

Public Document Pack



Nottingham City Council Children's Partnership Board

Date: Tuesday, 26 September 2023

Time: 4.00 pm

Place: To be held remotely via Zoom - <https://www.youtube.com/user/NottCityCouncil>

Councillors and Board Members are requested to attend the above meeting to transact the following business

A handwritten signature in black ink, appearing to read "M. W. P. Cawley".

Director for Legal and Governance

Governance Officer: Catherine Ziane-Pryor

Direct Dial: 0115 876 4298

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If you need any advice on declaring an interest in any item on the agenda, please contact the constitutional services officer shown above, if possible before the day of the meeting

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Nottingham City Council

Children's Partnership Board

Minutes of the meeting held remotely via Zoom -

<https://www.youtube.com/user/NottCityCouncil> on 27 June 2023 from 4.08pm – 5.17pm

Membership (✓ indicates present at meeting)

✓	Cllr Cheryl Barnard (Chair)	Portfolio Holder for Children, Young People and Education, NCC
✓	Cllr Samina Riaz	Executive Assistant - Children, Young People and Education NCC
✓	Catherine Underwood	Corporate Director for People, NCC
✓	Sam Morris	Head of Children's Strategy and Improvement, NCC
✓	Ailsa Barr	Director of Children's Integrated Services, NCC
✓	Nick Lee	Director of Education, NCC
	Jon Rea	Engagement and Participation Lead Officer, NCC
	Karon Foulkes	Head of Children's Commissioning and Transformation, NHS Nottingham and Nottinghamshire ICB
✓	Amanda Payne	Regional Manager, East Midlands, Futures Group
	Mohammed Ramzan	Further Education representative (Nottingham College)
	Ekua Ghansah	Child Friendly City Programme Lead
	Maria Ward	Maintained Primary School Governor
	Sonia Burton	Youth Justice Service , NCC
	Becky O'Brien	Director of Nursing and Allied Health Professionals, Nottingham CityCare Partnership
✓	Sarah Fielding	Nottingham Schools Trust and Virtual School
✓	Supt. Kathryn Craner	Nottinghamshire Police
✓	Nicky Bridges	Primary Schools' representative (Robin Hood Primary)
	Chad Thompson	Head of Children's Transformation
	Michelle Strong	Secondary Schools' representative (Bulwell Academy)
	Karla Capstick	Small Steps Big Changes representative (Director)
	Karla Banfield	Strategic Commissioning Manager, NCC
✓	Cheryl Steele	Special Schools' representative (Rosehill School)
	Celina Adams	Voluntary Sector
	Claire Perry	Voluntary Sector (Children & Young People's Provider Network)
	David Johns	Consultant in Public Health, NCC
✓	Nichola Rose	The Children's Society

Colleagues, partners and others in attendance:

Dr Maddi Popoola, Education Psychologist and Manager of Mental Health Support Services

Jennifer Hardy, Interim Head of Access to Learning

Mary-Anne Cosgrove, Head of Children in Care

Catherine Ziane-Pryor, Governance Officer

1 Temporary Chair for the meeting

In the temporary absence of the Chair, Councillor Cheryl Barnard, nominations were sought for a Chair.

Resolved for Catherine Underwood to temporarily chair the meeting.

2 Apologies for Absence

Councillor Cheryl Barnard (for unavoidable lateness)
Becky O'Brien (CityCare Director of Nursing and AHPs)
Karon Foulkes (NHS ICB)
John Rae – Engagement and Participation Lead (NCC)
Mohammed Ramzan (Nottingham College)
Jules Seblin (Nottingham CVS)

3 Appointment of Vice-Chair

As no nominations were received, this item is deferred to the next meeting.

4 Declarations of Interest

None.

5 Minutes

The minutes of the meeting held on 28 March 2023 confirmed as a true record.

6 Children at Risk of Exclusion

Nick Lee, Director of Education, introduced the item which has been brought forward due to the increasing number of pupils being permanently excluded (pex), which needs to be addressed, as a partnership approach.

Dr Maddi Popoola, Education Psychologist and Manager of Mental Health Support Services, and Jennifer Hardy, Interim Head of Access to Learning, jointly delivered the presentation, which is included in the agenda pack.

Highlighted points are summarised as follows:

- a) It is well documented that pexs have long-term negative impact on the young person and into adulthood, including employability, economically, with the likelihood of entering custody being 33% higher than pupils who had not been pex;
- b) From 181 youth offending cases examined, 65% had been excluded from school, with 47% permanently excluded. It is noted that 80% of the prison population have learning difficulties, or have not learnt to read;
- c) Compared to statistical neighbours, Nottingham historically and currently has higher rates of exclusions and a challenging educational landscape;

- d) All secondary schools in the City are signed up to the holistic inclusion funding model brought in during 2022 to try to prevent pexs, but exclusion rates continue to rise;
- e) Research has been undertaken to find common identifiers where exclusion is most likely. This has been achieved by speaking to school staff, parents and pupils, to identify root cause themes which led to exclusions and for which interventions and support have been helpful or succeeded;
- f) The presentation sets out the 10 key themes identified as follows:
 - i. creating a vision/shared understanding of inclusion;
 - ii. multi agency working;
 - iii. preventative work;
 - iv. ethnicity;
 - v. relationships between local authority and settings;
 - vi. teacher factors;
 - vii. work with parents and carers;
 - viii. funding and provision;
 - ix. transition;
 - x. mental health;
- g) The decision to permanently excluded pupil is not taken lightly, but pexs in Nottingham are at the highest rate in 10 years with five weeks of term still remaining. 125 pexs have been applied so far this academic year, compared to 112 in total last year, with 18 primary pexs, compared to a total of 11 last year;
- h) The vast majority of excluded pupils have complex lives which schools alone cannot mitigate against, but with co-ordinated multi-agency working, it is believed that pexs can be reduced;
- i) In an effort to prevent pexs, schools identify pupils at risk and refer their cases to the multi-agency 'Children at Risk of Permanent Exclusion Panel' which meets monthly for examination and consideration of supportive action to prevent an exclusion;
- j) To date, 32 young people have been referred to this multi-partner team, of those 7 have been permanently excluded or are still at risk of pex, so it is evident that this approach does work well, but requires more focused resourcing;
- k) 'Include' is a multidiscipline team consisting of mental health and education professionals who will be working with three high excluding secondary schools focusing on children at risk of exclusion in years 7 and 8. Up to a total of 20 pupils from each school will get intensive support, including one-to-one mentoring and the opportunity for these pupils to attend a range of after-school activities from 3pm to 5pm (also to be available to the broader cohort) with a focus on developing self-esteem, a sense of belonging in school and connection with the school, with regular monitoring and reviews;
- l) This model has been developed in liaison with Enfield Council, which previously had previously experienced high levels of exclusion and worked hard to successfully address this issue;

- m) Other local authorities will also be approached, including Bristol, which had successful initiatives around combatting knife crime and carrying of weapons, and avoidance of criminalisation of young people with alternative action;
- n) Officers are also due to meet with Derby education colleagues to discuss their and Lincolnshire's approaches and share best practice;
- o) The CAR Panel has also just started working with primary school children who have had experience of exclusion or near exclusion are about transition to secondary school to ensure they are confident and prepared for the transition. A second primary transition panel will meet in July to plan for the academic year ahead;
- p) The circumstances by which the probability of a child's exclusion builds momentum needs to be addressed, not just through educational establishments, but through broader social involvement across the partnership;
- q) The potential for establishing a Citywide Exclusion Task Force, possibly formed from members of this Board and governed by this Partnership Board, to address the broader issues which lead to children being excluded from school, would be invaluable and an enormous benefit to the city;
- r) In addition, it would be highly beneficial for a citywide digital online directory of services accessible to young people, schools and community groups, may be similar to the 'not alone' website;
- s) an updated inclusion and SEND strategy is being worked on and members of the Board are welcome to join the involvement.

At this point Councillor Barnard joined the meeting and resumed the Chair.

- t) The insight into excluded pupils shows that the vast majority have complex additional needs, alongside limited access to support;
- u) A case study on 2 primary school permanent exclusions has been jointly undertaken with Social Care and Youth Justice Colleagues to unpick what happened. This will be written up and shared to promote a system of learning to help mitigate against further primary school exclusions;

Members of the Board welcomed the work and progress made, adding the following comments:

- v) Many head teachers and teachers across the city welcome the work undertaken to date, and would be keen to be involved going forward;
- w) A citywide digital online directory of services to support avoidance of permanent exclusions would be very much welcomed;
- x) Head teachers are often working with challenging pupil behaviour and additional pupil need. 'Switch up' mentor groups are also used, with primary schools ensuring that secondary schools are aware of current issues as the pupils transition;

- y) there needs to be clarity on how all elements of this work fit together, including 'roots to inclusion', so that schools, teachers and parents are able to identify which area they need to refer to including how to refer, to ensure appropriate and co-ordinated support of pupils;
- z) The CAR panel was set up to address an immediate need, but does need to be strategically aligned and be more procedurally supportive going forward with clear mapping of which teams do what, the support they can offer, and at what stage to approach them would be welcomed;
- aa) The following points were highlighted specifically from a secondary school perspective to reduce secondary school exclusions, such as:
 - i. funding agreement for Social, Emotional and Mental Health (SEMH) needs students in school (of which 4 of the 5 exclusions undertaken has SEMH issues in school);
 - ii. the Higher Level Needs (HLN) process needs to be more open, faster and more transparent as to how decisions are made at HLM panel;
 - iii. the slow Speed of Behavioural, Emotional and Mental Health (BEMH) referrals across the city is detrimental to children who, if receiving a positive diagnosis such as Autism Spectrum Disorder, will then have access to a range of additional support mechanisms;
- bb) it is priority for all agencies to work together to work towards reducing its permanent exclusions so the suggestion to establish steering groups with key partners to maintain a coherent overview of inclusion processes and development, training, guidance schools with further work inclusion best practice is welcomed;
- cc) Early intervention with children at risk of exclusion, particularly those transitioning to secondary school is vital and if it happens much earlier than currently, it will also help prevent crisis management of children in a more timely manner;
- dd) steering groups will be established with key partners to maintain a coherent overview of the well-being and inclusion approaches. There will also be further work to develop training and guidance for schools on inclusion and best practice;
- ee) the policies that sit behind the goals need to be reconsidered, including early identification of families in poverty and the timeliness of implementing the poverty proofing toolkits;
- ff) further early intervention work is needed in early years settings with guidance for parents, carers and staff to promote positive behaviour. This must be picked up early;
- gg) The recent launch of family hubs will help with interventions at an early stage;
- hh) A citywide exclusions task force is definitely needed and would be very welcome;
- ii) The work, research and panel approach is very much welcomed. The collective ambition of head teachers is admirable at a time when schools feel they are identified

as being the problem. The ownership of this issue needs to be broadened and it emphasised that all agencies have a role;

- jj) Funding and resources need to be targeted as effectively as possible, so the researching good practice is very much welcomed provides the opportunity to bring the correct partners together to try and make the most effective impact on a very complex problem;
- kk) There are huge issues around poverty and the disruption to children's routines post pandemic and huge issues around mental health and emotional needs. There are multiple streams of work which need to be undertaken;
- ll) Resources and funding is critical, but the city is part of the 'priority education investment area' which provides additional funding, targeted at specific areas, including around persistent absence. It is vital that the funding coming into the city is directed through those evidence based models which will make a difference;
- mm) Family Hubs (children age 0-19, or 0-25 if there are SENs) and the support of parents, parenting and parental behaviour and parental engagement is critical in gauging the opportunity for schools to support keeping children in school, as without parental reinforcement, the work is for more extensive for schools.

Several members of the board including school leaders, expressed a keen interest in contributing to the multi-partner work to identify the circumstances which can lead to pupil exclusion, and formulating approaches to mitigate against this.

7 Care Leavers and the Local Offer

Mary-Anne Cosgrove, Head of Children in Care, delivered a presentation, which is included in the agenda pack.

Highlighted points are summarised as follows:

- a) Some children may come into care quite late, at the age at 15 and 16;
- b) every councillor is a corporate parent;
- c) corporate parents now have new duties;
- d) One of the 8 areas which the 2022 OFSTED inspection identified for improvement was the clarity and quality of information available to care leavers, including of their rights and entitlements, and the statutory requirement for the local authority to provide a personal advisors to support care leavers post-21 years of age;
- e) From April 2023, the OFSTED framework included an additional judgement area focusing on care leavers and ensuring that they are aware of the local offer and continue to be supported up to and beyond 21 years of age;
- f) The presentation sets out how the local authority has responded to the new requirements, including:
 - i. providing an app based accessibility platform specifically for local care leavers;

- ii. establishment of a local task and finish group under place-based work;
 - iii. provided an enhanced Local Offer around transport and plans around Council Tax, Leisure and a Conference with City employers in the Autumn;
 - iv. a cross-department strengthened local offer, including mental health, housing and employment;
 - v. increased personal adviser and management capacity;
 - vi. contact with city and local authority employers;
 - vii. ensuring that locally, care leavers are considered a protected characteristic;
 - viii. the breadth of how the local offer has since been increased set out within the presentation;
- g) Due to a Barnardo's Children's Charity mystery benefactor and grants from Central Government, further work is possible to expand and extend the local offer;
- h) Partnership members and colleagues are requested to consider how they, or someone they know, who has influence and power and could contribute to corporate parenting, possibly creatively/ operationally/with sharing their experience and /or support, mentoring or championing our care leavers, be aspirational and passionate for these young care leavers. Training can be provided, including virtual LGA sessions on Corporate Parenting;
- i) The Pathfinders initiative will open up opportunities in the health sector, with supporting managers to support care leaver and understand their specific challenges. In addition the autumn conference is inviting commercial business and asking what they can offer. The champion's initiative is website which could match people to children and care leavers for one-off meetings, longer term mentoring, and multiple different championing paths;
- j) The Positive Destinations Pathway officer at Futures was closely with the specialist personal advisor for children, not in education, training or employment to identify talking about care and work with them and companies to improve links. Futures will also be managing tutor for 18 to 25-year-olds.

Comments from the partnership included:

- k) It's really important to involve people from across the city to assist with supporting local offer to care leavers;
- l) The involvement of head teachers and the Police would be most welcome;
- m) It is important to ensure that the Corporate Parent Board concentrates its efforts and enables young people in care to have the opportunity to see the routes available for their future, alongside being confident and ambitious with regard to work and career development by being exposed to potential opportunities through work experience;
- n) The majority of partners in attendance today are working within the public sector, but inevitably come into contact with private sector organisations, many of which aspire to add social value for the services they work with and maybe keen to support care leavers. Private sector engagement needs to be encouraged by colleagues, for instance, when commissioning services, consider care leavers, either in a practical manner, such as providing apprenticeship routes, or mentoring or sponsoring activities

which are particularly directed at care leavers. Partners are requested to consider mobilising the experience and funds that sit within the City;

- o) There needs to be improved connectivity with the Careers Hub and the Careers and Enterprise Advisers, with regard to employability. Futures host these roles on behalf of the city and the Local Enterprise Partnership, working with secondary schools to develop enterprise networks and relationships between employers and schools. There are some systems but in place, but maybe further aspect is required to ensure that the care leavers cohort is considered;
- p) Police Super Intendant Kathryn Craner is already an Aspiration Champion for care leavers, and would further welcome Police involvement with careers advisers, including routes into the Police Service and Police apprenticeships and further discussion on Supporting Corporate Parenting Board.

Any partners, appropriate bodies or individuals wishing to support the broadening of the Local Offer for Children in Care, as outlined, should contact Mary-Anne Cosgrove at mary-anne.cosgrove@nottinghamcity.gov.uk

8 Key Messages and Items for Information

There were no key messages or items for information at this time.

9 Forward Plan and Suggestions for future agenda items

Resolved

- 1) **to agree the future meeting dates (virtually at 4pm) as follows:**

26 September 2023

12 December 2023

26 March 2023;

- 2) **to note the following items suggested for consideration at the next meeting:**

- **Ofsted update (Ailsa Barr) if the results of the recent monitoring visit are in the public domain by then;**
- **Youth Charter (Office of the Police and Crime Commissioner);**
- **Small Steps Big Changes (Karla Capstick)**

- 3) **for partners to contact Sam Morris (sam.morris@nottinghamcity.gov.uk) with suggestions for any further items for the Partnership's consideration.**



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VRP

Violence
Reduction
Partnership

Nottingham City and Nottinghamshire

The Youth Charter: How we are responding to young people's needs and expectations?

Nottingham City Children's Partnership Board –
26th September 2023

Erica Doran, Interim Head of the VRP



Our vision

Our vision is for Nottingham and Nottinghamshire communities to feel safe from violence and the fear of violence.

Our mission

We will work with communities to prevent violence and reduce its harmful impacts through developing a detailed understanding of its causes and investment in evidence-based interventions that make a lasting difference.

Our principles

We will:

- Focus on what will make a difference to whole populations
- Work as a whole system, rather than individual organisations
- Intervene early to prevent issues emerging
- Consider and respond to the 'causes' of serious violence
- Ensure our work is evidence-informed to make the most impact

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“We believe that violence is preventable”



Provide inclusive system leadership

We will work with partners in the local safeguarding and community safety partnerships, including third sector, to drive system change required to prevent serious violence in the long term.

For example

We will develop and implement a Trauma Informed Strategy to ensure communities have access to trauma informed services. We will also implement our Youth Work Strategy to ensure all children and young people have access to high quality youth services.



Our priorities

Make best use of data sharing, insight and evidence

We will use multi-agency data, insight and evidence to improve our understanding of the nature and causes of violence locally to shape our system wide response.

For example

We will gain more insight by listening to communities, young people and those with lived experience to shape our response. We will also ensure we have access to high quality data from across the partnership.



Deliver and evaluate early intervention and prevention activity

We will co-design, implement and evaluate evidence informed interventions that address causes of serious violence, whilst contributing to the local and national evidence base.

For example

We will work with partners and communities to deliver projects that support children and young people here and now, including targeted outreach, sport and therapy, and we will evaluate them to inform our understanding of 'what works' to reduce serious violence.



Our impact

Children and young people achieve positive outcomes

Communities feel safe

Serious violence is reduced





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Nottingham City and Nottinghamshire

“Quality Youth Work is key to preventing crisis for young people”



Background and context

Partnership landscape

- OPCC & VRP core duty to work with VCS to prevent crime & serious violence / key funders of youth diversion
- VCS bring wealth of knowledge and experience, yet inequity of access to training and framework for development
- More broadly - reductions in, and pressures on, public funding for youth services
- Continued concerns about serious violence and young people's risk and exposure to vulnerability

2019/20 - OPCC / VRP Commissioned Independent Review of Youth Diversion by NTU

Recommendations (not exhaustive)

- OPCC/ VRU to agree a joint 'Youth Work Charter'
- Development of a youth work standards framework

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2021/22 – Stage 1: Design

- National Youth Agency commissioned to develop a strategic plan
- Strategic Plan 'signed off' by VRU Board including Youth Charter and outline framework

2022/23 – Stage 2: Implementation...

- VRP Youth Work Project Lead recruited
- Youth work training offer
- Launch, promotion, embedding and whole systems change

Vision: “Young people accessing youth diversion provision in Nottingham City and County will have access to projects and practitioners that bring places of safety, opportunity for informed and positive choices, which are connected through a shared vision for young people and youth work.”

Objectives:

- Keep young people and communities safe
- Create opportunities for young people to develop skills and knowledge for positive choices
- Reduce the risk of criminal engagement or exploitation
- Ensure young people receive the quality of services that they deserve

Aims:

1. Organisations sign up to the principles set out in the **Youth Charter**
2. Understanding the skill base, capacity and capability through a **Skills Audit**
3. Practitioners have access to high quality **Training Pathways** to meet the needs of young people
4. All organisations are committed to improving the quality of their service to young people and achieving excellence against the **Quality Endorsement Framework**



Youth Charter



Training Pathways



Quality Framework



The Youth Charter

- Designed by young people from across City and County
- Sets out young people’s vision and expectations
- Available to download on VRP website

Next steps - Call for organisations to make a pledge to the charter

- *Not just a paper exercise* - should filter through all levels of an organisation – including governance and direct work with young people





- The aim:

- equity of access to training and workforce development for those working with CYP in the VCS;
- improved youth work outcomes;
- safer young people and communities.

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In order to ensure training pathways meet the needs of VCS practitioners and organisations working within the youth work sector in Nottingham and Nottinghamshire a skills audit is necessary to determine gaps in knowledge and understanding, and to highlight additional areas of continuous professional development which the sector may benefit from.

- Capacity building;
- Sustainability.



Training pathways

- No standardisation of training and professional experience of people that work with young people.
- Across VCS there is a diverse range of training, skills, knowledge, and experience - access to training is scarce and often costly.
- Builds on previous consultation on training needs conducted by the Ending Youth Violence Network.
- Training Provider appointed – Base 51.





Training pathways

Min basic requirement for all practitioners:

- Safeguarding
- Engaging and communication
- SEND
- Equality, diversity and inclusion
- Exploitation awareness
- Health, Safety and Risk Assessment
- GDPR – information recording, sharing and storing

Those with organisational accountability and responsibility:

- Volunteering and the law
- GDPR
- Planning and evaluation
- Governance
- Partnership and multi-agency approaches
- Management health and safety
- Safer recruitment
- Financial management

Continuous Professional Development

Accredited Level 2 & 3 Youth Work Qualifications



Training Pathways



Quality Endorsement Framework

- VCS organisations are at different stages of development - the Framework creates a mechanism to:
 - Recognise and celebrate high quality practice
 - Support and build the quality of emerging organisations
 - Standardise the quality of provision
 - Promote a culture of learning and growth
- Three key areas:
 1. Young People's Experiences
 2. Youth Work Practice
 3. The Organisation





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Next steps...





Our Youth Charter

Young People



Respect

This project will ensure that young peoples views are respected, and young people will be involved and included in all aspects.



Empowerment

This project will motivate young people, supporting and encouraging them to use their voice and positive influence.



Communication

This project will ensure good communication; young people will be informed and they will be listened to.



Development

This project will create different opportunities for personal development as well as skills development.

Wider Communities

Informed

This project will make sure that the local community is aware and well informed of what it does.



Trust

This project will use trust as a foundation for community relationships and a collaborative approach to working.



Involved

This project will ensure community involvement and engagement to increase visibility and empowerment.



VRP Violence Reduction Partnership
Nottingham City and Nottinghamshire



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Nottingham City Children and Young People Partnership Board

**Small Steps Big Changes
Karla Capstick
(Programme Director)**

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Agenda Item 6

www.smallstepsbigchanges.org.uk



Small Steps Big Changes



@ncitycare_SSBC

Supporting families from pregnancy to a child's fourth birthday



in

Aspley



in

Bulwell



in

Hyson Green
and Arboretum



in

St Ann's



- One of five partnerships funded by The National Lottery Community Fund with a £45 million investment over 10 years.
- Aims to improve the life chances of babies and very young children by delivering a significant increase in the use of preventative approaches in pregnancy and the first four years of life.
- Put in place enhanced pathways of support based on local need through which all pregnant women, babies and children living in the target wards can benefit.

Our Outcomes

SSBC children will have healthy and positive social and emotional development

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SSBC children will have effective and age-appropriate communication and language skills

SSBC children will have good nutrition

Cross-partnership system change

Our Aim

We want all our children to be ready to learn at 2, ready for school at 5 and ready for life at 16!



The SSBC Journey

Phase 1 2014 - 2018

Set up, implementation and early delivery



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Phase 2 2018 - 2021

Full delivery, test and learn and early evaluation



Phase 3 2021 - 2025

Continued delivery based on learning from test and learn, evaluation, legacy and sustainability

SSBC Projects

Dads Pack

Love Bump

'Read on
Nottingham'
Literacy Hub

Child
Friendly City

Ideas Fund

Small Steps
at Home
Family
Mentors

Dolly
Parton's
Imagination
Library

ICB
Coproductio
Team

Home Talk

Pregnancy
Mentors

Healthy Start
Promotion

Healthy
Lifestyle
Pathway
Service

Big Little
Moments

Feed Your
Way

Healthy Little
Minds

SSBC Data

(Since 2015)

0 – 4 yr
Reach
by ward

Bulwell 86%

Aspley 85%

HG & Arb 82%

St Ann's 81%



4,504 children worked with FMs
142,117 Small Steps at Home Activity Sheets
5,500 children access SSBC groups
86,638 interactions



16 Parent Champions / Ambassadors

50 FM Volunteers

96 Literacy Champions



46 Ideas Fund Projects
£1.34M funding

7,700 children registered for books
323,000 books delivered



131

Recliner chairs in maternity
units in Nottingham City and
University Hospitals



67
Family
Mentors



Local Evaluation

- 👉 '100% of families interviewed would recommend Family Mentor to families with young children' (NTU 2022)
- 👉 'There was a statistically significant difference in mean vocabulary scores between SSBC children and non-SSBC children. This finding suggests that overall engagement with the SSBC programme is linked to better vocabulary scores.' (NTU 2022)
- 👉 'An increase in SSAH visits led to an increase in the 24-month Fine Motor Scores, which was statistically significant,' (NTU 2023)
- 👉 'An increase in SSAH visits lead to an improved communication and language and gross motor skills at 12 months (NTU 2023)
- 👉 'Both fathers and practitioners described the Pack as a useful source of first reference, especially as it is a comprehensive single document from a trusted source' (NTU 2023)
- 👉 'Both fathers and practitioners reported that the information in the Pack helped with the participants' knowledge of the financial help available to them. Participants learned about their rights as a new father and what parental leave and benefits they could access' (NTU 2023).
- 👉 'Co-production was seen by participants as reducing barriers between professionals and communities. PC&A felt that their knowledge was more likely than that of professionals to be accepted by local parents, as they are already known. Consequently, coproducing the service with local parents makes SSBC provision more likely to be trusted and accepted by parents' (NTU 2023)

Challenges and Reflections

- ❁ SSBC has been impacted by the local and national context, the funding hasn't removed these challenges : capacity across the partnership, national/local workforce shortages, pandemic, cost of living crisis, austerity and budget reductions to early intervention across the system.
- ❁ SSBC has not seen locally or nationally large 'statistically significant' data improvements in child development outcomes; but do have rich qualitative data that evidences impact, alongside case studies.
- ❁ Cost benefit analysis, return on investment and more latterly cost consequence analysis is challenging to evidence. The universal, early intervention nature of the Programme makes attribution complex.
- ❁ Seen a real tension between evidence based programmes that require high levels of fidelity alongside a person centred/coproduced approach (especially linked to evaluation).
- ❁ Not all evidence based interventions have been successful locally.
- ❁ Where SSBC interventions have evidenced impact, the local partnership hasn't been able to commit the funding to scale up or implement.
- ❁ Co production takes time and requires investment and resources, that investment is worth every penny!

Legacy Model and Planning

Community Voice & Coproduction

Development of a coproduction toolkit
Joint funding of ICB post to embed SSBC principles and learning across the ICS/ICB
Codesigned Public Health Campaigns and recourses – Love Bump, Big Little Moments, Feed Your Way breastfeeding campaign

Commissioning/ Funding

Opportunities to sustain and or embed learning from SSBC services
Support to influence/design the Start for Life offer and Family Hubs in the City
Learning from Ideas Funds and community capacity building through small 'grants'
Further Development of the FM Service and Small Steps at Home (accredited training, licensing etc)

Workforce Development

Trauma Informed – at the earliest opportunity
Early Identification of Neglect – video for workforce and families
Father Inclusive – Dads Pack resource, Think Dads training, development of father friendly service standards
Child Development Tool
Learning and impact from Family Mentor paid peer workforce

Transformation & Partnership Initiatives

Pregnancy Mentor (Maternity Support Worker) model at NUH
UNICEF Child Friendly City Status for Nottingham City
Read on Nottingham – city wide Literacy Hub

Improved Outcomes Child, family & community level

Babies and Children (numbers, Impact on child development outcomes, research and case studies)
Parents and Families (as above)
Employment and Volunteering – creation of 70+ living wage jobs, variety of volunteering opportunities
Economic Investments – stability in the VCS

Assets & Capital Investment


DPIL Books
SSBC Intellectual Property – research, training, website, resources, videos, animation, social media + followers

Sustainability, Legacy and Next Steps

Coproduction and Community Voice

1. **Love Bump and Feed Your Way Campaigns** –Exploring ‘ownership’ of both campaigns, continuing/developing further post SSBC.
2. Joint funding of the **ICB coproduction team**, SSBC learning has been shared and influenced coproduction strategy for the ICB.
3. Ambitions to be a **breast/infant feeding friendly City**.

Commissioning and Funding

1. **Family Mentors and Small Steps at Home** - Successful bid for £200,000 to ICB Health Inequalities and Innovation Fund, to deliver a more ‘targeted offer’ focused on learning from NTU alongside affordability
 2. **Healthy Little Minds** – currently part of scale up plans for Family Hubs. Infant mental health named as part of the ICB 5 Year Plan alongside speech and language and reducing obesity.
 3. **Healthy Lifestyles Pathway** - links to Eating and Moving for Good Health Strategy.
 4. **Family Hubs and Start for Life**
 5. **Early Help Offer and Partnership developments**
- 

Sustainability, Legacy and Next Steps

Workforce Development

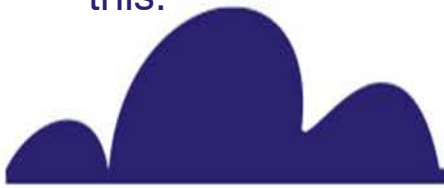
1. **Pregnancy Mentors (Maternity Support Workers)** – As part of wider maternity transformation and to support improvement plans at NUH, the plan is to embed and then grow this model, with some funding already identify from ICB.
2. Ambitions to be **Father Inclusive**
3. Supporting **Trauma Informed** approaches and practice
4. **Healthy Start Champions** – offering free introductory training to The Healthy Start Scheme, to increase awareness and support uptake - links to Eating and Moving for Good Health Strategy

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Transformation and Partnership Initiatives

1. **UNICEF Child Friendly City** – now in delivery phase and starting to engage with wider partners to support CFC ambitions
2. **'Read on Nottingham' Hub** – National Literacy Trust have confirmed their 10 year commitment to fund the Hub till 2028.
3. **DPIL** –Exploring how this can take on charitable status with direction from NCC.

SSBC Assets and Capital Investment

1. **SSBC Intellectual Property-** Dads Pack, Website, Campaigns, Research and wider learning, will all require hosting post funding, currently seeking expert legal advice on this.
- 
-



Questions?

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www.smallstepsbigchanges.org.uk



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Small Steps Big Changes



@ncitycare_SSBC



**Changing Lives.
Changing Futures.**



**Nottingham
City Council**

September 2023

Ailsa BARR – DIRECTOR OF CHILDREN'S INTEGRATED SERVICES

Inspection Journey

Focussed visits 2020 and 2021

- 2 Priority areas for action

ILACS July 2022

- Some areas had improved
- Practice in other areas had declined
- Pace of change too slow
- 8 areas for improvement

Monitoring Visit February 2023

- Focus on the Front Door
- Evidence of progression noted

Monitoring Visit July 2023

- Focus on Children in Need and Children with a Child Protection Plan (including disabled children)

ILACS July 2022 - 8 Areas for improvement



Effectiveness and timeliness of responses to children's needs when first presented to the multi-agency safeguarding hub



The service response to care leavers age 21 and over



Management Oversight and direction of front-line work and the local authority designated officer



The service response to young people who are aged 16 and 17 who present as homeless



Social Work Capacity



The quality and timeliness of return home interviews



Placement sufficiency for children in care and those with complex needs



Oversight of children missing from education and those who are electively home educated





Monitoring Visit July 2023

Children in Need and Children with a Child Protection Plan (including disabled children)

July Monitoring Visit

Self Assessment

What did we tell inspectors they would find?



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Children's Transformation project

Working with Newton Europe to deliver on 2 workstreams to improve the experience, intervention and outcomes for children in need of help and protection.

Workstream 1

- Supporting children to remain with their families

Workstream 2

- Ensuring ideal outcomes and strong management around plans



Children in need of help and protection

Transformation

Together for Nottingham



Changing Lives.
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Nottingham
City Council

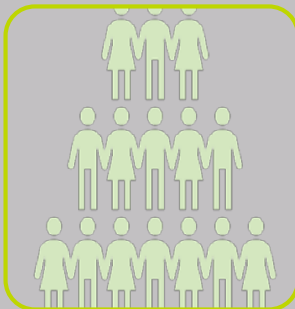


Children in need of help and protection

Self assessment

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Team structure and systems to support good practice



- ❖ Focus on stabilising workforce and reducing caseloads through:
- ❖ Recruitment and advertising campaigns and varied recruitment sources
- ❖ Utilisation of agency staffing



- ❖ Supporting good practice through:
- ❖ All team managers enrolled on Frontline management training
- ❖ Created a case management dashboard for social workers to access data and identify key tasks for their caseload and allows managers to access timely key performance information



Refresh and relaunch of the QA framework with findings informing practice development meetings and development resources



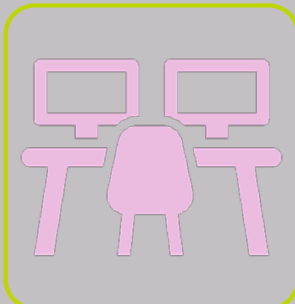


Children in need of help and protection

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Self assessment

Areas of strength



❖ Transformation work is seeing timelier and more focussed intervention reducing drift and the duration of support through child in need plans with a focus on needs led reviews rather than process driven reviews



❖ Good performance and management oversight of our pre proceedings Public Law Outline, care proceedings and private fostering arrangements to reduce drift and delay



Increased capacity in the Missing team which has improved:

The number and timeliness of return home interviews

Increased management oversight of missing episodes



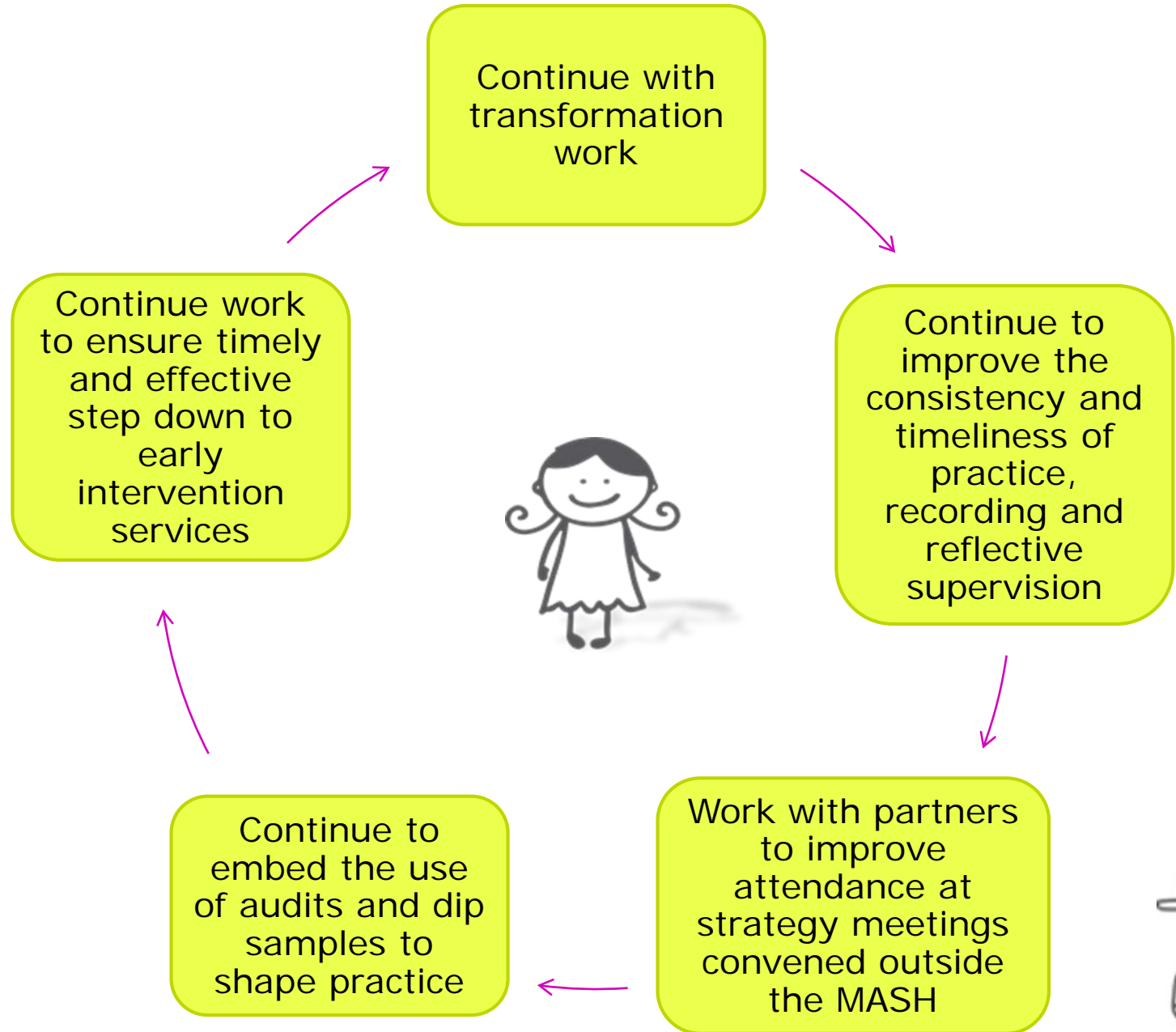


Children in need of help and protection

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Self assessment

Areas for further development and focus





Feedback from inspectors was that:

- Evidence of the practice they saw matched our own assessment, showing that we know ourselves well
- There is still a lot to do, but tangible progress is being made
- Practice is variable but they found examples of improvements
- There is real commitment and positivity from skilled staff, who know their children well and “love the direct work tool kit bags”
- Staff feel supported to do a good job by managers in the service



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**Children in
need of help
and
protection**

**Highlights
from
Inspectors**



Children in need of help and protection

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Next steps

- No graded judgement for monitoring visits
- Narrative letter was published by Ofsted on 29th August 2023
- Findings will further inform the service development plan
- Oversight will continue through the Children' Improvement Board
- Anticipate a further monitoring visit before the end of the year with a further 3-4 visits during 2024



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Children's Partnership Board Forward Plan 2023

26 June 2023

- Children at risk of Exclusion (Jennifer Hardy)
- Care Leavers and the local offer (Mary-Anne Cosgrove)

26 Sept 2023

- Ofsted update (Ailsa Barr)
- Youth Charter (OPCC)
- SSBC (Karla Capstick)

18 December 2023

- School attendance (Jennifer Hardy and TBC)
- Children and Young People's Substance Misuse (TBC)
- Ofsted Update (TBC) (Ailsa Barr)

25 March 2024

- Ofsted update (Ailsa Barr)

Please contact Sam Morris if you have any suggestions for future items for the forward plan:
sam.morris@nottinghamcity.gov.uk

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