

NOTTINGHAM CITY COUNCIL

CHILDREN'S PARTNERSHIP BOARD

MINUTES

of meeting held on **26 SEPTEMBER 2012** at

Loxley House from 4.02 pm to 6.07 pm

✓ indicates present at meeting

✓ Councillor David Mellen	- Chair of the Board and Portfolio Holder for Children's Services)))	
Carole Mills-Evans	- Acting Chief Executive)	
Councillor Jon Collins	- Leader)	
✓ Ian Curryer	- Corporate Director of Children's Services)	
Katy Ball	- Head of Early Intervention and Market Development)	Nottingham City Council
✓ Chris Wallbanks	- Programme Manager Early Intervention and Partnerships)))	
✓ Jon Rea	- Engagement and Participation Lead Officer))	
✓ Shirley Smith	- Assistant Director of Joint Commissioning)	NHS Nottingham City
Dawn Smith	- Chief Operating Officer)	Clinical Commissioning Group
✓ Simon Nickless	- Chief Superintendent	-	Nottinghamshire Police
✓ Wendy Smith	- Chair	-	CONGA (City of Nottingham Governors' Association)
✓ Anne Danvers	- District Operations Manager	-	Job Centre Plus
✓ Steve McLaren	- Urban Angel Project Manager	-	On behalf of the Community and Voluntary Sector
✓ Mike Butler	- Chief Executive	-	Djanogly Learning Trust
✓ Malcolm Cowgill	- Principal	-	South Nottingham College
Jill Robey	- Head Teacher	-	Nottingham Nursery School and Training Centre
Jane-Belinda Francis	- Head Teacher	-	Springfield Primary School
Andy Sloan	- Head Teacher	-	Rosehill School (Special School representation)
Gareth Owen	- Head Teacher	-	Hadden Park High School

✓ Jean Pardoe	- Chief Executive	- Nottingham & Nottinghamshire Futures
✓ Phyllis Brackenbury	- Assistant Director Children and Family Services	- Nottingham CityCare Partnership
Angela Horsley	- Clinical Lead	- Nottingham Children's Hospital
✓ Holly White)	
✓ Uzair Hashmi)	
Jamie Mansell)	Youth Council
✓ Natalie Robinson)	
✓ Darrell Redmond	- Nottingham Equal	

Also in attendance

Peter Moyes	- Director)	
Ellen Martin	- Senior Strategy and Commissioning Manager (Treatment/Offender Management))	Crime and Drugs Partnership
Sam Ireland	- Senior Performance Analyst)	
Jackie Brocklehurst	- Head of Workforce and Organisational Development	-	Nottingham CityCare Partnership
Elaine Mitchell	- Integrated Workforce Manager)	
Zena West	- Constitutional Services Officer)	Nottingham City Council
Dot Veitch	- Partnership Support Officer)	

Please note: except where otherwise indicated, all items discussed at the meeting were the subject of a report which had been circulated beforehand.

11 APPOINTMENT OF CHAIR

RESOLVED that Councillor Mellen be appointed Chair for the municipal year 2012/13.

12 APPOINTMENT OF VICE-CHAIR

RESOLVED that Malcolm Cowgill be appointed Vice-Chair.

13 APOLOGIES FOR ABSENCE

Apologies for absence were received from:

- Graham Sheppard (Department of Work and Pensions)
- Angela Horsley (Nottingham Children's Hospital)
- Dawn Smith (NHS Nottingham City Clinical Commissioning Group)
- Jill Robey (Nottingham Nursery School and Training Centre)
- Gareth Owen (Hadden Park High School)

14 DECLARATIONS OF INTERESTS

No declarations of interests were made.

15 MINUTES

RESOLVED that the minutes of the last meeting held on 30 May 2012, copies of which were circulated, be confirmed and signed by the Chair.

16 REDUCING SUBSTANCE MISUSE

(Report of Director of Crime and Drugs Partnership)

Peter Moyes, Ellen Martin and Sam Ireland of the Crime and Drugs Partnership presented the report to the Board. The following key information was provided:

- the Crime and Drugs Partnership (CDP) had formally taken responsibility for young people's substance misuse, and were reviewing the system to ensure the development of the services continued to meet changing need;
- different services across Nottingham delivered various intervention programmes, which the CDP would like to link together;
- reducing substance misuse was achieved through three main strands: Prevention (such as the Drug Aware programme which operated in just under half of all City schools), specialist treatment for under 18s (provided by organisations such as Compass), and support for children affected by parental drugs use (provided by organisations such as W.A.M (What About Me));
- the Police led on enforcement, which was also a key tool for reducing substance misuse;
- several performance indicators were used to measure substance misuse which did not necessarily reflect the problem of substance misuse accurately. They failed to show important details such as which drugs young people were using or why they were using them;
- performance measures included drug offences committed by under 18s (which only represented police activity and did not give a full picture) and number of new presentations to young people's specialist drug and alcohol treatment (which only showed how effective referral services were);
- the CDP wanted to better understand the extent of the problem of substance misuse and to understand what would work;
- there were significant risks associated with the funding for reducing substance misuse, and funding was received from different streams;
- the CDP would clarify what level of need there was for substance misuse reduction programmes. It was estimated that up to 6,000 people may have been vulnerable;
- the review would consider Children and Families structure, and also take into account structural changes in other organisations;

The Board then adjourned between 16:23 and 16:54 into three discussion groups to discuss various topics which they then presented to the Board.

Group one: How would you improve the Children and Young People's Plan indicators to show the impact on reducing substance misuse amongst young people and the impact of parental use on young people? What is the outcome we want to see? What indicators will show us this?

- It was felt that data collected from schools and safeguarding teams would be more useful than data collected from police and enforcement agencies;
- measures would need to specifically look at harm caused rather than enforcement action;
- useful measures would include deaths of young people from substance misuse, A&E admissions related to substance misuse, and substance misuse or alcohol related exclusions.

Group two: How can we engage young people more effectively in the commissioning and development of this agenda?

- It was felt that an engagement plan would be useful to target more young people;
- current service users were known to services, but those who were harder to reach were possibly not accessing available services already;
- greater engagement could be achieved through working closely with Voluntary Sector Organisations;
- the involvement of the Youth Council and local established forums would be advantageous;
- financial commitments from partner organisations could help to increase investment in greater engagement.

Group three: Taking into consideration what you know about Children and Family Services, how do you think young people's substance misuse services should be modelled in the future?

- It was felt that further expansion of existing successful programmes (such as Drug Aware) would be a positive step;
- the earlier intervention was started, the more successful it could be;
- skills could be developed with relevant organisations (such as within schools) to help with the identification of vulnerable people and the development of existing referral pathways;
- leadership was required in order to transition the focus of services from treatment to prevention.

In response to questions and comments by the Board, the following additional information was provided:

- the Board felt that engaging all schools with the Drug Aware programme would be a positive step, but it was recognised that it was currently up to each individual school as to whether to take up the programme;
- various issues had been raised previously at Head Teachers groups, such as tackling domestic violence, and it was felt that raising substance misuse at future groups would be useful;
- whilst resources and costs were very high with prevention programmes, it was recognised that they were an investment in children and young people's future health and were potentially cheaper than years of treatment. The budget for adult prevention was much higher;
- there was an issue with recognising when intervention should start, i.e. before or after harm had occurred, before or after a misuse problem had developed? It was difficult to judge if a problem would develop;
- a discussion had taken place at One Nottingham recently regarding the social acceptability of alcohol misuse, and social design towards encouraging excessive alcohol consumption. It was felt that problems with alcohol misuse amongst young people were not surprising in these circumstances;
- "harm" could be taken to mean physical injury, but also general ill health or health problems, financial harm or criminal activity;
- young people should be asked about their perceptions of acceptable levels of alcohol misuse, and for their suggestions on what could be changed or what positive messages could be introduced.

RESOLVED

- (1) that the contents of the report be noted;**
- (2) that the financial risks in budget planning for 2013/14 be noted, and that members of the Board commit to this agenda when planning budgets.**

17 WORKFORCE STRATEGY 2012/13 REFRESH ACTION PLAN SUPERVISION FRAMEWORK

(Reports of Director of Quality and Commissioning and of Director for Support and Development, Children and Families - Reports presented as one item)

Jackie Brocklehurst of the Nottingham CityCare Partnership and Elaine Mitchell, Integrated Workforce Manager at Nottingham City Council presented the reports to the Board. The following key information was provided:

- the 2012/13 Action Plan was the third action plan, and the Children's Partnership Workforce Strategy Group had been working on the plan for the last 18 months;

- the Action Plan was inclusive of children's workforces in the City and representatives were drawn from each sector;
- the biggest expense identified was the workforce. As such the workforce would need to have the right skills to be future-proofed and present value for money, which could be achieved by working in partnership with other organisations;
- by 2011/12 18% of 2010/11 action plans were completed, 70% were delayed and 12% were abandoned;
- by 2012/13 81% of 2011/12 action plans were completed, 15% were delayed and 4% were abandoned;
- successes from 2011/12 included the fifth Workforce Strategy conference in a series, with a further conference planned for October 2012;
- a programme of e-learning had been established for care of disabled children;
- the successful Every Colleague Matters event would be repeated in February 2013, with a theme of "Resilience and Empowerment";
- supervisions had been reviewed and the key features had been simplified. Adult Services had also requested a review in light of this success;
- a Family Community Practitioner programme was being developed to engage with partners and increase the aspirations of the workforce;
- one of the aims was to increase Health Visitor numbers and to make the Health Visitor Service relevant to the needs of the City.

In response to questions and comments by the Board, the following additional information was provided:

- safeguarding training had taken place as a result of clear strong links with the Children's Safeguarding Board;
- supervision training had been piloted for priority families;
- there had been good progress on the development of joint working, particularly as budgets had started to shrink. Organisations would be encouraged to be fluid and work together, with a suggestion of a training "passport" which would standardise training across organisations for ease of staff movement. It was also recognised that there was a difference between organisation-specific training and general transferable training;
- workforce data was a key area for improvement, as without information on capabilities it was not possible to know where there were skills gaps or underused talents;
- individual organisations would be required to implement suggestions themselves, planning across multiple agencies was not the responsibility of the Board;

- efficiency from partnership working was considered essential given future budgetary pressures.

RESOLVED

- (1) **that the Children's Partnership Workforce Strategy Action Plan 2012/13 be approved;**
- (2) **that the Children's Partnership Workforce Strategy Group monitor and report back progress to the Children's Partnership Board on the Action Plan in an end of year report;**
- (3) **that the Children's Partnership Supervision Framework be approved, in accordance with the recommendations of the Children's Partnership Review completed in December 2012;**
- (4) **that the Supervision Framework be launched at the Children's Partnership Workforce Conference in October 2012;**
- (5) **that all services across the partnership working with Children and Families review and revise their internal supervision policies where necessary to reflect the new Supervision Framework and ensure it is embedded into workforce development plans and personnel appraisals.**

18 YOUTH UNEMPLOYMENT AND THE ROLE OF FUTURES NOTTINGHAM AND NOTTINGHAMSHIRE (Report of Chief Executive of Nottingham and Nottinghamshire Futures)

Jean Pardoe, Chief Executive of Nottingham and Nottinghamshire Futures, presented the report to the Board. The following key information was provided:

- youth unemployment was often not considered to be a priority, even though it could have severe long terms implications. Youth unemployment in Greece was 50%;
- it was in everyone's interest to promote decreased youth unemployment, as it would improve health, crime levels and the economy;
- evidence suggested that structural changes in the labour market for young people exacerbated the problem and would result in a continuing rise, which if unchecked was estimated to cost the exchequer £28 billion by 2020;
- youth unemployment had been increasing since 2005, before the recession started;
- the labour market was not overly youth friendly, and many young people were not work-ready;
- the outlook from employers was mainly positive, with most of them saying they felt young people were work-ready;

- many young people did not have any work experience, and without work experience it was difficult to find work;
- small employers were more likely to hire internally or use informal employment methods, which did not favour young people;
- research had shown that four or more significant contacts with an employer would significantly reduce chances of youth unemployment;
- young people were eager to have more interaction with employers, but it was difficult to find. Structures within education were also changing which would increase this difficulty;
- the following three approaches would significantly help the problem of youth unemployment:
 - creation of more opportunities (further education, apprenticeships, vocational courses);
 - preparing young people better for work;
 - simplifying pathways into work;
- the key was engagement with employers. There were a number of significant companies based in Nottingham who were willing to engage with young people;
- there was a strong starting position in Nottingham, with one of the lowest numbers of NEETs (not in education, employment or training) aged 16-18 in the country;
- the 18+ age group also required attention for the transition from education to employment, a requirement which overlapped with younger teenagers;
- it was considered necessary to increase young people's aspirations, provide support networks, work closely with schools, and to influence young individuals, education establishments and employers.

In response to questions and comments by the Board, the following additional information was provided:

- an Equality Impact Assessment had been carried out by the UK Commission for Employment and Skills;
- 'umbrella leadership' was required to bring together employment projects targeted at different groups;
- strategic alignment was being developed between this and other strategies to help target groups where unemployment was higher such as BME (Black and Minority Ethnic) youth;
- the public sector could offer opportunities to young people directly, but also be a champion of the cause and lead the way for other employers, helping to facilitate apprenticeships;

- it was agreed by the representatives of the Youth Council that it was refreshing to see adults addressing the issue, as it could be very damaging for young people;
- the figures presented were very robust and backed up calls for action on the issue;
- it was suggested that a link between science subjects at school and potential careers in Science City, along with a strong focus on employability skills in secondary schools would be beneficial.

RESOLVED that the issues raised and the growing concerns regarding youth unemployment be noted and the outlined approach be endorsed.

19 HEALTH AND WELLBEING BOARD UPDATE

(Presentation of Corporate Director of Children and Families)

Ian Curryer, Corporate Director of Children and Families presented the following key information to the Board:

- the Children's Partnership Board would continue under the Health and Wellbeing Board, with a focus on children's issues;
- the Children's Partnership Board would report formally to the Health and Wellbeing Board and also continue with responsibility for the Children and Young People's Plan;
- the Health and Wellbeing Board would remain in shadow form until April 2013;
- the Children's Partnership Board would work in conjunction with the aims and priorities of the Health and Wellbeing Board.

In response to questions and comments by the Board, the following additional information was provided:

- it was agreed that the partnership between the Boards was very strong;
- the Children's Partnership Board would remain as part of One Nottingham.

RESOLVED that the ongoing partnership with the Health and Wellbeing Board be noted.

20 FORWARD PLAN

RESOLVED that the following agenda items be agreed for future meetings:

- **Remaining CYPP priority reports: Healthy Living and Improving Attendance;**
- **LSCB bi-annual report;**
- **Teenage Pregnancy update;**
- **Vanguard Plus;**
- **Priority Families;**
- **Trilogy of risk;**
- **Strategic Commissioning Reviews;**
- **Aspiring Nottingham.**