

NOTTINGHAM CITY COUNCIL

CHILDREN'S PARTNERSHIP BOARD

MINUTES of the meeting held at Loxley House on **25 SEPTEMBER 2013** from 4.04 pm to 5.56 pm.

| | | | |
|--------------------------------------|---|---|--|
| ✓ Councillor David Mellen | - Chair of the Board and Portfolio Holder for Children's Services |) | |
| Ian Curryer | - Chief Executive |) | |
| ✓ Chris Wallbanks | - Programme Manager Early Intervention and Partnerships |) | Nottingham City Council |
| ✓ Jon Rea | - Engagement and Participation Lead Officer |) | |
| Helen Blackman | - Interim Corporate Director Children and Families |) | |
| ✓ (deputising for Candida Brudenell) | |) | |
| Dawn Smith | - Chief Operating Officer | - | NHS Nottingham City Clinical Commissioning Group |
| Angela Horsley | - Clinical Lead, Assistant Director Children, Young People, Families and Health Improvement | - | Nottingham Children's Hospital |
| ✓ Phyllis Brackenbury | | - | Nottingham CityCare Partnership |
| Paula Webber | - Senior Advisor | - | Young People's Learning Agency |
| ✓ Simon Nickless | - Chief Superintendent CONGA (City of Nottingham) | - | Nottinghamshire Police |
| ✓ Wendy Smith | - Governors' Association Representative |) | |
| ✓ Andy Sloan | - Head Teacher, Rosehill School (Special School representation) |) | |
| Jill Robey | - Head Teacher, Nottingham Nursery School and Training Centre |) | Nottingham Schools |
| Karen Slack | - Head Teacher, Rise Park Primary School |) | |
| Gareth Owen | - Head Teacher, Hadden Park High School |) | |
| Paul Burnett | - Independent Chair of | - | Local Safeguarding Children Board |
| ✓ Anne Danvers | - District Operations Manager | - | JobCentre Plus |
| ✓ Stephen McLaren | - Urban Angel Project Manager | - | On behalf of the Community and Voluntary Sector |
| Malcolm Cowgill | - Principal, Central Nottingham | - | Further Education |

- | | | | |
|--------------------|--------------------|---|--|
| | College | | |
| ✓ John Yarman | - | - | Nottingham and Nottinghamshire Futures |
| ✓ Nigel Hill | - Director | - | Nottinghamshire Probation Trust |
| ✓ Holly White |) |) | |
| ✓ Uzair Hashmi |) Youth Cabinet |) | Youth Council |
| ✓ Natalie Robinson |) |) | |
| Darrell Redmond | - Nottingham Equal | | |
- ✓ Indicates present at meeting

Also in attendance

- | | | | |
|------------------|--|---|-------------------------|
| Dr Tim O'Neill | - Director of Family and Community Teams |) | |
| Lisa Hazel |) |) | |
| Elaine Mitchell |) Integrated Workforce Project |) | |
| Helen Blackman | - Acting Director of Safeguarding |) | Nottingham City Council |
| Gayle Aughton | - Early Intervention and Partnerships |) | |
| Cath Ziane-Pryor | - Constitutional Services Officer |) | |

14 APOLOGIES FOR ABSENCE

Candida Brudenell
 Malcolm Cowgill
 Ian Curryer (on Other Council Business)

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15 DECLARATIONS OF INTERESTS

None

16 MINUTES

The Board confirmed the minutes of the meeting held on 26 June 2013 as a correct record and they were signed by the Chair.

17 UPDATE ON CHILDREN AND YOUNG PEOPLE PLAN PRIORITY RE: SAFEGUARDING YEAR THREE

Helen Blackman, Acting Director of Safeguarding, presented the report outlining the progress and activity underway to deliver the 3 Year priority for safeguarding. The report included a response to the resolutions made when the Board last considered the topic of Common Assessment Frameworks (CAFs) at the meeting held on 26 June 2013, as recorded in minute 9. The response was summarised as follows:

- (a) A self assessment review of Family Support Strategy Implementation across the partnership has been completed but further feedback from schools is to be requested and will be reported to the November meeting of the Board;
- (b) A data cleansing exercise of CAFs' Central Records started in September 2013;
- (c) Work is ongoing with the City Council's IT Department to develop the existing CAF Activity Report to enable performance reporting of CAF analysis and impact data to the Board;
- (d) on 9 October 2013 there is to be an initial meeting with representatives of Children's Partnership agencies to scope ideas for an e-CAF solution;

The following points were highlighted:

- (a) Nottingham City maintains a high standard of safeguarding, including with regard to domestic violence where it is known to occur;
- (b) Since 2009 when the Common Assessment Framework(CAF) was established, partner agencies have come together at an earlier stage when difficulties are identified, to support a children and their family;
- (c) The number of CAFs has increased from 527 in 2009-10 to 758 in 2012-13, and there is evidence that they have had positive outcomes with more useful and helpful information and support being provided to families;
- (d) Every year there is evidence that CAFs are closed as a result of needs being met. 2009-10, 38% were closed on this basis, while in 2012-13, 55% were closed;
- (e) Fewer CAFs are now closed due to a referral to Children's Social Care, from 23% in 2009-10 to 16% 2012-13;
- (f) There is still a significant need for support, with the timeliness of assessments being very important, to ensure that families receive the appropriate level of support. The Board noted that Nottingham's performance is better than other similar Authorities;
 - (i) 91.0 % of initial assessments were completed within 10 working days of referral;
 - (ii) 94.0% of core assessments for children's social care were carried out within 35 days of their starting;
 - (iii) 99.4 % of child protection cases are reviewed within the required timescales;
 - (iv) 94.6% of children in care cases are reviewed within the required timescales;
- (g) A new performance framework is being developed to ensure Family Community Teams and Social Care comply with national reporting expectations;
- (h) There was a rise in the number of Child Protection Plans from 297 in the year ending March 2012 to 436 for the year ending March 2013, but this increase reflects a national trend;

- (i) all agencies are working well together but there are plans to develop a new local operating model with further focus on a local protocol for assessment which will further the development of CAFs as an early intervention tool with a single point of access for social care and family support services;
- (j) Training is continuing to ensure that all agencies consider the safeguarding of children and families with the 'Signs of Safety' approach being adopted by the City Council's Social Care and Family Community Care Teams, with the proposal that other partner agencies adopt the same approach and strengthen the multi agency assessment framework;
 - (i) Phase One – Children's Social Care and Targeted Family Support Teams (June 2012 to June 2013);
 - (ii) Phase Two – Social Care, Family Community Teams, Children in care and Residential Services: pilot delivery of free training for schools;
 - (iii) Phase three – Internal workforce: ongoing support/ action learning, safety planning, using signs of safety tools with children; delivery /engagement of the wider Children's Partnership to embed the approach;
- (k) The Domestic Abuse Referral Team (DART) is a multi-agency initiative established in 2012 as a temporary initiative to ensure that where domestic abuse, stalking and honour based violence is reported, it is risk assessed and knowledge of the risk shared with partners so that proportionate responses are made as early as possible. Eventually this work will be included within the Safeguarding Hub once it is fully established;

Members of the Board commented as follows:

- (l) Schools welcomed the DART initiative for rapidly informing schools of domestic violence incidents so that the schools can support that child's wellbeing. Previously, schools may be informed up to 6 weeks after an incident;
- (m) While the figures of reported domestic violence are increasing, there may not necessarily be a rise in domestic violence. The rise may be attributable to citizens now feeling more confident in reporting incidents;
- (n) A rise in domestic violence reports are often triggered in specific circumstances such as sunny evenings when people are drinking alcohol, football matches and some other sporting events. Citizens and partner organisations need to raise awareness of this;
- (o) The 'Good Relationships are Equal and Trusting' (GREAT) programme in schools works well for children and encourages reporting of issues at any time to staff, emphasising that children have the right to talk about issues and that things can change;
- (p) While the GREAT programme is working well, it is still a concern that so many young people consider that violence in a relationship is acceptable. Some song lyrics appear to legitimise violence against women;

- (q) The view was expressed that Children need to be made aware at an earlier age of the different kinds of abuse in relationships, including bullying, and how to react to such abuse. Waiting until they are in Years 9 or 10 at school is too late.

The Board welcomed and praised the progress made regarding CAFs and general safeguarding.

RESOLVED to note the report and the in year progress.

18 SHAPING THE FUTURE - DEVELOPING A SHARED VISION FOR A NEW OPERATING MODEL

Dr Tim O'Neill, Director of Family and Community Teams, delivered a presentation on the development of a shared vision for a new operating model to improve outcomes for Nottingham's most vulnerable children and families.

Dr O'Neill highlighted the following points:

- (a) The challenges ahead included significantly less investment, increasing numbers of children entering the care system, the impacts of welfare reform, and Nationally driven changes such as the Munro report;
- (b) The operating model has to adapt to meet these challenges and deliver the best possible outcomes;
- (c) The excellent partnership working across agencies within the City is of great benefit in developing a new approach which will be easier to understand than the current model, less bureaucratic, and ensure that children are in contact with partners at the most appropriate point to gain the most effective outcomes;
- (d) The aim is to fully engage with partners so that a 'whole system' model is developed to which all partners have ownership;
- (e) Baseline vision statements have been agreed by stakeholders and a high level implementation plan with time frames has been agreed.

The following comments were made by Board members:

- (f) Partners support the proposal and are considering how to provide the best process for the best outcome;
- (g) Individuals are placed at the heart the new model;
- (h) This will have an impact across all agendas including Big Lottery and Early Intervention so it is vital that all partners fully engage work together to develop the best model;
- (i) Communication is key, including with citizens, so it is important that the presentation of model is not overly complicated and allows everyone to understand it;

- (j) Schools have a huge part to play in a new model as currently it can be difficult to keep track of individual case developments. However, where family support workers are employed by schools, they have made a significant impact in only a short time.

RESOLVED

- (1) to support , champion and prioritise the implementation of a new Operating Model to help deliver better outcomes for vulnerable children and families;**
- (2) to note the approach being taken to the operating model, in particular;**
 - (i) the whole system framework;**
 - (ii) the Baseline vision;**
 - (iii) the headline plan and timeframe; and**
 - (iv) the intention to provide regular progress updates, in particular at key decision points.**

19 CHILDREN'S PARTNERSHIP WORKFORCE STRATEGY 2013/14 - REFRESH ACTION PLAN

Elaine Mitchell and Lisa Hazell, Integrated Workforce Strategy Team, presented a report including the refreshed Partnership Workforce Strategy Plan for 2013/14 and updated the Board on the progress made in addressing the 17 actions approved in the 2012/13 plan.

The following points were highlighted:

- (a) The Partnership Workforce Strategy 2010-2014 is in its last year and has been refreshed to ensure that it aligns with the refreshed Children and Young People's Plan;
- (b) The Children's Workforce Partnership Group consists of members drawn from all sectors to ensure a collaborative and cohesive approach to workforce matters;
- (c) some of the major successes of the Group are:
 - (i) The roll out of 'Signs of Safety' training;
 - (ii) Delivery of 'Every Colleague Matters' events;
 - (iii) Attendance at the Advanced Leadership in an Integrated Children's Service Environment programme;
 - (iv) Increasing the number of Health Visitors in line with targets;
 - (v) Ensuring that a robust quality assured safeguarding training programme is available across the City for children's workforce;
- (d) Of the 17 actions identified in the 2012/13 Plan:
 - (i) 11 actions (65%) were reported as complete;
 - (ii) 4 (24%) had some parts completed but have experienced delays;
 - (iii) 2 actions (11%) are on hold until further notice;
- (e) the 17 actions for 2013/14 Strategy build on the work already in place, and include:
 - (i) Implementation of the Year Two of the Priority Families Project;
 - (ii) Implementation of the Supervision Framework;
 - (iii) Implementation of the Munro Review;
 - (iv) Transformation of the Health Visiting Service in line with the Health Visiting Implementation Plan;

- (v) Transformation of the School Nursing Service in line with the School Nurse Implementation Plan;
 - (vi) Delivery of an offer of Child Mental Health Training across the Partnership Workforce;
 - (vii) Development of the response to Domestic Violence across the City;
 - (viii) Scoping the workforce development needs around chronic neglect in children;
 - (ix) Embedding of Contact Search within the Children's Partnership;
 - (x) Development and implementation of Phase Two of Nottingham as an Early Intervention City;
 - (xi) Securing of the supply and development of the quality of the school workforce (including governors);
 - (xii) Identification of workforce development activities arising from the Community Capacity Building review within the City;
 - (xiii) Ensuring that a robust quality assured safeguarding training programme is available across the City for children's workforce, and that safeguarding practice is improved when learning is identified;
 - (xiv) The support of appropriate management and leadership capacity and capability across the sector;
 - (xv) Refreshing the Core Training Standard;
 - (xvi) Design, delivery and evaluation, across the City, of a two week Every Colleague Matters Event to support the integration of Adult and Children's agenda;
 - (xvii) Increase the skills of the workforce to support them in continuing to develop School/Academy and Private Voluntary and Independent (PVI) Partnerships in response to local need;
- (f) some of the above actions are to be funded from sector specific budgets, but some will require collaborative funding.

Further to presenting the report, during consideration of the item, Elaine Mitchell also facilitated a group work session within the Every Colleague Matters agenda asking attendees to consider how communication and information sharing across all levels of agencies can benefit the overall quality of service provided to children and young people.

RESOLVED

- (1) to approve the Children's Partnership Strategy Action Plan for 2013/14;**
- (2) to accept an update report at the end of the year from the Children's Partnership Strategy Group on the progress of implementing the Action Plan;**
- (3) to circulate, with the minutes of the meeting, the information gathered from the group work session.**

20 PARTNER'S UPDATE: NOTTINGHAMSHIRE POLICE

Chief Superintendent Simon Nickless, of Nottinghamshire Police, delivered a presentation outlining the impact of current and future changes within the Police on service provision.

The following points were highlighted:

- (a) As there is to be a £16 million funding reduction to be made within the Police, changes will be made to how the service operates, including:
 - (i) regionally streamlining support function such as Legal, and Learning and Development;
 - (ii) centralising enhanced Public Protection provision which will be managed centrally but based locally and allowing greater flexibility;
- (b) There are to be additional PCSOs to improve community engagement;
- (c) New projects such as the Cadets programme for 16-18 year olds;
- (d) New initiatives including leadership commitment to Priority Families;
- (e) Working with secondary schools and Academies to ensure that information on the most vulnerable children is shared to enable those children to be protected and make school safer.

Where changes to Police structure or operation may impact or affect police involvement or contact with partner organisations, Chief Superintendent Simon Nickless stated that the Police would inform those partners. Where partner organisations were to undergo changes the Police requested that they are informed to enable appropriate adjustments to Police arrangements to be made.

The Board welcomed the introduction of the Police Cadet Programme.

RESOLVED to note the presentation and thank Chief Superintendent Simon Nickless for his contribution.

21 NOTTINGHAM EARLY INTERVENTION CITY - PHASE TWO PLANNING UPDATE

At the request of the Chair, due to the interconnecting nature of the subjects, this item and the following item, 'Big Lottery for Nottingham, Fulfilling Lives: Small Steps, Big Changes' were considered and discussed by the Board once both reports had been presented.

The Board previously considered Early Intervention at its meeting on 26 June 2013 (minute 6).

Chris Walbanks, Early Intervention and Partnerships Manager, presented the report and informed the Board that Nottingham has been announced as one of 15 Local Authorities through to stage two of the application, and has been awarded a grant of £367,950.

Two important national support opportunities have emerged which could help influence the next stage of Early Intervention (EI) for Nottingham City and influence the timescale for agreeing a framework for EI City Phase Two work:

- (a) Darlington Social Research Unit (DSRU) has been appointed by the Big Lottery to provide support to create a shared plan focusing on 0-3 year olds and their families within four City Wards during the final competitive stage for the Big Lottery funding (for £30-50m over ten years);

- (b) The National Early Intervention Foundation (EIF) are to provide support in establishing the next phase plan and also offer the opportunity for the City to join several national work streams along with 19 other Early Intervention Pioneering Places and several expert organisations.

The Board noted that initially the four City wards to benefit from the plan will be St Ann's, Arboretum, Bulwell and Aspley.

Initially seven work streams had been identified but there are now to be five:

- (c) Delivering an evidence based strategy for an EI plan, including building a business case;
- (d) Integrating services for better support for 0-5 year olds;
- (e) Implementation of targeting and assessments;
- (f) Innovative finance, to include consideration of community based budgets and budget pooling;
- (g) Evaluating the impact of EI.

22 BIG LOTTERY FOR NOTTINGHAM, FULFILLING LIVES: SMALL STEPS, BIG CHANGES

Phyllis Brackenbury, Acting Director for Children and Families and Health Improvement, Nottingham CityCare Partnership, presented the report and summarised that from the 152 Local Authorities invited to express an interest in the funding totalling £165 million, Nottingham is now one of the 15 competing in the second stage for Big Lottery funding.

Business Cases must be submitted by 3 January 2014 and in March 2014, the final selection of between three and five areas will be awarded between £30 and £50 million.

Phyllis Brackenbury requested that the Children's Partnership Board act as a critical friend and help mitigate against barriers which may occur in the development of the Big Lottery development strategy.

The Board considered how schools would best be engaged to contribute to the development of the EI framework.

RESOLVED

- (1) to note the progress of the Big Lottery for Nottingham, Fulfilling Lives: Small Steps, Big Changes bid and emerging issues;**
- (2) to note following themes the draft framework for Nottingham City EI phase two work which were prioritised at the partnership visioning day held in June 2013:**
 - (i) Governance;**
 - (ii) Evidence based programmes and models;**
 - (iii) Learning and Evaluation;**

- (iv) **Knowledge and insight;**
 - (v) **Resources;**
- (3) **to note the opportunities of national support from Darlington Social Research Unit (DSRU) and the National Early Intervention Foundation (EIF) and that a phase Two EI framework will need to be established by March 2014;**
 - (4) **to support a move towards a system change which will embed the principles of first year prevention in the mindset of all members of the partnership;**
 - (5) **to act as a sponsor in overseeing the Big Lottery development strategy and reporting arrangements, as part of the Big Lottery governance arrangements;**
 - (6) **to nominate Pat Whitby, the City Council's Schools Partnership Manager, as the most appropriate person to advise the bid team on how best to identify and engage an overarching school representative from the initial wards of benefit;**
 - (7) **to request that a representative of the bid team inform the Youth Council of the progress to date of the bid;**
 - (8) **that, as Early Intervention and Partnership Manager, Quality and Commissioning , Nottingham City Council, Chris Wallbanks submit an update to the next meeting on how the Phase Two bid, including the EI framework and development strategy are progressing.**

23 CONSTITUTION AND GOVERNANCE ARRANGEMENTS

The Board considered the draft Constitution and Governance Arrangements for the Nottingham City Children's Partnership Board.

RESOLVED

- (1) **to approve the Constitution and Governance Arrangements (September 2013) subject to 'City of Nottingham Governors Association (CONGA) nominating a representative who will not necessarily be the Chair;**
- (2) **to note that Gareth Owen has agreed to act as the Secondary Schools representative which includes Secondary Academies;**
- (3) **to circulate the revised Constitution and Governance Arrangements (September 2013) with the minutes.**

24 YOUTH COUNCIL AND YOUTH CABINET UPDATE

Uzair Hashmi, Natalie Robinson and Holly White, members of the Nottingham City Youth Council, updated the Board on some recent activities:

- (a) **Natalie Robinson has recently attended a youth conference in Lithuania where she presented findings from her social inclusion survey of British young people;**

- (b) As part of the Child Development Strategic Commissioning Review, the Youth Cabinet has interviewed more than 300 young people for the analysis phase of the review, regarding topics such as health, happiness, safety, education, work and community;
- (c) New Youth Cabinet members have been recruited from the 'Tap the Gap' programme;
- (d) During the Summer, Youth Cabinet members supported the National Citizenship Service and negotiations are progressing to link the estimated 2,000 16-17 year olds who take part in the programme, with their local neighbourhoods;
- (e) A peer-led group for 19 to 25 year olds is being developed to enable senior members of the Youth Cabinet and other active citizens, the opportunity for to maintain links with the Council and its partners and be involved in the decision making process;
- (f) Youth MPs Uzair Hashmi and Natalie Robinson are to represent Nottingham City at the annual House of Commons sitting of the UK Youth Parliament on 15 November 2013.

RESOLVED

- (1) **to note the achievements of the Youth Council and Cabinet members and record the commendation of the Board;**
- (2) **to invite reports to be submitted to future meetings of the Board regarding:**
 - (i) **Natalie Robinson's work as a British Youth Council Ambassador for Europe;**
 - (ii) **The results of the Peer-to-Peer Attitudinal survey undertaken by the Youth Cabinet as part of the Child Development Strategic Commissioning Review.**

25 FORWARD PLAN

Any partner organisations which have topics which they would like the Board to consider, should contact Dot Veitch, Partnership Support Officer at dot.veitch@nottinghamcity.gov.uk

RESOLVED to note the Forward Plan of items to be scheduled as follows:

**Early Learning Programme for 2 Year Olds
Strategic Commissioning Reviews
Oral Health
Bi-Annual Local Safeguarding Children Board report
Children and Families Director's Bi-Annual Performance Report
School Places
Family Support Strategy implementation assessment review**

26 NEXT MEETING DATE

RESOLVED to next meet on 27 November 2013 at Loxley House, and not on 18 December 2013 as previously scheduled