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**Nottingham
City Council**

Nottingham City Council Children and Young People Scrutiny Committee

Date: Thursday, 30 November 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 87 64345

- 1 Apologies for Absence**
- 2 Declarations of Interest**
- 3 Minutes** 3 - 8
To confirm the Minutes of the meeting held on 26 October 2023
- 4 Priority Education Investment Area (PEIA) Update** 9 - 16
Report of the Statutory Scrutiny Officer
- 5 Children Services Improvement**
To receive a verbal update from the Portfolio Holder on progress made on the improvement journey
- 6 Work Programme** 17 - 22
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 26 October 2023
from 10.02 am - 12.16 pm

Membership

Present

Councillor Naim Salim (Chair)
Councillor Fozia Mubashar
Councillor Ethan Radford
Councillor Michael Savage
Councillor Maria Watson

Absent

Councillor Samuel Gardiner
Councillor Georgia Power
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
Wilf Fearon - Head of Early Help Services
John Matravers - Head of Safeguarding Partnerships
Damon Stanton - Scrutiny and Audit Support Officer
Nicola Ryan - Deputy Chief Nurse, Nottingham and Nottinghamshire Integrated Care Board
Catherine Underwood - Corporate Director for People
Phil Wye - Governance Officer

11 Apologies for Absence

Councillor Georgia Power - unwell
Councillor Adele Williams – leave
Councillor Samuel Gardiner - unwell

12 Declarations of Interest

None.

13 Minutes

The minutes of the meeting held on 28 September 2023 were confirmed as an accurate record and signed by the Chair.

14 Nottingham City Safeguarding Partnership Annual Report

Councillor Cheryl Barnard, Portfolio Holder for Children, Young People and Education, John Matravers, Head of Safeguarding and Partnerships, and Ailsa Barr, Director for Children's Integrated Services, presented the report and delivered a presentation and highlighted the following:

- (a) Nottingham City Safeguarding Children Partnership was 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;
- (b) 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;
- (c) the strategic priorities of the Partnership in 2022-23 were 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, and to evidence the impact of the Nottingham City Safeguarding Children Partnership (NCSCP);
- (d) the Partnership's Business Plan has 7 priorities: tackling and reducing Child Exploitation, implementing the Harmful Sexual Behaviour Action Plan, ensuring that the voice and lived experience of children is integral to the development and delivery of services to children and families across Nottingham City, recognising and responding to the diverse population of Nottingham City's children, delivering the Nottingham City Safeguarding Children Partnership Neglect Strategy, understanding the impact of Covid-19, and providing leadership and ensuring core duties are met in line with Working Together 2018 and other relevant legislation;
- (e) the Partnership has developed a Threshold of Need Toolkit, to strengthen the effectiveness of practice and support the need for a child and their family;
- (f) tackling neglect must continue to be a priority if children's life chances and poor outcomes later in life are to be improved. A toolkit and a number of informative videos have been produced to promote this message. The Partnership has also developed a video resource on Professional Curiosity to further strengthen practice and knowledge in response to learning emerging from Domestic Homicide reviews;
- (g) the Partnership has held the Council to account in relation to the recent Ofsted Inspection and assurance visits, and is working together to address some of the key areas of improvement and to ensure system oversight and engagement in the improvement plan;
- (h) in 2023-24 the Partnership will re-focus scrutiny on the issue of safe and supportive transitions from children's to adult's services. The pace and impact of the Learning and Development Sub-group will be developed so that learning can be disseminated quickly using a range of methods to those who need it.

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

- (i) the voice of the child can be harder to capture if the family does not speak English. Interpreters are commissioned and documents translated as appropriate;
- (j) if a child is a young carer then their voice must be heard as well as the parent's in medical situations, and understanding that there are different perspectives. There are toolkits to help with this and work is being undertaken with GP practices;
- (k) the priorities are set by the Strategic Leadership Group. These are limited to the resources available and matters arising within services, but are focused on having the greatest impact;
- (l) social worker caseloads are decreasing to a more manageable level thanks to recent improvement work that has been undertaken;
- (m) if a child is at risk of serious harm, the Partnership has a responsibility to notify the national panel within 5 days, and then complete a rapid review within 5 days. 14 of these have been completed since the establishment of the Partnership, 2 of which were used as examples of good practice. Learning is taken from these and disseminated to all partners;
- (n) decisions on what level of support is required are taken by the Multi-Agency Support Hub (MASH) which is run by the Council but has practitioners from all sectors. This ensures consistency of service, making sure everyone has access to the services required. Partners also have specialists, as a first port of call, such as the Designated Safeguarding Leads in schools;
- (o) funding from the Partnership is sourced from each of the 3 statutory partners. This funds learning and development and the independent scrutineer. The amount of funding required is reviewed annually;
- (p) the videos produced by the Partnership are collectively owned by the Partnership and freely available on YouTube. They are shared on social media and at face to face meetings.

Resolved

- (1) that the partnership continues to focus on recognising the voice of the child, and ensure that the Council and partners continue to improve on how they communicate with children with language barriers;**
- (2) to work to disseminate information and videos to a wider range of organisations outside the partnership;**
- (3) to continue being pro-active in any aspect of children's' lives where safeguarding is concerned.**

15 Youth Justice Service

Wilf Fearon, Head of Early Help Services, presented the report and delivered a presentation on progress made since the joint inspection in 2019 and the peer review in 2022, highlighting the following:

- (a) the Youth Justice Service (YJS) is a partnership organisation and statutory requirement of the Local Authority. The Service is staffed by Local Authority and partnership staff including seconded Probation staff, Police Officers, Nurses and Substance use practitioners. Children are supported on a range of prevention, pre-Court, and post-Court, including custodial sentence, interventions. Most work is now pre-Court intervention;
- (b) Nottingham's YJS received a full three-week joint inspection in November 2019 and was rated overall as 'Requires improvement', with recommendations for improvement on a range of areas;
- (c) 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, operational arrangements for First-Time Entrants, partnership arrangements supporting the work around First-Time Entrants, and local arrangements to reduce Serious Youth Violence and to support the management of high risk children in the community. The team produced a report detailing strengths, areas for consideration and recommendations;
- (d) 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. Key assurance activity that has been completed includes the development of a Diversity and Identity Strategy and Action Plan, ongoing participation and engagement exercises, the review and development of the Child Criminal Exploitation management process, the ongoing development of a prevention and early intervention offer, and the review and development of risk management and quality assurance processes;
- (e) immediately following the inspection the Service put in place remedial actions regarding the Out of Court process and now the Council has a robust quality assured, multi-agency Out of Court Disposal panel and is 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 YJSs they had observed.

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

- (f) schools and education are an important part of the Youth Justice process, as they identify issues and begin early intervention. If a child is permanently excluded then they are less likely to be criminally exploited if they attend alternative provision. An education representative sits on the Youth Justice Board;

- (g) many youth centres with diversionary activities have been closed due to budget pressures. Time is dedicated to strengthening partnerships with external organisations so that these can be delivered, with some funding available through the Area Based Grant;
- (h) HMIP's new inspection regime begins in 2024, and the YJS is expecting another inspection that year. The management Board is aware of which improvements will be expected and is confident that the outcome will be better than the previous inspection.

Resolved to

- (1) request an item at a future meeting on alternative education provision of permanently excluded children, as well as the outcomes of the Education Priority Investment Area funding once the funding has ended;**
- (2) investigate if comparison data is available with other local authorities on demand for the service and share this with Committee members.**

16 Children's Services Improvement

Councillor Cheryl Barnard, Portfolio Holder for Children, Young People and Schools, delivered a verbal update on the ongoing improvement work, highlighting the following:

- (a) there has been no monitoring visit since the last Committee meeting. A visit is expected before Christmas with a focus on Care Leavers;
- (b) transformation work is continuing with Essex County Council and a peer review for Children in care. A staff celebration event was organised to celebrate the improvements so far;
- (c) an event was run with local businesses to promote the local offer for Care Leavers. The event was planned with the help of Care Leavers themselves;
- (d) there is ongoing focus on recruitment as this remains a challenge, A video has been produced that will be shared on social media to promote working in Nottingham. The lower caseloads for social workers may help to retain more staff, and staff feel confident that progress is being made.

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

- (e) social workers must be qualified, but there are other roles available that do not require the qualification such as personal advisors or family support workers. There is a social worker apprenticeship scheme which currently has 6 participants;
- (f) the Council would like to reduce the reliance on agency staff, although agency staff will always be required.

Resolved to share the recruitment video with members of the Committee.

17 Work Programme

The work programme was noted.

Children and Young People Scrutiny Committee

30 November 2023

Priority Education Investment Area (PEIA) Update

Report of the Statutory Scrutiny Officer

1 Purpose

- 1.1 The report provides the Committee with information and updates on the Partnership work between the Department for Education (DfE), Nottingham City Council, and Multi Academy Trusts operating schools in the City, on local education priorities identified and being supported with additional government funding as an identified Priority Education Investment Area.
- 1.2 The Committee will also receive representations from partner organisations and LA officers on the day.

2 Action required

- 2.1 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 None

4 List of attached information

- 4.1 Report by the Director of Education on PEIA's.

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

8 Contact information

- 8.1 Damon Stanton, Scrutiny and Audit Support Officer
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Meeting Title	Children and Young People’s Scrutiny Committee
Report Title	Priority Education Investment Area (PEIA) Update
Meeting Date	30 th November 2023

Corporate Director(s)/Director(s):	Catherine Underwood, Corporate Director for People Nick Lee, Director of Education
Portfolio Holder(s):	Councillor Cheryl Barnard
Report author and contact details:	nicholas.lee@nottinghamcity.gov.uk

Summary of issues:

This report provides information and an update to Scrutiny Committee on the partnership work between the Department for Education (DfE), Nottingham City Council and Multi Academy Trusts operating schools in the city, on local education priorities identified and being supported with additional government funding as an identified Priority Education Investment Area.

Recommendation(s):

1. Children and Young People Scrutiny Committee note the content of the report and presentations that will be made to the committee from LA officers and representatives of partner organisations.

1. Background

Nottingham was confirmed as one of 24 Priority Education Investment Areas (Priority Areas) in March 2022, in the Schools White Paper: Opportunity for all: strong schools with great teachers for your child.

Priority Areas are a subset of the 55 Education Investment Areas (EIAs) announced by the DfE in the Levelling Up White Paper (Feb 2022), and comprise of the 12 existing DfE Opportunity Areas and 12 other EIAs that have particularly low attainment and high rates of disadvantage.

The stated ambition of government that underpin the establishment of EIA’s and Priority Areas is that by 2030:

- 90% of pupils are meeting the expected standard in reading, writing, and maths combined at Key Stage 2, with an increase of over a third in the lowest performing areas.
- National GCSE average grade in both English language and in maths is increased from 4.5 in 2019 to 5

In order to drive this ambition and the programme in Nottingham a local governance board was established by the Regional Director of the DfE working with the Local Authority, Multi Academy Trusts operating in the city and the two local universities. The Board has met on a monthly basis since July 2002 and is chaired by Professor Jane McNeil, Pro Vice Chancellor Education at Nottingham Trent University. Board membership is made up of CEO's of Multi Academy Trusts covering primary and secondary phases and special schools, the CEO of the Nottingham Schools Trust (representing LA Maintained schools) the Director of Education Services at NCC, the DfE's Regional Director, senior representatives from the two city Universities, and professional leads from research schools covering pedagogy and Special Educational Needs and Disability (SEND).

The first action of the programme was to undertake a local needs analysis through a "deep dive" of all available and relevant educational data; this was supported by DfE data leads and the LA's Data and Insight team. The result of this analysis was presented to the board in order to inform understanding of key priorities to address, in order realise the ambitions of the programme. Once the key priorities were agreed, working groups were formed to agree delivery plans and a full local needs action plan was produced and submitted for ministerial sign off and allocation of funding, through the Priority Area Local Needs Fund. This latter stage was agreed in the spring and early summer of 2023. All elements of the action plan were costed and resources allocated to those organisations contracted to deliver on specific actions.

2. Nottingham Priorities

The board has agreed the following local priorities to be addressed through the Priority Area Local Needs Fund in Nottingham:

- Cross-phase reading: improving the teaching of reading in all primary schools to increase attainment and improve progress for pupils at the end of Key Stage (KS) 2. Improving reading fluency at KS3 to improve outcomes at KS4.
- Writing at Primary: improving the teaching of writing in all primary schools in order to increase attainment and improve progress for pupils at the end of KS2.
- Attendance and persistent absence: Improving attendance, particularly for those learners who are persistently absent and reducing Nottingham's persistent absence rate, building on the recommendations from the DfE attendance adviser from a school perspective.

The data underpinning these priorities is:

Literacy

Key Stage 2 (Age 11)

- An increase in the percentage of pupils meeting the expected standard in reading at KS2:
Baseline from Academic Year 21/22 is 70% (National 75%)
- An increase in the percentage of pupils meeting the expected standard in writing at KS2:
Baseline from Academic Year 21/22 67% (National 69%)
- Nottingham's ranking when compared with LAs nationally
Nottingham is currently **117th (out of 152 LAs) nationally** for writing at KS2
Nottingham is currently **141st (out of 152 LAs) nationally** for reading at KS2

Key Stage 4 (Age 16)

'KS4 local authority data' in East Midlands, England and Nottingham for 2021/22

Move and reorder table headers

		2021/22						
		Average Attainment 8 score of all pupils	Average Attainment 8 score per pupil in English	Average point score in English EBacc subject area including English literature	Percentage of pupils achieving grade 4 or above in Ebacc English component	Percentage of pupils achieving grade 5 or above in Ebacc English component	Percentage of pupils achieving grades 4 or above in English and Mathematics GCSEs	Percentage of pupils achieving grades 5 or above in English and Mathematics GCSEs
England		48.9	10.4	5.18	79.0%	65.6%	69.0%	50.0%
East Midlands	East Midlands	47.7	10.2	5.06	78.1%	63.5%	67.8%	47.5%
	Nottingham	44.5	9.5	4.74	73.2%	57.6%	61.0%	41.3%

Attendance

2021/22 Persistent absence (less than 90% overall attendance), was 23.7% of children in Nottingham were persistently absent from school compared to 22.5% nationally and 22% in the East Midlands.

3. Key Actions to deliver against the priorities

Presentations from PEIA partners will be made to the committee to provide full detail of the actions being delivered in the Literacy and Attendance strands of work, but in summary the following activities have been commissioned for delivery:

Literacy Strand

Invest up to £900,000 (jointly with Derby) to deliver a literacy programme to support improvements in reading and writing.

The programme will include:

A universal Continuing Professional Development (CPD) offer for leaders and teachers (by phase) in order to share what works and support all schools to share and embed best practice and ensure improvements are embedded, sustained and continuously built upon. A targeted support offer, which will be offered to priority schools based on a data driven methodology (up to 45 primaries and 12 secondaries). This will include:

- An initial diagnostic conversation with school leads/literacy leads, followed by a bespoke support package to develop, implement and embed whole-school literacy strategies.
- Facilitation of a cohort in the Leading Literacy National Professional Qualification with additional input based on the specific needs of local schools, coaching and mentoring, workshops, facilitated professional learning community sessions, training sessions, webinars and online learning. Face-to-face workshops, training sessions, webinars and online learning.
- Working with secondary heads to identify how knowledge sharing from primaries could be improved; and to compare KS3 assessments with KS2 outcomes at pupil level to identify common themes.
- Targeted work with pupils to develop a culture of reading, with a focus on the bottom 20%, in particular white disadvantaged boys and those with SEND. Building on existing work in Nottingham and linking with local/national literacy events, we will develop a specific programme of activity to encourage reading for pleasure - working with sports clubs, the university and community organisations to inspire an interest in reading including volunteer reading programmes, tailored reading challenges with accompanying books, author events, role models/mentors resources and teaching materials.

Attendance Strand

Invest up to £1.6m to improve attendance and persistent absence at primary and secondary. The programme will include:

Developing a network map/toolkit and online resource bank, based on research into best practice/what works.

- Creating a universal CPD/knowledge-sharing offer, identifying, sharing and embedding 'what works' including attendance conferences, events, attendance networks, workshops and regular professional development for staff.
- Engage parents, families and children through a city-wide attendance campaign and targeted family engagement events and activities, including engagement activities, info-graphic videos and resources (including addressing particular cultural issues and using community languages)
- Targeted work with clusters of schools in the wards with the worst persistent absence and serving the same communities. This will include establishing 4 clusters covering the target wards, based on the communities/families/common challenges to share knowledge and best practice - to facilitate improved collaborative working and peer support between schools/Trusts and with the local authority.

- Funding 6 x Attendance Family Support Workers focussing on support for families where persistent absence (PA) is an issue (currently PA or at risk) - to boost capacity and facilitate collaborative, cross-phase working between school leaders/attendance support staff from schools within these clusters
- Appoint an additional Education Welfare Specialist to assist with embedding the new guidance with schools.
- Appointment of an attendance data analyst to provide support to target activities to key groups, areas and identify trends/issues
- Supporting more inclusive practice in schools e.g. a team around the school model. Funding the development of better in-school provision in target schools – based on the best provision and most effective models.
- Sharing learning from the “Alternative Provision Specialist Taskforce” model and Djanogly/LA attendance pilot.
- Bringing in experts to assist in identifying and embedding ‘what works’ for specific communities e.g. Gypsy Roma Traveller communities – building on relevant research including Education Endowment Foundation.

The Nottingham PEIA was formally launched on October 19th 2023 at a full day event at Trent Vineyard Conference Centre to which school leaders from all city schools and academies and other key stakeholders were invited to hear from the delivery partners and engage in workshop discussions to inform the delivery of activity.

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Children and Young People Scrutiny Committee

30 November 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 the 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.

4 List of attached information

- 4.1 Scrutiny Prioritisation Process
- 4.2 Children & Young People Scrutiny Committee Work Programme 2023/24

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

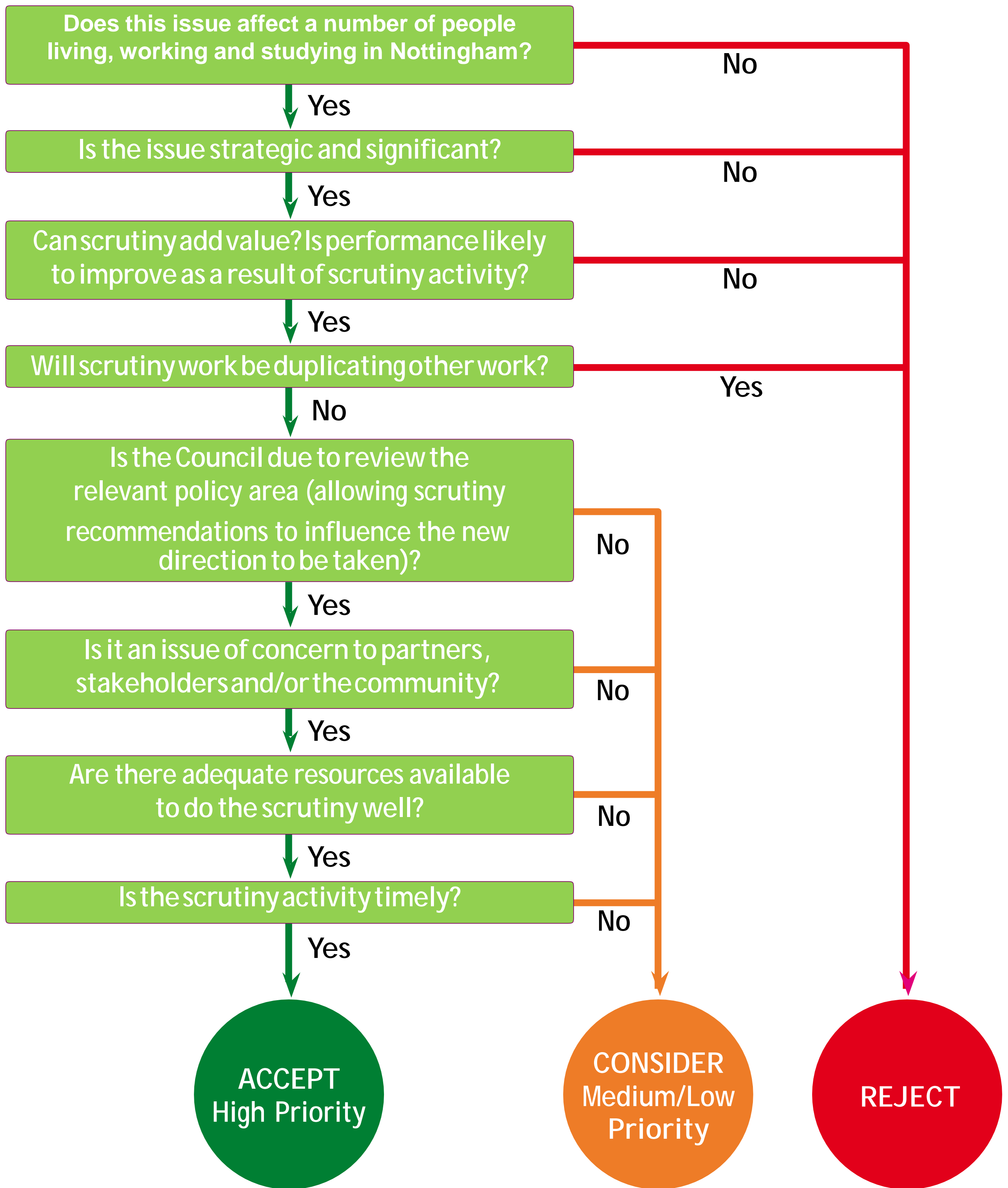
7 Wards affected

7.1 NA

8 Contact information

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Nottingham City Council Scrutiny Prioritisation Process



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Children and Young People Scrutiny Committee 2023/24 Work Programme

Date	Items
28 September	<ul style="list-style-type: none"> <li data-bbox="327 245 2134 395"> • Children’s Services Improvement To scrutinise progress in the improvement journey, including the findings of and response to the second Ofsted monitoring visit. <ul style="list-style-type: none"> <li data-bbox="371 357 1120 395">- Workforce challenges – recruitment and retention <li data-bbox="327 437 2134 542"> • SEND Improvement 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
26 October Page 21	<ul style="list-style-type: none"> <li data-bbox="327 622 2134 772"> • Nottingham City Safeguarding Partnership Annual Report To consider the Safeguarding Partnership Annual Report <ul style="list-style-type: none"> <li data-bbox="371 695 672 734">- Child exploitation <li data-bbox="371 734 873 772">- Children out of school kept safe <li data-bbox="327 810 2134 916"> • Youth Justice Service To scrutinise response and progress in improving areas identified for improvement following HMIP Inspection in 2020 and Peer Review in 2022. <li data-bbox="327 957 2134 1034"> • Children’s Services Improvement To receive a verbal update from the Portfolio Holder on progress made on the improvement journey.
30 November	<ul style="list-style-type: none"> <li data-bbox="327 1149 2134 1225"> • Children’s Services Improvement To receive a verbal update from the Portfolio Holder on progress made on the improvement journey. <li data-bbox="327 1264 2134 1340"> • Education Investment Area To hold partners to account for delivery of the action plan
25 January	<ul style="list-style-type: none"> <li data-bbox="327 1410 2134 1481"> • Impact of the Budget proposals on Children’s Integrated Services and Education To scrutinise the proposed budget

Date	Items
	<ul style="list-style-type: none"> • Children’s Services Improvement To scrutinise progress in the improvement journey
28 March	<ul style="list-style-type: none"> • Support for Young Carers (spotlight review)
25 April	<ul style="list-style-type: none"> • Children’s Services Improvement To receive a verbal update from the Portfolio Holder on progress made on the improvement journey. • Child Exploitation To scrutinise current arrangements in preventing child exploitation including cross partnership working and potential strategy development • Review of Early Help Strategy To assess the impact of the Early Help Strategy and whether it was achieving its intended outcomes

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