parenting Strategy**

Our existing Parenting Strategy is to be reviewed and revised in line with new national guidance to guide and underpin the implementation of the Think Family agenda across Nottingham City.

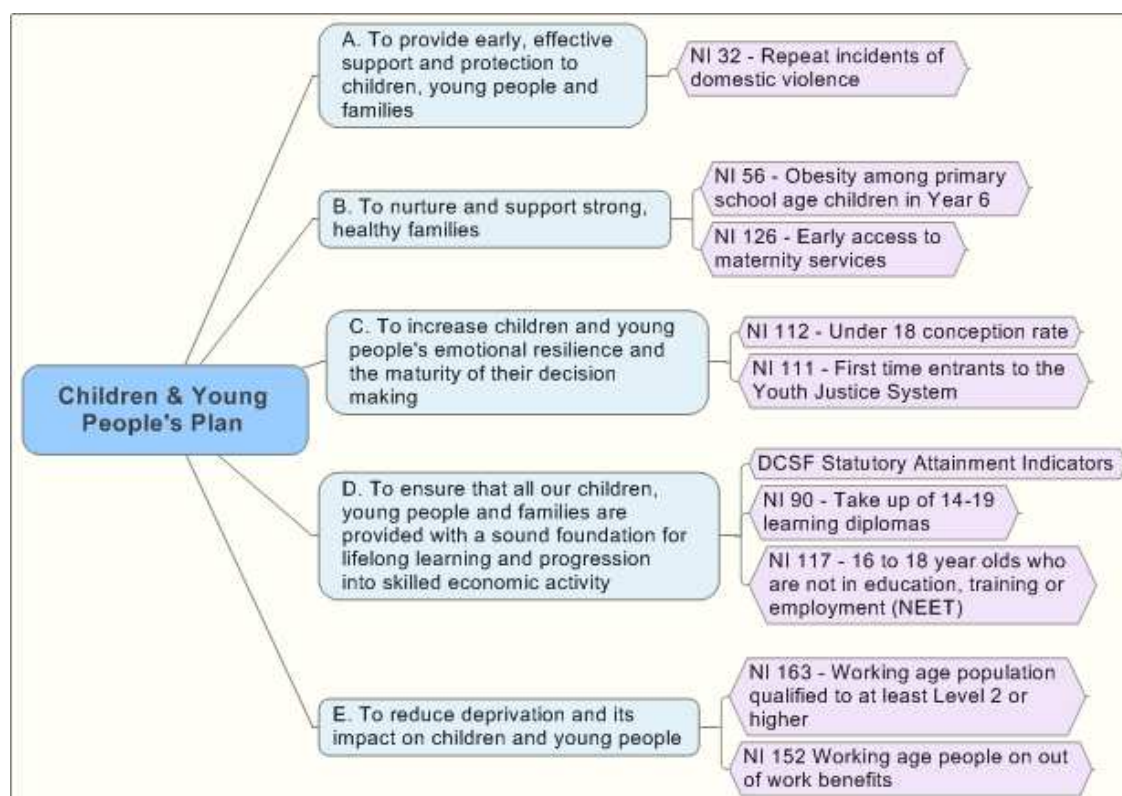
## **5.15 Safeguarding**

Nottingham City Safeguarding Children Board has recently updated its constitution to reflect learning from the DCSF challenge and improvement tool and to ensure compliance with the government's response to Lord Laming's report. This will ensure more robust arrangements for the Board and for its relationship with the Children's Partnership.

Our vision for fulfilling our commitment to safeguarding and promoting the welfare of all children is that all organisations working with children and young people in Nottingham will have:

- clear safeguarding priorities explicitly stated in strategic policy documents
- clear lines of accountability within the organisation for responding to safeguarding issues
- safe recruitment and human resource management procedures
- procedures for dealing with allegations of abuse against members of staff and volunteers.

## Appendix A: LAA Measures and Targets



(\*\*Indicators measured in Academic year; 2009-10 refers to exams sat in summer 2010)

Performance Indicator	Baseline	Targets		
		2008-09	2009-10	2010-11
NI 32 – repeat incidents of Domestic Violence	16%	Awaiting HO Advice	28%	24%
NI 56- obesity among primary school age children in Year 6	20%	20%	20%	20%
**NI 72- Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal Social and Emotional Development and Communication, Language and Literacy	41.7%	48.5%	51.4%	Set 5 Half Terms in advance by the DCSF Statutory Process
**NI 73- Achievement at level 4 or above in both English and Maths at Key Stage 2 (Threshold)	64.0%	67.0%	68.0%	Set 5 Half Terms in advance by the DCSF Statutory Process
NI 74- Achievement at level 5 or above in both English and Maths at Key Stage 3 (Threshold)	Deleted	Deleted	Deleted	Deleted

Performance Indicator	Baseline	Targets		
		2008-09	2009-10	2010-11
**NI 75- Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths	33.0%	43.9%	46.1%	Set 5 Half Terms in advance by the DCSF Statutory Process
NI 83- Achievement at level 5 or above in Science at Key Stage 3	Deleted	Deleted	Deleted	Deleted
**NI 87- Secondary school persistent absence rate	10.9%	9.1%	7.0%	5.0%
**NI 90 – Take up of 14-19 learning diplomas	0	500	1,000	1,500
**NI 92- Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest	42.4%	37.9%	36.6%	Set 5 Half Terms in advance by the DCSF Statutory Process
**NI 93- Progression by 2 levels in English between Key Stage 1 and Key Stage 2	79.8%	86.0%	84%	Set 5 Half Terms in advance by the DCSF Statutory Process
**NI 94- Progression by 2 levels in Maths between Key Stage 1 and Key Stage 2	77.2%	79.0%	81.0%	Set 5 Half Terms in advance by the DCSF Statutory Process
NI 95- Progression by 2 levels in English between Key Stage 2 and Key Stage 3	Deleted	Deleted	Deleted	Deleted
NI 96- Progression by 2 levels in Maths between Key Stage 2 and Key Stage 3	Deleted	Deleted	Deleted	Deleted
NI 97- Progression by 2 levels in English between Key Stage 3 and Key Stage 4	Deleted	Deleted	Deleted	Deleted
NI 98- Progression by 2 levels in Maths between Key Stage 3 and Key Stage 4	Deleted	Deleted	Deleted	Deleted
**NI 99- Children in care reaching level 4 in English at Key Stage 2	28.6%	62.5% 5 out of 8 CiC	45.5% 5 out of 11 CiC	Set 5 Half Terms in advance by the DCSF Statutory Process
**NI 100- Children in care reaching level 4 in Maths at Key Stage 2	28.6%	50% 4 out of 8 CiC	54.5% 6 out of 11 CiC	Set 5 Half Terms in advance by the DCSF Statutory Process

Performance Indicator	Baseline	Targets		
		2008-09	2009-10	2010-11
**NI 101- Children in care achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths)		26.35 out of 19 CiC%	12% 6 out of 50 CiC	Set 5 Half Terms in advance by the DCSF Statutory Process
NI 110- Young People's participation in positive activities	To be set using Tellus4 Survey	N/A	To be set using Tellus4 Survey	To show statistically significant Improvement on baseline (to be finalised in 2010)
NI 111- first time entrants to the Youth Justice System aged 10-17	700 (2007/08)	686	672	657
NI 112 –Under 18 conception rate	71.7	65.3	59.8	Nottingham will reluctantly agree to a year 3 target of 50% reduction by 2010/11 (37.35)
NI 117 -16-18 year olds who are Not in Education, Employment and Training (NEET)	6.0%	5.8%	5.6%	5.4%
NI 126 –Early access for women to maternity services	Baseline to be confirmed	Baseline -5%	Baseline +0%	Baseline + 5%
NI 152 –Working age people on out of work benefits	16.5%	16.2%	18%	19%
NI 163 –Working age people qualified to at least Level 2 or higher	63.4%	1.0% increase on baseline	1.0% increase on year 1	2.0% increase on year 2

## **Appendix B: Glossary**

**BME** - Black and Minority Ethnic

**BSF** - Building Schools for the Future

**CAMHS** - Children and Adolescent Mental Health Services

**CYPP** - Children and Young People's Plan

**DCSF** – Department for Children, Schools and Families

**HMRC** – Her Majesty's Revenue and Customs

**ICS** - Integrated Children's Services: the group of agencies that are delivering services for children, young people and families in a co-ordinated way

**JAR** – Joint Area Review

**LAC** - Looked After Children

**LCSB** - Local Children's Safeguarding Board

**LSP** - Local Strategic Partnership

**NEET** - Not in Education, Employment or Training

**ON** - One Nottingham (Nottingham's Local Strategic Partnership)

**SEN** - Special Educational Needs

**SIDS** - Sudden Infant Death Syndrome

**YOT** - Youth Offending Team