

# Public Document Pack



**Nottingham  
City Council**

## **Nottingham City Council Children and Young People Scrutiny Committee**

**Date:** Thursday, 26 October 2023

**Time:** 10.00 am

**Place:** Ground Floor Committee Room - Loxley House, Station Street, Nottingham,  
NG2 3NG

**Councillors are requested to attend the above meeting to transact the following business**

**Director for Legal and Governance**

**Governance Officer:** Damon Stanton

**Direct Dial:** 0115 8764345

- 1 Apologies for Absence**
- 2 Declarations of Interest**
- 3 Minutes** 3 - 8  
To confirm the Minutes of the meeting hold on 28 September 2023
- 4 Nottingham City Safeguarding Partnership Annual Report** 9 - 50  
Report of the Statutory Scrutiny Officer
- 5 Youth Justice Service** 51 - 56  
Report of the Statutory Scrutiny Officer
- 6 Children's Services Improvement**  
To receive a verbal update from the Portfolio Holder on progress made on the improvement journey
- 7 Work Programme** 57 - 62  
Report of the Statutory Scrutiny Officer

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

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## Nottingham City Council

### Children and Young People Scrutiny Committee

Minutes of the meeting held at Loxley House, Nottingham on 28 September 2023 from 10.04 am - 12.10 pm

#### Membership

##### Present

Councillor Naim Salim (Chair)  
Councillor Samuel Gardiner (Vice Chair)  
Councillor Kevin Clarke (substitute)  
Councillor Fozia Mubashar  
Councillor Michael Savage  
Councillor Georgia Power  
Councillor Ethan Radford

##### Absent

Councillor Maria Watson (sent substitute)  
Councillor Adele Williams

#### Colleagues, partners and others in attendance:

Councillor Cheryl Barnard	- Portfolio Holder for Children, Young People and Education
Ailsa Barr	- Director of Children's Integrated Services
Jane Garrard	- Senior Governance Officer
Nick Lee	- Director of Education Services
Damon Stanton	- Scrutiny and Audit Support Officer
Catherine Underwood	- Corporate Director for People
Phil Wye	- Governance Officer

#### 1 Committee Membership Change

The Committee noted that Councillor Ethan Radford has been appointed to fill a vacant seat.

#### 2 Appointment of Vice Chair

**Resolved to appoint Councillor Sam Gardiner as Vice-Chair of this Committee for this municipal year**

#### 3 Apologies for absence

Councillor Adele Williams – work commitments  
Councillor Maria Watson – personal reasons

#### 4 Declarations of Interest

In the interests of transparency Councillor Georgia Power stated that she works for the Children's Society.

#### 5 Minutes

The minutes of the meeting held on 30 March 2023 were confirmed as an accurate record and signed by the Chair.

## **6 Committee Terms of Reference**

### **Resolved to note the Committee Terms of Reference**

## **7 Children's Services Improvement**

Councillor Cheryl Barnard, Portfolio Holder for Children, Young People and Schools, Catherine Underwood, Corporate Director for People, and Ailsa Barr, Director of Children's Integrated Services, presented the report and delivered a presentation updating on progress in improving outcomes for children and young people through delivery of the Children's Integrated Services Improvement Plan. The following information was highlighted:

- (a) in July 2022 the Local Authority (LA) was deemed inadequate by Ofsted following a full inspection. Rather than appointing a commissioner, monitoring visits were recommended as Ofsted believed that the LA understood its weaknesses and strengths. The first visit was in February 2023, and the second in July. The first visit focused on the front door which noted evidence of progression, and the second visit focused on Children in Need and children with a Child Protection Plan;
- (b) as part of the Council's self assessment for the July monitoring visit, it was able to demonstrate working with Newton Europe to deliver on 2 workstreams to improve the experience, intervention and outcomes for children in need of help and protection. These are supporting children to remain with their families, and ensuring ideal outcomes and strong management around plans;
- (c) the Council has changed its approach to recruitment and advertising, with recruitment and advertising campaigns and varied recruitment sources. Use of agency staff will always be needed but the Council is building good and effective relationships with agency providers to obtain value for money;
- (d) all team managers are now enrolled on frontline management training. A case management dashboard has been created for social workers to access data and identify key tasks for their caseload and allow managers to access timely key performance information;
- (e) 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. Increased capacity in the Missing team which has improved the number and timeliness of return home interviews, and increased management oversight of missing episodes;
- (f) areas for further focus and development include work with partners to improve attendance at strategy meetings convened outside the Multi-Agency Support Hub (MASH), continuing to embed the use of audits and dip samples to shape practice and continuing work to ensure timely and effective step down to early intervention

services;

- (g) feedback from inspectors following the July monitoring visit concluded that 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;
- (h) there are no graded judgements for monitoring visits, but a narrative letter was published by Ofsted on 29th August 2023. Findings will further inform the service development plan, and oversight will continue through the Children's Improvement Board. A further monitoring visit is anticipated before the end of the year with a further 3-4 visits during 2024;
- (i) whilst improvements are being progressed, both services are operating with high levels of vulnerability due to high staff turnover and insufficient placements. This is in line with the national picture.

In response to questions from the Committee and during subsequent discussion the following points were made:

- (j) there have been cuts to non-statutory services such as children's centres which can provide early intervention. The new family hub model will soften the impact of this by providing a hub and spoke model. The Local Government Association have called on the government to better fund early help as reduction it will lead to an reduction in demand at a later stage, and the Council seeks external grant funding where available;
- (k) now that the Council has accurate data it knows that the majority of children are having their return home interviews within the required timeframe. There are a variety of reasons why a few may miss these requirements, such as delays over weekends, or where a child refuses to have an interview;
- (l) for Nottingham's Care Leavers that do not live in Nottingham City, there are effective links and reciprocal arrangements with services elsewhere in the country. Care leavers service part of a national group that meets regularly to develop relationships and reciprocal arrangements. The local offer for Care Leavers could be adapted to make sure that it is applicable in other locations;
- (m) Personal Advisors will develop a plan with Care Leavers based on their required skills and needs, which is very bespoke and individual. The Personal Advisor can help directly, or open doors to other places for support;
- (n) some agency staff will remain with the Council for a long time and some will convert to the main staff. The Council has improved the pay offer but this is still a very still competitive area. It is also looking at conditions, required equipment, and the removal of barriers to progression. It also has a 'grow your own' social worker scheme, allowing internal staff to train and become fully qualified as social workers.

**Resolved to**

- (1) assess how the Council can make the Care leaver offer more equitable for those that do not reside in Nottingham;**
- (2) review how the Council actively encourages agency staff to join us on a permanent basis such as through a formal procedure.**

## **8 Improving Outcomes for Children and Young People with Special Educational Need and/or Disability and their Families**

Councillor Cheryl Barnard, Portfolio Holder for Children Young People and Schools, and Nick Lee, Director of Education Services, presented the report and delivered a presentation highlighting the following:

- (a) in Nottingham City, 16% of children have identified special needs or disabilities (SEND). Of these, 1411 have an Education, Health and Care Plan (EHCP). 618 of these attend a special school, with the rest educated in mainstream schools. Nottingham has pursued a policy of supporting children with SEND, wherever possible and appropriate, to attend mainstream school provision;
- (b) a new inspection framework came into effect in January 2023 and the first inspections of local areas under the new framework have been undertaken. A key difference in the new framework is that local areas will now receive one of 3 graded judgements that are positive, inconsistent or failing;
- (c) areas of common weakness across inspections include timeliness of issuing of EHCPs and annual reviews of EHCPs, children waiting too long for access to health services in particular speech and language, CAMHs and neurodevelopment pathways, the use of data across partnerships to understand young people's needs and implement a robust joint commissioning approach to services, and the effectiveness of the Local Offer;
- (d) Nottingham's strategic priorities for SEND are:
  - Implementation of strengthened governance arrangements for SEND;
  - Widening of co-production and engagement opportunities with parents and young people;
  - Development and implementation of the revised SEND strategy in collaboration with parents, young people and wider stakeholders;
  - Joint work with Nottinghamshire County Council and the ICB on improving timeliness of access to health pathways/services;
  - Digitisation of the EHCP process and EHCP quality assurance processes;
  - Embedding of joint Nottingham/Nottinghamshire/ICB EHCP QA process;
  - Reviewing the Local Offer platform and updating current content;
  - Co-production with parents and young people in development of the revised SEND strategy.
- (e) last year the parents and carers forum approached senior leaders to work towards improved relationships with the Council. New methods of engagement have been sought, for example through schools where groups have been set up. This has enabled the new SEND strategy to be co-produced with parents and carers;

- (f) the transition from primary to secondary school is recognised to be a challenging time for children with SEND. Levelling up funding has been received to run a pilot to support this transition at the Wells Academy and Bulwell Academy along with their feeder schools, working together with Family Support and SEND teams;
- (g) the Council is close to launching a joint quality assurance framework for EHCPs with the county council. Young peoples' voices have been built into this and parents have been involved. In a recent annual review of the EHCP process, parents said that they are now getting better information and the quality of plans has improved.

In response to questions from the Committee and during subsequent discussion the following points were made:

- (h) neurodiverse children are more likely to be excluded from school, particularly secondary school following difficult transitions. The new transition project is aimed at reducing these numbers by supporting transition;
- (i) families whose first language is not English are less likely to come forward for advice and help for SEND children. Some schools in diverse areas are already good at identifying children with need. A project was done with the Roma community with community leaders to improve attendance and awareness of expectations;
- (j) the number of school aged children with complex needs and autism is increasing demand for special school places. Special school places are expensive so the high needs budget must be used effectively, but the Council is in a relatively good position of not having a budget deficit;
- (k) children in secondary schools without EHCPs do not always receive the support they require. The Council is working with secondary schools to build on collective knowledge and develop a peer support system. This can be a challenge due to the autonomous nature of academies.

## **Resolved to**

- (1) investigate how the Council can communicate its services better such as through the use of a newsletter; and**
- (2) review the basic information published so that it is available in different languages.**

## **9 Work Programme**

The work programme was noted.

## **10 Future Meeting Dates**

**Resolved to agree to meet on the following Thursdays at 10am:**

**26 October 2023**

**30 November 2023**

**25 January 2024**

**28 March 2024**

**25 April 2024**



**Children and Young People Scrutiny Committee**

**26 October 2023**

**Nottingham City Safeguarding Partnership Annual Report**

**Report of the Statutory Scrutiny Officer**

**1 Purpose**

- 1.1 To scrutinise the safeguarding arrangements provided by the Nottingham City Safeguarding Children Partnership (NCSCP) and assess their annual report.

**2 Action required**

- 2.1 The Committee is asked if it wishes to make any comments or recommendations regarding the information presented at this meeting.

**3 Background information**

- 3.1 The NCSCP provides the safeguarding arrangements under which the safeguarding partners and relevant agencies work together to coordinate their safeguarding services, identify and respond to the needs of children in Nottingham City, commission and publish local child safeguarding practice reviews and provide scrutiny to ensure the effectiveness of the arrangements.
- 3.2 The NCSCP provides an annual report to the Committee which highlights work undertaken during the course of the year and plans for the future. The Partnership has a statutory requirement to produce the report.
- 3.3 The annual report reviews the work of the NCSCP for the period April 2022-March 2023.
- 3.4 The safeguarding partners responsible for the safeguarding arrangements under the Nottingham City Safeguarding Children Partnership are:
- Nottingham City Council
  - NHS Nottingham and Nottingham Integrated Care Board
  - Nottinghamshire Police
- 3.5 The safeguarding partners attending the meeting are as follows:
- NCC Corporate Director for People – Catherine Underwood
  - Integrated Care Board – Nicola Ryan – Chief Nurse for Operations and Delivery
  - Independent Scrutineer – Steve Edwards

- Police – Assistant Chief Constable Rob Griffin has sent his apologies due to a prior commitment

#### **4 List of attached information**

4.1 NCSCP Annual Report

#### **5 Background papers, other than published works or those disclosing exempt or confidential information**

5.1 None

#### **6 Published documents referred to in compiling this report**

6.1 None

#### **7 Wards affected**

7.1 All Wards

#### **8 Contact information**

8.1 Damon Stanton – Scrutiny & Audit Support Officer  
[damon.stanton@nottinghamcity.gov.uk](mailto:damon.stanton@nottinghamcity.gov.uk)

<b>Meeting Title</b>	Children and Young People’s Scrutiny Committee
<b>Report Title</b>	<b>Nottingham City Safeguarding Children Partnership (NCSCP) Annual Report 2022/23</b>
<b>Meeting Date</b>	26 <sup>th</sup> October 2023

<b>Corporate Director(s)/Director(s):</b>	Catherine Underwood, Corporate Director for People Ailsa Barr, Director for Children’s Integrated Services
<b>Portfolio Holder(s):</b>	Councillor Cheryl Barnard
<b>Report author and contact details:</b>	Ben Osifo NCSCP Business Manager <a href="mailto:ben.osifo@nottinghamcity.gov.uk">ben.osifo@nottinghamcity.gov.uk</a>

<p><b>Summary of issues:</b></p> <p>This report is a statutory requirement for the Nottingham City Safeguarding Children Partnership (NCSCP) to publish each year.</p> <p><b>Overview</b></p> <ul style="list-style-type: none"> <li>• This is the fourth annual report of the Nottingham City Safeguarding Children Partnership in its delivery model, covering 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023.</li> <li>• The strategic lead responsibility for safeguarding is shared between three statutory partners: the Local Authority, Nottinghamshire Police and Nottingham and Nottinghamshire Integrated Care Board.</li> <li>• An Independent Scrutineer is in place and provides constructive critical friend challenge to the partnership.</li> </ul>
<p><b>Recommendation(s): The Committee is asked to:</b></p> <ol style="list-style-type: none"> <li><b>1. Agree any comments or recommendations that it wishes to make to the Safeguarding Children’s Partnership</b></li> <li><b>2. Identify any issues or evidence relevant to the Committee’s work programme and the work of the Safeguarding Children’s Partnership and how to take this forward.</b></li> </ol>

## 1. Background

Nottingham City Safeguarding Children Partnership is established in accordance with the Children and Social Work Act 2017 and Working Together to Safeguard Children 2018. It provides the safeguarding arrangements under which the safeguarding partners and

relevant agencies work together to co-ordinate their safeguarding services, identify, and respond to the needs of children in the city, commission and publish local child safeguarding practice reviews and provide scrutiny to ensure the effectiveness of the arrangements.

The safeguarding partners responsible for the safeguarding arrangements under the Partnership are Nottingham City Council, Nottingham and Nottinghamshire Integrated Care Board and Nottinghamshire Police. An Independent Scrutineer acts as a constructive critical friend to the Partnership, encouraging reflection on practice. Other relevant agencies also support the Partnership.

There is a statutory requirement for the Partnership to publish an annual report highlighting work undertaken and plans for the future. The 2022/23 Annual Report is attached and representatives of the three statutory partners and the Independent Scrutineer have been invited to the meeting to discuss its contents with the Committee.

## **2. Information Only:**

This annual report reviews the work of the NCSCP for the period April 2022-March 2023. It highlights the key strands of work undertaken and our plans moving forward.

This is an important report, as it highlights the work and challenges that we all face in protecting and supporting our Nottingham children.

**In 2022/23 the Nottingham City Safeguarding Children Partnership focused on the following work specifically:**

- To promote, monitor, coordinate and evaluate multi agency effectiveness in safeguarding children across the child's journey
- To strengthen and support a competent and equipped workforce that is committed to learning and developing safeguarding practice with the assurance that safeguarding is everyone's responsibility
- To evidence the impact of the Nottingham City Safeguarding Children Partnership

**The overarching key strategic priorities of the NCSCP are:**

1. Protecting vulnerable Children and Young People with the objective of minimising the risks of harm to children and young people
2. Learning and improving to ensure that children and young people influence the strategic planning on issues that affect them, that we learn from scrutiny of multiagency practice, and that practitioners have the skills and knowledge to be effective in their practice.
3. Leadership to ensure that NCSCP continuously improves on its effectiveness, has clear lines of communication, works strategically with partners, and has effective governance arrangements in place, which support a robust planned approach to its work.

The annual report details work undertaken, progressed, and achieved throughout the last year.

## **Business Plan Priorities**

The NCSCP identified the following seven priorities in its business plan for 2022-2023.

**Priority One: Tackling and reducing Child Exploitation.** To further strengthen the partnership response for children and young people experiencing contextual risk factors, including child sexual exploitation, child criminal exploitation, County Lines, gangs, honour-based violence, female genital mutilation, and children who do not have access to education.

**Priority Two: Following on from IICSA, implement the Harmful Sexual Behaviour Action Plan, identified by the NSPCC with purpose of further strengthening our response to Harmful Sexual Behaviour.**

**Priority Three: To ensure the voice and lived experience of children is integral to the development and delivery of services to children and families across Nottingham City.** The NCSCP engages with children, young people and families to inform its work and uses partner agencies existing consultation mechanisms to assist them with this.

**Priority Four: Recognise and respond to the diverse population of Nottingham City's children, targeting work where necessary.** This includes all children and young people with protected characteristics, for example, those from Black, Asian and minority ethnic backgrounds, children with special educational needs and disabilities (SEND) and young people from the LGBTQIA+ community.

**Priority Five: To deliver the Nottingham City Safeguarding Children Partnership Neglect Strategy.** Child neglect has a lifelong impact on a person's wellbeing, and it is vitally important that as a Partnership we do all we can to prevent it. Both the Nottinghamshire and Nottingham City Safeguarding Children Partnerships recognise that tackling neglect must continue to be a priority if we want to improve our children's life chances and prevent poor outcomes later in life.

**Priority Six: To understand the impact of Covid-19, paying particular attention to Domestic Abuse / Domestic violence and children and young people's mental wellbeing, but also learning from the positive impacts of changes in working practices.**

**Priority Seven: Providing leadership and ensuring core duties are met in line with Working Together 2018 and other relevant legislation.**

### **Highlights of the work undertaken by the partnership**

- Development of a Threshold of Need Toolkit - This will strengthen the effectiveness of practice and support the need for a child and their family being offered the right support at the right time, without delay. The Threshold of Need will be promoted and supported by a programme of awareness and training sessions supported and delivered citywide. This will ensure that there is understanding of what the threshold of need is and that professionals can seek consultation when they are unclear on how to progress with a child's case.
- Continued to promote our resources on 'neglect' including the [toolkit and informative videos](#) - Child neglect has a lifelong impact on a person's wellbeing, and it is vitally important that as a Partnership we do all we can to prevent it. Tackling neglect must

continue to be a priority if we want to improve our children's life chances and prevent poor outcomes later in life. Professional and public facing videos have been completed incorporating the neglect strategy and the neglect strategy toolkit. With the aim of further embedding the need for professional's and families to 'Recognise, Respond and Reflect' when dealing with issues around neglect. The voice of the child was captured when the NCSCP undertook collaborative work with Small Steps Big Changes (SSBC) in the development of the public facing neglect video which gave a reflection of the struggles that children and their families face within Nottingham City.

- Held the Council to account in relation to the Ofsted Inspection and Assurance visit - Children's Integrated Services underwent a full Ofsted inspection in July 2022 the overall service assessment being rated as inadequate. As a result of the inadequate judgement, the Local Authority entered into a period of monitoring visits - short inspection activity focused on a specific area – between now and the next full inspection, which is likely to take place within 18 – 24 months' time. There are likely to be 3 or 4 monitoring visits each year. The Safeguarding Partnership are working together to address some of the key areas of improvement and to ensure system oversight and engagement in the improvement plan. We will continue to monitor this area and provide an update in our next annual report.
- Developed and implemented an action plan in response to the [National Panel Review Publication into the murders of Arthur and Star](#). On 26<sup>th</sup> May 2022 the Independent Child Safeguarding Practice Review Panel published their review into the murders of Arthur Labinjo-Hughes and Star Hobson. The NCSCP considered how to apply the important learning that the review identified in their respective areas. The learning is of enormous importance to improving our understanding of child protection systems and practice and strengthening these to ensure that children are protected from significant harms across the country. The action plan would help ensure that the Partnership has responded to the recommendations of the National Panel.
- Developed a video resource on Professional Curiosity in collaboration with Equation. This was developed to further strengthen practice and knowledge in response to learning emerging from 'Domestic Homicide' Reviews. It requires practitioners to act upon their safeguarding responsibilities rather than passively make assumptions or taking matters at face value. This video production sought to explore the importance of professional curiosity and to encourage practitioners to embed that within their working practice. The need for Professional Curiosity is something that is identified in multiple Domestic Homicide Reviews, Safeguarding Adult Reviews and Children's Safeguarding Practice Reviews and this is something that the NCSCP alongside Nottingham Safeguarding Adults Board will continue to explore and improve on.

Much of the work undertaken in 2022/23 will continue in the year ahead with an emphasis on scrutiny and improved outcomes in the lived experience for our children, young people, and their families.

The safeguarding of children and young people is an ever-changing environment with new and emerging challenges. This year has seen us continue to learn and adapt our practice following the global pandemic and in line with government guidance on living safely with

respiratory infections such as COVID-19. Partnership working continues to be crucial in keeping children safe and to protect them from harm, abuse, and neglect.

This year has seen challenges such as the conflict in Ukraine and the impact on fuel and gas prices and resultant cost of living crisis continue to affect already stretched finances of families, the partnership will remain alert to any safeguarding implications. Despite all this, we acknowledge and reaffirm our partnership response to keeping our vision and ambitions front and centre and have continued to reflect and learn to improve our working together in support of this.

The partnership has continued to work actively to protect children from abuse and maltreatment, prevent harm to children's health or development, ensure children grow up being provided with safe and effective care and will take action to enable all children and young people to have the best outcomes.

The continued work of the NCSCP is critical in driving improved performance and outcomes in their daily lives for all our children.

### **3. Proposal or Issue:**

This report is for information only as it is subject to the governance arrangements of the NCSCP.

### **4. Financial Implications:**

None

### **5. Legal Comments**

N/A

### **6. Procurement Comments**

N/A

### **7. Risk Management Considerations**

Keeping children and young people safe is a key responsibility of Nottingham City Council and an effective safeguarding partnership is critical to addressing this.

### **8. HR and EDI Considerations:**

NCSCP's 2022-2023 priority four sets out its commitment to ensuring safeguarding addresses the diversity of children in Nottingham.

### **9. Carbon Reduction and Sustainability Considerations:**

N/A

### **10. Input from Other Internal Departments:** :

N/A

## **11. Next Steps: Looking Forward to 2023/24**

We will work to:

- Promote the work of the Partnership ensuring we are clear how our work can support partners.
- Demonstrate how we are sharing learning from reviews and work more closely with the Quality Assurance Subgroup to measure changes to practice as a result.
- Re-focus scrutiny on the issue of safe and supportive transitions from adults to children's services.
- Have a data set and performance report which sets out activity, themes, and multi-agency risks.
- Have a quality assurance framework that demonstrates how we will effectively scrutinise key safeguarding areas using agreed methods, and how that will inform improvement.
- Develop the pace and impact of the Learning and Development Subgroup so that we can disseminate learning quickly using a range of methods to reach those who need it.
- Drive the neglect work and strategy and ensure that learning and key practice skills, including tools and integrated working are embedded.



Nottingham City

Safeguarding Children Partnership



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# Annual Report

## 2022-2023



# Nottingham City Safeguarding Children Partnership

## Annual Report

April 2022 to March 2023



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# Foreword

Safeguarding is everybody's business. All partners in our City - commissioners, providers, employers, our workforce, regulators and government - and all agencies - councils, providers, voluntary, community, the NHS and police - have a role to play. As equal partners in the safeguarding arrangements we are committed to working together to fulfil our responsibilities as outlined in statute<sup>i</sup>, working with everyone to safeguard the children in our City.

Our **ambition** is for all children and young people in Nottingham to be supported to grow up in a stable home environment that enables them to lead a healthy, happy and fulfilling life.

Our **vision** is *that children and young people are safe from harm, inside their home, outside their home and online. That children and young people have access to the right help at the right time and to ensure there is effective partnership working to improve safeguarding outcomes for children, young people and their families.*

This year has seen us continue to learn and adapt our practice following the global pandemic and in line with government guidance on living safely with respiratory infections such as COVID-19. Partnership working continues to be crucial in keeping children safe and to protect them from harm, abuse and neglect.

This year has seen challenges such as the conflict in Ukraine and the impact on fuel and gas prices and resultant cost of living crisis continue to affect already stretched finances of families, the partnership will remain alert to any safeguarding implications. Despite all this, we acknowledge and reaffirm our partnership response to keeping our vision and ambitions front and centre and have continued to reflect and learn to improve our working together in support of this.

The partnership has continued to work actively to protect children from abuse and maltreatment, prevent harm to children's health or development, ensure children grow up being provided with safe and effective care and will take action to enable all children and young people to have the best outcomes.<sup>ii</sup>

We continue to appreciate the significant efforts of the citizens of Nottingham City and all colleagues across the partnership who continue to work relentlessly in keeping our children and young people safe. We will work as a partnership to amplify the voice of children, young people and families in our practice and use that to offer families the help they need at the earliest opportunity and build on the strength and resources available within families and community networks.

Thank you for all that you have done and continue to do.

***Rosa Waddingham, Chief Nurse – Nottingham and Nottinghamshire Integrated Care System and ICB and Chair of the NCSCP (2022-2023)***  
***Catherine Underwood, Corporate Director of People, Director of Children's Services, Nottingham City Council***  
***Rob Griffin, Assistant Chief Constable of Nottinghamshire Police***

## Section 1: Introduction

The Nottingham City Safeguarding Children Partnership (NCSCP) is established in accordance with the Children and Social Work Act 2017<sup>iii</sup> and Working Together to Safeguard Children<sup>iv</sup>. The NCSCP provides the safeguarding arrangements under which the safeguarding partners and relevant agencies work together to coordinate their safeguarding services, identify and respond to the needs of children in Nottingham City, commissions and publishes local child safeguarding practice reviews and provides scrutiny to ensure the effectiveness of the arrangements.

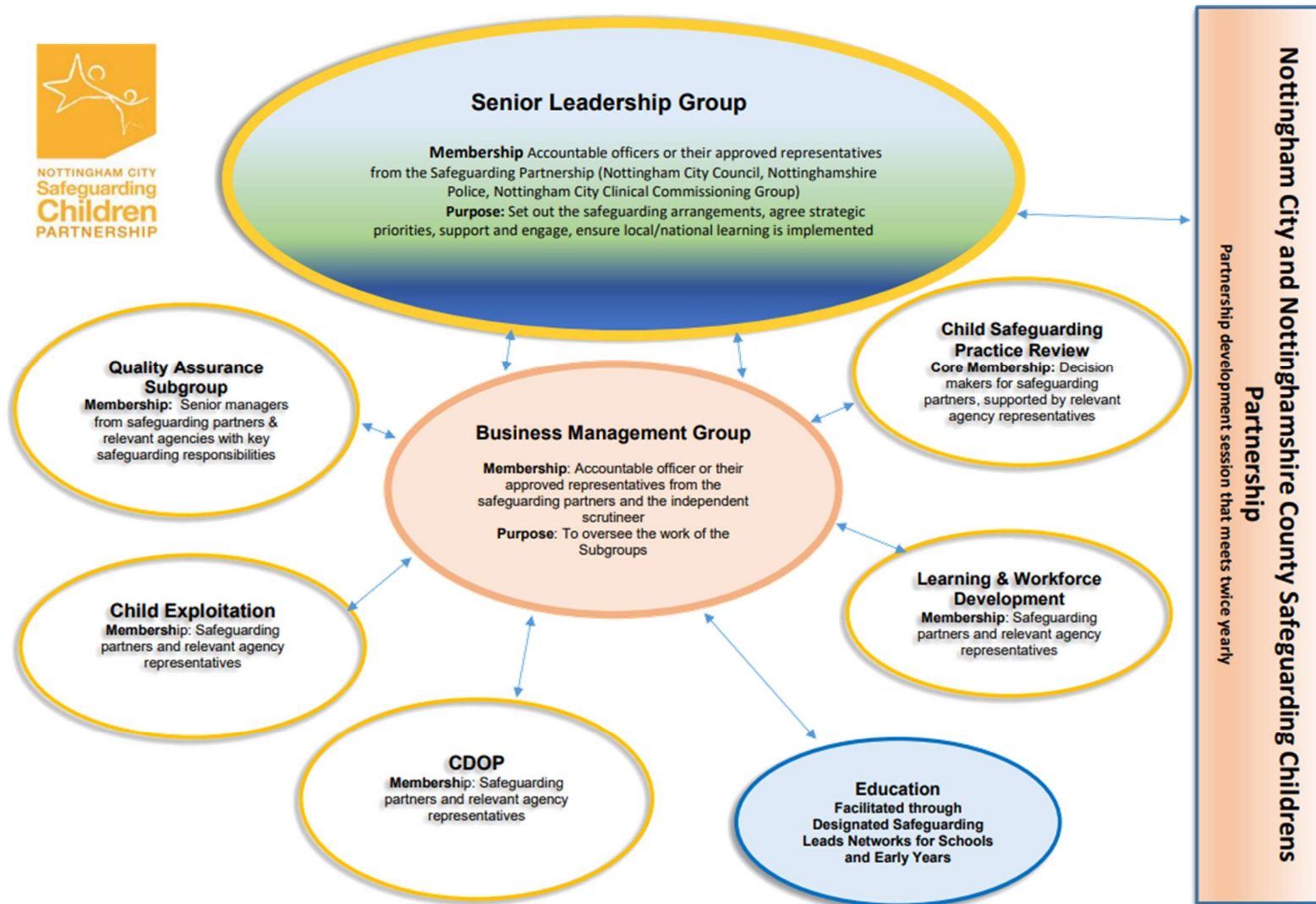
This edition of the Nottingham City Safeguarding Children Partnership's Annual Report covers the period from 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023. It highlights our key strands of work, how they have developed and made an impact for children since our previous report as well as our plans moving forward.

In 2022/23 we said we wanted to focus in on the following work, specifically.

1. To promote, monitor, coordinate and evaluate multi agency effectiveness in safeguarding children across the child's journey
2. To strengthen and support a competent and equipped workforce that is committed to learning and developing safeguarding practice with the assurance that safeguarding is everyone's responsibility
3. To evidence the impact of the Nottingham City Safeguarding Children Partnership.

This Annual Report highlights our activity and impact in these and other priority areas in this last year.

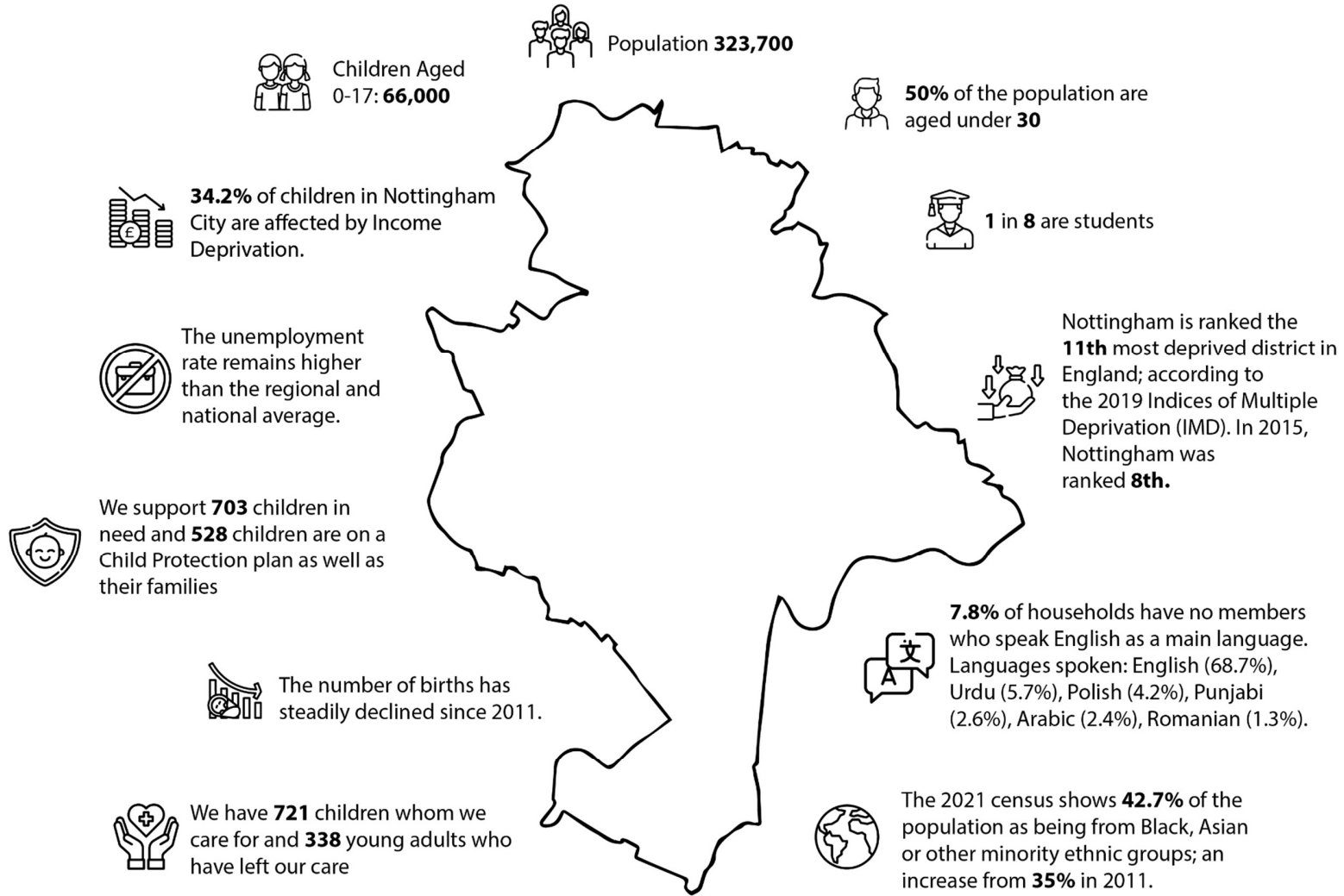
## Section 2: Governance Arrangements



The safeguarding arrangements have been developed to create an effective structure to deliver the partnership’s priorities and business. Accountability for the effectiveness of safeguarding rests with the safeguarding partners through the Strategic Leadership Group (SLG). The arrangements provide a framework for the safeguarding partnership to achieve positive outcomes for all of our children and young people. We continue to ensure that our arrangements are able to compliment those in Nottinghamshire County Council so that children benefit from cross-authority working and partners who work across the City and County benefit from consistent approaches where appropriate.

Further information on the subgroups and membership can be found on the partnership [website](#).

# Section 3: Local Context



## Section 4: NCSCP Overview

The term '**Safeguarding Partners**' refers specifically to the following agencies, as established in accordance with the Social Work Act 2017 and in Working Together to Safeguard Children 2018:

- Integrated Care System and Integrated Care Board
- Police
- Local Authority

The NCSCP continued to be overseen by the Strategic Leadership Group and Business Management Group, the activities of which are outlined below.

### **The Strategic Leadership Group (SLG):**

The SLG is chaired on a yearly rotation by one of the three safeguarding partners' representatives. In 2022/2023 the SLG was chaired by the Chief Nurse Nottingham and Nottinghamshire ICB, Rosa Waddingham. The SLG is made up of those with lead responsibility for each of the safeguarding partners. The NCSCP Independent Scrutineer attends SLG meetings but is not a decision-making member of the SLG. The SLG has overall responsibility for safeguarding arrangements.

### **The Business Management Group (BMG):**

The BMG was chaired by the Designated Nurse for Safeguarding Children Nottingham and Nottinghamshire ICB, Sandra Morrell in 22/23. Membership includes senior managers from the safeguarding partnership as well as relevant agencies that have responsibilities for safeguarding performance within their organization. The BMG scrutinizes safeguarding effectiveness and coordinates improvement activity by developing action plans for themed areas of practice. The Local Authority elected member with portfolio holder responsibilities for children's services, Councillor Cheryl Barnard, is a participant observer of the group.

The NCSCP is also made up of a number of subgroups which are covered above and later in this report.

## Section 5: Headlines in Nottingham City in 2022/23

In the past year, we have focused on activities which reflect local partnership priorities, alongside national priorities. Below are some of our highlights.

- Development of a Threshold of Need Toolkit<sup>Y</sup>.
- Continued to promote our resources on neglect including the [toolkit and informative videos](#).
- Held the Council to account in relation to the Ofsted Inspection and Assurance visit.
- Implemented a Practice Resolution Protocol across the partnership.
- Developed and implemented an action plan in response to the [National Panel Review Publication into the murders of Arthur and Star](#)
- Reviewed partnership practice in response to the [National Panel Review – Children with Disabilities and Complex Needs](#)



## Section 6: NCSCP Priorities

The NCSCP identified the following seven priorities in its business plan for 2022-2023<sup>vi</sup>. Sections 7-13 of this report are structured around each of the priorities, providing detail regarding how we have worked to these priorities in this year.

**Priority One: Tackling and reducing Child Exploitation.** To further strengthen the partnership response for children and young people experiencing contextual risk factors, including child sexual exploitation, child criminal exploitation, County Lines, gangs, honour-based violence, female genital mutilation and children who do not have access to education.

**Priority Two: Following on from IICSA, implement the Harmful Sexual Behaviour Action Plan, identified by the NSPCC with purpose of further strengthening our response to Harmful Sexual Behaviour.**

**Priority Three: To ensure the voice and lived experience of children is integral to the development and delivery of services to children and families across Nottingham City.** The NCSCP engages with children, young people and families to inform its work and uses partner agencies existing consultation mechanisms to assist them with this.

**Priority Four: Recognise and respond to the diverse population of Nottingham City's children, targeting work where necessary.** This includes all children and young people with protected characteristics, for example, those from Black, Asian and minority ethnic backgrounds, children with special educational needs and disabilities (SEND) and young people from the LGBTQIA+ community.

**Priority Five: To deliver the Nottingham City Safeguarding Children Partnership Neglect Strategy.** Child neglect has a lifelong impact on a person's wellbeing, and it is vitally important that as a Partnership we do all we can to prevent it. Both the Nottinghamshire and Nottingham City Safeguarding Children Partnerships recognise that tackling neglect must continue to be a priority if we want to improve our children's life chances and prevent poor outcomes later in life.

**Priority Six: To understand the impact of Covid-19, paying particular attention to Domestic Abuse / Domestic violence and children and young people's mental wellbeing, but also learning from the positive impacts of changes in working practices.**

**Priority Seven: Providing leadership and ensuring core duties are met in line with Working Together 2018 and other relevant legislation.**

## Section 7: Priority One, Tackling Child Exploitation

In 2022/2023 Child Exploitation remained a priority for Nottingham City. Child exploitation and contextual safeguarding are complex areas of safeguarding relating to risks from outside the home which may overlap.

We chose this priority as we recognised the evidence of risk for children in Nottingham, to make sure we had a strong and shared understanding of our local risks and that they were being addressed effectively and to further strengthen the partnership response for children and young people experiencing contextual risk factors.

Working Together to Safeguard Children specifically identifies the following risks under the term **contextual safeguarding** and acknowledges that children may be vulnerable to multiple threats:

- Exploitation by criminal gangs and organised crime groups such as county lines
- Trafficking
- Online abuse
- Sexual exploitation
- Extremism leading to radicalisation

In 2022/2023, the group continued to develop our approach to protecting children from those risks. In 2022/2023 the NCSCP and its Cross Partnership Contextual Safeguarding Steering Group continued to put learning from the Tackling Child Exploitation (TCE) Support programme into practice.

Items progressed at the Cross Partnership Contextual Safeguarding Steering Group include County Lines, CSE, CCE, Radicalisation, Missing Children and Harmful Sexual Behaviour, Risk Assessments and Return Home interviews for children reported as missing. This has led to more joined up working, increased awareness and understanding and improvements in practice. The group have been developing the 'Exploitation Mission Strategy' document in light of the TCE Principles for use by all partners and an updated Exploitation Toolkit and a final strategy will be published in 2023/24.

NCSCP has also delivered training via its Designated Safeguarding Leads Network to DSL's across our schools. Training delivered has covered themes such as Prevent & Extremism and Cyber Safety as well as updating schools and partners on emerging areas of focus and best practice.

In 2023/24 the Cross Authority group will review its governance and membership to underpin the new Tackling Child Exploitation Principles developed. A new Tackling Child Exploitation Steering Group is to be formed with the County assuming responsibility for the organisation of this group.

## **Section 8: Priority Two, Following on from IICSA, implement the Harmful Sexual Behaviour Action Plan, identified by the NSPCC with purpose of further strengthening our response to Harmful Sexual Behaviour.**

We chose this priority to gain further reassurance and to strengthen partnership response to harmful sexual behaviour through implementation of the action plan and to give it the focus it requires.

We were assured of our arrangements in place to identify and address harmful sexual behaviour. Among a range of improvements made, include, establishing a multi-agency forum which meets on a monthly basis. This group ensure that children and young people whose sexual behaviour is developmentally inappropriate, abusive or violent are responded to in a way that meets their needs, considers any risks posed towards them, and the risks they themselves pose to others.

We continued to implement and monitor the Action Plan based on the HSB audit findings we undertook with the NSPCC and the amalgamated feedback from the partnership. The action plan set out a response under five domains, as follows:

- Response
- Prevention
- Assessment
- Intervention
- Workforce Development

Key areas we have focused on to highlight include:

- Increased awareness of HSB knowledge of thresholds and services across all levels of the workforce, with a particular focus on early years, education settings, and foster carers. The DSL network held a dedicated session with the main theme focusing on Sexual Violence and Sexual Harassment between children and young people (Peer on Peer abuse) which was led by children families and IMARA, discussions also held around partnership working and recognising HSB within a DSL setting.
- Improved consistency in response and achieving a greater alignment between Nottingham and Nottinghamshire through agreeing joint working practices.
- Improving access to training and resources for the wider workforce, including e-learning, face to face training and inclusion in all DSL training packages with resources on the partnership website
- Developed a programme of activity to support greater understanding of consent with young people leading to increased awareness and available support.
- Agreed and implemented interventions for lower risk cases to compliment the work already in place for higher risk cases leading to better outcomes and improvement in practice.
- Provided a method of specialist support / supervision to the wider workforce who are working with cases of HSB and help address any trauma and burnout and reduce staff churn.

The BMG and SLG boards monitor the development and impact of the action plan.

## Section 9: Priority Three, Voice of The Child

We chose this priority as we are committed to putting the child and family at front and centre of our practice. It is important that children and young people are consulted on the services they use and have an opportunity to help shape future delivery through having their views listened to. Where appropriate and proportionate, they should also have the opportunity to be involved in creating better services and organisations. Sharing views, expressing opinions and articulating ideas for change are qualities that make children and young people safer, healthier, happier and better skilled for life. These essential developmental benefits are accessed in part through active participation, in the context of the wider society and the young person's place in it.

The NCSCP's aim is to encourage participation at multiple levels;

- At individual level, for example as with a child in care making their wishes and feelings known to the services that work with them and taking part in planning for their own care and support.
- In social environments, for example in a youth group, where young people can be encouraged to share their opinions and ideas for change and empowered to create new activities and projects led by the young people themselves.
- In more formal group settings and meetings with organisations, for example through co-creative activities which bring children and young people into the heart of the development of services and strategies, policies and plans.

In summary, when we listen to the views of children and young people and involve them in decision-making, we learn more about what we have to do to support them to achieve good outcomes in life. We can design and deliver services that more closely meet their needs, and we can more openly share power and responsibility with them. This helps children and young people develop the skills and experience they need for their adult lives. Participation is at the heart of a successful childhood, and a successful adulthood too.

### Activity in 2022/2023:

- In this year, 94.75% of child in care reviews had the subject child participate in them. We now focus on the quality of participation and the impact on improving children's lives and continue to place the child at the heart of the review so that they truly participate and coproduce with services so that they are at the heart of their lives in the care of Nottingham City Council. This requires an emphasis on true participation throughout the child's time in care.
- Thanks to our focus on championing the voice of the child in recent years, we were able to produce a Rapid Review report which was specifically praised for its reflection on the child's daily life experience. Authors of the report worked hard to ensure the child's own perspective on their life were central to our analysis of how our services interacted with them. More information on this can be found later in this report.
- Our 2022 Every Colleague Matters event included a session called Beyond Words – Creative Ways of Capturing the Voice of Verbal and Non-Verbal Children and Young People. This session explored the importance of a practitioner's ability to build trusting and respectful relationships with children and young people, critically reflecting on what the child is trying to communicate through their behaviours. It provided a variety of approaches and tools to support this process.
- Neglect Strategy Video's – Professional and public facing videos have now been completed incorporating the neglect strategy and the Neglect strategy toolkit. With the aim of further embedding the need for professional's and families to Recognise, Respond and Reflect when dealing with issues or gaining support around neglect. The voice of the child was captured when the NCSCP undertook collaborative work with Small Steps Big Changes (SSBC) in the development of the public facing neglect video. Consultation was held with a selection of young people in

terms of the delivery of the fictional character portrayed within the video. This centred on speech and language used and also how realistic the narrative of the storyboard was. The input provided was invaluable and allowed the partnership and SSBC to develop a video which felt real and would also be a true reflection of the struggles that children and their families face within Nottingham City.

- Within focused partnership audits we have seen good examples that within frontline working, children's wishes and lived experiences are being explored within assessment work and one to one settings within the key partner agencies of Health, Police and the Local Authority. This has led to a better understanding of the importance of capturing the child's voice where they feel they have been listened to and the workers had played to their strengths to achieve a de-escalation in service involvement and a sense of empowerment for the child and their families. Using this as an example of horizon scanning for the partnership it has meant we can now be more intune with building into the audit process how we capture the voice of the child. This can be achieved by ensuring that audit templates highlight the need for gaining the child's lived experience within returned submissions. This will now also be captured within information gathering forms for the Rapid Review process. The National panel have also highlighted within their Round Table meetings the need for the child's voice to be present within such reviews. Whilst Nottingham City have good feedback from the National panel around this we will continued to monitor and audit our work in this area and reaffirm our continued commitment to capture and represent the child's voice, wishes and feelings.

### **Analysis:**

From our work with children and young people and parents and carers we have understood that whilst being involved in decision-making makes good sense it can also become challenging for a variety of different reasons. Barriers may include:

- Children and young people and parents/carers not wanting to get involved.
- Lack of staff, resources, motivation or time within your organisation or project to involve children and young people and parents/carers
- Communication barriers such as language and cultural differences
- Lack of skills to listen, and work with children and young people and parents/carers
- Working flexibly with children and young people and parents/carers. Issues include: access, time, venues.
- Lack of confidence in knowing how to involve children and young people and parents/ carers meaningfully
- Over enthusiasm by workers who believe they know what is needed and how it should be delivered due to their experience.

Therefore, we will deliver training and awareness raising events with colleagues from across the partnership to understand these challenges, to learn from them and to continue to place children at the heart in all that we do. During this year we have continued to highlight the need for the voice of the child to inform our work. We will continue to ensure the voice of the child is central to all the work of the partnership and task ourselves in going further than hearing the voice of the child and ensuring it informs our actions in safeguarding but making this the front and centre of our practice.

## Section 10: Priority Four, Equality and Diversity

In 2022/2023 the NCSCP continued with its intention to prioritise Equality and Diversity and to do so in a meaningful, measurable way in reflection of our diverse and multicultural city. We chose this priority to gain assurance that our practice was reflective of our diverse population as whilst the theme of equality and diversity runs throughout all of our activity we have taken the decision to prioritise specific proactive work representing our communities.

We undertook a multi-agency audit of children of ethnic minority backgrounds within our service in 2022/23. The results from partner agencies showed some noteworthy work from the Youth Justice Service as well as education services. Education were able to evidence key points around a child's experience within a school setting taking in account cultural and ethnicity needs. Children were given the chance to explore their ethnic background and a positive role model was allocated to the child as a key worker allowing an understanding of need between worker and child. This made it easier to explore the child's day and where they found difficulties and to help a child broaden their perspectives and build the bigger picture-understanding of oneself. Youth Justice Service were able to evidence the positive impact of allocating a worker that would suit the child's ethnic or religious background this enabled a mutual understanding of culture and the individual and unique needs of the child. Local authority and health were able to demonstrate robust assessments where ethnicity and cultural needs were explored within a one to one setting as well as consulting with the family to get a wider understanding of need. However, the multi-agency audit also showed we need a better understanding of working with children from our diverse ethnic and culture make up and ensuring consistency in approach to achieve a more robust and inclusive practice within Nottingham City.]

These findings have promoted the need for further understanding of Nottingham's diverse population and how we as NCSCP address those needs respectfully and appropriately. The NCSCP will continue to gain assurance through deep dive audits about how to best those needs and how to move within an ever changing social environment to deliver services to children and their families effectively.

In a meeting of the CSPR Subgroup, it was decided that the NCSCP should never again miss the opportunity to consider all children's diverse characteristics, for example their ethnicity and gender identity as part of any Rapid Review report. Therefore, as of 2022/2023, the NCSCP Rapid Review information gathering template will be updated to ask contributors to analyse the child's identity, and how this may have impacted their experience of our services, specifically. If this information is omitted, we will follow this up with the relevant organisation to ensure professionals are adequately aware of the importance of equality and diversity in our scrutiny of safeguarding practice and in working with service users more generally.

### **Analysis:**

Within 2022/2023 we were able to act on our commitment to complete the planned audit around children from ethnic minority backgrounds. We also will need to better focus on capturing relevant ethnicity data in ensuring our practice is addressing equity and our staff are culturally aware to any impact. We will continue to drive our work towards achieving equality and understanding diversity throughout our partnership. The impact of work already undertaken continues to show that whilst there is some strong practice, we need to improve on capturing all children's identities and this has been taken into account in all aspects of our work with them and that when this works well this has resulted in improved outcomes for those children. We will continue to improve our understanding of the experience of children and young people with protected characteristics and the impact of our practice on them and their families.

## Section 11: Priority Five, Neglect

We chose this priority as the partnership wanted it to receive the prominence given the high prevalence of neglect as a safeguarding issue for children and for assurance on practice and impact.

We continued to implement the [Nottingham and Nottinghamshire Child Neglect Strategy for 2021-2024](#). The strategy identified three key objectives:

- Recognise: ensuring that neglect and the impact of neglect on children is understood and identified.
- Respond: ensuring that good quality, multi-agency support and intervention is available and makes a difference for children experiencing neglect.
- Reflect/Review: ensuring that we work together with children, families, and communities to continue to monitor the impact of our work and continue to develop our partnership response.

Partners have continued to implement action plans to take this work forward within their organisations. The Nottingham City and Nottinghamshire County Neglect Strategy Implementation Group continued to coordinate this work. This group continued to have oversight of the Neglect Toolkit and embedding the Neglect Strategy. Activities included delivering workshops on neglect and trauma informed practice. Work with the Safer Sleeping Group also continued in 2022/2023, leading to improvements in practice for new-born hospital discharge planning meetings and support to parents and partners.

We continue to promote events and resources around neglect for partners including sports and faith groups as well as with our Education and Early Years Designated Safeguarding Leads network events.

In 2022/2023 produce two informational videos on neglect, one for professionals [link] and the other for the general public [link]. These videos have been completed and launched. With co-production from Small Steps Big Changes and Nottinghamshire Safeguarding Partnership both videos highlight the issues of neglect and the need for early intervention and professional curiosity. Within the process of development consultation was held with parenting champions within (SSBC) alongside input and creative suggestions from young people linked with SSBC families. The later has been a valuable factor of gaining the child's voice and also has helped the partnership develop two videos that not only promote the neglect strategy and toolkit but also promote discussion and understanding of varying degrees of the effects of neglect on children.

In 2022. A joint County and City neglect steering group was established the key aims of this group was to embed the neglect strategy across the partnership and to further measure outcomes and impact of neglect-based work between the local authorities and partners. This was a significant achievement and this work will continue forward into 2024 and will guide and influence both NCSCP & NSCP in tackling work around neglect and strengthening working practice between partnership agencies.

The Rapid Review report produced in March 2022 featured analysis of neglect in the subject child's life. Within this 2022/2023 report we have outlined above what steps we have taken to further strengthen our approach to working with issues around neglect. NCSCP will continue to gain assurance through 2023/24 that development of practice and essential learning is widely available to frontline practitioners to up skill the workforce and ensure that our children and their families are being delivered the best service possible to promote their safety and wellbeing.

## Section 12: Priority Six, Domestic Abuse and Covid-19

We chose this priority because we wanted to understand the impact of Covid-19, paying particular attention to Domestic Abuse / Domestic violence and children and young people's mental wellbeing, but also learning from the positive impacts of changes in working practices.

Domestic and Sexual violence and abuse is covered in Nottingham City by six main work streams:

- Adults (focussing on DVA safeguarding and health, including DHR's)
- Children and young people (DSVA)
- Housing and homelessness (DVA)
- Criminal Justice (DSVA)
- Voluntary and community sector (violence against women and girls and DSVA)
- Sexual Violence and Abuse

There are cross-overs into children's safeguarding and links are established to communicate and coordinate work.

### Honour Based Violence and Abuse and Forced Marriage

In 2022/23, work has continued to maintain established pathways. We continue to raise awareness within new and existing communities through multiagency working and offering this in [different languages](#).

Information about Honour Based Violence and Abuse and Forced Marriage and the local pathways are highlighted through training and are also available on Ask Lion, Equation's website and included in the DVA Toolkit and promoted with the NCSCP website.

### Domestic Homicide Reviews

The NCSCP are engaged in the process for Domestic Homicide Reviews (DHRs) and contribute to local panel reviews as well as any cross area reviews where they have been in contact with a subject of interest in the review.

The DHR Assurance and Learning Implementation Group (DHR ALIG) monitor and progress the actions developed from DHRs and disseminate learning briefings to agencies city wide.

Learning and themes relevant to Children's Safeguarding are:

- Safe contact with parents for children
- Mutual allegations and primary perpetrator identification
- Mental health
- Mapping incidents rather than looking at them in isolation
- Access to training
- Legally record and alert other agencies about potential risks from alleged perpetrators of domestic abuse under Safeguarding
- Information sharing and record keeping
- People who are vulnerable/have complex or multiple needs – failure to engage service users



- Think Family Approach
- Mapping family network – domestic violence and abuse

Learning and themes identified from DHRs are shared with the Board Managers for the Children and Adults Safeguarding Boards, and vice versa to identify common themes and shared learning.

### Professional Curiosity

2022 saw the development of the [Professional Curiosity video](#), developed in collaboration with Equation, This was developed to further strengthen practice and knowledge in this area and to link this with the [7minute briefing](#) of the same name which was circulated in response to learning emerging from Domestic Homicide reviews. The key aim of the video is to promote professionals to “ask the next question” and the ability to explore and understand what is happening with a family or adult and not accepting a situation as it appears, especially if it does not ‘feel’ right. It requires practitioners to act upon their safeguarding responsibilities rather than passively make assumptions or taking matters at face value. A curious professional will enquire deeply by looking, listening and proactively questioning and challenging all those involved. This video production sought to explore the importance of professional curiosity and to encourage practitioners to embed that within their working practice. The need for Professional Curiosity is something that is identified in multiple Domestic Homicide Reviews, Safeguarding Adult Reviews and Children’s Safeguarding Practice Reviews and this is something that the NCSCP alongside Nottingham Safeguarding Adults Board will continue to explore and improve on.

### Child and Adolescent to Parent Violence and Abuse (CAPVA)

[Local guidance, tools and pathways](#) for child and adolescent to parental violence and abuse has been completed, signed off and rolled out across the city and county. The COVID-19 pandemic and associated restrictions saw an increase in reports for this type of abuse and violence and these tools have been developed to support practice.

These tools are designed to accompany a Multi-Agency Referral Form into the MASH where work can then be undertaken with Children and Adult Services.

### DASH RIC for Young People in Their Own Intimate Relationship

The Young Person’s DASH RIC (for survivors aged 13-17) for identifying levels of risk within their own intimate relationships having been recently reviewed and updated to bring it in line with the adult DASH RIC to draw out context and understanding, continues to be promoted across the partnership.

### Our Response to Covid-19

The NCSCPs response to the ongoing Covid-19 pandemic has evolved in line with national practice and guidance. We continue to assess and understand the broader impact of C-19 some of which we are still discovering. Partner agencies produced Impact Assessments which the Independent Scrutineer summarised in a report for the SLG. A Covid-19 Recovery Risk Log was also produced and presented to the BMG and SLG.

Impact Assessments were completed by partner organisations to understand the implications of Covid-19, these focussed on:

- The impact of Covid-19 on children and families.
- Organisations’ ability to maintain normal service.

- Any changes being implemented and details of how they are being communicated to children and families.
- Any negative impacts which may increase safeguarding risks and steps taken to mitigate them.
- Any positive impact of new working arrangements and how they are going to be taken forward.

**Analysis:**

There is still concern amongst agencies about our understanding of the longer term impact of Covid-19 and associated policies such as lockdown on children, particularly those young children who have missed out on socialisation or have lived in neglectful home circumstances with no respite due to schools having closed. There is still emerging thought and research on Long Covid and the impact on school attendance and attainment and the wider impact of Covid-19 on pupil behaviour and exclusion rates. Referrals to Childrens Services that dipped during lockdown are returning to pre Covid-19 levels with a noted increase in peer on peer abuse, cases of neglect being more severe and many children and young people experiencing mental health issues. The NCSCP will monitor referral numbers and exclusion rates and what this may mean for our services and the commissioning of them in 2023/2024 and going forward.

## Section 13: Priority Seven, Leadership and Fulfilling our Core Duties

We chose this priority to ensure we were providing leadership and ensuring core duties are met in line with Working Together 2018 and other relevant legislation.

Quality assurance remains our key driver across all the partnership, using frameworks that will measure the impact of our subgroup activities and challenge those working in the safeguarding arena. We also continued to ensure that our policies and procedures are embedded in the work we carry out, that toolkits, guidance and procedures draw on the knowledge of subject experts locally and nationally to inform them, and that we can demonstrate the impact of learning that has taken place.

The Partnership has an Independent Scrutineer who provides vision, scrutiny, challenge and support. The Strategic Leadership Group (SLG) is responsible for ensuring that all organisations contribute effectively to the work of the NCSCP. The SLG provides accountability for the work undertaken by the NCSCP by way of reports to relevant strategic committees and boards. Effective communication between the Business Manager, Independent Scrutineer and Chair of the NCSCP ensures that there is a clear link between the subgroups and executive group, enabling risks, themes and opportunities to be highlighted at an executive level, and challenge, direction and opportunities to be shared into subgroups. This is supported by meetings for subgroup Chairs to provide clarity about the role of each subgroup in the priority areas and to raise any process or participation issues.

In 2022/23, the issues affecting children the most and, therefore, our priority areas remained:

- Domestic abuse
- Child exploitation
- Neglect.

The NCSCP is currently supported by subgroups that carry out the day to day work in order to help deliver the objectives and Strategic Plan for the NCSCP. Next year the new Education and Learning Subgroup will be established to maintain the joint working between the Partnership and colleagues in the education sector. This creates an opportunity to share learning and risk information, seek assurance relating to education specific themes, and to improve our 'reach' into a broader section of this workforce which will build on the success of the Designated Safeguarding leads termly meetings for example further education, alternative provision, and the independent and faith sector.

In addition, we have continued to work in accordance with the vision and aims of the Joint Protocol for cross-partnership working on themes such as domestic abuse, youth violence and child exploitation. Our Vision is to work together to enable children and young people in Nottingham to live a life free from fear, harm and abuse. We will make safeguarding personal and the responsibility of everyone. We will enable children and young people to have choices and control over how they want to live. We will ensure there is effective communication with youth communities in Nottingham and we commit to learning from our experiences and improving how we work for the benefit of our children.

## Section 14: NCSCP Subgroups

### **Child Safeguarding Practice Review (CSPR) Subgroup**

In the year 2022/2023, this group was chaired by the Detective Chief Inspector (DCI) of Nottinghamshire Police Mark Dickson. The core membership of the group is made up of senior personnel from the safeguarding partners who act as decision makers for their organisations. Representatives from relevant agencies are invited to contribute to the group depending on the nature of the cases involved. The CSPR Subgroup has continued to meet on a regular basis throughout the year, with stable membership and good engagement from all statutory partners and local providers. Activity of the subgroup has focused on the Safeguarding Partners statutory responsibilities to conduct Rapid Reviews as set out in Working Together 2018. The group has embedded the review processes developed in the previous year, monitored actions arising from reviews, challenged partners where appropriate and disseminated learning. Ensuring that learning from all local, regional and national reviews is central to the aims of the group so that we can be assured that we have learnt and the impact on children and young people of this learning is evidenced.

#### **Rapid Reviews:**

In 2022/2023 there have been no Rapid Reviews completed within the scoping period of the report, as the threshold of need has not been met to undertake this action. However, the CSPR subgroup has continued to test whether there is evidence of the neglect strategy being embedded through undertaking audit work. Assurance was given through the Quality Assurance subgroup around neglect, and the delivery of appropriate training programmes around the issues of Neglect through the NCSCP is in place.

Throughout 2022/2023 the national panel approached Nottingham City as they were conducting work around good examples of Rapid Reviews. The national panel had approached several local authorities around the UK where they felt that reviews had been concise and that appropriate learning had been identified to improve practice. Of the five selected, Nottingham was requested to submit two anonymised reviews, this was extremely encouraging for the partnership and highlighted the effectiveness of the NCSCP and the multi-agencies that work within it. Both reviews submitted highlighted good partnership working in terms of demonstrating the child's lived experience, timely information gathering from partner agencies and clear learning and development plans which showed the commitment of partnership to Nottingham City's most vulnerable children.

### **Quality Assurance and Multi Agency Audit Sub-Group**

The aim of the Quality Assurance and Multi Agency Audit Group is to provide assurance to the NCSCP in respect of the quality of safeguarding intervention for children and young people and the performance of agencies in carrying out their safeguarding function. The group meets eight times per year, with four of those meetings being dedicated to audit activity. Agencies represented include Nottingham City Council Children's Integrated Services, Nottinghamshire Police, NHS Integrated Care Board, other representatives from Health providers and Education leads. The meetings are chaired by the NSPCC which brings independence to the quality assurance process. The chair reports directly to the BMG.

In 2022/2023, two Multi-Agency audits were completed. No audits were undertaken in quarter three or quarter four this was due to a capacity request from NCSCP partners, and the strain on services at that time. It has been agreed that Nottingham City & Nottinghamshire County will now conduct audits using a shared methodology in order to better enable effective learning from audits. This has been driven by practice need. The process for this working is being devised and subsequently there has been agreement to not conduct quarter four audits until the appropriate mapping and area of need has been identified.

Audit activity for 2022/2023 included;

- Audit on children and young people from ethnic minority backgrounds
- Children subject to more than one Child Protection plan for neglect

The findings from all audits have been shared with partner organisations through their QA Subgroup representative and through the BMG. From the two completed audits in 2022/2023 we learnt that the following is working well in the NCSCP;

- Children were given the chance to explore their ethnic background and a positive role model was allocated to the child as a key worker whenever possible.
- Exploring the child's day and where they found difficulties and to help a child broaden their perspectives and build the bigger picture- understanding of oneself, what empathy is and how this may make others feel.
- Good working practice by capturing children's views within assessments, giving focus to the child's wishes and feelings and adapting support around those needs.
- Clear examples of management oversight and recorded supervisions and within one instance there was service manager oversight due to repeat referrals, this is a key part of recognising patterns of neglect and is a strength based approach which had proved effective.
- Capturing the child's voice and having a good relationship with parents has ensured that within some of the cases audited that parents have been on-board and willing to work with the Local Authority to gain much needed support to improve the lives of their children whilst feeling done with and not done too.
- There was also examples of the use of CSE toolkit, legal planning meetings, referrals completed to edge of care, strategy discussions occurring in a timely manner, and allocated workers recognising disguised compliance and taking appropriate steps to address the issue which ultimately meant putting the child first using safeguarding protocols.
- Multi-agency working was also highlighted as a positive, meaning that information sharing within meetings within external agencies was effective and contributed to a positive outcome for the children and their families.
- Health agencies, ICB, City Care, NHS Trust and Midwifery were able to identify up to date recording of cultural demographics and ethnicity within systems.
- Examples were identified of good engagement with families, voice of the child being captured within CAMHS head to head sessions alongside detailed notes being clearly recorded and good risk assessments undertaken.
- Youth Justice Service evidenced an understanding in practice around cultural and ethnic diversity this included culturally specific services for families, interpreters used to ensure that communication was clear between the family and the service, child's voice captured with regard to

religion and diversity needs captured, plans were given cultural consideration and evidence of case manager looking at cultural background to provide key support.

- Good multi-agency working and timely referrals, PPN's continued to be submitted in relation to any new/ongoing concerns. With good Information sharing between agencies from the initial point of contact which has led to a positive outcome for children. Police highlighted good responses to s47 strategy discussions alongside work completed by agencies in relation to the CCE.

The completed audits also provided insight into areas of partnership practice which require further work and action plans are in place to measure improvement in these areas.

- Although there are signs of improvements with regard to the understanding and importance that identify has in a child's life, as a partnership we need to work with more urgency on ensuring that this is reflected in multi-agency work with each child and family.
- As a partnership we need to ensure that we are capturing a child's lived experience and putting the individual needs of children first within our practice. This can be achieved by joined up working and an understanding of the historical needs of the child.
- The threshold of need which has been refreshed and updated must be promoted and supported by a programme of face to face and virtual sessions supported and delivered citywide effectively This will ensure that there is understanding of what the threshold of need is and that professionals can seek consultation when they are unclear on how to progress with a child's case. This will strengthen the effectiveness of practice and support the need for a child and their family being offered the right support at the right time, without delay.

An audit programme for 2023/24 is to be determined and aligned with Nottinghamshire County, however it is important as a City that we put the needs of our citizens first and it has been agreed that when appropriate, audits will take place outside of scheduling if a need has been identified for the city as a priority.

The QA subgroup continued to produce its quarterly Performance Report. In our 2021/22 report we said that we had improved the quality of our performance commentary. We have been successful in achieving this again in 2022/2023 and we wish to continue to improve our commentary and analysis further in 2023/24. We continue to monitor our performance reporting by using the Microsoft Excel model which was reported on in the 2021/22 annual report. This has made the process of reporting, and subsequent discussion, clearer and more intuitive. We regularly review how our partner agencies complete their performance reporting work and will always look to improve our processes further in 2023/24. Quarterly performance data is regularly made available to the BMG who provide further scrutiny. The QA Subgroup will monitor the performance framework, present scrutiny and challenge where appropriate. This work will be supported by the Independent Scrutineer who has been invited to consider the work of the QA Subgroup and will attend subgroup meetings as part of this work.

## Section 15: Education and Early Years DSL Networks

All schools (including independent schools, academies and free schools) and other educational establishments are designated as relevant agencies within the safeguarding arrangements.

The NCSCP engages with schools through representatives from the Advanced Designated Safeguarding Leads (ADSL) Group and termly Designated Safeguarding Lead (DSL) Network meetings.

The Schools DSL Network met in May and October 2022 and February 2023. The network events provide the opportunity for our Safeguarding in Education Coordinator as well as invited guests to communicate safeguarding issues, and share good practice, both locally and nationally. Schools DSL Network events in 2022/23 were a mix of face to face and virtual via Microsoft Teams. We continue to experience increased attendance at all Schools DSL Network meetings in 2022/23. The May, October and February networks were attended by 152, 152 and 200 professionals respectively. Early years settings engage in safeguarding arrangements through the Early Years Designated Safeguarding Leads Network which meets three times per year. These events are also very well attended, in 2022/2023 an average of 85% of settings attended Early Years Network events. The Safeguarding coordinator continues to provide support, advice and guidance to the Early years, play and youth sector with regards to any aspect of the safeguarding agenda including allegations or concerns about adults who work within these sectors.

In 2022/23 our Schools and Early Years DSL Network events included items on a variety of safeguarding topics, including:

- Serious Violence Duty
- Prevent (how it works and the local threat, presented by Nottinghamshire Police).
- Attendance through a safeguarding lens
- The Neglect Strategy and neglect in Nottingham City context.
- City MASH – Consent
- Vulnerable learner strategy
- Sexual Violence and Sexual Harassment/Peer on Peer Abuse.

In 2022/23 133 settings across the city including colleges, independent, AP's, Primary and Secondary settings were part of the network. This means we are continually assured that key safeguarding messages are being disseminated to schools in Nottingham City. The network was instrumental in sharing of pertinent statutory and local legislation on the safeguarding of children. Activities covered included sharing of a range of learning from best practice in the role of a DSL and school practice, policy and procedures. Local/national updates, learning from case reviews, continued professional development and knowledge of statutory guidance and expectations, Local Authority departments and processes for example EWS referral process, how to complete a LADO referral etc were undertaken. This has led to stronger outcomes linked to early intervention and quality of safeguarding within the setting that the child attends, this support is also expected for families from the setting where appropriate. 96% of settings completed the NCSCP Section 175 safeguarding audit sharing their practice. Strengthening of relationships and opportunity to network across the sector both for school to school and peer impact but also between the LA and schools. Continue to review content and objectives of each network across the academic year and ensure we are meeting the sector's needs.

For 23/24 we will work towards more face to face networks as feedback shows this is in demand and preference. We will explore further collaborative work with partnership agencies and joined up internal local authority departments to deliver a more consistent message and embed processes to support the safeguarding that city professionals are doing in schools with children and families.



## Section 16: NCSCP Learning and Improvement

We continue to deliver a detailed programme of training for all professionals in the NCSCP.

The Cross Authority Learning & Workforce Development (Procedures) Group is responsible for multi-agency safeguarding children training and the provision of the inter-agency safeguarding children procedures. In 2022/23 this group has been chaired by the Nottinghamshire Safeguarding Children Partnership Service Manager for Partnerships. Membership of the group includes representatives from all safeguarding partners and relevant agencies. It reviews all current procedures and addresses the need for any updated guidance or procedures that has been identified.

Over the past 12 months we have developed and delivered a training programme which included the following:

- Introduction to Signs of Safety
- Introduction to Safeguarding Children
- How to complete a strong Multi-Agency Referral Form
- Sudden Unexpected Deaths in Infants
- Safeguarding Children and Young People from Sexual Exploitation
- Introduction to eSafety
- Understanding Neglect
- Volatile Substance Abuse
- Working with Children Impacted by Domestic Violence and Abuse
- The Prevent Duty and Radicalisation
- Information sharing and consent

The majority of our training is still taking place online however we have reintroduced some face to face training sessions. In addition, we have:

- Developed and delivered a training programme for faith groups and sports groups across Nottingham City and Nottinghamshire. This work was completed in collaboration with Nottinghamshire Safeguarding Children Partnership.
- Rolled out a Safer Schools Safeguarding app to all Nottingham City schools. Safer Schools is a multi-award-winning safeguarding ecosystem, created to educate, empower and protect entire school communities, in a digital World.
- Created links with Advanced Designated Safeguarding Leads (ADSLs) and the Nottingham School Trust regarding the joint and shared delivery of safeguarding training.
- Streamlined administrative systems ensuring greater productivity and effectiveness.
- Supported the delivery of the annual Every Colleague Matters conference.
- Written and developed a new and refreshed Working Together training programme.

Our development plans for 2023-24 include:

- Actively participate in the new Learning and Workforce Development Group. Further collaborative work with partnership agencies thereby enabling us to deliver a consistent message and embed processes to support effective safeguarding training.
- Roll out and co-deliver regular full day Working Together training sessions. These will take place across the year. To further develop the training programme for the NCSCP being mindful of changes in legislation, and emerging themes in safeguarding.
- Resources to be developed to enable the NCSCP to effectively share learning from local, regional and national reviews.
- To work alongside Children and Families Services to help develop a new MARF training programme which will take into account the changes from a paper based to electronic reporting system. The training will also have a greater emphasis on consent.
- Work alongside other team members in ensuring there is improved training in the Child Criminal Exploitation.
- Work alongside other professionals in ensuring there is training in Trauma Informed Practice
- Work alongside the new Prevent Education Officer to ensure Prevent training is offered to all sectors. This training aims to improve understanding of the Prevent Duty and enable practitioners to spot the signs of radicalisation, offer support and make appropriate referrals. It will build on the online Home Office Prevent training by giving local insight and opportunities for discussion.
- Develop a pool of local trainers who are able to deliver high quality safeguarding training to the Partnership.

### Every Colleague Matters 2023

In July 2022 a review was submitted to the Business Management Group (BMG) around the future look and delivery of Every Colleague Matters (ECM) events in Nottingham City. It was felt by the Integrated Workforce Development Team (IWDT) with agreement from NCSCP that a fresh approach was needed to be taken to promote uptake around attendance and to revisit our approach to learning post Covid.

This review was submitted to the BMG in August 2022 where agreement was given to run events in line with the rationale of identifying “Hot Topics” that were important in terms of practitioners engaging with Childrens and families throughout Nottingham City. As a partnership we are now in the process of developing and identifying key themes through the work of the Learning & Workforce Development subgroup and look forward to giving an informed update on the role out of this new approach within the 2023/2024 annual report.

# Section 17: Challenges

## Nottingham University Hospitals NHS Trust Maternity Services – Independent Review

Following on from our last annual report and that announcement of a review into maternity services in September 2021, the Chief Operating Officer NHS England wrote to families in May 2022 to inform them that “after careful consideration and in light of the concerns from some families, our own concerns, and those of stakeholders including in the wider NHS that the current Review is not fit for purpose, we have taken the decision to ask the current Review team to conclude all of their work by Friday 10 June”.

In light of this, he announced that the Donna Ockenden would be leading a new review into maternity services at NUH. The revised terms of reference were published in September 2022 with a final published report due in 18months (estimated March 2024 and subject to review). The purpose of the review remains to ensure timely learning, action and improvements in the safety and quality of the maternity care provided.

The review team are currently receiving evidence from affected women, families and staff.

The NCSCP will continue to monitor and request detailed updates from NUH maternity services with regard to this independent review. This will be covered in our 2023/2024 Annual Report.

## Nottingham City Council Children’s Services

Children’s Integrated Services underwent a full Ofsted inspection in July 2022 the overall service assessment being rated as inadequate. (The findings of which are shown in the below table.) An improvement adviser, appointed by the Department for Education, now chairs the Children’s Improvement Board, overseeing the improvement plan. A first monitoring visit was undertaken by Ofsted in February/March 2023 focusing on the front door and duty services, evidencing important foundations of improvement and some improvement for children, with more to do. The Safeguarding Partnership are working together to address some of the key areas of improvement and to ensure system oversight and engagement in the improvement plan.

Nottingham City Children’s Services received an Ofsted Inspection of Local Authority Children’s Services (ILACS) inspection in July 2022 with the report being published in September 2022. The outcome of the inspection was:

<b>Judgement</b>	<b>Grade</b>
The impact of leaders on social work practice with children and families	Requires improvement to be good

The experiences and progress of children who need help and protection	Inadequate
The experiences and progress of children in care and care leavers	Requires improvement to be good
Overall effectiveness	Inadequate  (limited by the grading within the domain of children in need of help and protection).

The inspection identified 8 specific areas for improvement. In December 2022 the Local Authority submitted an action plan to Ofsted in response to the 8 areas for improvement. Ofsted formally responded confirming that the action plan accurately reflected the findings of the inspection. Progress against the Ofsted Action plan is monitored through the Children’s Improvement Board, which is chaired by an independent Improvement Advisor, appointed by the Department for Education.

As a result of the inadequate judgement, the Local Authority has now entered into a period of monitoring visits - short inspection activity focused on a specific area – between now and the next full inspection, which is likely to take place within 18 – 24 months’ time. There are likely to be 3 or 4 monitoring visits each year. The first of these took place in February 2023 and was focussed upon the response of the MASH and duty service when receiving new information and referrals regarding children and young people. We will continue to monitor this area and provide an update in our next annual report.

Nottingham City Council corporate improvement

Nottingham City Council has been progressing its improvement journey throughout the year, following the non-statutory review undertaken in 2019. At the time of writing this report, the Council continues to implement its plans for recovery and improvement in the Together for Nottingham plan, with particular focus on financial planning, company’s governance, officer/member working and organisational culture. The council’s corporate improvement continues to be overseen by the Improvement and Assurance Board, chaired by Sir Tony Redmond, who reports to the Secretary of State.

## Section 18: Independent Scrutiny

### Contribution from Amy Weir, Interim Independent Scrutineer in 2022/2023

Following the departure of the previous Independent Scrutineer, I was the Interim independent Scrutineer for the Nottingham City Safeguarding Children Partnership from August 2022 to the end of April 2023.

During this time, I had the opportunity to meet with the Senior Leadership Team (SLG) and to attend partnership meetings. The SLG reviewed its operation and was seeking to learn from its first years' experience during this time. I attended and contributed to the development day which was held in August 2022.

There has been a strong will to ensure that the Partnership is operating effectively to oversee all aspects of the safeguarding of children and young people in Nottingham.

I have been able to provide some support and advice to the Partnership about how to develop and improve its case auditing processes and this is being taken forward. I have also sought to ensure that the Partnership has responded to the recommendations of the National Panel's national reviews for Sky and Arthur.

The annual report provides many positive examples of how agencies have worked together in often challenging circumstances. The activities and influence of the Partnership have had a positive impact over the past year in giving direction to safeguarding by local agencies including our schools. The subgroups have been important in considering new safeguarding developments nationally but also in disseminating and sharing information.

There have been challenging circumstances and significant changes over the last year. This has included the national impact of financial stringency on the public sector as well as problems in recruitment in some parts of the system. Nottingham Children's Social Care became subject to a formal improvement process following the inadequate judgement overall made on its services in July 2022. There has been a massive effort to turn this around and to deliver the improvements required. The ICB has also been challenged in relation to the required improvements for the City's maternity services. A new Chief Constable has been appointed and the Police SLG representation therefore changed.

Last year, I suggested that the Partnership should give consideration to the following areas and these priorities are I believe still relevant and in need of more explicit progress.

- How the **impact** of its work is measured i.e. is there a clear link between the work of the Partnership (its Business Plan) and improved **outcomes** for Nottingham's children and young people.  
There is some useful national work looking at the effectiveness of Partnerships. MACS – Multiagency Child Safeguarding Evaluation which would be of benefit.
- The **engagement** of children, young people and families so that their feedback informs the Partnership's priorities.
- How the Partnership represents the rich **diversity** that is Nottingham City and ensures that this is fully reflected in all its activities.

In the brief time that I have been involved I have noted the strong and unwavering commitment of the those working across the agencies in Nottingham City.

I have been able to link up with the newly appoint Independent Scrutineer and to provide a handover him so that he can take forward the IS work with the Partnership.

## Section 19: Looking Forward to 2023/2024

In 2023/2024 we will continue to implement our refreshed Business plan<sup>vii</sup> and work to our key priorities as a partnership. We will continue to develop our learning and improvement framework and learn from any Rapid Reviews.

We will refresh our webpages and develop further resources and digital content for the general public and for practitioners.

We will aim to develop videos that amplify the voice of the child.

We will work to develop a partnership newsletter

Our vision remains the same and we will monitor and update our Business Plan to ensure that we:

- Promote the work of the Partnership ensuring we are clear how our work can support partners.
- Demonstrate how we are sharing learning from reviews and work more closely with the Quality Assurance Subgroup to measure changes to practice as a result.
- Re-focus scrutiny on the issue of safe and supportive transitions from adults to children's services.
- Have a data set and performance report which sets out activity, themes and multi-agency risks.
- Have a quality assurance framework that demonstrates how we will effectively scrutinize key safeguarding areas using what methods and how that will inform improvement.
- Develop the pace and impact of the Learning and Development Subgroup so that we can disseminate learning quickly using a range of methods to reach those who need it.
- Drive the neglect work and strategy and ensure that learning and key practice skills, including tools and integrated working are embedded.
- Address the partnership implications of the Stable Homes Built on Love children's social care proposals.

The chairing of the NCSCP will be undertaken by Catherine Underwood, Corporate Director of People, Nottingham City Council, in 2023/2024. The progression of the NCSCP Business Plan (2023-2026<sup>viii</sup>) will continue to provide the focus for the partnership to achieve the above priorities. Much of the work undertaken in 2021/22 will continue in the year ahead with an emphasis on scrutiny and improved outcomes in the lived experience for our children, young people and their families. The safeguarding of children and young people is an ever-changing environment with new and emerging challenges. The continued work of the NCSCP is critical in driving improved performance and outcomes in their daily lives for all of our children.

# Glossary of Terms

ASHA	Assessment of Sexual Harm Arrangements
BEMH	Behavioural and Emotional Mental Health
BMG	Business Management Group
CAMHS	Child and Adolescent Mental Health Services
CCE	Child Criminal Exploitation
CCG	Clinical Commissioning Group
CDOP	Child Death Overview Panel
CDP	Crime and Drugs Partnership
CIS	Childrens Integrated Services
CSE	Child Sexual Exploitation
CSPR	Child Safeguarding Practice Review
CQC	Care Quality Commission
CRC	Community Rehabilitation Companies
DA	Domestic Abuse
DASH	Domestic Abuse, Stalking and Honour-based Violence

DCI	Detective Chief Inspective
DLNR	Derbyshire, Leicestershire, Nottinghamshire and Rutland
DSL	Designated Safeguarding Lead
DV	Domestic Violence
ECM	Every Colleague Matters
FGM	Female Genital Mutilation
HSB	Harmful Sexual Behaviour
IAB	Improvement and Assurance Board
ICB	Integrated Care Board
ICPC	Initial Child Protection Conference
IS	Independent Scrutineer
IMD	Indices of Multiple Deprivation
IWDT	Integrated Workforce Development Team
MASH	Multi-Agency Safeguarding Hub
MACE	Multi-Agency Child Exploitation Group
MAPPA	Multi-Agency Public Protection Arrangements



NCSCP	Nottingham City Safeguarding Children Partnership	PCC	Police and Crime Commissioner
NHFT	Nottinghamshire Healthcare Foundation Trust	QA	Quality Assurance
NHS	National Health Service	RCPC	Review Child Protection Conference
NSCP	Nottinghamshire Safeguarding Children Partnership	SLG	Strategic Leadership Group
NSPCC	National Society for the Prevention of Cruelty to Children	SUDI	Sudden Unexpected Death in Infancy
NUH(T)	Nottingham University Hospitals (Trust)	TCE	Tackling Child Exploitation
ONS	Office for National Statistics	VRU	Violence Reduction Unit

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<sup>i</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/942455/Working\\_together\\_to\\_safeguard\\_children\\_Statutory\\_framework\\_legislation\\_relevant\\_to\\_safeguarding\\_and\\_promoting\\_the\\_welfare\\_of\\_children.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942455/Working_together_to_safeguard_children_Statutory_framework_legislation_relevant_to_safeguarding_and_promoting_the_welfare_of_children.pdf)

<sup>ii</sup> <https://learning.nspcc.org.uk/safeguarding-child-protection>

<sup>iii</sup> [Children and Social Work Act 2017 \(legislation.gov.uk\)](https://legislation.gov.uk/ukpga/2017/69)

<sup>iv</sup> [Working together to safeguard children - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/942455/Working_together_to_safeguard_children.pdf)

<sup>v</sup> <https://www.nottinghamcity.gov.uk/media/3377220/nottingham-safeguarding-children-partnership-threshold-of-needs-revised-19may2023.pdf>

<sup>vi</sup> [ncscp-business-plan-2021-24-updated-april-2021.pdf \(nottinghamcity.gov.uk\)](https://www.nottinghamcity.gov.uk/media/3377220/ncscp-business-plan-2021-24-updated-april-2021.pdf)

<sup>vii</sup> [ncscp-business-plan-2021-24-updated-april-2021.pdf \(nottinghamcity.gov.uk\)](https://www.nottinghamcity.gov.uk/media/3377220/ncscp-business-plan-2021-24-updated-april-2021.pdf)

<sup>viii</sup> [ncscp-business-plan-2021-24-updated-april-2021.pdf \(nottinghamcity.gov.uk\)](https://www.nottinghamcity.gov.uk/media/3377220/ncscp-business-plan-2021-24-updated-april-2021.pdf)

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**Children and Young People Scrutiny Committee  
26 October 2023**

**Youth Justice Service**

**Report of the Statutory Scrutiny Officer**

**1 Purpose**

- 1.1 To assess the findings of the full three week joint inspection carried out by HM Inspectorate of Probation in November 2019, and the subsequent review of the service by a Peer Review Team comprised of Youth Justice Service Managers from across the country in November 2022.

**2 Action required**

- 2.1 The Committee is asked to note the progress made since the full joint inspection and peer review and the next steps for improvement. The Committee is asked if it wishes to make any comments or recommendations regarding the information presented at the meeting.

**3 Background information**

- 3.1 Nottingham Youth Justice Service (YJS) received a full three-week joint inspection in November 2019 at which it was graded Requires Improvement.
- 3.2 In November 2022, the Service invited a Peer Review team, made up of YJS Managers from across the country, to come and review the service.
- 3.3 The report details the outcome of the above inspection and peer review and the progress made since then.

**4 List of attached information**

- 4.1 None

**5 Background papers, other than published works or those disclosing exempt or confidential information**

- 5.1 YJS Inspection Activity Report

**6 Published documents referred to in compiling this report**

- 6.1 NA

**7 Wards affected**

7.1 All

## **8 Contact information**

8.1 Damon Stanton – Scrutiny & Audit Support Officer  
[damon.stanton@nottinghamcity.gov.uk](mailto:damon.stanton@nottinghamcity.gov.uk)

<b>Meeting Title</b>	Children and Young People’s Scrutiny Committee
<b>Report Title</b>	Nottingham City Youth Justice Service Inspection activity
<b>Meeting Date</b>	

<b>Corporate Director(s)/Director(s):</b>	Catherine Underwood, Corporate Director for People Ailsa Barr, Director for Children’s Integrated Services
<b>Portfolio Holder(s):</b>	Councillor Cheryl Barnard
<b>Report author and contact details:</b>	Simon Newling-Ward

<p><b>Summary of issues:</b></p> <p>Nottingham Youth Justice Service (YJS) received a full three-week joint inspection in November 2019 at which it was graded Requires Improvement. HM Inspectorate of Probation complete independent inspections and report to the Ministry of Justice on four domains.</p> <ul style="list-style-type: none"> <li>• Organisational Delivery including workloads and staffing levels,</li> <li>• Court Disposals,</li> <li>• Out of Court Disposals and</li> <li>• Resettlement.</li> </ul> <p>In November 2022, the Service invited a Peer Review team, made up of YJS Managers from across the country, to come and review the service with a focus on four key areas:</p> <ul style="list-style-type: none"> <li>• the effectiveness of the Governance arrangements,</li> <li>• are operational arrangements for First-Time Entrants robust and working effectively,</li> <li>• are partnership arrangements working effectively in supporting the work around First-Time Entrants and</li> <li>• are local arrangements to reduce Serious Youth Violence and to support the management of high-risk children in the community working.</li> </ul> <p>Further to the four key lines of enquiry, reviewers were looking at two golden threads of the Child’s Voice and Disproportionality and Anti-Racist practice.</p> <p>This report details the outcome of the above Inspection and Peer Review and the progress made since then.</p>
<p><b>Recommendation(s):</b></p> <p>1. Children and Young People Scrutiny Committee consider the findings of HMIP Inspection report March 2020.</p> <p>2. Children and Young People Scrutiny Committee confirm its commitment to improving Youth Justice Services and its ambition for Nottingham Children’s Services to be delivering consistently good social Youth Justice services to children and victims.</p> <p>3. Children and Young People Scrutiny Committee note the progress made since the full joint inspection and peer review and the next steps.</p>

## **1. Background**

Youth Offending Teams, or Youth Justice Services, have been in place since 2000. The Crime and Disorder Act 1998 identifies the Local Authority as the body with responsibility for providing Youth Offending Provision. The Service is governed by the Youth Justice Board and a local Youth Justice Service Management Board, chaired in Nottingham by the Corporate Director, with membership from senior strategic partners including Police Superintendents, YJB, Health Commissioning Managers, Director of Children's Services and Head of Service. Nottingham Youth Justice Service sits within Early Help.

The Service is staffed by Local Authority and partnership staff including seconded Probation staff, Police Officers, Nurses and Substance use practitioners. We report back on 12 new KPIs addressing performance from reducing reoffending to the number of children with a Special Educational Need.

The Service is currently working with 293 children and over the period 2022/23 worked with 588 unique children. These children are supported on a range of prevention, pre-Court, and post-Court, including custodial sentence, interventions. The breakdown is as follows: 113 children on prevention programmes including Turnaround, Another Way, Divert Plus and the AP Taskforce, 135 children on Out of Court Disposals and 107 children on post-Court Disposals.

Our most recent reoffending rates, shared with the Board in August 2023, is 30%, the national figure is 31.1%.

## **2. Nottingham City YJS HMIP Inspection and peer review**

Nottingham Youth Justice Service (YJS) received a full three-week joint inspection in November 2019. This inspection was part of an ongoing programme with ratings across three broad areas:

- the arrangements for organisational delivery of the service
- the quality of work done with children and young people sentenced by the courts; and
- the quality of out-of-court disposal work.

Overall, Nottingham City YJS was rated as 'Requires improvement' as reported 19 Mar 2020. The recommendations to the YJS Management Board and Service Management included:

- the review of the Out of Court Process,
- addressing the numbers of young children entering the YJS for the first time,
- developing the Victim and Restorative Justice process.
- improving staff access to clinical supervision,
- better gain the views of children and their parents and carers and
- to review the quality assurance processes.

In November 2022, the Service invited a Peer Review team, made up of YJS Managers from across the country, to come and review the service with a focus on four key areas:

- the effectiveness of the Governance arrangements,
- are operational arrangements for First-Time Entrants robust and working effectively,
- are partnership arrangements working effectively in supporting the work around First-Time Entrants and
- are local arrangements to reduce Serious Youth Violence and to support the management of high-risk children in the community working.

Further to the four key lines of enquiry, reviewers were looking at two golden threads of the Child's Voice and Disproportionality and Anti-Racist practice.

The team produced a report detailing strengths, areas for consideration and recommendations.

The YJS has addressed the recommendations from both the HMIP Inspection and the Peer Review within the Operational Delivery Plan that is reviewed on a quarterly basis by the Youth Justice Management Board. The

timescale for completion of this plan follows the three-year YJS plan that is due for review at the end of March 2024.

Key assurance activity has been completed including:

- the development of a Diversity and Identity Strategy and Action Plan,
- ongoing participation and engagement exercises,
- the review and development in partnership of the Child Criminal Exploitation management process that has led to a new way of working with Police, Social Care, and other partnership colleagues,
- the ongoing development of a prevention and early intervention offer including the growth of the Targeted Youth Support Team to deliver the Turnaround and Another Way projects
- the review and development of risk management and quality assurance processes.

It should be noted that at the time of the HMIP Inspection, there was no national guidance about the Out of Court process and immediately following the inspection the Service put in place remedial actions for the recommendations. We now have a robustly quality assured, multi-agency Out of Court Disposal panel and are working in partnership to address the ongoing issues of high first-time entrants to the Youth Justice System. This process was recognised by the Peer Reviewers as being of a high standard compared to other YJS they had observed.

Within the Service staffing establishment is the Targeted Youth Support team, offering a range of prevention and early intervention support. This includes the government's recently introduced Turnaround programme engaging with children at the earlier possibility to stop any potential further offending and a Youth Endowment Funded project, Another Way, supporting those children identified as at risk of group offending and serious youth violence. The Service has developed a number of participation and engagement activities where beyond the regular feedback received by children as part of their intervention, specific thematic questions are asked of children about their experiences of growing up in Nottingham and being involved with offending, the results of which have been shared with the Service and the Board.

Key recommendations were made including:

- Board to consider representation from schools and the voluntary sector,
- consider how they can incorporate data to ensure the voice of the child is heard,
- to review the knife crime policy and performance data for Out of Court disposals,
- strengthen and evaluate the partnerships approach to reducing first time entrants,
- to expand the internal learning review process and review the use of remand to Local Authority Accommodation.

In the last 12 months, the Service has:

- Further developed the risk management processes and updated the risk management meetings to now include a more holistic, multi-agency approach inviting professionals to contribute to the risk management of children.
- The review process that was held by the Service following a child entering custody has been expanded and now any child entering custody or committing a serious further offence as identified by the Youth Justice Board is now reviewed by a multi-agency panel including colleagues from across Social Care, Health, Education and the Police to identify key learning for the partnership.
- Worked with the Violence Reduction Partnership and county YJS colleagues to commission an exploratory research study to understand the high numbers of First Time Entrants into the youth justice system in Nottingham(shire)
- Discussing with the Police and County YJS colleagues the need to review the use of outcome 22 and other Out of Court Disposals. The knife crime policy has been reviewed and amended leading to children being referred automatically to, and assessed by, the YJS.
- Introduced and embedded a new Case Management system that has given the Service greater insight and analytical capability.
- Following YJB changes to the Key Performance Indicators, the Service has implemented new recording procedures and data capture for these. The Service has implemented data solutions to

address the operational need for better information sharing across the partnership in education, Police, health, and substance use.

### **3. Next steps**

The Service continues to carry out audits into service delivery at the same time as the YJS Management Board has carried out an evaluation exercise to address HMIP inspection criteria to ensure progress against outcomes. The Board is in the process of updating the Terms of Reference and Action Plan following this activity. It is anticipated that the Service will receive an inspection in the forthcoming 12-month period.

The Service continues to work with external commissioners to expand the service offer, particularly with Health, Substance Use, CAMHs and victim services as the cohort has changed to a more prevention and pre-court demographic.



**Children and Young People Scrutiny Committee  
26 October 2023**

**Work Programme**

**Report of the Statutory Scrutiny Officer**

**1 Purpose**

- 1.1 To consider the Committee's work programme for 2023/24 based on areas of work identified by the Committee at previous committee meetings, the informal meeting of the Committee to scope its work programme for the year ahead and any further suggestions raised at this meeting.

**2 Action required**

- 2.1 The Committee is asked to note the work that is currently planned for the municipal year 2023/24 and make amendments to this programme as appropriate.

**3 Background information**

- 3.1 The purpose of the Children and Young People Scrutiny Committee is to carry out the statutory overview and scrutiny function in relation to matters affecting children and young people.
- 3.2 The Committee is responsible for setting and managing its own work programme to fulfil this role.
- 3.3 In setting a programme for scrutiny activity, the Committee should aim for an outcome-focused work programme that has clear priorities and a clear link to its roles and responsibilities. The work programme needs to be flexible so that issues which arise as the year progresses can be considered appropriately.
- 3.4 Where there are a number of potential items that could be scrutinised in a given year, consideration of what represents the highest priority or area of risk will assist with work programme planning. The Scrutiny Prioritisation Process has been attached to assist Members on those considerations with the Committee advised to focus on two items per meeting so that due consideration can be given.
- 3.5 The current work programme for the municipal year 2023/24 is attached.

**4 List of attached information**

- 4.1 Scrutiny Prioritisation Process

4.2 2023/23 Committee Work Programme

**5 Background papers, other than published works or those disclosing exempt or confidential information**

5.1 None

**6 Published documents referred to in compiling this report**

6.1 Nottingham City Council Constitution

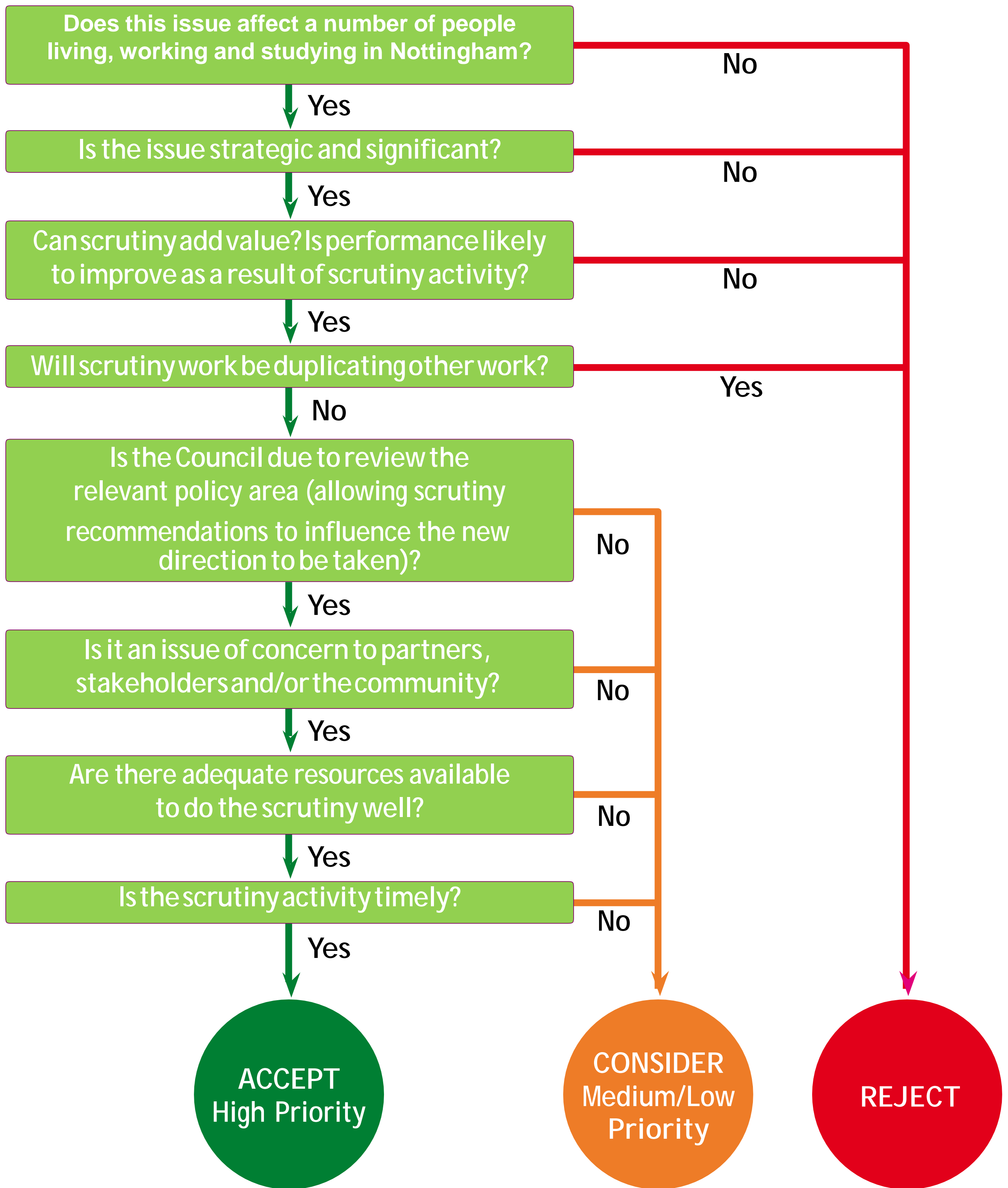
**7 Wards affected**

7.1 NA

**8 Contact information**

8.1 Damon Stanton – Scrutiny & Audit Support Officer  
[damon.stanton@nottinghamcity.gov.uk](mailto:damon.stanton@nottinghamcity.gov.uk)

# Nottingham City Council Scrutiny Prioritisation Process



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## Children and Young People Scrutiny Committee 2023/24 Work Programme

Date	Items
<b>28 September</b>	<ul style="list-style-type: none"> <li data-bbox="327 245 2134 395"> <p>• <b>Children’s Services Improvement</b> To scrutinise progress in the improvement journey, including the findings of and response to the second Ofsted monitoring visit.</p> <ul style="list-style-type: none"> <li data-bbox="371 357 1120 395">- Workforce challenges – recruitment and retention</li> </ul> </li>   <li data-bbox="327 437 2134 542"> <p>• <b>SEND Improvement</b> To scrutinise progress in addressing areas for improvement identified following the Ofsted and Care Quality Commission Local Area Inspection of SEND Provision in 2021, with a particular focus on communication with parents and families</p> </li> </ul>
<b>26 October</b>  <div style="writing-mode: vertical-rl; transform: rotate(180deg); position: absolute; left: -40px; top: 50%; font-size: small;">Page 61</div>	<ul style="list-style-type: none"> <li data-bbox="327 622 2134 772"> <p>• <b>Nottingham City Safeguarding Partnership Annual Report</b> To consider the Safeguarding Partnership Annual Report</p> <ul style="list-style-type: none"> <li data-bbox="371 692 672 730">- Child exploitation</li> <li data-bbox="371 730 873 772">- Children out of school kept safe</li> </ul> </li>   <li data-bbox="327 804 2134 909"> <p>• <b>Youth Justice Service</b> To scrutinise response and progress in improving areas identified for improvement following HMIP Inspection in 2020 and Peer Review in 2022.</p> </li>   <li data-bbox="327 948 2134 1027"> <p>• <b>Children’s Services Improvement</b> To receive a verbal update from the Portfolio Holder on progress made on the improvement journey.</p> </li> </ul>
<b>30 November</b>	<ul style="list-style-type: none"> <li data-bbox="327 1149 2134 1219"> <p>• <b>Children’s Services Improvement</b> To receive a verbal update from the Portfolio Holder on progress made on the improvement journey.</p> </li>   <li data-bbox="327 1251 2134 1331"> <p>• <b>Education Investment Area</b> To hold partners to account for delivery of the action plan</p> </li> </ul>
<b>25 January</b>	<ul style="list-style-type: none"> <li data-bbox="327 1410 645 1449"> <p>• <b>Child Exploitation</b></p> </li> </ul>

Date	Items
	<p>To scrutinise current arrangements in preventing child exploitation including cross partnership working and potential strategy development</p> <ul style="list-style-type: none"> <li>• <b>Children’s Services Improvement</b> To scrutinise progress in the improvement journey</li> </ul>
28 March	<ul style="list-style-type: none"> <li>• <b>Children’s Services Improvement</b> To receive a verbal update from the Portfolio Holder on progress made on the improvement journey.</li> <li>• <b>Support for Young Carers (possible task &amp; finish group session)</b></li> </ul>
25 April	<ul style="list-style-type: none"> <li>• <b>Children’s Services Improvement</b> To receive a verbal update from the Portfolio Holder on progress made on the improvement journey.</li> <li>• <b>Impact of the Budget and MTFP on Children’s Integrated Services and Education</b> To scrutinise the proposed service changes to children’s services following the implementation of the MTFP</li> <li>• <b>Review of Early Help Strategy</b> To assess the impact of the Early Help Strategy and whether it was achieving its intended outcomes</li> </ul>

**\*Nottingham City Council Safeguarding Partnership Annual Report to be included on every committee work programme, scheduled for the October (or the nearest available) meeting**