



Nottingham City Children and Young People's Plan

developed in partnership

2006 - 2009



Nottingham Children and Young People’s Plan

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1. Welcome

Welcome to the City of Nottingham's first Children and Young People's Plan. The City Council has produced this plan in partnership with colleagues across all agencies and organisations that work with children, young people and their families in the City. In Nottingham these services are co-ordinated through the Strategic Partnership for Children, Young People and Families. This Plan sets out our commitment to improving outcomes for children and young people in the City and how we will do this over the next three years.

The Plan has been developed by many people who work with children, young people and their families in Nottingham and demonstrates our commitment to working in ways which are more accessible, more targeted and more effective at making a difference for our children and young people.

We know that this can only be achieved by listening to the views of children, young people and their parents and by everyone working together to achieve real improvements. This work has begun, but we recognise that there is much more to do.

We are ambitious about what we will achieve for children and young people and determined to develop services that secure improved outcomes from birth through to early adulthood. This Plan is a first step in achieving those ambitions.

Cllr Graham Chapman
Lead Member for Children's Services

Edwina Grant
Director of Children's Services Designate
Nottingham City Council

2. Introduction

Nottingham is a City that offers great opportunities for children and young people to learn, play, develop and achieve. However, not all children and young people are able to make the most of these opportunities. Our challenge, in this Plan, is to outline the steps we will take to support children, young people and families to benefit from the opportunities the City has to offer so that they receive the help and support they need, when they need it.

Many organisations have been providing support to enable children and young people to achieve their potential and succeed, and many children have done better as a result of this support. However, this support needs to be better co-ordinated, the quality of some services improved and gaps or duplication in services avoided. We need to help change the culture of low expectation, low self-esteem and dependency that exists for children and young people in parts of the City.

Up until now there have been several different plans written by organisations that work with children and young people. This Plan represents a very significant milestone in our ambition to improve services for children and young people and to encourage the necessary changes. For the first time it:

- has been prepared in partnership with all agencies
- identifies agreed shared priorities
- has been developed by people who work with children and young people
- includes the views of children and young people

- describes the sort of services we intend to develop and explains how agencies will work together
- explains how we will monitor and measure our progress
- demonstrates a firm commitment to work in partnership to improve the quality of life for children and young people

Our commitment to this vision is underpinned by the five outcomes identified in '**Every Child Matters**¹', the Government's integrated approach to improving outcomes for children and young people. This Plan outlines how we will work together to help children and young people to:

- be healthy
- stay safe
- enjoy and achieve
- make a positive contribution
- achieve economic well-being.

By focusing on these five outcomes and measuring real progress over the time of operation of this Plan, we intend to achieve our vision for children and young people in Nottingham.

Page 48 of the Plan shows where the Children and Young People's Plan (CYPP) sits in relation to other key plans and strategies. The CYPP is a strategic, overarching plan rather than a detailed action plan.

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

3. Our Vision

Our vision for Nottingham is of a City where our children and young people benefit from living in a vibrant, multi-cultural, accessible city with a range of amenities and equality of opportunity to enrich their lives. They will develop as equal citizens, respecting the diversity of cultures and lifestyles in Nottingham. Through our Integrated Children's Services children and young people in Nottingham will be encouraged to lead healthy lifestyles, stay safe, have fun, achieve, be included, be involved in decision making, have a reasonable standard of living and will be respected. We will align our aims and link our activities to our Community Strategy, led by One Nottingham, our Local Strategic Partnership.

We will use this Plan to change the culture of low aspirations, worklessness and deprivation. Safeguarding our children and young people and school improvement, including raised educational outcomes, will stay as key areas of focus. We will develop citizens who have aspirations for themselves and their children, who are independent but also contribute positively to the communities in which they live.

The needs of children, young people, their families and carers will be at the centre of service development, delivery and evaluation. Children and young people 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. We want them to become effective citizens who contribute

to the economic and social regeneration and further development of a City we can all be proud of.

4. How We Will Work

This Plan outlines how we will develop the way we work together to deliver a seamless integrated service for children, young people and families.

We will develop:

- **Integrated Children's Services** around the needs of children and young people
- **services within local areas / neighbourhoods** using developments such as Children's Centres and Extended Schools to locate services together
- the **Common Assessment Framework** to avoid duplication and to support information sharing and collaborative working between different staff groups
- a children's **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
- a **commissioning strategy** to support the future development of services matched to need.

We will work to deliver services that:

- are accessible, well co-ordinated and built around the child, young person and family
- actively promote equality and inclusion

- actively promote mutual respect, awareness and understanding and cohesion between young people / communities
- are planned in accordance with local need and are regularly reviewed
- are developed with a locality / neighbourhood focus, including Children's Centres and Extended Schools
- take the views of children and young people into account at the planning stage
- are developed and evaluated in partnership with children, young people, parents and other stakeholders
- provide better information, advice and guidance to young people to help them make informed choices about their lives
- focus on improving outcomes for all children and young people, with particular emphasis on children and young people at risk of not achieving their potential
- remove obstacles to full access to service and recognise equality of treatment
- offer value for money, quality and personal choice wherever possible.

5. Key Facts About Nottingham

Demographics

- Nottingham City has a population of approximately 270,000 people, 26.4% of which are aged under 20. The City's two universities swell the proportion of residents aged between 19 and 22 (Census 2001, ONS).
- The number of children in the City is falling, in common with many urban areas in the country. This is evident in falling school rolls. Between 2001 and 2005, the City's maintained Primary school population fell by nearly 9% while the Secondary school population rose by 11%. However, pupil forecasts suggest a further reduction of over 5% in both phases by 2010.
- Approximately 15% of the population are from Black and Minority Ethnic (BME) groups, compared to an England average of about 9%. However, the population of pupils in the City's educational provision is considerably more varied, with about 27% of pupils being members of BME groups. This proportion has been rising in recent years. There is a significant and growing dual heritage population (8% of 0-17 year olds, 10% of 0-4yrs).

Economic Deprivation

- Nottingham is the third richest City in England in terms of gross domestic product (GDP) per head of population.
- Despite its strong economy, Nottingham is ranked as the 7th most deprived district in England out of

354 (2004 Index of Multiple Deprivation, Average Score).

- The wide-ranging extent of deprivation in Nottingham is well documented. For many children, it presents a significant risk to the successful transition to adulthood. For service providers, getting the balance right between investing in improvements to universal services and targeting scarce resources in more acute areas of need is particularly challenging.
- 45% (79 of the 176) of the City's areas² are amongst the 10% most deprived in the country. Only one area, in Wollaton West Ward, is amongst the 20% least deprived. The more deprived areas are concentrated in the estates to the north and west of the City, in the inner city and to a lesser extent in parts of Clifton. IMD 2004
- All of the areas within four of the City's wards - St Anns, Aspley, Bestwood and Arboretum - are amongst the 10% most deprived in England. IMD 2004
- Two out of every five children under five - almost six thousand children - are living in workless households. DWP 03-04
- 30.4% of Nottingham City households receive Housing and / or Council Tax Benefit, with the highest proportion being 47.4% in St. Ann's. Nottinghamshire Research Observatory 2005

² The Country is divided into Wards for electoral purposes. Each Ward is further divided into Super Output Areas for the purposes of Census counts and statistical analysis.

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- 42.3% of children and young people in Nottingham (more than 22,000) are affected by income deprivation. IMD 2004
- Unemployment rates (claimants) stood at 3.7% in April 2005, compared to a Nottinghamshire average of 2.3% and national (UK) average of 2.4%.

Education

- Almost 12,000 (over one-third) of the nearly 40,000 pupils in Nottingham City's schools are eligible for a Free School Meal. PLASC 2005
- 22.9% of pupils (over 9,000) in Nottingham City's schools have some form of Special Need, most of which are provided for within mainstream schools. However, almost 2,500 pupils (6.1%) have higher level Special Needs requiring some form of extra support and intervention by the Education Authority. PLASC 2005
- 13% of pupils (over 5,200) have a first language that is not English. PLASC 2005
- At the end of the Foundation Stage in 2005, 71% of pupils in Nottingham reached a 'good' level of development in Personal, Social & Emotional Development and 35% in Communication, Language & Literacy Development. These figures rose to 75% and 42% respectively for those pupils living in Sure Start areas. ON Improvement Plan & Local Area Agreement 2005
- Key Stage 1 results (pupils aged 6/7 years) have generally remained static in recent years. Key Stage 2 results (pupils aged 10/11 years) have improved significantly in recent years, but achievements in literacy dipped in 2005.
- Since 2000, City pupils have improved on their Key Stage 3 results (pupils aged 13/14 years). In 2005, 57% of pupils achieved Level 5+ in English, an improvement of 15 percentage points. In Maths, 60% of pupils achieved a Level 5+, an 18 percentage point increase. In Science, 53% of pupils achieved Level 5+, an increase of 16 percentage points. Although all subjects have improved considerably since 2000 and have closed the gap to the national average, they are still significantly lower than national levels. DfES Achievement & Attainment Tables
- Although 57% of the City pupils gained Level 5+ at Key Stage 3 English in 2005, only 49% of males achieved this compared to 65% of females. Only 40% of Black City males achieved this level, and only 45% of Black City females. Keypas 2005. N.B. the ethnic group 'Black City' comprises Black African, Black Caribbean, Black Other, Mixed White & Black African, Mixed White & Black Caribbean
- Since 2000, the percentage of pupils leaving school after GCSE with no qualification has decreased but slower than the national rate. In 2005, 8.5% of pupils completed year 11 with no qualifications. DfES Achievement & Attainment Tables
- Between 2000 and 2005, the percentage of Nottingham pupils leaving school with 5+ A*-C at GCSE has increased by 12.8 percentage points to 41.6%. During this time the gap between Nottingham pupils and the England Average has decreased by 5%. However, the percentage of Nottingham City Pupils leaving with 5+ A*-C's is

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still 15.5% lower than the national average. DfES Achievement & Attainment Tables 2005

- Black City Boys are about three times more likely to be permanently excluded from Nottingham City schools than all other boys. Education Ethnicity Scrutiny Report 2005
- The first definitive national profile of adult literacy and numeracy skills was published by the DfES in 2003. It found that 1.7 million (5%) of adults aged 16-65 have literacy skills below Entry Level 3 (the standard expected of 11 year olds). In Nottingham City, 17% (29,270) of adults have literacy skills at or below Entry Level 3, and over 2% (3,020) with literacy skills at Entry Level 1 (the standard expected of 5 year olds).
- 51% (86,120) of the City's 16-65 year olds have numeracy skills at or below Entry Level 3, and 6% (9,340) with numeracy skills below Entry Level 1. DfES Skills for life Survey – October 2003. http://www.dfes.gov.uk/readwriteplus_skillsforlifsurvey/las/la00FY.shtm

Crime

- Despite recent rapid reductions in many types of crime, the City continues to experience above average crime rates.
- Only two (1%) of the City's areas has a crime rate that is below the national average. Over three-quarters are in the worst 10% nationally (2004 Index of Multiple Deprivation, Crime Domain).
- Nottingham had 1.13 Street Crime Robberies per 1000 population during the survey months of 2004.

There was however a big disparity between the highest rates of 8.48 crimes per 1000 within the Bridge ward (this ward encompasses the City centre) and 3.32 in the St. Ann's ward, and the lowest rate of 0.15 crimes per 1000 population in the Clifton South ward. Bridge Ward also had the highest number of Burglaries and Vehicle Crime in Nottingham City. Nottingham Research Observatory

- There were 765 young offenders convicted in Nottingham between April 04 and March 05 with over 10% from the Bestwood Ward. City wide, 88% of young offenders whose convictions resulted in a custodial sentence re-offended within the next two years. Nottingham Research Observatory 2005 & YOT LAA
- 48 Anti-Social Behaviour Orders were issued in Nottingham City during the calendar year of 2004. This compares with 32 for the whole of Nottinghamshire over the same period. For the first six months of 2005, 34 ASBO's had been issued in Nottingham City. Home Office
- The British Crime Survey shows that there was an 11% decrease in Total Crime recorded in Nottinghamshire from 2003/04 to 2004/05, and although violent crime was up 2%, Burglary and Car Crime were down 21% and 20% respectively. Home Office British Crime Survey 2005
- Gun crime has reduced by 74% in 2005. There were 11 shootings last year compared to 42 in 2004. The number of injuries due to shooting is down to 5 in 2005 from 11 the previous year, 43 in 2003 and 77 in 2002. Nottinghamshire Police & BBC

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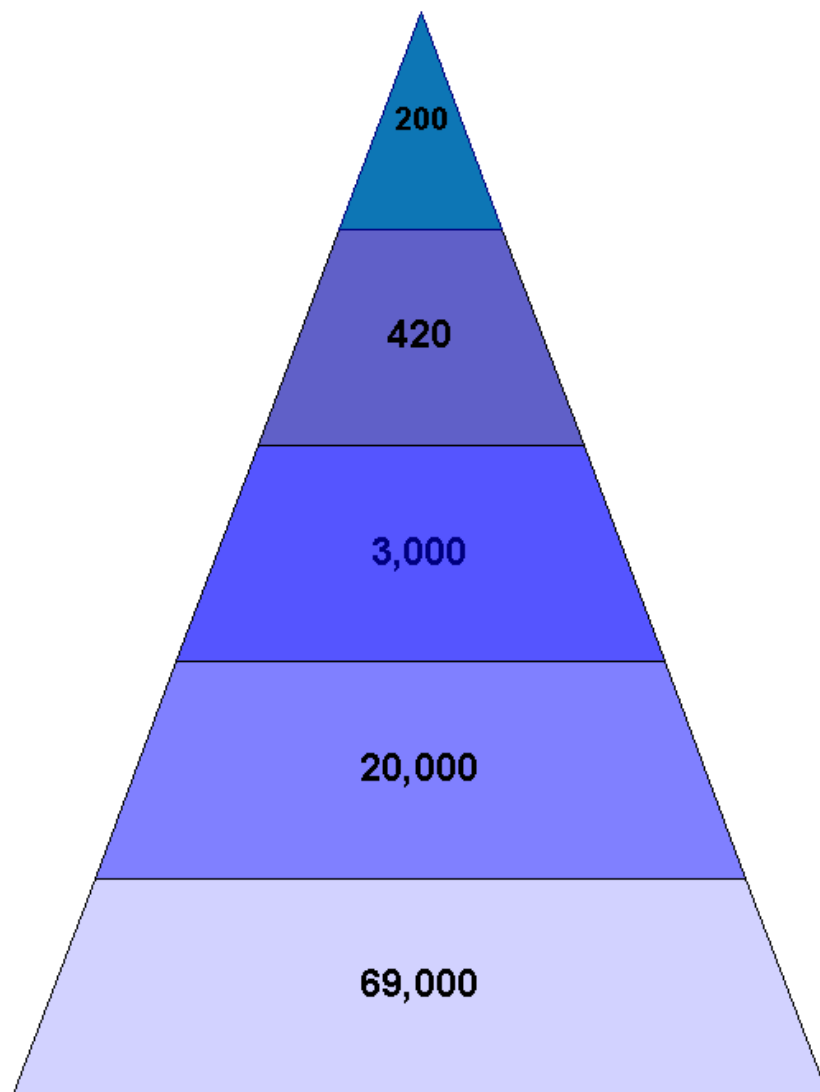
Health

- 85 (48%) of the City's areas are in the worst 10% nationally in terms of health deprivation and disability
- Life expectancy in the city is low compared to national rates. The variation is high – there is a 13 year difference in life expectancy between a resident of Wollaton West who is likely to live for 80 years, and a resident of St. Ann's who's expectancy is 67 years. DoH & Nottingham PCT Annual Report 03-04
- Deaths from Coronary Heart Disease in the under 65's show large disparity between Nottingham Wards. Bilborough ward has the highest rate with 2.49 deaths per 1000 population under 65, which is almost six and half times higher than the lowest ward of Wollaton West. Nottingham Research Observatory 2005
- Teenage pregnancy rates are the 3rd highest in England with 379 conceptions to women aged under 18 in 2002 (Nottingham PCT Annual Report 03-04). In the year 2000, St. Ann's ward had the highest rate of conceptions among 15-17 year olds, over 3 times higher than Wollaton West ward (Nottingham PCT & Nottinghamshire Research Observatory).
- 24% of pregnant women in Nottingham City were known to be smokers at the time of delivery. This compares to the figures of 15% and 5% respectively in the more affluent neighbouring PCT's of Gedling and Ruschcliffe. Nottingham PCT Local Delivery Plan 2005
- 60% of women in Nottingham City during 2003/04 were known to initiate breastfeeding after maternity, lower than the 71% national figure from 2000. Local Area Agreement & HIS 2005
- 9.9% of Nottingham City's working age population claim at least one of Incapacity Benefit and Severe Disablement Allowance, with the figure reaching 18.5% in St. Ann's ward. Nottinghamshire Research Observatory 2005
- A recent audit of the prevalence of childhood obesity in 5 and 6 years olds in the city showed that 17.6% of children were overweight - with 7.1% defined as obese. Assuming national definitions, the number of persons in the PCT who are clinically obese and putting their health at risk is 8% of under 5's and 15% of 5-14 year olds. Nottingham PCT LDP 2005

Safety

- The number of children killed in road traffic accidents is declining, with just 1 child killed on the city's roads in 2004. Nottingham Road Safety Strategy 2005
- Nottingham has an average of 42.2 Hospital Admittances for under 15's due to injury or poison per 1000 population under 15. Aspley ward has a rate of 84.6, over 3 times higher than the lowest ward of Wollaton West. Nottingham PCT Jan 02 – Dec 04
- Nottingham Social Services had 733 Section 47 Child Protection Enquiries. During the 04/05 financial year. The highest number within one ward was 111 in Aspley. St. Ann's ward had the next highest with 80, and Wollaton West ward the lowest with 3. Nottingham City Social Services April 04 – March 05

6. Context: Children and Young People in Nottingham



Over 200 children and young people have been placed on the 'child protection' register (243 as at January 2006, but 200 represents a more average recent figure) as they have been assessed as at risk of significant harm and in need of a protection plan. The protection plan will include a number of targeted and specialist services.

About 420 children and young people are 'looked after' by Nottingham City Council (403 as at January 2006, but 420 represents a more average recent figure). The health and development needs of these children and young people have not been met in their families to the point where they have been at risk of significant harm and have come into care to ensure that they are safeguarded. These children and young people are living in foster care or residential settings and will have a Care Plan, which will include a number of targeted and specialist services.

About 3,000 children and young people have been assessed as 'in need' of extra support, including young people receiving services from the Youth Offending Team and children and young people with disabilities or additional needs. The health and development of these children and young people is being impaired as a result of the difficulties they or their families are experiencing. They are likely to receive targeted services from a number of agencies who have contributed to, or will deliver, this Plan.

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' and in need of extra support to help them achieve good outcomes. These children and young people may need targeted services as well to support them at particular times of particular need, in order to support them through difficulties.

There are about 69,000 0-19 year olds in Nottingham (ONS Mid-Year estimates 2004). All of these children and young people will receive universal services such as health care and education.

7. Views of Children and Young People

To reflect young people's views within this Plan we embarked on an exercise of drawing together existing consultation exercises to establish a baseline of 'what we know now' about children and young people's views in relation to the 5 '**Every Child Matters**' Outcomes. We have identified a range of good consultations with children of primary school age (If I was in charge of my Infant school, Luna Training 2005) to young adults (Democracy Week, Youth Engagement Unit, 2005), using both quantitative and qualitative methods.

Smaller consultations have specifically targeted groups of young people including children and young people from Gypsy and Traveller communities, Black and Minority Ethnic communities, children and young people with disabilities, young fathers and children and young people in residential care. Equally, larger consultations have been carried out, including a survey of 1,000 young people, measuring their well-being (The Power and Potential of Well-being, New Economic Foundation 2004).

Children and young people's views presented below are drawn from a range of independently commissioned consultation exercises carried out by youth services, schools, Connexions and other local agencies working with children and young people.

Key Messages from our consultation with children and young people:

Be healthy

- Services should be accessible with short waiting times.
- We want to be encouraged to be independent and take responsibility for our lives.
- Sex and relationship education should be holistic in its delivery.
- Fathers should be included equally in all aspects of parenting support.
- Services should be accessible to Black and minority ethnic groups.
- Diversity in the workforce is welcomed.
- Support is needed to help manage anger, possibly in a group setting.

They said:

"Services should be open at a wide variety of opening times so that we can go to them when we need them."

"...there should be groups where young fathers can take their children for support and advice."

"More work around Asian community, more information signs, teaching and more Asian health workers."

"I want my social worker to be like me."
(BME child with a disability)

Stay Safe

- Racism can force children and young people to engage in anti-social behaviour.
- We need more information and support to make good decisions.
- Mentors are a good way of delivering support and advice.
- We want to feel safe and don't want guns and knives in our community.

They said:

"They (take risks) to fit in. They feel threatened if they don't take them...to feel mature....provides status as an adult....belief that it won't happen to me...lack of information or knowledge."

"Stop kids having guns and knives."

"If you want to be safe keep yourself inside your house and don't come out of your house."

"Mentors are adults who work for the school, like if you get bullied and that they try to sort it out."

Enjoy and achieve

- Education gives children and young people a good start in life.
- Youth clubs, centres and leisure facilities should be accessible and run by young people.
- After school clubs are viewed positively.
- Parental involvement at school may help children and young people achieve.

- Children and young people may wish to learn more about their own religion than all religions.

They said:

"Every person should get good levels of education that would help them in the future."

"We need more facilities to do sports because people can't get to the centres if they are far away. Have more sports in schools and more competitions. More after school clubs"

"We should have more schools for other religions because as well as learning other religions we need to learn our own."

"By having open evenings you let parents become involved in schools. You should give lessons to parents on homework, how best to support your child and social events."

Making a positive contribution:

- Consultation should always result in action.
- It takes time for adults and children and young people to work together.
- Training for children, young people and professionals may assist with better participation.
- Children and young people should be protected from 'participation burnout'.
- We should be encouraged to take part as decisions made can affect our future.
- Information should be accessible and interesting.

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They said:

“Agencies who have a commitment to consult young people should act on their findings. Young people have been disengaged and disempowered by the process.”

“Help children to listen –adults need to be patient and give children time to speak and listen.”

“Shout it out ... just do it.”

“We need a school for older people to learn about children.”

“Training for young people would better enable them to participate.”

“Information will need to be accessible, lively and culturally appropriate.”

Achieving economic wellbeing:

- Professionals need to be aware of the difficulty in transferring from benefits into employment and be realistic about timescales.
- Fathers are often not offered the same provision as mothers which can heighten stereotypes that exist about fathers- equality in support from services may address this.

They said:

“Professionals are unaware of the impact of benefit problems on the rest of their lives.... transferring

from benefits to employment can be very difficult and can take months to sort out.”

“Stereotyping of young fathers is a hidden problem.... Young fathers are perceived to be irresponsible and not wanting to be involved. They are treated differently and not offered the same support as young mothers eg parent training, housing provision.”

8. Engagement of Children, Young People and their Families

Children and Young People

Some work has already been undertaken to seek the views of children and young people about their needs and the services they receive. The real challenge now is to develop co-ordinated, appropriate and inclusive ways of ensuring that their views are given due weight in the development of services. Children and young people must be seen as equal partners, whatever their age, ability, social or ethnic background, in decision making. A Participation Strategy Group has been set up to lead on making sure that partners work together to enable the involvement and participation of children and young people.

The Strategic Partnership for Children, Young People and Families has adopted the 'Hear by Right' model as the basis for its approach to the involvement of children and young people. The model offers tried and tested standards for organisations across all sectors to assess and improve practice and policy on the active involvement of children and young people.

Building upon the existing good practice of democratic representation in the City, Barnardos will co-ordinate the development of a participation strategy to ensure that the voices of children and young people are heard.

We will develop mechanisms to improve the monitoring of consultation by ethnicity, gender and disability and so that the voices of priority groups of children and young people are heard and acted upon.

Parents and Carers

Providing support to parents and carers to enable their children to maximise their potential is a key priority in this Plan.

The Strategic Partnership for Children, Young People and Families is committed to developing a coherent, joint agency approach to gathering the views and opinions of parents and carers.

Parents and carers are recognised as key partners in delivering the five '**Every Child Matters**' outcomes. Research has shown that parents are the single greatest influence on positive outcomes for children, outweighing other interventions. Parents across the country often report that they feel unsupported and that when they do access services they feel undermined by service providers. Support to parents and carers is key if all other actions are to prove successful.

There is evidence of some good practice in the provision of support to parents and carers in the City, but it is fragmented and lacks co-ordination. Different agencies do not currently share common standards.

The Strategic Partnership plans to develop its Parenting Strategy through the Nottingham

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Parenting Forum. The Forum is an existing body, initiated by a number of agencies aware of the need to co-ordinate local work and will incorporate the views of local parents at every stage. In addition, it is proposed to recruit a Parenting Strategy Manager to support the work of the Forum. The DfES has acknowledged this approach as good practice in other towns and cities.

A Visioning Conference will be held to highlight good practice and establish the principles, build on the work we are already doing and action plan for future work. The outcome of such conferences will be used by a strategic working party to support the development of a Parenting/Carers' Strategy, establishing common standards for engaging parents, including fathers and those in non-traditional families/households, and supporting their access to services. Specific attention will be paid to Black and Minority Ethnic parents/carers, Gypsy and Traveller parents/carers, Refugee and Asylum Seeker parents/carers, parents/carers of disabled children, parents/carers with learning disabilities or mental health conditions and parents/carers looked after by their children, as these groups are often harder to engage.

9. Emerging Priorities for Improving Outcomes for Children and Young People

The following local priorities have been identified through needs analysis and agreed locally.

1. Reduce teenage conceptions.
2. Reduce substance misuse.
3. Reduce the rate of infant mortality and Sudden Infant Death Syndrome (SIDS).
4. Improve the mental and physical health outcomes for children and young people, with a particular focus on priority groups and increased access to sport and leisure opportunities.
5. Ensure that all children are safeguarded.
6. Raise educational attainment, particularly for priority groups³.
7. Ensure that children and young people are more fully engaged in education and learning.
8. Reduce the numbers of young people not in education, employment or training (NEET), particularly in priority groups.

9. Provide support to parents to enable their children to maximise their potential.

This Plan sets out our commitment to change the way in which we work in order that identified needs may be more effectively met. We have paid particular attention to these priorities in determining the broad actions under each outcome below.

³ Priority groups include Black City boys, looked after children and young people, children and young people with learning difficulties and disabilities, Gypsies and Travellers, refugees and asylum seekers, young offenders, and teenage mothers

10. The Areas of the Plan

In each of the areas of the plan described below, the We Know section identifies where outcomes for children and young people are not good enough or where we need more information. The We Want section describes our objectives. The We Will section shows what we will do to improve outcomes for children and young people. The final section shows how We will know when we've done this.

10.1 Be Healthy

Our vision is that children and young people will have a healthy start in life, and will, with their families, lead healthy lifestyles.

We Know

- **The teenage pregnancy rate is very high.** In 2003, Nottingham's rate for under-18 girls was 70% higher than the regional and national rates. From 1998 to 2001, the rate for under-16 girls was 50% higher than the national rate. Nottingham's rate has remained static over the last five years, while rates have fallen regionally and nationally.
- **The rate of sexually transmitted infections in young people is increasing.** Chlamydia is the most common, and rose the fastest from 2000 to 2004. Although the incidence of Syphilis is low, the number of recorded new cases has risen significantly from 2000 to 2004. Increases have also been seen in the diagnoses of Gonorrhoea, Herpes, and Warts.

- **The rate of infant mortality is high.** The number of deaths of infants aged under-1 is high. A high proportion of pregnant women smoke during the pregnancy. The number of mothers initiating breast-feeding is low. The proportion of newborns with a low birth weight is high.
- **The death rate for under-15s is high.** Over the last four years, the average death rate has been one per thousand.
- **Looked after children do not receive frequent enough dental or general health checks** (see section 10.6).
- **We need more information about the health issues raised by the lifestyles of young people.** **We need to know more about** substance misuse – including drugs, alcohol and tobacco – and physical activity. We need to know more about diet and nutrition, which contribute to obesity and poor behaviour. Behaviour difficulties exhibited in schools may also be linked to unaddressed mental health issues. We need to know more about the different health outcomes for marginalised groups, and about the causes of death.

We Want

- Effective universal health services for all children and young people which promote emotional and physical health and well-being and which are delivered in ways which reach priority groups of children and young people and areas of the City.
- Fewer babies dying before they are one year old.

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- All children and young people who have specialist physical or mental health needs, to have access to the support and services they need when they need them.
- Schools and other settings to help our children learn about healthy living, build their self esteem and encourage them to be active and to make informed choices for healthy lifestyles.
- Fewer young women becoming pregnant and more young people who do become parents to make a success of parenting, with young fathers encouraged to be involved with their children.
- Young parents to remain in or return to learning.
- Fewer young people using drugs and alcohol.
- Those groups disproportionately affected by poverty to live healthier lifestyles and have improved access to health care.
- Develop training for partner agencies and a public health campaign to reduce levels of Sudden Infant Death Syndrome.
- Support all of our schools to take part in the full range of the Healthy Schools Programme, which promotes increased engagement in physical exercise and healthy eating.
- Support the provision of high quality Sex and Relationship Education (SRE) in line with the National Healthy School Standard in and out of school.
- Implement programmes and activities to increase self esteem, communication and negotiation skills of at risk groups of young people, enabling them to make informed choices and reduce risk taking.
- Carry out our plan for providing a comprehensive Child and Adolescent Mental Health Service through multi-agency teams based in local areas of the City, offering early intervention and prevention, with good links to more specialist services.

We Will

- Promote healthy and active lifestyles and emotional well-being for all children and young people and their parents and carers and encourage approaches that develop resilience.
- Provide women with easy access to supportive, high quality maternity services, designed around their individual needs and those of their babies, with a focus on breast feeding and smoking cessation
- Develop services which target activity to groups of young people who are most at risk of pregnancy and in 'hot spot' wards.
- Provide targeted and specialist drug and alcohol services to priority groups of young people, with clear referral processes to more specialist services.
- Develop multi-agency approaches to support children and young people affected by parental substance misuse.

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We will know we've done this when:

- teenage conceptions rates reduce
- rates of SIDS reduce
- smoking in pregnancy reduces
- breastfeeding rates rise
- all schools achieve national Healthy Schools status
- more young people more active, more often
- the rise in obesity is halted
- there is reduced substance misuse by adults caring for children and young people
- children and young people access CAMHS at an early stage
- there is a decrease in the correlation between poverty (low income) and poor health outcomes.

Links to Other Key Plans and Strategies

- § City PCT Local Delivery Plan
- § Healthy Schools Programme Development Plan
- § Food and Nutrition Policy for Infants, Children and Young People in Nottingham
- § One Nottingham Teenage Pregnancy Improvement Plan
- § Teenage Pregnancy Strategy
- § Sexual Health Strategy
- § Young People's Drug and Alcohol Strategy
- § CAMHS Strategy
- § Connexions Nottinghamshire Plan
- § Public Sector Equality Plans (Race, Disability & Gender)

10.2 Stay Safe

Our vision is that all children and young people will feel and be safe and robust systems will be in place to support and protect children and young people if needed.

We Know

- **The proportion of registrations to the Child Protection Register that concern previously registered children has increased recently.** Over the previous five years, the rate of re-registration fell to below regional and national levels. However, the rate increased to over 17% in 2005. Re-registration within twelve months also increased in 2005, from 21% to 31%. Dual heritage children and young people are over-represented on the Register.
- **The frequency with which initial registrations of childcare providers result in the judgement that the adults involved are not suitable is above average.** This was the case in almost 70% of initial registration inspections that took place between April 2003 and September 2004.
- **Less than half of those children who have been looked after for at least four years have been in the care of the same foster placement for at least two years** (see section 10.6).
- **The percentage of looked after children who have a named, qualified social worker has fallen over the last three years** (see section 10.6).

- **We need more information about the safety issues faced by young people.** This includes the incidence and impact of bullying, groups of children and young people more likely to be bullied eg on the grounds or race, disability or sexuality, the levels of fear of crime and antisocial behaviour, and the speed with which the courts complete care cases.

We Want

- Children and young people to be prevented from suffering neglect and harm.
- Staff in all agencies to be clear about what they should do to safeguard all children from harm, including sexual exploitation.
- Staff to be confident about sharing information with each other to be able to support families at an early stage and safeguard children from harm.
- Services to be based in communities and offering early support to children, young people and families, especially those with additional needs.
- Children and young people in stable homes free from violence.
- Teenage parents and their children to live independently in supported accommodation.

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- Fewer children and young people suffering avoidable injury, including road traffic accidents, accidents in the home, accidents during play and injury due to poisoning.
- Children and young people to be protected from bullying, racism and other forms of discrimination.
- Children and young people at risk of running away / going missing are supported to make safe alternative choices.

We Will

- Work together to safeguard children through the Local Safeguarding Children Board, and carry out a clear programme of work each year.
- Provide training for staff who work with children and young people so that they know what to do when they are worried about a child or young person.
- Develop and maintain effective information and data sharing arrangements for staff to support early intervention, prevention and know when children and young people may be at risk of harm.
- Improve practice at key stages of the child protection process.
- Develop service provision in localities that it is safe, accessible and approachable for all children, young people and families.

- Implement a strategy to commission looked after provision and recruit more carers to better meet demand of placements for older children.
- Develop services to support children and young people who experience domestic violence so that they are safeguarded effectively.
- Address the needs of children and young people through the Crime, Drugs and Anti-Social Behaviour Strategy.
- Develop stronger links with housing agencies, particularly in relation to homelessness.
- Inform and advise children, young people and their carers of the key risks to their safety and how to address them.
- Develop a proactive, strategic approach to challenging bullying, racism and other forms of discrimination within our services.
- Develop a common monitoring framework to report and monitor incidences of racial harassment and racial attacks.

We will know we've done this when:

- fewer children and young people experience harm from adults
- placement stability of looked after children and young people increases
- the proportion of older looked after children and young people in family settings increases

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- the rate of re-referrals is reduced and the rate of initial assessments within 7 days is improved
 - the rate of re-registrations to the child protection register decreases
 - fewer children and young people are injured, including in road traffic accidents and accidents in the home
 - fewer children and young people experience repeat domestic violence
 - more children and young people live in safe accommodation with the support they need
 - we have a clear understanding of children and young people's experience of bullying, racism and / or other forms of discrimination and the ways to reduce it
 - children and young people and their families report fewer acts of harassment and discrimination
 - more children and young people are safely using parks and open spaces and outdoor leisure and recreational areas
 - fewer children and young people are involved in crime, substance misuse and incidents of anti-social behaviour.
- Supporting People Strategy

Links to Other Key Plans and Strategies

- LSCB Business Plan and Training Plan
- Crime, Drugs and Anti-Social Behaviour Strategy
- Safe for Nottingham Strategy
- Anti Bullying Strategy
- CAMHS Strategy
- Play Strategy
- Public Sector Equality Plans (Race, Disability & Gender)
- Homelessness Strategy
- The Nottingham Alcohol Strategy

10.3 Enjoy and Achieve

Our vision is that all children and young people in Nottingham will be happy, confident, encouraged and supported to achieve their best. ALL achievements, not just academic ones, of ALL children will be valued, recognised and celebrated.

We Know

- **Too many children are permanently excluded from school.** The rate of exclusion shows no trend of improvement, and the rate of fixed term exclusion is high. Pupils with statements of special need have a high exclusion rate (see section 10.7).
- **Too many children fail to attend school.** The attendance rates of pupils at school remain low, despite ongoing improvement.
- **The attainment of children in Nottingham is amongst the lowest in the country.** Despite significant improvements, about 1 in 20 fewer pupils achieve the expected level at each Key Stage than their peers in similar authorities. Compared to the national average, 1 in 7 fewer pupils achieve the expected level at GCSE.
- **More than three times as many pupils leave Nottingham's compulsory school age education with no qualification than the national average.** Despite an improvement in 2005, almost 8.5% of pupils – more than 225 young people – left without a qualification.

- **The educational achievements of looked after children are too low, and too many are not engaged in education, training or employment after age 16** (see section 10.6).
- **The educational achievement of particular ethnic groups is unusually low** (see section 10.8).
- **Black City Boys are at least three times more likely to be permanently excluded than other boys** (see section 10.8).
- **The educational achievement of pupils not in school is poor.**
- **We need more information about the opportunities our young people have to enjoy their lives, and how happy and confident they feel.** This includes the take-up of cultural and sporting activities, and the different early years educational outcomes in areas of economic disadvantage.

We Want

- High quality pre-school, early years and school provision, which enables all children and young people to make good progress in their learning and personal development, with a particular focus on priority groups.
- To engage children and young people more fully in education and learning and reduce the numbers playing truant or being excluded from school.

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- A more effective education for children and young people not in school.
- To raise the attainment levels of children and young people and remove the gap between the attainment of under achieving groups and the City average.
- To support gifted and talented children and young people to make sure that they get the best opportunities to realise their potential.
- To support parents and carers to be actively involved in their children's education.
- 21st century learning opportunities for all children and young people and continued improvement in results.
- More young people to access employment, training and educational opportunities.
- A range of high quality, culturally appropriate out of school opportunities for children and young people, in locations that are easily accessed, safe, warm, well equipped and well attended.
- Children and young people from target groups to have access to quality play and leisure opportunities, essential to their development.
- A greater emphasis to be placed on the enjoyment experienced by children and young people.
- provision of support to childminders, out-of-school providers and crèche providers.
- Further develop intervention programmes and intensive support delivered to under performing schools at primary and secondary level.
- Work collaboratively across schools to promote and extend best practice in inclusive curriculum planning, teaching and learning so that all young people have access to learning opportunities which are appropriate, relevant and engaging.
- Encourage creativity in teaching and learning and increase opportunities for cultural engagement.
- Maximise the contribution of all services in promoting wider learning.
- Develop more inclusive and flexible curricula for the 14-19 phase.
- Improve provision for children and young people not in school and provide effective pathways back into mainstream provision.
- Promote and extend collaborative working to raise the attainment of under achieving pupils and groups, including Black City boys, Pakistani pupils, looked after children and young people, children and young people with learning difficulties and disabilities, Gypsies and Travellers, asylum seekers and young offenders.

We Will

- Continue to develop Early Years provision to support all children to achieve their potential, including the

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people not attending school receive their statutory entitlement to education.

- Promote the recognition and celebration of a diverse range of achievements in addition to academic success.
- Ensure identification and improve provision for Gifted and Talented children and young people across the City.
- Develop quality play and leisure provision through the Extended Schools Programme and the introduction of the Opportunity Card and provide children and young people with a wide range of high quality experiences outside the classroom.
- Promote and maximise the City's leisure resources in ways which are accessible, culturally appropriate and safe, to support the enjoyment and achievement of children and young people.
- Develop and implement a Parent and Carers' Strategy.
- Maximise capital schemes to develop provision fit for the 21st century through our Children's Centres, Extended Schools and Building Schools for the Future programmes.

We will know we've done this when:

- out of school and crèche provision standards are met.
- we receive positive feedback from external agencies, such as Ofsted, with regard to the

improving quality of curriculum, teaching and learning

- the attainment levels of children and young people compare better with other, similar cities and the gap between the attainment of under achieving groups and other groups is removed
- the range of vocational learning lines offered in each 14-19 Area Strategy Group area increases
- rates of attendance and reduced exclusions increase
- the number of children and young people, particularly, from priority groups, attending positive out of school activities increases
- all children and young people not in school receive appropriate education and their return to mainstream education is planned to take place at the earliest opportunity
- more children and young people voluntarily access learning and achieve recognition through youth and leisure activities and courses
- children and young people tell us how they want to celebrate successes
- parents and carers receive appropriate levels of support at all stages in their children's lives
- the capital schemes we have developed are used to full effect to improve outcomes for children and young people.

Links to Other Key Plans and Strategies

- § Early Years Development Plan
- § School Improvement Plan
- § 14-19 Strategy
- § Black Achievement Strategy
- § Behaviour Support Plan
- § One Nottingham Improvement Plan

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- § Primary Re-organisation Plan
- § BSF Strategy
- § Education Asset Management Plan
- § Extended Schools Strategy
- § Children's Centres Strategy
- § Sports and Leisure Plan
- § Youth Strategy
- § Play Strategy
- § CAMHS Strategy
- § Connexions Business Plan
- § Public Sector Equality Plans (Race, Disability & Gender)

10.4 Make a Positive Contribution

Our vision is that children, young people and their parents will be listened to, will be involved in all decisions that affect their lives; and will be supported to achieve value difference and make informed decisions.

We Know

- **Children, young people and families do not have sufficient involvement in decision-making.** There are many ways in which Young People are consulted and engaged, but their influence on decision-making is unclear. Children, young people and their families rarely see the result of their engagement.
- **The level of re-offending by young people is high and has increased.** More than half of young offenders re-offended within two years.
- **Engagement with, and support for, parents is inadequate.** There is a need to implement our Parenting Strategy so that parents are more involved with services aimed at ensuring positive outcomes for their children. Better support is needed to help parents realise positive outcomes for themselves and their children.
- **We need more information about the opportunities our young people have to make a positive contribution.** This includes involvement in the youth and primary parliaments, school councils, voluntary and community engagement, involvement in bullying and discriminatory

behaviour, and involvement in or desire to engage with entrepreneurial activity.

We Want

- Children and young people to be actively engaged in shaping the delivery of services.
- Children and young people to be supported in making their voices heard about decisions that affect them.
- Children and young people to have the opportunity to contribute, make decisions and run activities themselves.
- Parents and carers to be appropriately supported and involved in services for their children.
- To promote responsible behaviour and reduce offending, bullying and anti-social behaviour.
- Services to work together to support children and young people to deal with significant changes in their lives.
- More young people to engage in voluntary activities for the benefit of their communities and their environment, as well as their own development and self esteem
- Children and young people to receive services which they feel are friendly and accessible.

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We Will

- Set standards and expectations across organisations for the involvement of children, young people and families in the design, delivery and evaluation of services.
- Develop support and involvement of parents and carers coherently and across partner agencies through the Parenting Strategy.
- Make sure that young people are supported to be responsible for their own behaviour and that effective approaches are in place to tackle and record bullying, racism and other forms of discrimination wherever they happen.
- Target work to help children and young people deal with significant changes in their lives, particularly vulnerable children and young people and their carers.
- Put in place plans and approaches to reduce the rate of re-offending.
- Ensure that services are developed in ways that are accessible and engage children and young people.
- Enable the most vulnerable children and young people to overcome specific barriers to active participation.
- Promote and support children and young people to have the confidence to realise ideas and ambitions.

- Engage more young people in voluntary activity and decision making in support of their communities and the environment.

We will know we've done this when:

- a plan for involving children and young people has been agreed and is in place and is implemented consistently
- more children and young people, particularly vulnerable children and young people, are involved in and influence the decisions that affect them
- we make changes to the way that we do things because of what children and young people have told us
- parents and carers are appropriately supported and involved in the services their children receive
- vulnerable children and young people receive continuity of provision and support at key points of transition in their lives
- we have a clear understanding of children and young people's experience of bullying, racism, hate crime and / or other forms of discrimination and the ways to reduce it
- rates of re-offending start to fall
- more children and young people are involved in volunteering.

Links to Other Key Plans and Strategies

- Involving Young People Plan (Connexions)
- Integrated Children's Services Participation Strategy
- Black Achievement Strategy
- Anti-Bullying Strategy

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- Connexions Positive Activities for Young People Plan
- City Council Corporate Consultation Strategy
- Youth Justice Plan
- CAMHS Strategy
- Public Sector Equality Plans (Race, Disability & Gender)

10.5 Achieve Economic Wellbeing

Our vision is that children and young people will live in households free from poverty and will be supported to maximise their learning and skills to enable them to achieve economic stability, independence and contribute to society.

We Know

- **Too many of our children face serious economic disadvantage.** Two fifths of children – 20,000 – living in Nottingham are affected by income deprivation, and the same proportion of under 4 year olds (nearly six thousand children) live in households where no-one is working.
- **While the attainment of students in the City's colleges is good, the attainment of students in sixth forms in the City's schools is not high enough.** While the rate of attainment matched that in similar authorities in 2003 and 2004, it remained below national levels.
- **Too many of Nottingham's young people are not engaged in education, employment or training (NEET).** In 2005, 9.8% of young people were NEET. Only 39.5% of care leavers were in education, employment or training at age 19 in 2005 (see Section 10.6).
- **Local people are not adequately benefiting from the City's strong economy and employment opportunities.**

- **We need more information about the economic issues faced by young people.** This includes the proportion of 18-30 year olds participating in higher education, the standard of social and private housing in which vulnerable young people live, the quality of the built environment, access to safe and clean green public spaces, and the provision and take-up of child care facilities for young parents.

We Want

- Children, young people and their families to live in decent homes, free from poverty with access to appropriate services in their communities.
- Young people, particularly those from priority groups, including young parents, to be encouraged to remain at school or to continue their learning post 16.
- To reduce surplus places in our schools.
- To help young people to raise their aspirations and gain the knowledge and skills needed for future and sustainable skilled employment.
- Young people to develop entrepreneurial skills.

We Will

- Ensure that children live in decent homes, young people have access to accommodation that meets their needs and families and young people are supported to maximise their income.

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- Target intensive support to those young people who have additional needs, so that they are supported in the transition from childhood to adulthood and are able to take advantage of training and employment opportunities and to live as independently as possible.
 - Provide post 16 learning opportunities for all young people.
 - Work through partnerships to offer young people, particularly those from priority groups, a wider range of support and opportunities to remain in education and training or employment with training.
 - Work together to improve access to employment and training opportunities for parents / carers, including enhanced opportunities for community based basic skills and vocational learning, and Early Years and Childcare provision to meet demand.
 - Further develop and improve links between young people and the business community and develop and promote opportunities for work experience.
 - Take account of, and develop, initiatives to address the needs of those Black and Minority Ethnic children, young people and families who experience disproportionate levels of economic disadvantage through barriers in education, training and employment.
 - Reduce surplus place in primary and secondary schools through the primary reorganisation and Building Schools for the Future programmes.
- Deliver our services in ways that meet the needs of neighbourhoods and promote stronger communities.

We will know we've done this when:

- Fewer children and young people experience homelessness
- numbers of young people in education, employment and training increase, particularly looked after young people, priority groups of Black and Minority Ethnic young people and young people on youth offending orders
- numbers of young people accessing higher education and vocational training increase
- surplus places in schools are reduced
- more young people are involved in entrepreneurial activity
- children and young people actively participate in their own communities, including volunteering
- more young people are supported to live as independently as possible in adulthood.

Links to Other Key Plans and Strategies

- 14-19 Strategy
- Black Achievement Strategy
- Aim Higher Strategic Plan (14-19)
- Local Jobs for Local People Action Plan
- Teenage Pregnancy Strategy
- Youth Justice Plan
- YOT E2E Strategy
- Connexions Plan
- Greater Nottingham Partnership Strategy

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- One Nottingham Improvement Plan
- Public Sector Equality Plans (Race, Disability & Gender)
- Homelessness Strategy

The following sections set out actions that focus on meeting the particular needs of priority groups.

10.6 Looked After Children and Young People

Our vision is that children and young people who come into the care of the local authority are provided with safe and stable care, will be looked after well and prepared well for later life.

We Know

- **The educational achievements of looked after children and young people are too low.** Only one in three achieved the expected level in literacy and only one in two the expected level in numeracy at Key Stage 2 in 2005. GCSE statement.
- **Too few care leavers are in employment, education or training at age 19.** In 2005, only 38% were in ETE, compared to over half both regionally and nationally.
- **Looked after children and young people do not receive frequent enough dental or general health checks.**
- **Children and young people experience additional vulnerability associated with being looked after.**

- **Standards in children’s homes have not always been met.**
- **Less than half of those children and young people who have been looked after for at least four years have been in the care of the same foster placement for at least two years.** The new national measure looks at under-16s who have been looked after for two and a half years, and performance is likely to be lower on this measure.
- **In the past, not every looked after child or young person who was eligible to sit Key Stage exams was entered for those exams.**
- **The exclusion rate for looked after children and young people is high.**
- **The percentage of looked after children and young people who have a named, qualified social worker has fallen over the last three years.**

For Looked After Children and Young People We Want

- Better health outcomes.
- More young people to live in family settings.
- More children and young people involved in out of school hours sport and leisure activity.
- More children and young people to experience stable and permanent living arrangements.

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- Safeguarding arrangements to recognise the additional vulnerabilities of looked after children and young people.
- The care that we provide to be of the highest quality, including improved quality of care and physical environment in children's homes.
- Good progress in their learning and personal development.
- Fewer exclusions and improved provision for looked after children and young people not in school.
- Fewer young people not in education, employment and training (NEET).
- Children and young people to be better able to deal successfully with significant changes in their lives.
- More and better involvement in decision-making.
- More children and young people involved in out-of-hours learning.
- Cultural and religious needs to be addressed in care plans.
- Policies and procedures are implemented in children's homes in response to national minimum standards.
- Further develop multi-agency approaches to safeguard children and young people from harm, for example to safeguard looked after young people from sexual exploitation, and to work effectively to safeguard children and young people who go missing from home.
- Improve stability and choice in care arrangements for all children and young people, and ensure that the quality of care in all settings, is good.
- Ensure that care plans are progressed, take account of cultural and religious needs and that children and young people offered permanent care arrangements wherever possible.
- Develop the ways that we work together to fully engage looked after children and young people in education and learning and to provide targeted approaches to improve educational attainment and learning out-of-hours.

We will

- Ensure that children and young people are supported to lead healthy lifestyles, including access to and take up of sport and leisure opportunities.
- Ensure that the health, identity, emotional, religious and cultural needs of looked after children and young people are met.
- Develop support and opportunities for care leavers to engage in education, training or employment and make a success of independent living.
- Actively promote access to work experience, apprenticeships and employment for care leavers within the Local Jobs for Local People Action Plan.

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- Develop specific arrangements to so that children and young people are consulted about, and participate in, services they receive and decisions that are made about them.

We will know we've done this when:

- all children and young people receive an annual health and dental check
- placement stability improves
- more older children live in family settings
- more children are adopted
- there are more Black and Minority Ethnic foster and adoptive parents
- children's homes meet or exceed required standards
- the attainment levels of children and young people rise and the gap between the attainment of looked after children and young people and the Nottingham City average is removed
- looked after children and young people secure a school place without delay
- rates of exclusion are reduced
- more care leavers are involved in education employment or training
- all looked after children and young people and at least one foster carer in each family have a city leisure card
- increased numbers of looked after children and young people access sport and leisure holiday time provision and regular coaching sessions
- More looked after children and young people participate in reviews that are held about them
- children and young people's cultural and religious needs are addressed in their care plans.

Links to Other Key Plans and Strategies:

- Corporate Parenting Strategy
- Public Sector Equality Plans (Race, Disability & Gender)
- Local Jobs for Local People Action Plan

10.7 Children and Young People with Special Educational Needs / Disabilities

Our vision is that all children and young people with additional needs will receive services that promote high expectations and standards by supporting settings to set high targets to remove physical, environmental, cultural and attitudinal barriers that prevent full inclusion.

A child or young person with SEN or a disability is defined as a child or young person who has long term and substantial difficulties such that they need to receive significantly more support than those without a disability of the same age and circumstances

We Know

- **Pupils with statements of special educational need have a higher exclusion rate than similar pupils across the country.**
- **Transitions from children's to adult services have not always been well managed.**
- **Children and young people with disabilities can be vulnerable in relation to staying safe.**
- **Children and young people with disabilities are more likely to be economically inactive in later life due to barriers to access to employment, including failures by employers to make workplaces accessible.**

- **We need more information about the experiences of children and young people with special needs and disabilities.** This includes better comparative information about their levels of attainment and personal progress and gaining a better understanding about their service preferences.

For Children and Young People with Special Educational Needs / Disabilities We Want

- Acknowledgement of the additional vulnerabilities of children and young people with disabilities to enable effective safeguarding.
- Fewer exclusions and better engagement in education and learning.
- Good progress in the learning and personal development of children and young people with additional needs.
- Services to work closely together to effectively support vulnerable children and young people, particularly at times of significant changes in their lives.
- Children, young people and parents/carers to be given more choice about the services they receive wherever possible.
- Child and Adolescent Mental Health Services which meet the particular needs of children and young people with SEN / disabilities.

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- Fewer young people not in education, employment and training (NEET) and more job and training opportunities made available to young people with disabilities.
- More children, young people, parents and carers to participate in decisions that are made about them.
- Better trained staff and more inclusive practices in the children and young people's workforce.

We Will:

- Facilitate early support of children and young people by developing the ways services work and improving co-ordination between them.
- Raise awareness of barriers put before children and young people and work with services to set stretching targets to overcome these.
- Further develop Child and Adolescent Mental Health Services for children and young people with learning disabilities.
- Further improve specialist speech and language therapy provision.
- Ensure that children and young people who have complex needs are better able to access specialist services.
- Ensure safeguarding arrangements meet the needs of children and young people.

- Enable all children and young people to achieve their full educational potential by ensuring that agencies work closely together to develop a range of approaches to support this.
- Improve supported access to out of school hours sport, leisure and cultural mainstream activities.
- Support children and young people at key point of transitions by ensuring that services work closely together.
- Support access to job opportunities for young people with SEN / disabilities, including those with relevant education and training who face discrimination in the labour market.
- Develop systematic arrangements and appropriate communication methods so that children, young people, their parents and carers are involved in decisions that are made about them and the services they receive.
- Make sure that effective approaches are in place to tackle and record bullying, disability and other forms of discrimination wherever they happen.
- Support and challenge service providers so that their staff are fully trained and their practices are inclusive.

We will know we've done this when:

- the attainment levels of children and young people rise and the gap between the attainment of children

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and young people with additional needs and other groups is significantly narrowed

- rates of exclusion are reduced
- more children, young people, their parents and carers are involved in decision making processes
- more children and young people are referred to services locally
- more children and young people can access and use local services
- increased numbers of children and young people with disabilities access sport and leisure holiday time provision and regular coaching sessions
- young people feel that they are effectively supported in their transition from children's to adults' services
- fewer children and young people are subject to formal child protection procedures
- we have a clear understanding of children and young people's experience of bullying, disability and / or other forms of discrimination and the ways to reduce it
- children and young people's additional needs are identified early and agencies work together in a coherent, inclusive, and integrated way.

Links to Other Key Plans and Strategies

- SEN Inclusion Plan
- CAMHS Strategy
- Public Sector Equality Plans (Race, Disability & Gender)
- 14-19 Strategy
- Local Jobs for Local People Action Plan

10.8 Black and Minority Ethnic Children and Young People

Our vision is that all Black and Minority Ethnic children and young people are able to access local and Citywide services that meet both their individual and cultural needs, enabling them to achieve, feel confident, included and recognised as making a positive contribution; and that children, young people and their families are confident that agencies are able to demonstrate clear actions to tackle racism and promote equal opportunity.

For the purpose of this plan Black and Minority Ethnic children and young people are those who are likely to experience disadvantage and/or discrimination at some stages of their lives on the grounds of race, religion, nationality, language or culture, resulting in an adverse impact on their life chances.

We Know

- **The educational achievement of particular ethnic groups is unusually low.** The variation in educational achievement between ethnic groups is far greater in Nottingham than nationally. Rates of progress between Key Stages also differ.
- **Within some different ethnic groups, the difference between the achievements of boys and girls is greater in Nottingham than nationally.**

- **Black Boys are at least three times more likely to be permanently excluded than other boys.**
- **Institutional racism holds back the performance of Black and minority ethnic children and young people.**
- **Children and young people from Black and Minority Ethnic groups are over-represented in child protection services, amongst children in need and amongst looked after children and young people.**
- **There are not enough positive role models in the children and young people's workforce, including schools.**
- **We need more information about the different experiences of Black and minority ethnic children and young people, their health needs and the extent to which they are disadvantaged and experience less positive outcomes than other pupils.**

For Black and Minority Ethnic Children and Young People We Want

- Raised educational attainment for priority groups and better access to, and take up of, education, training and employment opportunities.
- Schools and other settings to be inclusive of all children and young people so that Black and Minority Ethnic children and young people are more

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fully engaged in education and learning and in the life of their local community.

- Ensure more Black and Minority Ethnic children and young people are involved in out of hours sport, leisure and cultural activities.
- Improved service delivery to support vulnerable children and young people at key points of transition in their lives.
- People working with children and young people to be representative of the diverse communities they are working with.
- A shared vision for Black and Minority Ethnic children and young people, reflected in all plans.
- Measurable improvements for Black and Minority Ethnic children and young people in all their achievements and in relation to their peers.
- Better understanding of the particular health needs, including sickle cell anaemia, of Black and Minority Ethnic children and young people.
- Black and Minority Ethnic children and young people to be supported in making their voices heard about decisions that affect them and actively engaged in shaping the delivery of services.

We Will

- Promote the enjoyment and understanding of cultural diversity

- Include the perspectives and needs of Black and Minority Ethnic children and young people in our plans and design and deliver services that are appropriately tailored to recognise diversity within Black and Minority Ethnic groups.
- Engage, consult with, involve and feedback to Black and Minority Ethnic children, young people and their families so that they contribute to the design and implementation of service delivery.
- Appropriately train staff eg through positively evaluated courses, to raise awareness and act on the needs of Black and Minority Ethnic children, young people and families.
- Target support services, particularly for vulnerable children and young people and their carers, at key points of transition in their lives.
- Promote and extend collaborative working to raise the attainment of Black and Minority Ethnic groups at risk of under achievement eg Black City boys and Pakistani pupils.
- Support and challenge schools to reduce the numbers of children and young people who are excluded, both formally and informally.
- Promote initiatives to improve economic outcomes in Black and Minority Ethnic groups and increase the take-up of training and employment opportunities by Black and Minority Ethnic young people.
- Promote the training, employment, recruitment and retention of people from Black and Minority Ethnic

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communities to the children and young people's workforce.

- Ensure effective approaches are in place to tackle and record bullying, racism and other forms of discrimination in all settings.
- Support and challenge schools and other providers to have high expectations and have curricula and processes that are appropriate and which value and reflect all children and young people, including those of minority ethnic heritage.

We will know we've done this when:

- the attainment levels of Black and Minority Ethnic children and young people rise and the gap between the attainment of under achieving groups and the City average is removed
- there are reduced rates of exclusion
- increased numbers of Black and Minority Ethnic children and young people access sport and leisure holiday time provision and regular coaching sessions
- there is increased take-up and retention of Black and Minority Ethnic young people in training and employment opportunities and reduced rates of those not in education, employment or training.
- there are positive role models in all services for Black and Minority Ethnic children and young people
- we have a clear understanding of children and young people's experience of bullying, racism and / or other forms of discrimination and the ways to reduce it
- children, young people and their families report that they can access culturally appropriate services locally.

Links to Other Key Plans and Strategies

- Black Achievement Strategy
- One Nottingham Improvement Plan
- Anti Bullying Strategy
- Nottingham City Council Race Equality Scheme Action Plan
- Public Sector Equality Plans (Race, Disability & Gender)
- Nottingham City Council Scrutiny Action Plan on Attainment by Ethnicity and Gender
- 14-19 Strategy
- Local Jobs for Local People Action Plan
- Muslim Community Consultation and Findings

11. Targets for Improving Outcomes for Children and Young People (Local Area Agreement)

Outcomes	Ref No.	Indicators (* - possible stretch target)	Targets			
			Baseline	2006/07	2007/08	2008/09
BE HEALTHY						
Sure Start & Children's Centres to ensure a firm foundation in the Early Years for all young children and their families.	CYP1	• Percentage of children reaching a good level of development in Personal, Social & Emotional Development at Foundation Stage	75%	77%	78%	79%
		• Percentage of children reaching a good level of development in Communication, Language & Literacy at Foundation Stage	42%	46%	48%	50%
		• Percentage of mothers in Sure Start Children's Centre areas who continue to smoke during pregnancy	30%	28%	26%	24%
		• Percentage of mothers in Sure Start Children's Centre areas breastfeeding at 6 weeks	21%	25%	30%	35%
		• Percentage of families in Sure Start Children's Centre areas with new babies visited in the first two months of their babies life and given information about services and support available to them	85%	90%	95%	100%
Reduce teenage conception from 2002/03 baseline.	CYP2	Conception rate ie conception per 1000 15-17 year old females (Total number in brackets)	73.5 (375)	58.5 (296)	53.5 (272)	48.5 (247)

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Outcomes	Ref No.	Indicators (* - possible stretch target)	Targets			
			Baseline	2006/07	2007/08	2008/09
Improve the health of children and young people	CYP3	Percentage of schools participating in the new <i>Healthy Schools</i> programme. (LAA reward target)	84%	90%	95% 100%	100%
		Percentage of schools achieving the new <i>Healthy Schools</i> standard. (LAA reward target)	30%	50%	60%	75% 85%
		Percentage of pupils spending 2+ hours a week involved in sport (P.E. school sport & club links strategy)	68%*	72%	75%	80%
		Average of the 2 sports partnerships	*(64% & 71%)			
Reduce the rate of infant mortality	CYP4	Breastfeeding Initiation Rates: - Number of women known to initiate breastfeeding, as a percentage of the number of maternities <i>Other supporting Indicator / cross cutting link to HCOP smoking reduction outcome:</i>	60% (03/04)	67%	70%	70%
		Smoking during pregnancy: - Number of women known to be smokers at the time of delivery, as a percentage of the number of maternities <i>Further Process Indicators:</i> - Reduce rate of low birth weight babies - Reduce deaths from sudden infant death syndrome	24% (03/04)	22%	21%	21%
STAY SAFE						
Reduced	CYP5	Percentage of re-registrations of children onto the Child Protection Register	17% (04/05)	15%	14%	13%

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Outcomes	Ref No.	Indicators (* - possible stretch target)	Targets			
			Baseline	2006/07	2007/08	2008/09
Numbers of children and young people suffering repeat episodes of harm.						
ENJOY AND ACHIEVE						
Raise educational attainment, particularly for under-achieving groups.	CYP6	Percentage of 15 year old pupils in the schools maintained by the LEA who attain 5 or more A*-C grades at GCSE - National - Gap	41.6% 57.1% 15.5%	47%	49%	51% 15.5%
	CYP7	Percentage of eligible pupils in the schools maintained by the LEA who attain at least one qualification at GCSE or equivalent (LAA reward target)	91.5%	93% 94%	94% 96%	94% 97%
	CYP8	Percentage of 14 year old BME boys compared to the percentage of all pupils achieving KS3 level 5 or above in English Without reward Gap to all pupils <i>(LAA reward target)</i> Gap to all pupils Percentage of 14yr olds achieving Level 5 or above in: - English - Maths - Science	48% 9% 57% 60% 53%	56% 9% 59% 6% 65% 66% 64%	58% 9% 64% 3% 67% 67% 67%	61% 9% 70% 0% 70% 70% 70%

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Outcomes	Ref No.	Indicators (* - possible stretch target)	Targets			
			Baseline	2006/07	2007/08	2008/09
		- ICT	57%	63%	67%	70%
		Overall 3 subject measure (not ICT)	57%	65%	67%	70%
		Overall 3 subject stretch (LAA reward target)		67%	71%	75%
	CYP9	Percentage of schools in which at least 50% of 14yr olds achieve Level 5 or above each in English, Maths & Science	22%	50%	56%	62%
	CYP10	Percentage of 14yr old looked after children (LAC) in the care of Nottingham City Council achieving Level 5 at Key Stage 3 in: - English - Maths - Science	13.8% 20.6% 10.3%	25% 30% 25%	30% 35% 30%	35% 40% 35%
	CYP11	Percentage of 11 year olds achieving Level 4 or above in: - English - Maths	66% 67%	73% 73%	74% 74%	75% 75%
	CYP12	Percentage of half days missed due to total absence in secondary schools maintained by the LEA	10.1	9.5	9.2	8.9
ECONOMIC WELL BEING						

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Outcomes	Ref No.	Indicators (* - possible stretch target)	Targets			
			Baseline	2006/07	2007/08	2008/09
Reduce NEET particularly in priority groups.	CYP13	16-18 year olds not in education, employment or training	9.8%	7.1%	6.7%	6.2%
		<ul style="list-style-type: none"> • Looked After Young People 	60.5%	45%	40%	30%
		<ul style="list-style-type: none"> • Young people with disabilities 	15.9%	14%	12.5%	8%
		<ul style="list-style-type: none"> • Specific BME groups <ul style="list-style-type: none"> - African Caribbean Boys - Dual Heritage 	30%	14%	12.5%	8%
		<ul style="list-style-type: none"> - Dual Heritage 	38.8%	14%	12.5%	8%
		<ul style="list-style-type: none"> • Teenage Parents 	70.5%	62.5%	55%	50%
		<ul style="list-style-type: none"> • Young offenders who are supervised by YOT 	41%	20%	15%	15%
GENERIC						
Provide and improve universal and targeted support for parents and carers and encourage parents to take a more active role in their children's education.	CYP14	Provision of intensive family support <u>Subject to dialogue with GOEM / DfES</u> (will include a measure for parental aspirations)	Agreed with GOEM that a definition be proposed and agreed without baseline and targets. This definition to be reviewed and agreed with baseline and targets at Year 1 refresh.			

12. Planning and Performance Management Framework

Effective planning and performance management is critical to realising the objectives of this Plan. A new approach is being developed for Nottingham's Integrated Children's Services to achieve improved outcomes for children and young people. This is essential in channelling the expertise and enthusiasm of staff in all agencies, children, young people and their families in improving outcomes. The framework includes the following elements:

- A focus on improving outcomes for children and young people will be embedded into the culture of all agencies.
 - A clear planning framework (see diagram below) will ensure that the Children and Young People's Plan will link to the key plans of partner agencies, which in turn will be underpinned by a range of strategies. Performance and planning considerations will drive the commissioning strategy, linked to financial planning, which together will determine the shape of services. A 'Golden Thread' will link individual's activities to team plans and service plans. All services and teams will have agreed clear, measurable actions that together will contribute to the achievement of the outcomes set out in this plan.
 - Each agency will continue to monitor the delivery of its services and objectives. However, a partnership monitoring approach will be established so that partner agencies join together to regularly monitor plans and performance across the full range of delivery throughout the Children and Young People's Plan.
- A shared online performance database is being developed. Appropriate mechanisms and agreements will be put in place to collate and report all necessary measures in the ECM framework and inspection guidance. All agencies will work together in using this tool to monitor and report performance. It will contain all key indicators of performance with benchmark data. Targets are being agreed against key indicators in order to measure progress on the outcomes.
 - Ownership and accountability of plans, objectives and indicators will be clearly identified within the planning and performance management framework. Progress reports will be provided by partner agencies and the partnership monitoring function to the Strategic Partnership for Children, Young People and Families (SPCYPF) at agreed frequencies.
 - The SPCYPF which will check that progress is on target and that necessary actions are taken where it is not.
 - A quarterly report on performance will be presented to the Lead Member and the Director of Children's Services.
 - The Children and Young People's Plan will be reviewed annually by the SPCYPF.
 - We will develop ways of involving children, young people, parents and carers in reviewing progress.

The diagram below describes how this Plan links to other plans and strategies.

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Partnership Plans	CITY DEVELOPMENT STRATEGY		COMMUNITY STRATEGY		CHILDREN AND YOUNG PEOPLE'S PLAN⁴		CRIME, DRUGS AND ANTI-SOCIAL BEHAVIOUR STRATEGY		Performance Management Framework and Strategic Analysis	Commissioning Strategy	Workforce Strategy	Equality and Diversity Plans	Medium Term Financial Plan / Budget Planning
Partners' Key Plans	PCT Delivery Plan	Police Authority Strategic Plan	Public Health Strategy	City Council Corporate Plan	Connexions Plan	National Offender Management Service (Probation) Strategy							
Other Key Plans	Leisure Centre Transformation Plan	School Development Plans	14-19 Partnership Strategy	Youth Justice Plan	Divisional Policing Plan								
Delivery Plans	<ul style="list-style-type: none"> • Accessibility Plan • Anti-Bullying Plan • Area Action Plans • Behaviour Support Plan • Education Asset Management Plan • Black Achievement Plan • Building Schools for the Future Plans • CAMHS Strategy • Extended Schools Children's Centres Plans 		<ul style="list-style-type: none"> • Children's Fund Strategic Plan • Community Safety Plan • Corporate Parenting Plan • Crime, Drugs and Anti-Social Behaviour Strategy • Early Years Plans • Heritage, Conservation & Development Plan • Housing and Homelessness Plan • One Nottingham Floor Target Action Plans • Open & Green Spaces Plan • 14-19 Plan 		<ul style="list-style-type: none"> • Healthy Schools Plan • Joint Information Management Plan • Local Safeguarding Board Business Plan • Parenting Strategy • Preventable Injuries Plan • School Improvement Plan • SEN Inclusion Plan • Sport, Culture and Leisure Plan • Teenage Pregnancy Plan • Youth and Play Plans 								
Service / Business Plans													
Team Plans													
Individual Plans / Individual Performance Review													

⁴ This diagram shows where the Children and Young People's Plan (CYPP) sits in relation to other key plans and strategies. The CYPP is a strategic, over-arching plan rather than a detailed action plan. The diagram will be updated annually to ensure that new plans are included and old plans deleted.

13. How We Will Use Our Resources

By developing Integrated Children’s Services agencies will use the resources that are available to them more efficiently. Over time the providers of children and young people’s services will increasingly work together to plan long-term resource strategies so that financial resources and assets are used in ways which support improving outcomes and the principles of this plan.

Each partner agency is preparing the ground for the move from single agency planning to a more integrated approach. Services will be jointly commissioned and we will work to align resources closely to the priorities we have agreed and included in this plan through effective financial planning processes. Other arrangements, such as pooled budgets, will be agreed when they are appropriate to support the development of specific services. Clear procedures will be put in place for the monitoring and review of these arrangements to secure value for money through economy, efficiency and effective use of resources and high quality services.

The Strategic Partnership will direct investment where improvements are needed. Financial planning will, therefore, be closely linked to other planning processes and to performance management.

Current priorities for ensuring that the provision of services meets needs and offers value for money include

- Early years place planning.
- Building Schools for the Future
- The planned elimination of surplus school places

- Placements for looked after children and young people
- Specialist resources for children and young people with complex needs.

14. Workforce Strategy

Our vision is to recruit, develop and retain a workforce of employees and volunteers for Nottingham that is competent, representative and committed and inspires the confidence and respect of the children, young people and families we work with.

In order to deliver integrated services to children we will remodel, reform and develop the workforce to meet need. A multi-agency group has been established to deliver a workforce strategy for Nottingham, with representatives from across a full range of partners including the voluntary sector, private sector providers, Connexions, Health, Early Years and Nottingham City Council.

On completion of a needs analysis, a clear plan of priorities for Nottingham will be developed, built on an analysis of the local situation. The strategy will address the following key challenges:

1. Integrating Nottingham's Children's Services

This strand is focused on creating a shared framework of values, skills, knowledge, behaviours and systems across the children's workforce that will support the achievement of local priorities and the five outcomes for children and young people, eg the Common Assessment Framework, Induction Framework, Common Core, the Lead Professional.

2. Recruit the right people with the right skills in the right job

We will take action to attract employees and volunteers who are able and committed to making a

positive contribution to improve the outcomes for our children, young people and their families. To achieve this we will take measures to:

- recruit a diverse and representative workforce
- ensure our recruitment processes enable children and young people to stay safe
- address national and local recruitment priorities
- build the competencies, skills and knowledge identified in the Common Core into our recruitment framework
- engage children and young people in reviewing job roles, job requirements and recruitment practices and processes
- share and use examples of existing good practice, both local and national
- explore mechanisms to address the impact of different pay and reward frameworks across children's services.

3. Improving the retention of the workforce through development and investment

We will take action to encourage people to remain in the Nottingham Children's Workforce, develop their skills and build rewarding careers. To achieve this we will take measures to:

- invest in the development of volunteers to equip them with the skills and knowledge required by national and local standards
- support the workforce to recognise its responsibilities to take action to safeguard children and young people and promote their well-being
- develop a shared training protocol that enables employees and volunteers to access appropriate training and maximises effective use of resources
- improve the quality of staff within the Early Years Service

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- improve the stability of the Social Care and Foster Care workforces
- use intelligent commissioning strategies to support and sustain the stability of voluntary sector provision
- develop models for creating professional leads so that practitioners maintain professional links and overview whilst operating in multi-agency and multi-disciplinary arrangements
- use service redesign and job remodelling to improve outcomes, address job shortages, enhance roles and support career development and progression.

4. Supporting & developing leadership and management;

We will create opportunities for managers from across agencies to work together to plan the strategic development of services and explore the operational impacts.

Nottingham City's outline workforce strategy is ambitious and a clear infrastructure will be developed to support its implementation and ongoing evaluation.

15. Glossary

Integrated Children’s Services – all agencies delivering services in a co-ordinated way.

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
DfES	-	Department for Education and Skills
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 LSP)
SEN	-	Special Educational Needs
SIDS	-	Sudden Infant Death Syndrome
SPCYPF	-	Strategic Partnership for Children, Young People and Families
YOT	-	Youth Offending Team

* For the purpose of this plan Black and Minority Ethnic children and young people are those who are likely to experience disadvantage and/or discrimination at some stages of their lives on the grounds of race, religion, nationality, language or culture, resulting in an adverse impact on their life chances.

Black City as an ethnic group comprises Black African, Black Caribbean, Black Other, Mixed White & Black African, Mixed White & Black Caribbean