

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

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Supporting Delivery Plans and further details are available online within our Integrated Children's Services Website: www.nottinghamics.org.uk

1. Welcome

We are very pleased to welcome you to Nottingham City's second Children and Young People's Plan. Since we released our first plan in April 2006, we have come a long way. We have built a strong partnership across the agencies that work to improve the outcomes of children, young people and families. This plan describes the objectives of our partnership over the next three years and how we will achieve them.

We have great potential in our city. There is nothing more important to us than improving the outcomes of our children, young people and families. We have already made many improvements since April 2006. We have increased the number of mothers who breastfeed their babies and fewer of them choose to smoke. At all ages, our children and young people are achieving higher educational results. We have seen one of the fastest rates of improvement in the attainment of GCSE qualifications anywhere in the country. In 2007, for the first time, more of our sixteen year olds achieved five or more good grades than did not. The proportion of our young people engaged in education, employment or training has been increased. We have improved the performance of many of our services and continued to develop and offer these services in new ways. For example, we have opened four additional Children's Centres and are on track to have sixteen open in 2008 and we are introducing the CityCard360 to enable young people to have greater access to opportunities and services across the city.

We also know that there is much that needs to improve. Many of our children, young people and families face difficulties. In too many cases, these difficulties develop into significant challenges that limit their life chances. Parents can find it difficult to cope with these challenges, particularly as many of our children and young people have additional and sometimes complex needs. In parts of Nottingham, the health of our children is not good enough. Too many young people make decisions that impair their own life chances, and have a detrimental impact on the people with whom they share this city. Despite the improvements that we have seen, too many of our children and young people do not remain engaged with education and do not acquire the academic and vocational skills that they need. Consequently, not enough of them are given the foundation to make a success of themselves as adults who enter skilled economic activity and continue to learn and develop as citizens. And behind all of this, high levels of deprivation and low levels of aspiration continue to make it difficult for too many of our children, young people and families to flourish and realise their potential.

That is why we have set ourselves five strategic objectives at the heart of this plan. Within these objectives, we will focus on fifteen priorities. We present these objectives and priorities on the next page. This plan describes in more detail how we will achieve these objectives.

We do not underestimate the challenges we will face as we work together to deliver these objectives but we are confident in the ability of our partnership to continue to improve the outcomes for the children, young people and families in our city. We want our ambition to be shared by all of the children, young people and families of Nottingham, so that together we are able to realise our individual and collective potential.

Councillor David Mellen
Lead Member for Children's Services

Edwina Grant
Director of Children's Services
Nottingham City Council

Our objectives and priorities for children, young people and families

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

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

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

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

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

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

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

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

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

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

** The City Council and its partners are implementing a Parenting Strategy to provide a framework to deliver services to parents and carers across the continuum of need. It has established an integrated pathway to ensure needs are properly assessed and gaps in services are addressed via commissioning and workforce development. The Parenting Strategy works through a range of settings and provides programmes and interventions designed to tackle underlying causes of poor outcomes in families. The Strategy promotes early intervention and holistic approaches which address the needs of the whole family and develops personalised packages of support.*

2. Introduction

This plan is the statutory Children and Young People's Plan (CYPP) for Nottingham City. It is the City's second CYPP and builds on the progress that we have made over the last two years in delivering the objectives of our first plan.

It has been produced by the Strategic Partnership for Children, Young People and Families. The partnership brings together all agencies focused on improving outcomes for children and young people. The plan identifies agreed shared priorities that have been determined on the basis of extensive analysis, assessment and consultation. It has been developed by people who work with children and young people and has taken account of the views of children, young people and their carers. The plan describes the nature of the services that we are developing, and explains how agencies are working together and how progress is being managed.

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

Partner agencies are working together to produce a vision for the long-term future of the city and a ten-year Sustainable Community Strategy that will identify how this vision will be realised. The CYPP is effectively the Community Strategy for Children and Young People. Partners have worked together to develop a common evidence that has underpinned these developments and a shared understanding of the common challenges that the city faces. In this way, our plan for children and young people forms a part of the broader plans for our city. Further details are provided in Section 5.

We are committed to improving the outcomes identified in 'Every Child Matters'¹, the Government's integrated approach to improving outcomes for children and young people. We are also committed to delivering the improved health outcomes outlined in the National Service Framework (NSF) for children, young people and maternity services². This Plan outlines how we are working together to help children and young people to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being.

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

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

- What we want to achieve (Section 3)
- How we will achieve this (Section 4)
- How other local plans and our local response to national plans and policies are embedded within our approach (Section 5)
- Appendix A presents our Local Area Agreement measures

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

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

- Appendix B a glossary of terms.

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

3. What we want to achieve

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

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

3.2 Early Intervention, Integrated Services, and Safeguarding

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

Safeguarding Children and Young People

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

Our services will respond to the individual needs of each child, paying particular attention to those who are most vulnerable and at greatest risk. Our vision for fulfilling our commitment to safeguarding and promoting the welfare of all children is that all organisations working with children and young people in Nottingham will have:

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

Working Together to Provide Integrated Services

Our Integrated Children's Services will encourage children and young people in Nottingham to lead healthy lifestyles, stay safe, have fun, achieve, be included, be involved in decision making, have a reasonable standard of living, and to be respected.

All members of the Strategic Partnership for Children, Young People and Families are committed to placing the needs of children, young people, their families and carers at the centre of service development, delivery and evaluation. We will ensure that where possible we prevent additional needs from arising. Where needs do arise, or are likely to arise, we will use our resources to ensure we provide effective support as early as possible. Where individuals and families face complex and difficult challenges, we will ensure that our services are responsive and strive for excellence.

Early Intervention

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

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

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

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

3.3 Strategic Objectives

The Strategic Partnership for Children, Young People and Families is working to maximise outcomes for all children and young people.

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

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

3.3.1 Our Context

Nottingham City has a population of approximately 286,000 people, 24% of whom are aged under 20³. The City's two universities swell the proportion of residents aged between 19 and 22. There are estimated to be about 60,000 children and young people (0 to 18) living in Nottingham City, 49,000 of whom are aged between 0 to 15⁴.

The proportion of the population who are children is lower than the national average, although a growing proportion are aged under five. The City's pupil population is increasingly diverse. One third of City pupils are from Black and Minority Ethnic (BME) groups⁵ making the school population twice as ethnically diverse as in the City as a whole, which is itself twice as diverse as England. The birth rate in many BME communities is increasing. One in six pupils speak English as an additional language and this proportion is growing⁶.

Nottingham City is the 6th richest local authority in the country in terms of Gross Domestic Product. It is also the 13th most deprived (IMD 2007). A very high proportion of children and young people are affected by financial hardship which can be both a cause and a consequence of challenging family or household circumstances and impair children and young people's outcomes. 62% of all 0 to 18 year olds (38,000) live in households where either no adults work, or where earnings are sufficiently low to warrant state financial assistance⁷. This compares to an all England average of 38%.

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

Social background influences how children and young people feel about school, how they experience school, the resources to which they have access, how they perform, and ultimately what their aspirations might be for the future.⁸ Low attainment is also linked to high levels of additional need.

Deprivation has a negative impact on health, well-being and lifestyle. For example, Nottingham children and young people living in more deprived areas are 70% more likely to be overweight or obese than those elsewhere.⁹ An estimated 14,000 children and young people in the city live in households where an adult is dependent on either drugs or alcohol¹⁰. The 2001 Census showed that nearly 1000 young people provided care for a parent or sibling.

³ ONS: 2006 Mid Year Estimates, Census 2001

⁴ ONS Mid-Year Estimates, 2006

⁵ Pupil Level Annual School Census, January 2007

⁶ NCC Children's Services, 2007

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

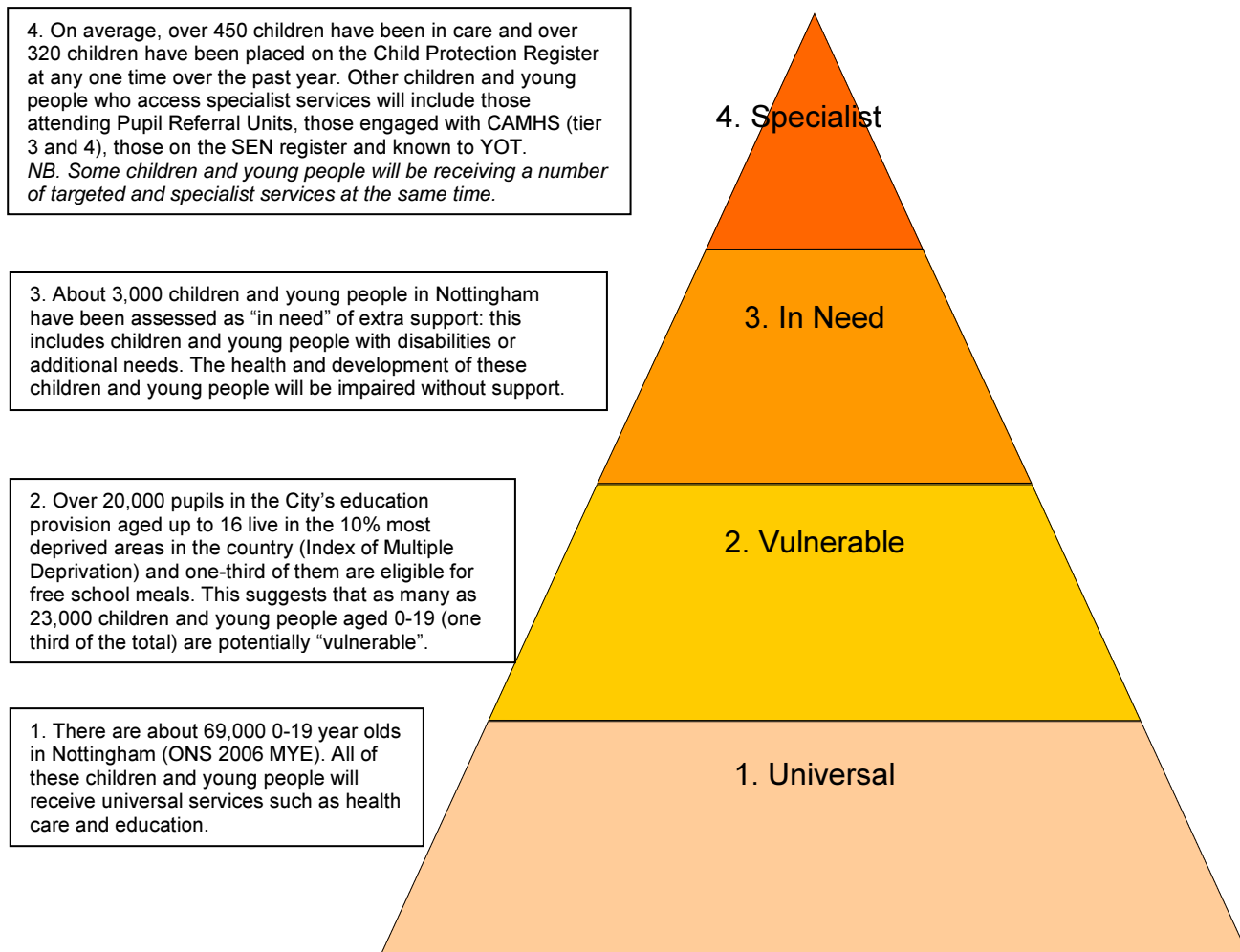
⁸ Misc. including HM Treasury, Child Poverty Review, July 2004

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

¹⁰ Rhodes J, Hird C., Nottingham City Alcohol Strategy: Needs Assessment, 2006

The causes of poor outcomes are often part of an inter-generational reinforcement process. For example, Nottingham has a high rate of teenage conception, and research suggests that the daughter of a teenage mother is twice as likely to become a teenage mother compared to a daughter with an older mother¹¹. As another example, fewer young people from unskilled backgrounds begin higher education than those from a professional background¹².

Context: Children and Young People in Nottingham



¹¹ Tackling Deprivation in Nottingham: Towards a '2020' Roadmap, SQW, May 2007

¹² Ibid

3.3.2 Vulnerable Groups

The evidence shows us that particular groups within the City's population are more likely to have additional needs and to experience poorer outcomes if these needs are not met. The Strategic Partnership for Children, Young People and Families has established an ongoing Needs Assessment process (see Section 4). This engages the partnership's member agencies in the identification of the outcomes and needs of different populations and an analysis of how this compares to service provision. This intelligence is further informed by national and regional research.

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

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

3.3.3 What children, young people and parents tell us

“Every young person is capable of having high aspirations but they need more support in realising what they are and how to achieve them.” (Male 16)

What children and young people tell us

Recent surveys and consultations and the manifestos for the Youth Council election in October 2007 suggest that on many issues the concerns and views of Nottingham’s children and young people are often not significantly different to that of their national peers and have not changed much in recent years.

We want more to do

“Childhood obesity is gradually getting worse. There is a lack of free and fun sports activities for children and young people which doesn’t help.” (Female 18)

One of their key concerns is to have more things to do. They want good, local access to free sports and play activities, more clubs, more parks – or ones that are open more of the time – and cleaner open spaces¹³. They want to play an active part in determining and managing their play and leisure activities, so that they have more choice and more freedom. The Joint Area Review of Nottingham City reported that opportunities for play and recreation for early years and the 8 to 14 age group are varied and good, but that involvement by 14 to 19 year olds in organised leisure activities is low should be improved¹⁴.

We want to feel safe

“We need more early intervention with young people to stop bullying. It only happens as the bullies want to make themselves feel better. If people helped them with their own problems it might stop them being bullies!” (Male 16)

The TellUs 2 survey suggested that Nottingham children and young people felt significantly less safe in their local area than their national peers and a higher number cited ‘safer area or less crime’ as the change that would make their area a better place in which to live.¹⁵ They want guns and knives to be removed from their communities. Children and young people have identified bullying as an important concern.

We want to be heard

“I think young people and their families should be told about this plan.” (Female 15)

“It would be great to have a young people’s version of this so we can help!” (Male 16)

Children and young people want to be encouraged to be independent and to take responsibility for their own lives, and to have more support to make good decisions. They also want more information and advice on alcohol, drugs, sex and relationships. They want services that are holistic and accessible to different groups. They want parents and carers, particularly fathers, to be involved and supported. They also want to see that engagement results in action being taken, and they are concerned with the frequently negative portrayal of young people in the media.

¹³ Leisure and Culture – C/YP Views December 2007

¹⁴ Nottingham Joint Area Review of children’s services, Ofsted, 2007 <http://www.nottinghamics.org.uk/>

¹⁵ Nottingham City TellUs2 Survey, Ofsted, 2007

"This plan will work as it manages to cover the major problems in Nottingham." (Male 15)

What parents and carers tell us

National research shows that parents are the single greatest influence on positive outcomes for children, outweighing all other interventions. But parents across the country often report that they feel unsupported or undermined by service providers.

The Parents and Carers Shadow Board was established in 2006 within the Strategic Partnership for Children, Young People and Families. It represents the views of Nottingham's parents and carers and plays an important role in shaping the partnership's objectives and approaches. Members of the Board are in regular contact with parents and carers in their community, through children's centres, schools and local community networks.

We want our children to have the best possible start in life

"Can we have more services for children with special needs?" (Parent)

The Board has voiced concern over levels of substance misuse by children and young people. It has promoted the concept of safe, family-friendly play facilities which encourage family use and contribute to tackling obesity. It has advocated co-ordinated support to teenage parents to address the poor outcomes often experienced by their children. It supports an increase in positive activities for young people in order to develop autonomy and responsible decision-making in a supportive environment. It has advocated a more personalised approach to raising educational attainment through flexible learning environments that can improve the outcomes for different pupil groups.

We want safe places for our children to play

Local consultation shows that Nottingham's parents and carers feel that safe and accessible play facilities and leisure activities for young people are inadequate. Many are concerned with the low levels of educational attainment in the city, particularly members of some BME communities.

We want joined up services that respond to our needs

"As a Carer I need support by having a named person who takes responsibility for joint liaison with myself to consider the vulnerability and complexity surrounding a child looked after." (Carer)

"Services should be flexible to meet Parents needs." (Parent)

Parents and carers of children with learning difficulties or disabilities have expressed frustration that services are not joined up or properly integrated. In general, they want to play a greater role in shaping and delivering our services.

3.3.4 Objective A

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

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

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

1) Refocusing services on prevention and early intervention

Services accessed by all children will continue to promote positive outcomes. Our approach is set out in the Preventative Strategy, which shows how we work together to prevent outcomes from being impaired where such impairment is judged to be a *possible* outcome.

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

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

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

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

The Family-Nurse Partnership will also be a key Early Intervention project, supported by the Strategic Partnership for Health. This will provide intensive programmes of home visits by specially trained nurses and midwives to targeted families. Further details about our Early Intervention strategy are provided in Section 4.

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

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

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

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

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

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

The implementation of the Common Assessment Framework (CAF) will simplify referral processes. The developing role of the Lead Professional will enable us to harness the potential of the Children's workforce more effectively in order to improve outcomes for children, young people and their families. Our overall approach, threaded through all that we do, will implement the 'Think Family' principles developed by the Social Exclusion Task Force¹⁶.

¹⁶ See http://www.cabinetoffice.gov.uk/social_exclusion_task_force/

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

3.3.5 Objective B

To nurture and support strong, healthy families

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

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

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

Young parents and young carers can face particularly difficult challenges as they try to balance their new role with their own continued development. The Princess Royal Trust for Carers defines young carers as 'a child or young person under the age of 18 carrying out significant caring tasks and assuming a level of responsibility for another person, which would normally be taken by an adult'¹⁷.

¹⁷ See <http://www.carers.org/who-is-a-carer,118.GP.html>

The exact number of Young Carers in Nottingham is not known. The 2001 census showed that within Nottingham there were 641 children aged 5-15 and another 713 aged 16-19, who provided care. This will be a significant under-estimate as young carers are often reticent to tell others about their responsibilities. Extrapolated figures from national research and from a local Alcohol Needs Assessment suggest that there could be as many as 14,000 children and young people within Nottingham whose lives are affected by adults with a substance misuse problem. We also know that Nottingham has a high level of Incapacity Benefit claimants. It therefore seems likely that the number of children and young people who have some degree of caring responsibility exceeds 10,000.

4) Tackling the rise in childhood obesity

Obesity is a condition in which weight gain has got to the point that it poses a serious threat to health. Obese children are at increased risk of psychosocial and social problems, including reduced self-esteem and increased risk of depression and social isolation. Health problems later in life caused by obesity are wide-ranging and can be difficult and expensive to deal with. Nottingham has a high level of childhood obesity, reflecting an emerging national problem¹⁸. About one quarter of children in Reception classes (pupils aged between 4 and 5 years) and about one third of those in Year 6 classes (pupils aged between 10 and 11 years) are overweight or obese. The percentage of overweight children is comparable to the national rate but Nottingham's children have higher levels of obesity than the England average. This problem is particularly apparent in Year 6, where 20.1% of those measured in 2007 were obese.

¹⁹

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

5) Improving oral health

Evidence also shows that the oral health of Nottingham's children and young people is not good enough. On average, each child aged 5 years in Nottingham has more than 2½ teeth affected by decay, compared to 1½ nationally. Poor oral health usually indicates significant dietary and nutritional issues and is a good proxy indicator of poor health outcomes more generally and in many cases it can contribute to low self-esteem. In this sense, poor oral health can impact on a wide range of outcomes for children and young people. Effective partnership work is required in order to improve oral health through improving diets, good parenting, and healthy schools activity.

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

¹⁹ Nottingham City PCT 06/07 Childhood Measurement Exercise. See <http://www.ncmp.ic.nhs.uk/results.asp>

6) Reducing infant mortality

In Nottingham City, the rates of admission of children for serious accidental injury or poisoning have been falling since 1999 and although high, are similar to the rates in comparable cities. But evidence shows that four out of every five deaths of children aged under 15 between 2002 and 2006 in Nottingham City involved infants aged less than one year. In 2006, 72% of these deaths were due to premature birth²⁰. This can be linked to low rates of breastfeeding and high rates of smoking during pregnancy.

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

The needs of Nottingham City's children and young people are increasingly diverse, complex and high in volume. There are estimated to be about 4,000 disabled children and young people in Nottingham, of which almost 1,000 have severe and lifelong disabilities.²¹ In January 2007, there were 10,181 pupils (more than 25%) in the City's schools with some level of special educational need, and 7% (over 3,000 pupils) had complex special educational needs²². 1 in 10 children and young people within Nottingham City and 1 in 5 of our children in care, experience a defined mental health problem. These include highly complex issues such as anxiety, depression, eating disorders and self harm. There are a growing number of children and young people within our city, particularly boys aged 8-15, who have emotional and behavioural difficulties.

Nottingham City has adopted the Every Disabled Child Matters framework. This establishes a comprehensive set of commitments to improve the quality of life for disabled children, young people and their families. Disabled children and young people are less likely to achieve a range of positive outcomes and often need access to a wide range of services, making it even more important that these services are effective and coordinated around their needs. We will continue to develop our community based, targeted, accessible Child and Adolescent Mental Health Services which work closely with our schools.

3.3.6 Objective C

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

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

²⁰ Nottingham City PCT

²¹ NCC Children's Services, 2007

²² NCC Children's Services, 2007

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

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

National evidence shows that the problematic use of drugs and alcohol by parents and carers will impact negatively on their children²³. This national work has developed a reliable and well researched methodology for estimating local drug use and the cohort of affected children and young people. Local estimates suggest there could be as many as 4,500²⁴ children in the city who are affected by serious drug misuse.

Local estimates suggest that there could be 11,000 people in Nottingham whose level of alcohol consumption is harmful and that this could affect over 15,000 children and young people.²⁵ Alcohol misuse reduces the ability of parents and carers to provide effective support and guidance to their children. The risks for children and young people are of an insecure family life that affects their ability to form stable relationships and an increased likelihood that they have additional responsibilities as young carers. School attendance and attainment outcomes often suffer. There is also a higher risk of problematic drug use by children and young people themselves.

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

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

²³ Hidden Harm Report Advisory Council 2003

²⁴ The Centre for Drugs Misuse Research, University of Glasgow 2003

²⁵ Nottingham City Alcohol Strategy Needs Assessment: Executive Summary 2006

9) *Reduce teenage conceptions*

The rate of teenage conceptions has been consistently higher than the national average²⁶. In 2006, Nottingham had the 3rd highest rate of teenage conception in England, at 73.6 per 1000 females aged 15 to 17 years compared to an England rate of 40.4. This had reduced by only 1.5% since the 1998 baseline, compared with a 13.3% reduction in the national rate and the national commitment to a 50% reduction by 2010. There has been no significant change in the conception rate over the last 10 years, although an increase in terminations has brought about a decrease in maternities. Some Nottingham wards have conception rates 2½ times the national average and three-quarters of the wards rate amongst the 20% highest in England²⁷.

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

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

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

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

²⁶ Nottingham City NHS Primary Care Trust, Factsheet: Teenage Pregnancy, February 2007

²⁷ Based on 2005 data

The majority of our children and young people are a credit to Nottingham City and a valuable part of our communities. The small minority who engage in anti-social behaviour contribute to a negative stereotype of youth. Anti-social behaviour regularly features as a concern in citizen satisfaction surveys. For example, 'unruly young people and children' was the second most frequently mentioned cause of dissatisfaction in the city's 2007 annual residents survey.²⁸ Those that are engaged in anti-social behaviour are less likely to achieve positive outcomes themselves, and reduce the life chances of those around them. Anti-social behaviour is frequently linked with substance misuse.

'Gangs', defined as groups of youngsters 'hanging out' on the streets of their neighbourhood, can be found in most residential areas across the city. In most cases, this constitutes normal youth behaviour that has been present in one form or another for generations. In some cases, the resulting behaviour causes local concern and this is frequently picked up in neighbourhood surveys. A minority of those involved can be drawn into more extreme gang culture and engage in intense territorialism. A recent study commissioned by the Crime and Drugs Partnership²⁹ found that the characteristic features of this intense territorialism included a restriction of movement between areas, young people travelling in groups armed with guns and knives for protection, violent incidents and links to drug dealing.

Youth crime is both an indicator and a cause of negative outcomes for children and young people. It has a major impact on the quality of life of those living in the neighbourhoods in which it occurs. There are particular consequences for the safety and sense of security of other children and young people, who are themselves disproportionately victims of youth crime. It is a significant factor in the community's negative perceptions of children and young people. We have achieved significant and sustained reductions in the proportion of young people who re-offend following youth justice interventions, from 58.1% in 2002 to 47.6% in 2005, and in the number of first-time entrants to the youth justice system, from 1,000 in 2005/6 to 769 in 2006/7. Despite this, only two other local authorities in the country have a higher offending rate per 1,000 of the 10-17 population, and the proportion of first-time entrants within the 10-17 year old population is 34% higher than the average for similar authorities³⁰.

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

²⁸ Annual residents Survey 2007 (MORI)

²⁹ NG Triangle - A Research Project to Explore Territorialism
In Nottingham's Urban Communities – Nottingham Stands Together – June 2007.

³⁰ Youth Justice Board data

3.3.7 Objective D:

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

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

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

11) Raising educational attainment and skills

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

When Nottingham became a unitary authority in 1998, only 1 in 4 pupils achieved five or more GCSEs or equivalent at grade A*-C at age 16. By the summer of 2007, this had increased to over 1 in 2 pupils (53%) achieving this level³¹.

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

The development of the vocational curriculum offer and consequent increase in the number of vocational qualifications being achieved has been a successful strategy in achieving this improvement. In 2002, a new national standard measuring the proportion achieving five or more GCSEs or equivalent at grade A*-C that include both English and Maths was introduced. Since then, achievement has improved at three times the national rate in Nottingham, although only 33% reached this level in 2007. Attainment at age 18 is good in comparison to national rates, and is inflated by the achievements of non-city residents.

³¹ NCC Children's Services provisional data, 2007

¥ **Key Local Area Agreement Indicator: NI 90 Take-up of 14-19 learning diplomas.** The new 14-19 diplomas have been designed to offer practical and work related learning opportunities to provide a more engaging and modern curriculum for young people. They are expected to be more attractive to some young people than traditional qualifications and should help to ensure that fewer young people become NEET within the city. This will help to reduce deprivation and increase life chances.

- ¥ **Mandatory Local Area Agreement Indicators:**
- **NI 72 Achievement of at least 78 points across the Early Years Foundation Stage with at least six in each of the scales in Personal Social and Emotional Development and Communication, Language and Literacy**
 - **NI 73 Achievement at level 4 or above in both English and Maths at Key Stage 2 (Threshold)**
 - **NI 74 Achievement at level 5 or above in both English and Maths at Key Stage 3 (Threshold)**
 - **NI 75 Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths**
 - **NI 83 Achievement at level 5 or above in Science at Key Stage 3**
 - **NI 87 Secondary school persistent absence rate**
 - **NI 93 Progression by 2 levels in English between Key Stage 1 and Key Stage 2**
 - **NI 94 Progression by 2 levels in Maths between Key Stage 1 and Key Stage 2**
 - **NI 95 Progression by 2 levels in English between Key Stage 2 and Key Stage 3**
 - **NI 96 Progression by 2 levels in Maths between Key Stage 2 and Key Stage 3**
 - **NI 97 Progression by 2 levels in English between Key Stage 3 and Key Stage 4**
 - **NI 98 Progression by 2 levels in Maths between Key Stage 3 and Key Stage 4**

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

There is evidence that particular groups continue to achieve lower educational outcomes than their peers. The attainment of boys tends to be lower than that of girls. For example, analysis of 2006 Key Stage 3 results shows that 49% of boys achieved Level 5+ in English compared to 68% of girls. White British boys generally underachieve, and there is a wide variation across black and minority ethnic (BME) groups between the outcomes for different communities. For example, 72% of Indian boys achieved level 5 in English at Key Stage 3, but only 40% of Mixed White and Black Caribbean boys.³² The levels of attainment are also lower amongst some of the most vulnerable children and young people, particularly those in care and those with special needs and disabilities. For example, in 2006/7 only one third of our care leavers had achieved at least one GCSE qualification.

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

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

Overall school attendance and exclusion rates have shown improvement over the last three years. But Nottingham's outcomes on these measures are still poor when compared to national figures and to figures for similar authorities. The primary absence rate for the 2006/07 school year was 6.4% compared to 6.0% across similar authorities. 3.4% of Nottingham's primary pupils were classed as persistent absentees. Both figures were the 2nd highest rates in the country. Nottingham's secondary absence rate for the 2006/07 school year was 10.0% compared to 9.2% across similar authorities. This was the 6th highest rate in the country, although also the 6th most improved rate since 1997/8. 11.1% of Nottingham's secondary pupils were classed as persistent absentees, the 4th highest rate in the country and higher than the 9.4% rate across similar authorities.

The total number of permanent exclusions from the city's schools has remained fairly static over the last three years, at a rate that is below that for comparable authorities, although the number of permanent exclusions from the primary phase has gradually increased. The rate of fixed term exclusion has fallen in recent years, although it increased in 2006/7 and is above the level for similar authorities.

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

³² NCC Children's Services, Ethnicity Scrutiny Report, 2006

The number of young people aged 16 to 18 who are not engaged in education, employment or training (NEET) has been historically high. Efforts have been made to reduce this level in recent years. The figure was 9.8% in 2005-06, which had been reduced to 7.2% for 2006-07, and subsequent monitoring suggests a further reduction to 6% since then.³³ But the destination of 7% of the cohort, over 700 young people, is unknown, and further efforts are needed to continue to support targeted groups such as young offenders.

Figures from Connexions Nottinghamshire show that the post-16 staying-on rates in Nottingham are broadly comparable with national rates. 58% of the young people who completed their compulsory school-age education in the city's schools in 2007 entered Further Education, with a further 16% remaining in a school 6th-form. This is slightly below national levels, while the proportion entering some form of training and employment is slightly higher. But we know that only 15% of our young people in the City progress into Higher Education, the 4th lowest rate in the country.³⁴

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

Nottingham has a large number of adult residents with low skills and no qualifications, particularly in the inner city and outer-estates areas. 40.9% of Nottingham's adult population have not attained level 2 qualifications³⁵. Further evidence suggests that there is an increasing skills deficit in the labour market, as more people with level 2 qualifications leave the workforce than join it. About one third of Nottingham City children – over 20,000 – live in households where parents are claiming workless benefits, such as Jobseekers Allowance, Incapacity Benefit or Lone Parent Income Support. And a further third – nearly 17,600 – live in families with low incomes. Typically, 90% of low income families have household incomes of £16,500 or less, and 50% have incomes below £9,325.

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

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

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

³³ Local Area Agreement Performance Reports

³⁴ HEFCE POLAR, 2005

³⁵ Statistical First Release 2004

Raising the level of social mobility is a national challenge to which Government is committed. In Nottingham, it is part of our desire to continue to develop our economic growth and to support our citizens in being a part of this effort and benefiting from it. Achieving this objective will require coordinated activity across a wide range of partner agencies and services. The objectives of this Plan contribute directly to this effort in the ways that have been articulated above. Our Early Intervention approach is key to this. At the heart of our approach is a commitment to ensure that we build a more equal and cohesive community in which diversity is valued and equality of opportunity is ensured.

The Strategic Partnership for Children, Young People and Families has a strong commitment to continue to work together across the broader partnership in the city to address these issues. In particular, we have included two key measures within our Local Area Agreement that will support us in tackling child poverty.

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

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

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

4. How we are working

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

To achieve this we want to develop services that:

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

In order to achieve this, we are focused on:

- developing our approach to **prevention and early intervention**
- integrated Children's Services built around the needs of children, young people and families, delivered through **partnership working** and the development of a **Children's Trust**-style arrangement
- engaging with our children, young people, parents and carers within our decision-making and progress review processes. Our approach is described in the **Participation Strategy**
- commissioning services on the basis of need. The partnership has adopted a **Commissioning Strategy** and a supporting **Joint Strategic Needs Assessment**.
- **services within local areas and neighbourhoods** using developments such as Children's Centres and Extended Schools to locate services together
- supporting parents and carers to improve outcomes for their children and young people through a community based **parenting strategy**.
- embedding our school provision within our broader integrated service offer, for instance through the development of **Extended Schools** and **Healthy Schools**, and **transforming learning opportunities** through our primary and secondary strategies for change that is developing **schools for the future**

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

4.1 Early Intervention

Early Intervention is a policy framework that has been adopted by One Nottingham as the key way of tackling deprivation and underachievement in Nottingham. It is a key government policy and Council priority. It also links to the work on Nottingham's 2030 Vision.

Our definition of Early Intervention is:

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

The purpose of our Early Intervention approach is to involve all local Partners in a coherent and systematic attempt to improve outcomes for children, young people and families, breaking the intergenerational cycle of problems in the long-term.

Where additional needs are likely to arise, we need to identify this quickly and intervene early in order to ensure that outcomes are not impaired. The development of a holistic, early warning system will facilitate more effective targeting of services and programmes at an earlier stage. This is particularly important in Nottingham City as we know that the number of our children, families and young people who have high levels of need is significant. Investment in prevention and early intervention will reduce the demand on specialist services, reducing costs in the long-term.

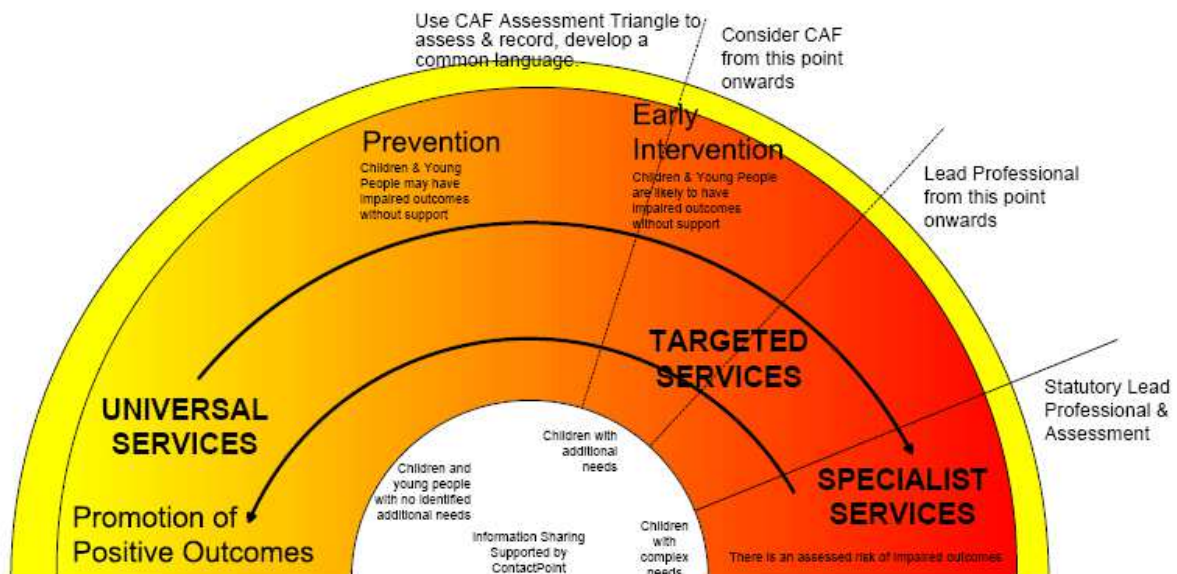
In order to achieve the necessary impact on the intergenerational nature of underachievement and deprivation, the commitment and participation of all Partners throughout and beyond the One Nottingham family of partnerships is essential.

Success will require secure and operational cross-cutting arrangements, allowing data to be used in a way which facilitates early intervention and reinforces the commitment to a holistic, family-centred approach. This approach will need to build on existing Children's Trust-style arrangements and emerging structures for locality based services. An evidence base of what works will be developed throughout the programme in order to shape continual improvement.

It is important to recognise that there is a permeable boundary between different levels of support. Universal services aim to promote positive outcomes and are available to all. Preventative work is targeted where children, young people and families **may** have impaired outcomes. Early intervention work should be targeted where children, young people or families **are very likely to** have impaired outcomes if we do not intervene early to change the trajectory. Specialist intervention takes place when the child, young person or family **has** impaired outcomes. This is illustrated in the diagram below.

In summary, our focus on Early Intervention aims to:

- close the performance gap within the City in terms of key outcome indicators for children, young people and adults
- close the performance gap in terms of key outcome indicators with similar cities in England
- develop a methodology and approach that allows the gradual switching of resources towards prevention and early intervention, alongside working out new ways of funding
- break the intergenerational cycle of deprivation and low aspiration
- link key national policies into the approach.



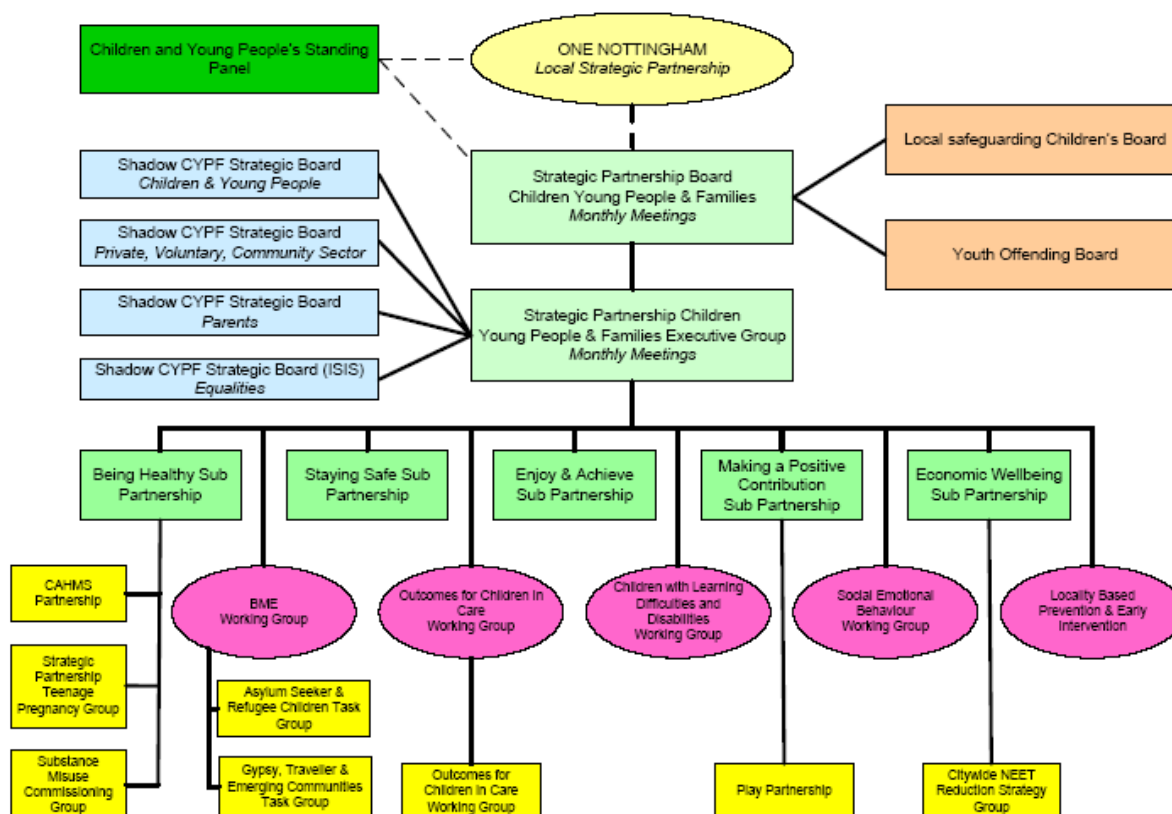
Nottingham's Model for Prevention & Early Intervention

Version 3.0, 210907

4.2 Partnership Working and the Children’s Trust

The Strategic Partnership for Children, Young People and Families (SPCYPF) was established in April 1998, when Nottingham City Council became a Unitary Authority. It became a statutory partnership in 2001. The Director of Children’s Services is responsible for building and sustaining this statutory partnership which is supported by the duty on agencies to co-operate that is embedded in the Children’s Act 2004. The Act is intended to ensure the ability to deliver responsibilities relating to the wellbeing and welfare of children and young people.

The existing governance arrangements are described in the figure below. They include four Shadow Boards that provide effective engagement with children and young people, parents and carers and the private, community and voluntary sector and a routine consideration of equality. The Working Groups within the partnership infrastructure ensure a clear focus on those groups that have poorer outcomes and require additional service provision. These include children and young people in care and those with learning difficulties and disabilities.



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

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

The SPCYPF works closely with the other theme partnerships within the city in order to achieve our objectives for the populations of Nottingham City. These are the Crime and Drugs Partnership, the City Health Partnership, the Neighbourhoods and Communities Partnership, the Housing Strategic Partnership, and the Greater Nottingham Skills Board.

4.3 Participation Strategy

We continue to work hard to develop the ways in which we engage with children, young people and families. Our efforts are driven by our Participation Strategy. The Youth Council, the Parents and Carers Shadow Board and the Children and Young People's Shadow Board all play a crucial role within our partnership governance arrangements.

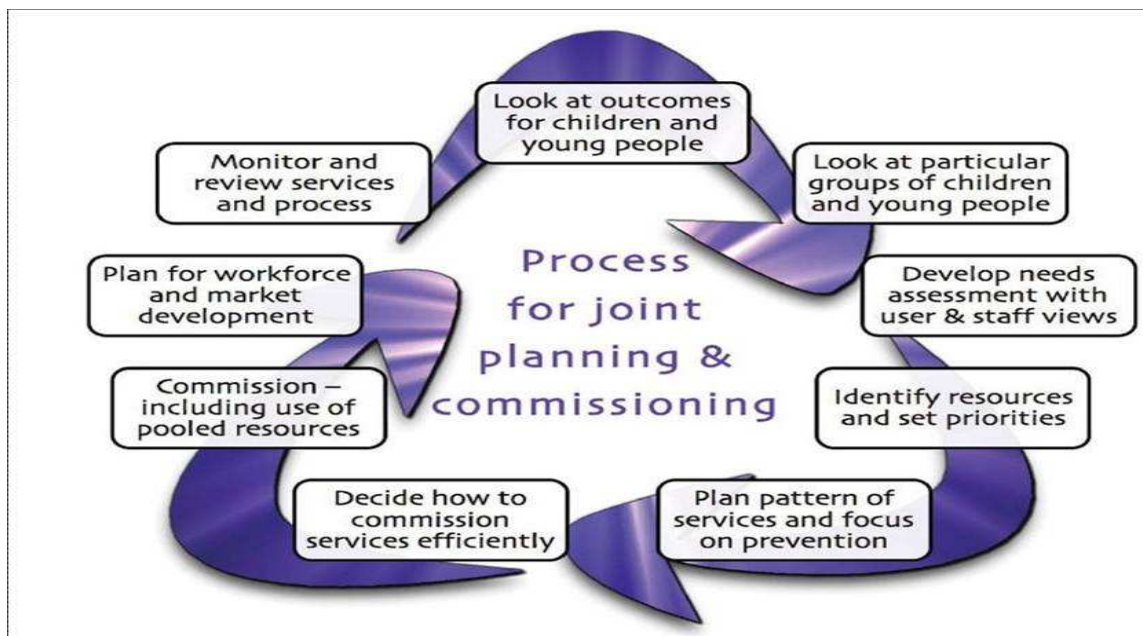
Nottingham City Youth Council sits at the hub of young people's engagement and participation in Nottingham. As a democratically elected body drawing its members from all areas of the city, it successfully represents the cultural diversity, geographic distribution and social range of local young people.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

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

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

4.4 Joint Commissioning

The Strategic Partnership for Children Young People and Families agreed the Joint Commissioning Framework in November 2006. This agreement was further developed in the Joint Commissioning Strategy. This follows the nine-stage Joint Planning and Commissioning model developed by the Department for Children Schools and Families to ensure commissioning is undertaken effectively.



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

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

Joint Commissioning is crucial to our endeavour of shifting the balance of service provision away from acute crisis intervention and subsequent rehabilitation and toward prevention and early intervention where appropriate (see Section 5.1). It will enable us to address inequality in outcome and to improve value for money.

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

4.5 Needs Assessment and Research Programme

The SPCYPF has established a Needs Assessment process. The Needs Assessment will routinely and regularly identify, examine and compare three things:

1. the outcomes experienced by children, young people and families in the city
2. the nature and impact of the services available to them in the area

3. the needs that children, young people and families have in the city.

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

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

4.6 Locality Based Services

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

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

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

4.7 Developing Schools, Transforming Learning and Raising Standards

Our schools have a crucial role to play at the heart of our Locality Based Services. Our development of the Healthy Schools and Extended Schools programmes are being harnessed to support the development of the integrated services that we are developing within our communities.

Too many of our children, young people and families are trapped within a cycle of disadvantage. Poor experiences, high levels of vulnerability and additional need and low aspirations interact to continue to reproduce poor outcomes. Improving the levels of educational attainment in our city is a key driver for change. We want to improve the life chances of children and families by raising achievement and offering a rich educational experience. We want to narrow the gap in attainment between our schools and between our city and national averages. We want all our children and young people to achieve to their full potential and to make positive contributions to their schools and to their wider community.

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

Building Schools for the Future (BSF) is an educational transformation programme, offering new opportunities for learning and social regeneration in our neighbourhoods. The programme will remodel or rebuild all of our secondary and special schools over the next five years and about half of our primary schools. The programme is founded on our developing primary and secondary Strategies for Change. These complementary strategies will enable and support extended services for children, young people and families.

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

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

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

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

- community hubs which can play a key role in the development of sustainable communities and neighbourhoods
- dual-use facilities that are purpose-designed for use by the local community outside core school hours, encompassing spaces for community integration and a multi-agency approach

- flexible, agile learning spaces which can adapt to accommodate future curriculum and learning organisation models and integrated, flexible technology solutions that exploit new learning opportunities as they become available
- sustainable designs with a focus on outdoor learning, where the whole school environment is itself a vehicle for learning
- specialist spaces in preparation for the rollout of the new Learning Diplomas, anticipating a collaborative network of learning providers across the City for the 14-19 stage.

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

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

See www.nottinghamcity.gov.uk/bsf for further details.

4.8 Improvement and Planning

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

National Framework for Inspection

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

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

The national inspection framework is evolving. The Local Government and Public Involvement in Health Act 2007 described how new Comprehensive Area Assessments (CAA) will replace the existing Comprehensive Performance Assessments (CPAs) of Council Services and will also replace JARs and APAs.

In tandem with the 2007 Comprehensive Spending Review, new national Public Service Agreements and a new National Indicator Set were released. The CAAs will involve the annual publication of performance against the National Indicator set, and an annual risk assessment that will determine the focus of any inspection activity. These new assessment processes will commence in 2009.

Local Area Agreement

New-style Local Area Agreements (LAAs) come into effect in April 2008 and sit at the centre of a new national performance framework for local government. LAAs embody the key delivery contract between central government, local authorities and their partners.

Each LAA will include 35 improvement targets, plus an additional 18 statutory targets on school improvement measures that include key stage results and attendance. The LAA will enable us to pool funding streams and deliver national outcomes in a way that reflects our local priorities and adds value to our service delivery.

Nottingham City's LAA will be formally adopted in Summer 2008. The SPCYPF has played a significant role in agreeing the appropriate measures and targets for improving outcomes for children, young people and families. The measures that have been included in Nottingham's LAA that are directly relevant to children, young people and families are presented in Appendix A.

Performance Management and Delivery

The detail of delivery of the objectives and priorities of this plan are set out in our online Delivery Plan, which identifies agency accountability against actions. This will be updated on an ongoing basis alongside consideration of the latest needs assessment intelligence. The recommendations from Nottingham City's 2007 JAR report are being addressed and ongoing activity has been absorbed into our online plans.

The SPCYPF ensures the delivery of the strategic objectives of the CYPP and the collective contribution of its member agencies to improving performance across the ECM agenda, by monitoring the online Delivery Plans and assessing performance on a quarterly basis. Progress and performance relating to LAA targets are included within these arrangements, which are supported by use of the common Performance Plus monitoring system. Further work will be done to develop ways of involving children, young people, parents and carers in reviewing progress. Each agency within the partnership continues to monitor the performance of its services and the delivery of its objectives according to its own internal arrangements.

Improvement Programme

Children's Services implemented its Serving Children and Young People Better programme in 2007-08. This approach to change management provides a mechanism that ensures that activity is commissioned and appropriately governed in response to identified areas for improvement. Where appropriate, this is linked to the City Council's Serving Nottingham Better improvement programme. It has already delivered results, most notably contributing to an improvement in the City's Stay Safe outcomes and recognition in the Joint Area Review that Children's Services have good capacity to improve. The programme will be extended and developed with partners in the SPCYPF.

The objectives for the improvement programme are that by 2010 Nottingham City will have:

- become a Beacon Council for Children's Services
- shifted resources towards prevention and early intervention
- established mechanisms that ensure that children and young people participate in service design, evaluation and delivery
- become the employer of choice for multi-skilled Children's Services Professionals
- effective partnership working that has improved outcomes for the most vulnerable groups
- genuine budget sharing, joint commissioning and joint processes
- locality based services commissioning on the basis of local need

Results-based Accountability

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

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

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

4.9 Workforce Strategy

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

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

1. Integrating Nottingham's Children's Services
2. Recruiting the Right People with the Right Skills in the Right Job
3. Improving the Retention of the Workforce Through Development and Investment
4. Strengthening Leadership and Management

Integrating Nottingham's Children's Services

The focus is to create and embed a shared framework of values, skills, knowledge, behaviours and systems across the children's workforce that will support the achievement of local priorities. Our Common Assessment Framework will develop our multi-agency understanding of children's needs, embed a common language, and improve communication amongst practitioners. We have developed a shared induction module, shared HR protocols, and Information Sharing protocols.

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

We will take steps to attract employees and volunteers who are capable and committed to making a positive contribution to improve outcomes for our children, young people and their families. We will develop a localised Careers and Qualifications Framework linked to the Integrated Qualifications Framework to be developed by the Children's Workforce Development Council by 2010. We will ensure that our recruitment processes keep children and young people safe.

We will engage children and young people in reviewing job roles, job requirements and recruitment practices and processes. We will monitor vacancies and turnover in the children's workforce, particularly around 'hard to fill' roles, to ensure we attract and retain high quality workers.

We will ensure that there is an increase in the number of local people gaining access to training and employment opportunities, using initiatives such as Local Jobs for Local People. We will explore the ways in which the impact of different pay and reward frameworks across children's services can be addressed. And we will ensure that our workforce is diverse and representative.

Improving the retention of the workforce through development and investment

We will take action to encourage people to remain in Nottingham City's Children's Workforce and to develop their skills and build rewarding careers. This will be supported by the development of a Nottingham Core Brand. We will use programmes such as the Workforce Strategy Partners Programme to provide support to the private, voluntary, community and private sector.

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

We will develop a shared training inter-agency protocol that enables employees and volunteers to access appropriate training and development opportunities and maximises the effective use of resources. We will share best practice models of Work Life Balance practices between organisations. We will improve the quality of the Early Years Service workforce and develop effective retention strategies to improve the stability of the Social Care and Foster Care workforces. And we will use service redesign and job remodelling to improve outcomes, address job shortages, enhance roles and support career development and progression.

Strengthening leadership and management

We will create opportunities for managers from across agencies to work together to plan the strategic development of services and to explore operational impacts. It is important that there is a common understanding of the distinctive and different skills, abilities and behaviours required of managers within the children's workforce who are responsible for multi-agency teams and services.

We will use the Championing Children Framework as a basis for the support and development of managers. We will develop best practice Change Champions who can become advocates and mentors. We will ensure that staff supervision is compliant with codes of practice and of good quality. We will work to increase the understanding of safeguarding issues across all agencies and to promote the message that safeguarding is everybody's business.

4.10 Common Assessment Framework and the Role of the Lead Professional

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

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

4.11 Information Management and Contact Point

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

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

Our Joint Information Management Group will continue to drive improvements in the management of information across agencies through the Integrated Children's System, the Electronic Social Care Record and the national electronic CAF solution.

Contact Point is a key element of the national Every Child Matters programme. It will provide a quick way for a practitioner to find out who else is working with a child or young person, making it easier to deliver more coordinated support. It will support other elements of Every Child Matters such as the Common Assessment Framework and improved information sharing practice. Contact Point is scheduled to be rolled out in Nottingham City from early 2009, with high and medium priority services receiving training and access within the first twelve months.

4.12 Use of Resources

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

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

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

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

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

5. Supporting policies, plans and strategies

5.1 Introduction

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

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

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

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

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

5.2 The Children's Plan: Building Brighter Futures

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

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

- working parents are struggling with work-life balance issues
- the opportunities for children to play outside are receding as fears for safety rise
- families are more aware of how to pursue healthy lifestyles but the indicators suggest that they are struggling to achieve healthy living
- there is too much variation in the quality of education, leading to too many children under-achieving

- too many children and young people suffer unhappy childhoods because of disadvantage and problems that are not tackled until it is too late.

The plan contains wide-ranging initiatives that include:

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

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

See <http://www.dfes.gov.uk/publications/childrensplan/>

5.3 Youth Justice Plan (Part of the CYPP)

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

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

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

5.4 14-19 Plan and 14-19 Strategy (Part of the CYPP)

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

This reform programme has three main elements:

- raising attainment now - getting young people on the right learning programme and helping them to achieve their potential

- designing new curriculum and qualifications - reforming 14-19 learning programmes so that what young people learn better prepares them for life and work
- delivering on the ground - creating a local infrastructure which is capable of delivering the integrated 14-19 entitlement.

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

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

5.5 Childcare Act 2006

The new Childcare Act 2006 is a pioneering piece of legislation. It is the first ever Act to be exclusively concerned with early years and childcare and early childhood services. A good start in life is essential if children are to fulfill their potential and high quality early childhood services will result in better outcomes for young children, their families and society. The Childcare Act 2006 takes forward key commitments from the Ten Year Childcare Strategy, published in December 2004. The three key drivers of the 2006 Act are:

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

The main provisions within the 2006 Act came into force on the 1st April 2008 and formalise the important strategic role local authorities play through a set of new duties which covers seven main areas of work:

- Sections 1- 5. *Early Years Outcomes Duty.* The local authority has the responsibility to improve outcomes and reduce inequalities for all young children through the delivery of integrated early childhood services such as health, early years provision and social care. Children aged 0 – 5 years.

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

The local authority has put in place a Childcare Act Steering Group. Implementation of the 2006 Act will take place between 1st April 2008 and 31st March 2010.

See <http://www.everychildmatters.gov.uk/earlyyears/childcareact/>

5.6 Integrated and Targeted Youth Support

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

This approach is intended to improve the information, advice and guidance that is available to young people in order to raise aspirations and support them in making safe choices. It will improve opportunities for young people to develop social and emotional skills through positive activities and information learning. It will allow better identification of vulnerable teenagers and the provision of effective targeted youth support to ensure continuity of differentiated levels of support that reflects needs. And it will develop ways in which young people will have more choice and influence over the services that are available to them. It is to be delivered through interagency governance that delivers integrated strategies, processes and front line delivery with a clear focus on outcomes and service users. We will support young people in accessing positive activities across the city through our CityCard360 travel card.

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

5.7 Children and Young Persons Bill

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

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

See <http://publications.teachernet.gov.uk/eOrderingDownload/0240-2004.pdf> for further information.

5.8 Teenage Pregnancy Strategy

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

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

The strategy aims to achieve it's targets by:

- ensuring that there is a skilled workforce, targeting the most at risk groups and hot spot areas of the city

- facilitating quality assured sex and relationship education in and out of schools
- offering young people-friendly contraception and sexual health services
- raising the aspirations of young people
- working with parents to support them to communicate with their children about relationships and sex
- engaging young people in the development and review of activities.

See <http://www.everychildmatters.gov.uk/health/teenagepregnancy/about/>

5.9 Child and Adolescent Mental Health Strategy

We are continuing to develop our Child and Adolescent Mental Health provision within the City. Our strategy aims to ensure that we provide responsive, visible, accessible, community-based and non-stigmatizing services for young people. These services are being structured around our other universal service provision. We will continue to improve transition between services. We will continue to improve the way in which we engage our users in the shaping and development of our services, and improve our promotion of mental health services. Our strategy ensures that we maintain a focus on the needs of children and young people who are looked after, those who are from black and ethnic minority communities, and those with learning difficulties and disabilities.

5.10 Play Strategy

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

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

5.11 Vision 2030 and Sustainable Community Strategy

In 2007, the City Council and One Nottingham, the Local Strategic Partnership, embarked on widespread consultation with citizens, stakeholders and agencies in order to identify a vision for the future of Nottingham, under the working title **Vision 2030**. At the same time, planners and policy officers across the partnership began to draw together a comprehensive evidence base to describe the past, present and future of the city and of the outcomes of its populations, under the working title **The State of Nottingham**. During 2008, the outcomes of these two activities will be brought together to inform the city's ten year Sustainable Community Strategy. This is a statutory document that sets out the vision and long-term overarching priorities for a

local area. Members of the SPCYPF are fully engaged in this process. The needs of the children, young people and families of Nottingham City and our plans and strategies aimed at improving their outcomes, are therefore central to the wider strategy for the city.

5.12 Neighbourhood Transformation

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

See http://www.nottinghamcity.gov.uk/ch4_the_big_picture.pdf

5.13 Community Cohesion

www.teachernet.gov.uk/wholeschool/Communitycohesion

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

Children and young people are central to our efforts to promote community cohesion. This CYPF contributes to the goals of the City's Community Cohesion strategy by:

- ensuring that children and young people, and their parents, carers and families, have been involved in developing this plan
- improving educational attainment for all pupils, and focusing on closing the gap in attainment and skills between disadvantaged groups and their peers
- developing myth-busting work to challenge negative stereotypes about children and young people, particularly in deprived communities
- developing leadership capacity and representation opportunities for under represented groups, including young people and newly arrived communities
- establishing long term sustainable twinning projects between schools, community and youth groups and faith groups
- developing a range of intergenerational work between children, young people and older people in local neighbourhoods, including mediation and restorative justice approaches
- continuing with the Nottingham Stands Together strategy, aimed at preventing young people from being recruited into criminal groups and gangs
- monitoring and reducing hate crime and the risk of violent extremism within Nottingham's youth communities

1/6/08

- working with Nottingham City Youth Council to establish their role as a key facilitator of community engagement, belonging and pride.
- sharing best practice amongst partnership agencies on issues relating to community cohesion.

Appendix A: LAA Measures and Targets

(To be confirmed by June 2008: measures and targets to be negotiated with central government and Government Office for the East Midlands)

Performance Indicator	CYPP Priority	Baseline	Targets		
			2008-09	2009-10	2010-11
NI 32 – repeat incidents of Domestic Violence	A2 - Improving the safeguarding and outcomes of children and families with complex needs	16%	28%	Awaiting HO Advice	Awaiting HO Advice
NI 56- obesity among primary school age children in Year 6	B4 - tackling the rise in childhood obesity	20%	20%	20%	20%
NI 72- Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal Social and Emotional Development and Communication, Language and Literacy	D11 - Raising educational attainment and skills	41.7%	48.5%	51.5%	54.0%
NI 73- Achievement at level 4 or above in both English and Maths at Key Stage 2 (Threshold)	D11 - Raising educational attainment and skills	64.0%	65.0%		
NI 74- Achievement at level 5 or above in both English and Maths at Key Stage 3 (Threshold)	D11 - Raising educational attainment and skills	54.1%	63.0%		
NI 75- Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths	D11 - Raising educational attainment and skills	33.0%	43.9%		
NI 83- Achievement at level 5 or above in Science at Key Stage 3	D11 - Raising educational attainment and skills	59.0%	67.0%		
NI 87- Secondary school persistent absence rate	D11 - Raising educational attainment and skills	10.9%	9.1%	7.0%	5.0%
NI 90 – Take up of 14-19 learning diplomas	D13 - Increasing engagement in education, employment and training, and increasing progression into further education, higher education and skilled economic activity	0	500	1,000	1,500
NI 92- Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest	D12 - Closing the gap in attainment and skills between disadvantaged groups and their peers	42.4%	37.9%		
NI 93- Progression by 2 levels in English between Key Stage 1 and Key Stage 2	D11 - Raising educational attainment and skills	79.8%	84.0%		

Performance Indicator	CYPP Priority	Baseline	Targets		
			2008-09	2009-10	2010-11
NI 94- Progression by 2 levels in Maths between Key Stage 1 and Key Stage 2	D11 - Raising educational attainment and skills	77.2%	79.0%		
NI 95- Progression by 2 levels in English between Key Stage 2 and Key Stage 3	D11 - Raising educational attainment and skills	20.4%	31.0%		
NI 96- Progression by 2 levels in Maths between Key Stage 2 and Key Stage 3	D11 - Raising educational attainment and skills	51.6%	54.0%		
NI 97- Progression by 2 levels in English between Key Stage 3 and Key Stage 4	D11 - Raising educational attainment and skills	56.7%	59.0%		
NI 98- Progression by 2 levels in Maths between Key Stage 3 and Key Stage 4	D11 - Raising educational attainment and skills	24.6%	30.6%		
NI 99- Children in care reaching level 4 in English at Key Stage 2	D12 - Closing the gap in attainment and skills between disadvantaged groups and their peers	28.6%	50% 4 out of 8 CiC		
NI 100- Children in care reaching level 4 in Maths at Key Stage 2	D12 - Closing the gap in attainment and skills between disadvantaged groups and their peers	28.6%	37.5 3 out of 8 CiC%		
NI 101- Children in care achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths)	D12 - Closing the gap in attainment and skills between disadvantaged groups and their peers		26.3 5 out of 19 CiC%		
NI 110- Young People's participation in positive activities	C – To increase children and young people's emotional resilience and the maturity of their decision-making				
NI 111- first time entrants to the Youth Justice System aged 10-17	C10 - Reduce the incidence and impact of bullying, and to divert children and young people from anti-social and offending behaviour	809 Estimated from Q1 to Q3	769	731	694
NI 112 –Under 18 conception rate	C9 - Reduce teenage conceptions	71.7	65.3	59.8	54.3
NI 117 -16-18 year olds who are Not in Education, Employment and Training (NEET)	D13 - Increasing engagement in education, employment and training and increasing progression into further education, higher education and skilled economic activity	6.0%	5.8%	5.6%	5.4%
NI 126 –Early access for women to maternity services	A1 - Refocusing services on prevention and early intervention B6 - Reducing infant mortality				

Appendix B: Glossary

BME - Black and Minority Ethnic

BSF - Building Schools for the Future

CAMHS - Children and Adolescent Mental Health Services

CYPP - Children and Young People's Plan

DfES - Department for Education and Skills

DCSF – Department for Children, Schools and Families

HMRC – Her Majesty's Revenue and Customs

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

JAR – Joint Area Review

LAC - Looked After Children

LCSB - Local Children's Safeguarding Board

LSP - Local Strategic Partnership

NEET - Not in Education, Employment or Training

ON - One Nottingham (Nottingham's LSP)

SEN - Special Educational Needs

SIDS - Sudden Infant Death Syndrome

SPCYPF - Strategic Partnership for Children, Young People and Families

YOT - Youth Offending Team