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Nottingham
City Council

NOTTINGHAM CITY COUNCIL **CHILDREN'S PARTNERSHIP BOARD**

Date: Wednesday, 16 December 2015

Time: 4.00 pm

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

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

A handwritten signature in black ink, appearing to be "C. Ziane-Pryor".

Corporate Director for Resilience

Constitutional Services Officer: Catherine Ziane-Pryor **Direct Dial:** 0115 8764298

AGENDA

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Members of the Partnership should forward any suggestions or requests for any specific issues or topics for the Board to consider, to Dot Veitch, Children's Partnership Support Officer at dot.veitch@nottinghamcity.gov.uk

IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ON THE AGENDA, PLEASE CONTACT THE CONSTITUTIONAL SERVICES OFFICER SHOWN ABOVE, IF POSSIBLE BEFORE THE DAY OF THE MEETING

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NOTTINGHAM CITY COUNCIL CHILDREN'S PARTNERSHIP BOARD

MINUTES of the meeting held at LB 31-32 - Loxley House, Station Street, Nottingham, NG2 3NG on 30 September 2015 from

Membership

✓	Cllr Mellen	Portfolio Holder for Early Intervention and Early Years NCC
✓	Cllr Webster	Portfolio Holder for Schools NCC
	Katy Ball	Director of Procurement & Children's Commissioning NCC
✓	Chris Wallbanks	Strategic Commissioning Manager for Children NCC
✓	Alison Michalska	Corporate Director of Children and Adults, NCC
✓	Helen Blackman	Director of Children's Social Care NCC
	Patrick Fielding Sarah Fielding	Joint Directors of Education NCC
✓	Candida Brudenell	Assistant Chief Executive NCC
	Jon Rea	Engagement & Participation Officer NCC
✓	Uzair Hashmi	Representatives for Young People (Youth Cabinet)
✓	Chloe Mullins	
✓	John Yarham	Chief Executive of Nottingham and Nottinghamshire Futures
✓	Sally Seely (representing Dawn Smith)	Director of Quality and Delivery attending (Chief Officer) NHS Nottingham City Clinical Commissioning Group
✓	Nick Waldram (Temporary Chief Inspector)	Assistant Chief Constable, Nottinghamshire Police Authority
	Christine Oliver	Head of Performance and Governance, Crime and Drugs Partnership
✓	Phyllis Brackenbury	Nottingham CityCare Partnership, Director of Operations and Transformation
	Julie Burton (Deputy Head, National Probation Service Nottinghamshire)	Nottinghamshire Probation Trust
	Sue Fielding (substitute for Jean Sharpe)	District Manager, DWP Job Centre Plus
	Chris Cook	Independent Chair, Local Safeguarding Children Board
✓	Stephen McLaren	Voluntary Sector Representative
✓	James Strawbridge	City of Nottingham Governors' Association (CONGA) Representative
	tbc	Nursery and Early Years' representative
	Karen Slack (Rise Park School)	Primary Schools' representative
	David Stewart (Oakfield School)	Special Schools' representative

Sean Kelly (Head of Top Valley)	Secondary Schools' representative
Malcolm Cowgill (Central College)	Further Education representative

Colleagues, partners and others in attendance:

- Lisa Hazell - Integrated Workforce Consultant (NCC)
- Bev Horvath - Department of Work and Pensions, Troubled Families
Employment Adviser Manager
- Jane Lewis - Crime and Drugs Partnership, Community Safety Manager
- Michelle Battlemuch - Head of Small Steps Big Changes
- Dot Veitch - Partnership Support Officer (NCC)
- Catherine Ziane-Pryor - Governance Officer (NCC)

13 APOLOGIES FOR ABSENCE

Jean Sharpe (Sue Fielding Attending)
David Stewart
Karen Slack
Malcolm Cowgill
Sue Smith
Julie Burton

14 DECLARATIONS OF INTERESTS

None.

15 MINUTES

The minutes of the meeting held on 24 June 2015 were confirmed as a true record and were signed by the Chair.

16 REFRESHED TERMS OF REFERENCE

Catherine Ziane-Pryor, Governance Officer, presented the refreshed Terms of Reference which had been reviewed mainly with a focus on membership due to the ongoing changes to organisations. The facility for joint Chairing of the Board is also proposed.

RESOLVED that subject confirming a relevant representative for the Clinical Commissioning Group and Nottingham CityCare Partnership, the refreshed Terms of Reference are approved.

17 APPOINTMENT OF JOINT CHAIRS

RESOLVED for Councillor Mellen, Portfolio Holder for Early Intervention and Early Years, and Councillor Sam Webster, Portfolio Holder for Schools, to be appointed Joint Chairs for the 2015/16 municipal year.

18 CYPP PRIORITY: EMPOWERING FAMILIES TO BE STRONG AND ACHIEVE ECONOMIC WELLBEING

Part A – Crime and Drugs Partnership

Jane Lewis, Community Safety Strategy Manager and Domestic and Sexual Violence Strategic Lead, presented the report which informs the Board of what practices and approaches have been working well and achieving good results, what the challenges are and how partner organisations can help.

Also included within the report was detailed a domestic violence gap analysis.

The following points were highlighted:

- (a) the Domestic Violence Strategy has been refreshed and is due to be published next week;
- (b) there is a new formal definition of domestic violence which includes dropping the age criteria from 18 to 16 years old and identifying coercive control as a factor;
- (c) the Domestic Abuse Referral Team (DART) review is ongoing and aims to identify and analyse best practice;
- (d) challenges include:
 - (i) partner agencies engaging, particularly with regard to releasing trained staff to facilitate the programme of 'stronger families';
 - (ii) trying to get the healthy relationships programme into all primary and secondary schools, although there has been some support, more is needed;
 - (iii) maintaining the free 'friend' 24 hour domestic and sexual violence helpline funding. The Joint Commissioning Group is trying to stabilise the funding but it is an ongoing issue and partners may be called upon to assist;
 - (iv) with regard to the Saint Project, raising confidence in holding perpetrators to account;
 - (v) funding for next year's children's workers in refuges as it is very fragile.

Questions of the board were responded to as follows

- (e) work to raise awareness of and support for domestic violence affecting young people is taking place in schools and the young people's website but partners are encouraged to help raise awareness;
- (f) the inclusion of younger people by reducing the criteria age from 18 to 16 years old, has come about based on the experiences of young people living in Bilborough;
- (g) the Crime and Drugs Partnership Leadership Team are considering the overlay of domestic abuse with child sexual exportation and modern slavery;
- (h) partners are asked to help train partner agency staff to deliver therapeutic help and support by ensuring the partners are more confident to deal with young people and the issues, this will help young people progress;
- (i) a lot of resources go into training colleagues which they are often too busy in their full-time roles to train others.

John Yarham, Chief Executive of Futures, commented that Futures has strong engagement with 15 to 18-year-olds, including secondary schools, so could prove a good link for raising awareness.

Helen Blackman, the Director of Children's Social Care, and Alison Michalska, Corporate Director of Children and Adults, requested information on who within the City Council had been trained to enable identification of blockages which prevented trained staff training others, in the recognition and response to domestic violence, in line with the ethos of the training provided by the Crime and Drugs Partnership, so that these blockages can be removed.

It is noted that training is not appropriate for all partners such as the Clinical Commissioning Group who are not front line and do not engage directly with citizens.

Other organisations and programs also provide training and should be encouraged to liaise and link with partners to help promote a co-ordinated approach.

Part B - Report of Assistant Chief Executive

Ben Horvath, Troubled Families Employment Advisor Manager, DWP, presented the report and delivered a presentation on the Troubled Families Programme which enables and encourages partner organisations to co-ordinate their services to support and enable troubled families to achieve social, emotional and economic stability, and therefore improve the potential outcomes for the whole family, including the children. The City Council's Priority Families Programme sits within the National Troubled Families Programme.

The following points were highlighted;

- (a) Nottingham City has some of the most challenging social issues but this programme supports a holistic approach to supporting specifically identified families to achieve improved social stability and economic resilience;
- (b) to help build resilience securing employment in a family is important;
- (c) partners within the programme are trained to recognise domestic violence and child sexual exploitation, and take appropriate action;
- (d) children of families who do not work are three times more likely not to work themselves so it is important to break the cycle and making support into work available;
- (e) unemployment can lead to a variety of mental health problems, substance-abuse and crime and antisocial behaviour, including domestic violence;
- (f) the Troubled Families website includes testimonies of citizens who have been assisted into work and how this has completely changed their lives and the lives of their family, both immediate and extended;
- (g) support to assist families back into work involves the help of a range of partners understanding and supporting all members of the family;
- (h) role modelling siblings has been found to be very important;
- (i) a two day Priority Family Training course is available to partners;
- (j) challenges include that there is not yet a whole family approach across all areas of the city and that some City Council and partner staff have not engaged with the whole family model.

RESOLVED

- (1) that with regard to the work of the Crime and Drugs Partnership, partner's support in resolving the following be considered and offers of assistance made (via Jane Lewis) with regard to:**

- (i) **partner agencies engaging, particularly with regard to releasing trained staff to facilitate the programme of 'stronger families';**
 - (ii) **further support in trying to get the healthy relationships programme into all primary and secondary schools;**
 - (iii) **maintaining the free 'friend' 24 hour domestic and sexual violence helpline funding;**
 - (iv) **raising confidence in holding perpetrators to account (with regard to the Saint project);**
 - (v) **securing future funding for children's workers within refuges;**
- (2) **with regard to the Priority/Troubled Families Programme:**
- (i) **communicating and promoting the Priority Families Model;**
 - (ii) **embed the 'Work Pays' message into the Children's Partnership as a solution to attaining resilience into the family;**
 - (iii) **promote economic well-being by supporting families with Universal Credit and the benefits this brings.**

19 SMALL STEPS BIG CHANGES

Michelle Battlemuch, Head of Small Steps Big Changes (SSBC), delivered a presentation which is included within the agenda and informs the committee that:

- (a) SSBC is a 10 year programme funded by the big lottery and partnerships, with a focus on pregnancy and the first three years of child life in Aspley Bulwell Saint Ann's and Arboretum wards;
- (b) the focus of SSBC is to develop and improve children's:
 - (i) communication and language skills and ability;
 - (ii) nutrition;
 - (iii) social and emotional development;
- (c) SSBC provides parenting preparation and support with science and evidence-based activities and interventions which include:
 - (i) supported book giving
 - (ii) parent infant relationship assessment and guidance;
 - (iii) the Triple P parenting programme;
- (d) details of the 'Universal Healthy Child Program' pregnancy to first birthday, and aged 1 to age 4 are detailed within in the presentation;
- (e) the scheme strongly reinforces the Children and Young People's Plan Priority of 'Empowering Families to be Strong and Achieve Economic Well-Being';

- (f) progress to date includes:
- (i) recruitment of programme and specialist team members;
 - (ii) expansion of the Family Nurse Partnership;
 - (iii) the imagination library;
 - (iv) the development of the 'Baby Buddy' app which will be launched in late September;
 - (v) a refresh and relaunch of 'Bump Birth and Baby';
 - (vi) contracts awarded for 'Family Mentor' in Aspley and Bulwell Wards;
 - (vii) infant massage training;
 - (viii) universal screening for maternal mental health;
 - (ix) provision of a new consent form in the Red Book and an agreement for information sharing with Children's Centres;
- (g) Some of the most prominent challenges include:
- (i) enabling the flexibility to adapt the programme to changing service offers during the next 10 years, including budget changes;
 - (ii) embedding the concept of universal services which are not targeted;
 - (iii) balancing local and national expectations of funds, funders and partners;
 - (iv) developing performance reporting structures across all partners.

Comments and questions of the committee were responded to as follows:

- (h) parental influence is vital so parents need to be equipped and skilled to do the best for their children;
- (i) a lot of training is needed for the workforce to deliver what is required;
- (j) all Health Visitors now ask and talk to pregnant women about domestic violence and abuse. This does not happen in hospitals but should be considered;
- (k) the success of this program will clearly have a positive impact on families and children by the time children reach school age, but it is not specifically structured to the needs of schools although further bridging could be considered.

RESOLVED to note and welcome the progress of the SSBC programme.

20 CHILD DEVELOPMENT STRATEGIC COMMISSIONING REVIEW

Chris Wallbanks, Strategic Commissioning Manager for Children, presented the report and delivered a presentation which informs the Board of the current Child Development Review being jointly undertaken by Nottingham City Council and Nottingham Clinical Commissioning Group (CCG).

The review intends to 'improve outcomes for pregnant women and their children through defined universal and early help pathway of services which will be delivered by an integrated, consistent and co-ordinated approach' and is taking place as a result of the opportunity for increased integration of commissioning and service delivery.

The programme for phase 1 of the review is outlined in the presentation with phase 2 to be reported to the next meeting. The new working model is expected to be implemented by April 2017.

Following thorough consultation, the redesigned pathway will ensure a consistent, evidence-based approach to child development services across the city and will support Small Steps Big Changes Programme, in addition to increased integrated working to support OFSTED inspections and identifying workforce approaches. It is predicted that integrated Area Teams will be delivering a new pathway within two years.

The rationale behind the review includes;

- (a) transfer the commissioning of Health Visitor and Nurse Practitioner responsibilities to Public Health from October 2015;
- (b) further develop the evidenced based programmes and approaches of Early Intervention City phase 2;
- (c) further develop the focus of joint working with the CCG;
- (d) support Small Steps Big Changes;
- (e) continue the drive for service improvement and efficiencies.

It is predicted that this review will be cost neutral but the finished product should save money. Some investment will be needed to embed a consistent evidence-based approach by a competent and confident workforce and move away from established cultures of working.

RESOLVED to note:

- (i) the purpose and core activities of the Child Development Strategic Commissioning Review;**
- (ii) the progress of the Child Development Review;**
- (iii) the timescale to move towards the implementation of the new pathway and integrated area teams;**
- (iv) the link with Small Steps Big Changes programme and the potential of this review to become the mechanism to implement system change.**

21 REFRESH OF THE CHILDREN'S PARTNERSHIP CORE DEVELOPMENT STANDARD AND THE PRIORITY FAMILIES TRAINING PROGRAMME

Candida Brudenell, Strategic Director of Early Intervention, and Lisa Hazell, Integrated Workforce Consultant, presented the report which proposes changes to the Strategic Core Development Standard.

The Core Development Standard, which links into the Priority Families Programme, was last considered by the Children's Partnership Board in 2013 and is designed as a framework to support a co-ordinated approach amongst all Children's Partnership partners. It has become

apparent that a further update is necessary to best support and progress the knowledge and skills of the Children's workforce.

The most significant change is that where there were originally six key themes, there are now four:

- (i) Communication and Engagement;
- (ii) Child Development;
- (iii) Integrated Working and Information Sharing;
- (iv) Safeguarding and Welfare;

Within these four key themes the levels of training requirements are identified as;

- (i) the minimum skills and knowledge expected for the whole workforce from the workforce strategy;
- (ii) skills and knowledge for colleagues and managers who have no or minimal direct contact with children, young people or their families;
- (iii) skills and knowledge for colleagues and managers who have direct contact with children and young people or their families.

Information on the training available via the website is outlined in appendix B to the report and includes a comprehensive training facilitated by partner organisations with many aspects free of charge to partners.

Also available is the Nottingham Priority Family Training Programme for partner representatives who wish to work towards becoming a family partnership worker or accredited practitioner. The content of this training is outlined in appendix C to the report.

The Core Development Standard is still hosted on the Children's Partnership website (<http://www.nottinghamcity.gov.uk/ics/TrainingSkillsDevelopment>) offering training and skills development and opportunities information.

Comments and questions from partnership members and responses provided included:

- (a) further work is required to improve engagement with schools, including private schools. Training may be independently sourced, but the opportunity remains for them to utilise the Core Development Standard programmes offered within the partnership;
- (b) it is imperative that that all colleagues and partners working with children are equipped to identify child sexual exploitation (CSE) so while a rise in the uptake of CSE awareness courses is pleasing, there is still further work to be done;
- (c) it is a concern that whilst some courses, including safeguarding and CSE, are provided free of charge, people book but don't necessarily attend. It is possible that a 'no charge' course is considered to be of lower quality and isn't valued the same as a

charged for course so further consideration of charging, possibly for 'non-attendance' bookings, is needed.

RESOLVED

- (1) to approve the improvements and changes to the Strategic Core Development Standard;**
- (2) for each agency to look at 'best fit' within their own training plans to show consistency of developing practitioners in line with the Strategic Core Development Standard;**
- (3) to note where partners needed training delivery support; the offer of buying elements of the core offer from Nottingham City Council if or when required;**
- (4) for further consideration to be given to the charging arrangements for the skills development courses provided within the Strategic Core Development Standard.**

22 YOUTH CABINET QUARTERLY REPORT

Uzair Hashmi and Chloe Mullins, members of the Youth Cabinet, presented the report which outlined the work of the Youth Cabinet during the second quarter of 2015-16 which had included a trip to Karlsruhe Youth Conference 2015.

The report included the participation in governance calendar for the academic year 20 1516 which identified the following themes for the next three quarters:

- education work and training;
- safe lives, positive neighbourhoods;
- healthy creative you.

RESOLVED for partners to consider using and promoting the 'Participation in Governance Programme' to engage children and young people and create meaningful and rewarding opportunities for them to participate in decision-making.

23 KEY MESSAGES AND ITEMS FOR INFORMATION

Partners are encouraged to assist in facilitating training, as discussed during the empowering families to be strong and achieve economic well-being agenda item.

Partners are requested to ensure timely response to the Child Development Review consultation.

24 FORWARD PLAN

RESOLVED to note the Children's Partnership Board forward plan for 2015/16.

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Title of paper:	Children and Young People's Participation Strategy	
Report to:	Children's Partnership Board	
Date:	16.12.15	
Relevant Director:	Helen Blackman	Wards affected: All
Contact Officer(s) and contact details:	Jon Rea, Engagement and Participation Lead, jon.rea@notttinghamcity.gov.uk	
Other officers who have provided input:		
Relevant Children and Young People's Plan (CYPP) priority:		
Safeguarding and supporting children and families: Children, young people and families will benefit from early and effective support and protection to empower them to overcome difficulties and provide a safe environment in which to thrive.		x
Promoting the health and wellbeing of babies, children and young people: From pregnancy and throughout life, babies, children, young people and families will be healthier, more emotionally resilient and better able to make informed decisions about their health and wellbeing.		x
Supporting achievement and academic attainment: All children and young people will leave school with the best skills and qualifications they can achieve and will be ready for independence, work or further learning.		x
Empowering families to be strong and achieve economic wellbeing: More families will be empowered and able to deal with family issues and child poverty will be significantly reduced.		x
Summary of issues (including benefits to customers/service users):		
This paper proposes the formal adoption of the Children and Young People's Participation Strategy by the Children's Partnership in line with post-Ofsted improvement plan and improved partnership working around engagement and participation.		
Recommendations:		
1	The Board affirms its commitment to the rights of children and young people to be involved in decisions which affect their lives	
2	The Board recognises that empowering the voice of the citizen is fundamental to good outcomes for children, young people and families	
3	The Board adopts the Participation Strategy and asks all partners to contribute to the successful delivery of the action plan	
4	An update report on the Participation Strategy is to be presented annually to the Board	

1 BACKGROUND AND PROPOSALS

1.1

Participation is the meaningful involvement of citizens in decisions which affect their lives. Participation describes how we empower citizens to have a voice, be heard and make a difference to the lives of their own and other citizens' lives. The first local strategy for participation was developed as part of the integration of children's services in 2007. Participation was embedded into the first Nottingham City Children and Young People's Plan in 2010 as a cross-cutting theme under the title of 'The Family Pledge'. This stimulated a broad range of work to develop forums, toolkits and ways of working around participation. This has had a significant impact on Children and Young People's services and the wider local authority.

1.2

Participation Strategy 2015-18

This latest Participation Strategy has been developed in response to changes to the wider strategic environment around Children's Services, the growth in demand for participation in response to the 'Citizens at the Heart' corporate strategic emphasis and other local and national citizen-focused initiatives, and the impact of changes to Ofsted inspection criteria and post-inspection recommendations.

We have responded positively to the challenges of the most recent Ofsted inspection. Recommended changes to our approach to the engagement and participation of children and young people have seen the establishment of a standing participation steering group annual. Our strategic approach has been rationalised and an annual action plan put in place to help co-ordinate and prioritise participation activities. Significantly new processes have been introduced into children's social care practice including the use of new templates to standardise the recording of children and young people's views. The evidence gathered helps improve not only the child's journey but also supports improvement of services, by aggregating evidence and using it to develop insight for service improvement. Meanwhile the areas in which we have an established culture of good participation - such as with the Children in Care Council and annual Have Your Say survey - have been further strengthened to improve the impact of participation and role model good practice to other services. The challenge before us now is to extend high quality participation opportunities to as many young citizens as possible, delivered by a workforce that is skilled and motivated and with intelligent, robust and measurable systems in place for recording and acting on the outcomes of participation work.

1.3

Drivers

The main drivers for the new Participation Strategy are:

- the publication of the Munro Report and subsequent changes to Ofsted inspection procedures; responding to and preparing for inspection criteria around active participation and voice of the child
- the development of local strategies and plans including the Family Support Pathway and Early Help strategies, ensuring participation approaches keep pace with new ways of working across the Children's Partnership

- the need to further embed participation approaches as part of the core knowledge and standard practice of the Children’s Services workforce
- the drive for more active youth participation in education, work and training including the Nottingham Growth Plan, STEM engagement agenda and ASPIRE programme
- the growth of active citizenship programmes including National Citizenship Service and Opportunity Notts

The strategy reconfirms the commitment by the Children’s Partnership to the values laid out in the UN Convention on the Rights of the Child, in particular Article 12 which asserts the right of the child to be involved and have a say in decisions which affect their life.

1.4

Types of participation and partners

The strategy the three principle definitions of participation that we use to describe the processes, activities and culture around the voice of the child: namely individual, social and public (or group) participation. Although these different areas of participation offer opportunities for distinct approaches and specific outcomes the objective in all areas is fundamentally the same: to engage, enable and empower children and young people to have their voices heard and to play a meaningful and equal role in decision making.

Effective partnership working is critical in order for each of these approaches to successfully engage, enable and empower children and young people.

Individual participation encompasses the processes and practices that support the voice of the child in statutory areas including Children in Care and Children under Child Protection Orders, as well as those engaged by non-statutory targeted and specialist services including;

- Priority Families
- Common Assessment Framework
- Special Educational Needs and Disability
- Young Carers
- Child Sexual Exploitation and
- Youth Offending Teams.

Among these cohorts are many of the most vulnerable children and young people in the city who stand to benefit most from opportunities to participate. Their involvement in participation activities tends to be considerable due to the statutory demand and in most instances it is over a sustained period due to the long-term nature of their situation.

Social participation covers ‘everyday’ participation, involving children and young people engaged through universal as well as targeted services, including through education provision and community-based activities and facilities. This is the least well-defined area of participation. It is an area where more can be done to improve workforce skills and knowledge for participation-based work, and where there is plenty of scope to develop our understanding of what children and young people want through better feedback from social participation activities, for example by feeding the findings of social participation into the Joint Strategic Needs Assessment.

Public or group participation is a well-established and understood field of participation activity, with a lot of work operating in a context which adult-structured organisations understand and

interact with easily. Nottingham City enjoys a varied activity calendar of participation forums and groups under the umbrella of the *Participation in Governance* programme.

This includes:

- the Council's Youth Cabinet youth leadership group
- regular citywide Youth Council and Primary Parliament events and
- supported community-of-interest participation forums that include the Children in Care Council, the Special People Group for SEND young people and Action for Young Carers.

In addition there are a number of locality-based and voluntary sector supported participation groups and activities in the city which link with the *Participation in Governance* programme. As demand for participation by young citizens grows it is important that opportunities for group representation, organised active citizenship forums and youth leadership programmes are maintained and nurtured.

1.5

Duration of the strategy

This version of the strategy is intended to last until March 2019, in line with the new Children and Young People's Plan, with actions reviewed and updated annually to reflect year-on-year changes to priorities.

1.6

Strategy management arrangements

The strategy is managed by the Participation Steering Group (PSG) which is chaired by the Engagement and Participation Lead and meets six-weekly. The PSG oversees the year-on-year action plan, and ensures delivery, monitoring and reporting of actions. The group consists of representatives from the following service areas and the following teams and partners:

- Engagement and Participation Lead (Chair)
- Children's Social Care Team
- Children in Care Team
- Early Help Service
- Youth Offending Team
- Disabled Children's Team
- Nottingham City Safeguarding Children Board
- Nottingham City Youth Cabinet

Annual reports to the Children's Partnership Board and regular feedback to the Nottingham Children's Safeguarding Board's Engagement and Communication sub-group and Youth Cabinet will ensure accountability of the strategy and action plan, and co-production with young people.

2 RISKS

- 2.1 Failure to adopt and implement the Participation Strategy and accompanying annual action plan leaves the Children's Partnership at risk of failing to meet Ofsted and other statutory inspection criteria.

3 FINANCIAL IMPLICATIONS

3.1 The Engagement and Participation Lead has a budget of £15,000 per annum to support the delivery of the Participation Strategy Action Plan including the *Participation in Governance* programme. Additional support for participation comes via commissioned services and discreet service budgets which are variable.

4 LEGAL IMPLICATIONS

4.1 The strategy supports the fulfilment of statutory duties around Children in Care, Child Protection and SEND.

5 CLIENT GROUP

5.1 All children, young people and families including carers of children and young people.

6 IMPACT ON EQUALITIES ISSUES

6.1 The Participation Strategy is inclusive of all young citizens and their families and is delivered in partnership with other citizen-focused engagement programmes and structures, for example Age Friendly Nottingham Strategy and the Equality and Fairness Commission.

7 OUTCOMES AND PRIORITIES AFFECTED

7.1 The Participation Strategy impacts on all outcomes and priorities.

END

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Nottingham City Children's Partnership

Children and Young People's Participation Strategy

Our vision

Nottingham is a city where all children, young people and families are listened to and involved in the decisions that affect their lives. Our services actively engage children, young people and families and use their views and experiences to inform plans and improve outcomes for both individuals and services. We have systems in place to support participation work and our workforce has the skills and knowledge needed to ensure the views of children, young people and families are heard and make a difference. Participation is embedded in our culture and practice

Values and drivers

Article 12 of the United Nations Convention on the Rights of the Child states that children and young people have a basic right to have a say and be taken seriously in all matters which affect them and requires government organisations to actively engage them in decision making.

Empowering children and young people to participate in decision making about their own lives and affect the development of services that support them is a key objective of the Children's Partnership and is a value embedded within the Children and Young People's Plan.

The Munro review and new Ofsted Safeguarding and Multi-agency inspection frameworks make explicit the responsibility of local authorities and their partners to empower, listen to and act on the voice of the child throughout their journey through services. This is particularly important for children and young people in care, care leavers and those on the edge of care, those under a Child Protection order; and those at risk of Child Sexual Exploitation.

Our Strategic Commissioning pathway commits us to co-produce each stage of the review process. We have developed tools for supporting participation of children and young people in reviews and will continue to roll these out across the Children's Partnership.

The Children and Families SEN Act places a requirement to involve SEND children, young people and family carers in the development and delivery of local offers, with representation of young citizens and their parents and carers in programme workstreams and at governance level.

The Council's Family Support Pathway and Early Help Strategies provide the context for participation in targeted and specialist services, including work around Priority Families, Common Assessment Framework referrals and Young Carers.. Additional drivers include participation for inclusion by LGBT and BME communities, and work to prevent radicalisation and support community cohesion.



Types of participation

Participation is the meaningful involvement by citizens in the decision making processes which affect their lives. The three types of participation covered by this strategy are:

Individual participation, where a citizen is involved in the planning and design of his or her own service plan or pathway plan, including for example care pathways, personalised budgets, personal education and health plans. Ensuring the individual child has a say in decisions about his or her life and service provision is the bedrock of good participation practice.

Social participation, for example through engaging with services or through specific social action projects, community-based youth and play work or school-based citizenship programmes where young citizens are motivated to be involved in their community and participate in the design and delivery of activities and programmes. Active citizenship skills are developed and service providers have opportunities to engage with children and young people in their own environment.

Public participation, typically through involvement in forums or councils, participation in surveys and consultations or through activities linked to quality assurance and improvement of services (such as inspection, mystery shopping and involvement in recruitment), and representation on boards and committees. This work has the potential to make strategic as well as operational impact, with children and young people helping shape decision making at senior level.

Our strategy aims to ensure children and young people have opportunities for meaningful participation across all three contexts, depending on the needs and aspirations of the individual, and to demonstrate through clear evidence the impact their voices have on improving services and the quality of provision for young citizens.

Models for Engagement and Participation

There are a number of models and tools to support our understanding and practice of participation.

Sharing the Future, developed locally by colleagues from Nottingham City Council and the Youth Cabinet, Lincolnshire County Council and Nottingham University, is the preferred model for explaining how and why we engage children and young people for participation. Details of the model are found in Appendix 1.

Children's Social Care team workers and other targeted and specialist services use *Signs of Safety* as their standard engagement toolkit.

Participation Charters and surveys

We communicate our commitments to provide high quality services to children and young people through a series of charters. These charters promote and support a culture of engagement and participation across the partnership, ensuring that our services listen to and respond positively to children and young people's views, using their experiences to make improvements.

The charters are:

- Children and Young People's Charter
- Parents' and Carers' Charter
- Children in Care and Care Leavers' Charter

The Children in Care and Care Leavers' Charter is supported by an annual Have Your Say survey for all children and young people receiving services in these areas. The information from these surveys is used to inform action plans to improve relevant services and is also incorporated into the Joint Strategic Needs Assessment to provide an evidence base for other partners to use. Young people play a key role in assessing survey results and recommending areas for improvement, and monitoring progress.

Opportunities for Children and Young People

1. Individual participation

We aim to provide every child and young person with the opportunity to have their say about the services they receive, and we promote a culture of ongoing engagement and participation across the Children's Partnership. We provide opportunities for individual participation across Targeted and Specialist services and we have processes in place to ensure that the Targeted and Specialist workforce, including social care workers, work in a way that empowers all children and young people so that can have a say in their own pathway plans.

We are developing systems that accurately capture and record the voice of the child and ensure that actions arising from their wishes and feelings are acted on and results fed back. We want to be able to make information on wishes and feelings easily and clearly accessible to other professionals so that the child's voice stays in view throughout their journey through our services. We will continue to provide opportunities for those with individual care plans to lead the processes that support their care, e.g through chairing review meetings, placement panel meetings

Relevant partners include:

- Nottingham Children's Safeguarding Board partner organisations
- Corporate Parenting Board members and partner organisations
- Children in Care Team

- Targeted and Specialist services including Child Protection, Child in Need and CAF teams

In 2015-16 we will:

- ***Manage the Have Your Say survey process to ensure Children in Care and Care Leavers have an opportunity to share their views, experiences and ideas for change with the Corporate Parenting Board***
- ***Set up new Corporate Children in Care Council meetings as part of the CiC Council calendar to provide a forum for young people's engagement with senior officers from Children's Social Care team***
- ***Support projects including Protect and Respect and GREAT to ensure participation of children and young people in the development of services addressing child sexual exploitation and domestic violence risks***
- ***Monitor the level and quality of participation of children and young people receiving specialist and targeted services through the Quality Assurance Strategy process, including audits of Children in Need, Child Protection and LAC reviews***
- ***Identify ways in which the views, experiences and ideas for change of children and young people receiving targeted and specialist services can be aggregated and inform plans for improvement; design and implement an action plan to achieve this***
- ***Support the delivery of priority areas for participation as identified in Safeguarding Board Communication and Engagement Plan***

2. Social participation

We aim to ensure all children and young people have the opportunity to participate in active citizenship activities in their neighbourhood, both at school and in the community.

The National Citizenship Service offers young people the opportunity to engage in social action projects to benefit the community while acquiring skills and knowledge for active citizenship. We are a valued partner in this work and contribute towards skills development for the NCS cohort and ensure the programme is linked to relevant neighbourhood partners.

Relevant partners:

- Early Help children's centre, play and youth teams
- Neighbourhood Services
- City schools, academies and colleges
- National Citizenship Service
- NCVS partners
- Strategic Commissioning Team

In 2015-16 we will:

- ***Support the Early Help service to listen to the views of children and young people through participation-based projects in play, youth and early years settings***
- ***Support National Citizenship Service to deliver its programme and link to strategic programmes including Bite the Ballot***
- ***Improve processes for capturing and recording information from social participation into the Joint Strategic Needs Assessment and strategic commissioning reviews, in particular the Child Development review***
- ***Support voluntary sector development through participation training including briefings to Children and Young people's Provider Network and bespoke workforce development activities***

3. Public participation

We aim to provide opportunities for high-quality participation in strategic decision making activities through the Participation in Governance Programme. This is a programme of meetings and activities that enables children and young people to regularly come together with partners from the Children's Partnership to influence strategic decision making through consultation and co-productive working, in particular on strategic commissioning reviews and major transformation programmes. The programme includes the following groups:

- Youth Cabinet: leadership group for young people aged 16-19. Members sit on various boards and steering groups and help manage the Participation in Governance programme.
- Youth Council: Termly convention of young people from projects and participation groups across the city. Early Help strategy themes of Learning City; Resilient City; Healthy City
- Primary Parliament: Twice-termly convention of year 5 and 6 children from city primary schools. Agenda as Youth Council above, with activities differentiated for age.
- Children in Care Council: Participation group for young people in care and care leavers. Members from the group sit on the Corporate Parenting Board and contribute to assessment of the annual CiC and Care Leaver's *Have Your Say* survey
- Special People Group: A participation group for young people with special educational needs and disabilities, including physical disability, learning disability and autism.
- Action for Young Carers; participation forum and activity groups for children and young people with caring responsibilities, aged from 5 to 19

Relevant partners:

- Children's Partnership Board members and partner organisations
- Corporate Parenting Board members and partner organisations
- Councillors and senior council officers including Directors and Heads of Service
- National organisations including MPs and Government agencies
- Strategic Commissioning Team

In 2015-16 we will:

- ***Deliver the Participation in Governance programme with Youth Cabinet, Youth Council, Primary Parliament meetings each term***
- ***Theme meetings linked to CYP Plan priorities (Education, Work and Training; Safe Lives, Positive Neighbourhoods; Healthy, Creative You) and work with partners to provide opportunities for them to engagement with children and young people and co-produce strategies and plans together***
- ***Double the number of Primary Parliament meetings each term and increase the number of primary schools taking part to 100 (40 uniques)***
- ***Deliver the Debate Science youth science parliament programme locally and at European Science Open Forum 2016***

Resources, tools and monitoring

We have a range of tools to support engagement and participation work, as well as links to resources and toolkits developed by other local authorities and national participation agencies. We will continue to encourage use of these to support workforce-led and peer-led activities and make available these resources online.

A series of reports from the East Midlands Regional Participation Leads Group have established regional best practice standards and we reference these in the development of our local plans and approaches. The document "*Framework guidance for participation of service users in Strategic Commissioning Reviews*" is the benchmark document for commissioners undertaking citizen engagement within the commissioning cycle and we aim to develop similar standards for strategic procurement and neighbourhood-based services. In 2015-16 we will:

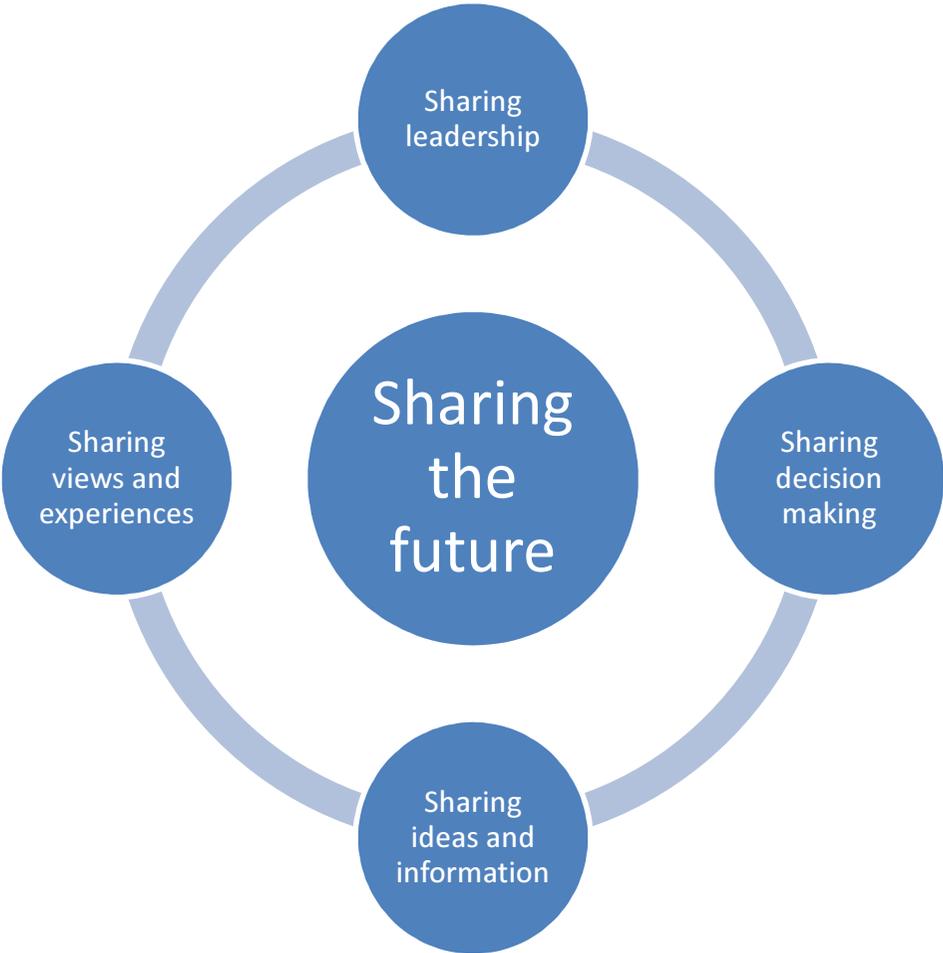
- ***Establish Sharing the Future as the preferred participation model for NCC***
- ***Create online toolkit for Research, Engagement and Consultation team website including Sharing the Future tools and case studies***
- ***Ensure work is linked to post-Ofsted improvement plan are met and reported, including quarterly monitoring requirements on Covalent***

Workforce development

We will continue to build the capacity of our workforce to empower children and young people to have a strong voice. In addition to actions to improve workforce capacity in Targeted and Specialist service areas we will provide opportunities for training and development across the wider Children and Families workforce. In 2015-16 we will:

- ***Provide Signs of Safety training to internal and external partners including voluntary sector***
- ***Provide workforce development support to Early Help service play and youth workers to develop their capacity to deliver participation-based work in neighbourhoods***

Sharing the Future



Use Sharing the Future to...

- Engage, enable and empower children and young people
- Provide strategic direction and vision to participation projects and plans
- Plan practical participation activities, plans and processes
- Monitor and manage participation plans during the process
- Assess the outcome of participation after the process
- Develop children and young people's skills, knowledge, confidence, thinking skills and leadership capacity
- Develop workforce skills and confidence
- Inspire a culture of participation and shared decision making with children and young people within your organisation



Sharing ideas and information

May include... activities and processes to exchange information about who people are, where they live and what they do with their lives; how and why things work; ideas about what might happen in the future and what future needs will be. Consideration of local, national and global change factors, societal developments, new policies and innovations. Exchange through informal and semi-formal engagement, creative activities, games and play, experimentation and performance, using virtual and traditional means.

For example, children and young people might participate in:

- *Play, youth and community events, festivals, learning centre visits, open days, pop up shops, street level engagement*
- *Lectures and talks, exhibits, demonstrations*
- *Creative performances, art, music and drama activities and exhibitions*
- *Visits to and from providers, fact finding activity, role models and mentoring, peer to peer learning activities*



Sharing views and experiences

May include... activities to enable people to freely exchange views and experiences about their lives, their aspirations and barriers; what things people need in life and what they use to get what they need; looking at how the products, services, systems and processes that exist to support people have benefited them or not; identifying what people want from the future and their ideas for change.

For example, children and young people might participate in:

- *Creatively-based group exploration activities and information exchange*
- *Focus group interviews, attitudinal and experiential surveys, behaviour discovery workshops, fact finding activity*
- *Public gatherings, meetings and forums, group discussions, citizen councils and juries, youth parliaments*
- *Stakeholder conference events, service and product -specific development, reference groups, monitoring and review activities*



Sharing decision making

May include... active citizen involvement in the process of deciding how strategies, plans, products and services are defined and developed; involvement in the implementation, delivery and review of these. Making decisions throughout the design, planning and production process, co-producing as equal stakeholders and shared beneficiaries of change.

For example, children and young people might participate in:

- *Group decision making activities, co-production groups, planning for real activity, participatory budgeting*
- *Reviewing work, making assessments and recommendations for change*
- *Developing specifications for new products, services and commissioning frameworks*
- *Participation in stakeholder voting and product/service approval processes*
- *Citizen conferences making recommendations and issuing directives*



Sharing leadership

May include... visible citizen involvement in leadership activities, at home, in the community, in education, work and training and throughout civil society, government, public, voluntary and private sector organisations. Regular, sustained involvement and participation in steering, oversight and governance structures and in all forums for public representation.

For example, children and young people might participate in:

- *Peer to peer demonstration, information sharing, dissemination activity*
- *Youth leadership volunteering, role modelling, citizenship, peer mentoring*
- *Involvement in project steering groups, panels and partnership forums*
- *Youth parliaments, cabinets and councils, youth mayor and MP projects*
- *Citizen ambassador, change-maker volunteer programmes, public speaking*
- *People's councils, community forums, citizen panels*
- *Governance boards and strategic-level partnerships*





Title of paper:	Children and Young People's Plan Priority: Supporting Achievement and Academic Attainment; Early Years, academic results and S.E.N	
Report to:	Children's Partnership Board Meeting	
Date:	18 th November 2015	
Relevant Director:	Joint Director's of Education	Wards affected: All city wards
Contact Officer(s) and contact details:	P A Fielding / S A Fielding Patandsarah.fielding@nottinghamcity.gov.uk	
Other officers who have provided input:	Nicholas Lee, Alistair Conquer, Mirth Parker, David Anstead, Daniel Skurok, Catherine Smith, Kathryn Bouchlagem	
Relevant Children and Young People's Plan (CYPP) priority:		
Supporting achievement and academic attainment: All children/young people will leave school with the best skills/qualifications they can achieve and will be ready for independence, work or further learning.		
Summary of issues (including benefits to customers/service users):		
The CYPP includes an objective to raise the attainment levels in education. Responsibility for raising attainment sits with the Education Directorate, together with a range of school and academy partners. A full analysis of outcomes for 2015 has been undertaken and summarised below. This report will update the Board on:		
<ol style="list-style-type: none"> 1. Outcomes for children and young people during 2015 2. Current priorities and actions to improve outcomes. 		
Recommendations:		
1	Board members to note the content of the report	

1. BACKGROUND AND PROPOSALS

(Explanatory detail and background to the recommendations)

We remain ambitious for our children in the city, and consequently are disappointed not to have seen more rapid improvements in some aspects of pupil outcomes in 2015. The structure of this paper is designed to give a real sense of our ambition and intent and demonstrates considerable activity over the last year to establish processes that will, by design and over time, impact on improved outcomes for children in Nottingham. We have included a more detailed analysis of attainment and progress and included some contextual information that you may find illuminating.

Progress and Attainment

In general and seen over time children in Nottingham start school attaining levels which are well below those expected nationally which remains the case at the end of Early Years despite the children having made rapid progress. By the end of KS1 attainment remains lower than average levels but, due to strong rates of progress the gap has closed. By the end of KS2 the gap has continued to close, and although attainment is still below national average the gap is smaller.

At Early Years:

The IDACI survey outcomes combined with statistics relating to migration and transience across our communities strongly suggest that in Nottingham City, children enter EYFS with attainment well below average and amongst the lowest starting points nationally. Addressing the very low baseline on entry and exit points to the EYFS continues to be a key priority within the city, despite the significant increases seen this year. The percentage of pupils assessed to be gaining a Good Level of Development improved significantly this year, from 46% in 2014 to 58% in 2015. A renewed focus on the foundation stage, and prioritising EYFS improvement programmes such as OFSTED's 'Getting to Good' has helped schools to secure these improvements. We expect this improvement to be sustained this year.

EYFSP over time:

% Good Level of Development		
Year	Nottingham City	National
2014	46%	60%
2015	58%	66%

Year 1 Phonics screening

The phonics screening check outcomes 2011-2015 for Nottingham schools showed that, despite the 2% improvement, the gap between Nottingham schools and the national average is not closing rapidly enough and that a continued and more rapid rise in standards is paramount. Consequently *'the percentage of pupils (69%) ...reaching the expected standard of phonic decoding is the lowest in the country'*. However only 46% of this cohort of children achieved a good level of development by the end of EYFS last year and so significantly more pupils in this year group are now achieving nationally expected levels (+23%). Additionally, although the improvement this year is 1% behind that seen nationally, there has been a sustained improvement in phonics outcomes, and the trend over the last 4 years has been an improving one for both all pupils (from 48% in 2012 to 69% in 2015) and for disadvantaged pupils (from 39% in 2012 to 60% in 2015). Disadvantaged pupils have improved their attainment in phonics and are ranked 111th/ 150 LA's. Non- disadvantaged pupils have also improved outcomes in phonics and are ranked 141 of 150 LA's. In Nottingham City the gap between disadvantaged pupils and non-disadvantaged matches that seen nationally at 14%, and is narrowing. Additionally of those schools achieving less than 70% there are an equal proportion of maintained schools and academies.

Phonics screening over time:

	% passing threshold 2014	% passing threshold 2015
All pupils	67 (national 74%)	69 (national (77%))

Key Stage 1

At Key Stage 1 we recognise that there remains an attainment gap between Nottingham City and the national average, and understand the imperative to improve outcomes for pupils.

However we have continued to see improvements in Reading, Writing and Maths. We have seen an increase of 2% at Level 2+, which exceeds improvements seen nationally in reading and maths, and matches that in writing. At level 2b+ there have been improvements of 4% in reading, 3% in writing and 4% in maths. At level 3+ we have also seen improvements of 3% in reading, and 1% in writing and maths. We would argue that improvements now being seen in Nottingham at least match and sometimes exceed those seen nationally.

We are pleased that our disadvantaged pupils have shown continued improvement and are ranked 101st for reading, 108th for writing and 125th for maths from 150 LA's. Disadvantaged pupils are 2-3% behind disadvantaged pupils nationally in reading, writing and maths, and we will of course continue to work to close this gap. Likewise the gap between disadvantaged pupils and all pupils continues to reduce and is now between 5-6%.

Additionally the gap between city pupils and national averages has reduced from 8% at EYFS to @5% by the end of KS1 demonstrating good progress over time.

Key Stage 1:

AI Pupils (77 schools)	%L2+ 2014	%L2+ 2015	%L2B+ 2014	%L2B+ 2015	%L3+ 2014	%L3+ 2015	Average points 2014	Average points 2015
Reading	84	85.6	72	75.9	20	22.7	15.4	15.7
Writing	79	81.2	61	63.6	10	11.1	14.2	14.4
Maths	87	89	72	76.1	17	18.1	15.3	15.7
Overall							15	15.3

Key Stage 2

Provisional data for Key Stage 2 often changes after validation in December due to contributing factors within our schools. Therefore caution must be exercised when analysing outcomes.

However, the percentage of pupils achieving a level 4+ in reading, writing and maths is too low, being 5% below the national average. Attainment in Key stage 2 remains below average but again the gap closes as the children get older. In Key Stage 2 we have seen improvements in most areas despite a drop of 1% in RWM combined. At level 4+ we have seen a 3% improvement in GPS and a 1% improvement in writing. At 4b+ we have seen an improvement of 1% in maths and 4% in GPS. At Level 5 we have seen an improvement of 2% in writing and 2% in GPS.

Key Stage 2:

- **RWM L4+ 77%** (+1% on 2014), 118th out of 152 LAs, national position 80% (+1% on 2014) **'REVISED'**
- **RWM L4+ 75%** (-1% on 2014), 139th out of 152 LAs, national position 80% (+1% on 2014) **PROVISIONAL**
- **Reading L4+ 85%** (-1% on 2014), 138th out of 152 LAs, national position 89% (no change on 2014) **PROVISIONAL**
- **Writing L4+ 82%** (+1% on 2014), 146th out of 152 LAs, national position 87% (+2% on 2014) **PROVISIONAL**
- In GPS L4+ **76%** (+3% on 2014), 132nd out of 152 LAs, national position 80% (+4% on 2014) **PROVISIONAL**
- **Maths L4+ 85%** (no change on 2014), 113^h out of 152 LAs, national position 87% (+1% on 2014)
- At 4b+ we have seen an improvement of 1% in maths and 4% in GPS.
- At Level 5 we have seen an improvement of 2% in writing and in GPS.

And.. although the attainment (KS2) of Nottingham FSM6 pupils remains lower than Nottingham non FSM6 pupils they are very close to or better than national FSM pupils...

- For RWM **70%** of Nottingham FSM6 pupils achieve L4 (national **70%**)
- For Reading **82%** of Nottingham FSM6 pupils achieve L4 (national **83%**)
- For Writing **78%** of Nottingham FSM6 pupils achieve L4 (national **79%**)
- For Maths **82%** of Nottingham FSM6 pupils achieve L4 (national **80%**)

We were pleased to note that our pupils make good progress between Key stages 1 and 2. **Importantly progress measures by the end of KS2 are comparable to national averages and above statistical neighbour averages.** In reading 90% of pupils made expected progress, in writing 94% and in maths 90% which is in line with national averages.

The percentages of pupils making at least expected progress:

- **Reading: 90%** - nationally this is **91%**
- **Writing: 94%** - nationally this is **94%**
- **Mathematics: 90%** - nationally this is **90%**

This ranks the city as 104th for reading, 71st for writing and 69th for maths (for expected levels of progress)

The proportion of pupils making expected progress has been sustained in maths and has improved in writing (reading decreased by one percentage point year-on-year).

The percentage of pupils making greater than expected progress:

- **Reading:** All pupils exceed national average by 2% (35% vs. 33%)
- **Writing:** All pupils exceed national average by 1% (37% vs. 36%)
- **Maths:** All pupils exceed national average by 2% (36% vs. 34%)

Key Stage 4: 5+ A*-C grades Including English & Maths

The headline attainment measure in 2015 is the percentage of pupils achieving 5+ A*-C GCSEs (or equivalent) including English and maths GCSEs. This measure has deteriorated in the provisional 2015 results, when compared to 2014 provisional figures.

There was a 1.8 percentage point decrease in the proportion of pupils achieving the measure in Nottingham, compared to 2014 provisional data. The 2015 provisional figures can be expected to rise when revised data is calculated. The revised data will take account of accepted amendment requests made by schools to remove pupils and the addition of late results and re-marks.

- **In 2014/15 Nottingham pupils score was 41.5%. This is a fall of 3.1 percentage points compared with 2013/14 (44.6%).**
- The national average was 52.8%, a fall of 0.6 percentage points compared with 2013/14 (53.4%).
- The gap between Nottingham and the national average was -11.3%, a widening of 2.5 percentage points compared with 2013/14 (-8.8%).
- Nationally, Nottingham is ranked joint 149th, one position above Knowsley, the lowest ranked LA. The provisional 2014 results ranked Nottingham 149th and revised 2014 results ranked Nottingham 148th. Rankings for both years are out of 151 LAs as City of London did not submit results for either year.
- The Statistical Neighbours' average was 48.5%, a fall of 1.5 percentage points compared with

2013/14 (50.0%).

- Among the Statistical Neighbours, Nottingham ranks 11 out of 11. This is no change compared with 2013/14 (11).

Pupils Making Expected Levels of Progress between KS2 and KS4 (mainstream schools)

Nationally more pupils make expected levels of progress in English than in Maths and this picture is replicated across Nottingham as well. Nottingham's gap to England for English and Maths progress has remained around 10 per cent over the last six years, although the gap has widened in 2015 for both measures.

KS4 pupils achieving expected progress in maths

Provisional data puts 52.1% of Nottingham's pupils achieving this measure

- Nottingham is 15.6 percentage points away from the national position (67.7%)
- This ranks Nottingham 149th nationally (out of 151 LAs)
- Nottingham is 8.8 percentage points away from its group of statistical neighbours (SN) average (60.7%)
- Nottingham is ranked 11th in its SN group

KS4 pupils achieving expected progress in English

Provisional data puts 58.1% of Nottingham's pupils achieving this measure

- Nottingham is 13.2 percentage points away from the national position (71.3%)
- This ranks Nottingham 149th nationally (out of 151 LAs)
- Nottingham is 8.4 percentage points away from its group of statistical neighbours (SN) average (66.5%)
- Nottingham is ranked 11th in its SN group

Gap between pupils receiving the Pupil Premium (disadvantaged) and their peers in achieving expected level at Key Stage 4 (or by age 19) USING fsm6 data:

% 5+ A*-C grades including English and Maths, 2015 provisional

Nottingham All Pupils: 41.5

Nottingham FSM6: 28.1

Nottingham Non-FSM6 (other): 51.8

National: All Pupils: 52.8

National FSM6: 36.1

National Non FSM6 (other): 63.4

The DfE gap measure is LA FSM6 pupils to National other, so: Nottingham FSM6 (28.1) – National other (63.4) = -35.3

LA ranking 2015-68th

SEN:

Gap between SEN and non-SEN pupils in achieving Key Stage 2 English and Maths L4

In general a gap remains between SEN and non-SEN pupils in maths, reading and writing. However the SEN gap 2014-2015 has reduced by 6% in maths, 4% reading and 3 % in writing. The SEN gap with all is below the national SEN gap with all in maths, reading and writing.

Mathematics

SEN Type	LA Name	2012	2013	2014	2015	2014-2015
No SEN	Nottingham	92	92	94	92	-2
	England	94	94	94	94	0
	Gap	-2	-2	0	-2	-2
All pupils	Nottingham	81	83	85	85	0
	England	84	85	86	87	1
	Gap	-3	-2	-1	-2	-1
SEN Gap with All	Nottingham	-22	-20	-22	-16	6
	England	-24	-24	-23	-24	-1

	Gap	2	4	1	8	7
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Reading

SEN Type	LA Name	2012	2013	2014	2015	2014-2015
No SEN	Nottingham	93	93	94	91	-3
	England	96	94	96	95	-1
	Gap	-3	-1	-2	-4	-2
All pupils	Nottingham	83	83	86	85	-1
	England	87	86	89	89	0
	Gap	-4	-3	-3	-4	-1
SEN Gap with All	Nottingham	-20	-22	-18	-14	4
	England	-22	-23	-20	-22	-2
	Gap	2	1	2	8	6

Writing

SEN Type	LA Name	2012	2013	2014	2015	2014-2015
No SEN	Nottingham	91	92	93	92	-1
	England	94	95	95	95	0
	Gap	-3	-3	-2	-3	-1
All pupils	Nottingham	76	79	81	82	1
	England	81	84	86	87	1
	Gap	-5	-5	-5	-5	0
SEN Gap with All	Nottingham	-31	-29	-29	-26	3
	England	-33	-33	-31	-31	0
	Gap	2	4	2	4	2

Gap between SEN and non-SEN pupils in achieving 5 A*-C GCSEs including English and Maths

The SEN Gap with all pupils achieving 5 A*-C GCSEs including English and Maths has reduced by 2% 2014-2015. The SEN gap with all is below the national SEN gap with all and has continued to widen 2012-2015.

SEN Type	LA Name	2012	2013	2014	2015	2014-2015
No SEN	Nottingham	65	61	53	47	-6
	England	70	71	66	63	-3
	Gap	-4	-10	-13	-16	-3
All pupils	Nottingham	50	50	45	42	-3
	England	59	61	57	56	-1
	Gap	-10	-11	-12	-15	-2
SEN Gap with All	Nottingham	-31	-30	-30	-28	2
	England	-34	-34	-33	-34	0
	Gap	3	5	4	6	2

% Children in Care achieving the expected level (RWM combined) at Key Stage 2, 2015 provisional

Nottingham Looked After Children (all, resident in and out of LA): **54.5%** (in 2014 the score was 48%)

The LA RAISEonline report, table 2.6.1 in 2015 (2.7.1 in 2014) reports;

- For Mathematics, 80% CLA pupils made the expected progress in 2015 (up 5% in one year). This is +2% above the National Average (it was +1%).
- For Reading, 80% CLA pupils made the expected progress in 2015 (up 5%). This is -2% below the National Average (it was -6%).
- For Writing, 80% CLA pupils made the expected progress in 2015 (no change). This is -4% below the National Average (it was -2%).

The cohort size was 25 in 2015 (20 in 2014).

% Children in Care achieving 5 or more A*-C GCSEs, 2015 provisional

Nottingham Looked After Children (all, resident in and out of LA): **6.5%** (from a cohort of 31 pupils, in 2014 the score was 13% out of 39 pupils)

Ofsted inspection outcomes:

We are encouraged that Ofsted have judged current progress to be good or better in 82% of our primary schools and academies which will lead to better attainment over time. This is a sound platform for on-going improvement.

Nottingham pupils start out with one of the largest gaps in attainment between them and all other pupils nationally. The consistently good progress most of them make, enables us to close the gap considerably by the end of Key Stage 2. To only comment on gaps in attainment at the end of different Key Stages fails to recognise that those gaps are closed the longer children experience the generally good provision in our primary schools. The good progress Ofsted inspections are currently reporting our pupils are making will, in time, lead to better attainment.

Contextual barriers for consideration:

It is worth noting that in the latest **Index of Multiple Deprivation Local Authority District Results** Nottingham ranks 8th most deprived out of 326 Local Authority districts in England. This compares with ranks of 20th out of 326 districts in the 2010 index. Nottingham ranks fourth most deprived of the English Core Cities. Some districts in our city feature in the lowest 100 Super Output Areas.

- We experience high levels of turbulence and mobility within our schools.
- The proportion of children who speak English as an additional language and are at early stages of learning English are high- 10% above national averages (EAL- 29.3% compared to 19.4% nationally)
- Teacher recruitment remains a challenge at all phases and stages. This is particularly significant at subject leader and departmental level, as well as with School Leadership.
- Negotiating a strategic response to city wide priorities has been complicated by the wide range of stakeholders, sponsors and partnerships that have evolved over the last three years. Clarifying roles, responsibilities and levels of accountability has been an important undertaking by the LA.
- The proportion of disadvantaged pupils is high and increasing. It is 11% above the national average. The number of pupils eligible for pupil premium funding has gone up by 603 pupils over the last 2 years. Primary State funded FSM eligibility 2015 was 26%- ranks 139/150 LA's. National average is 15.6%
- Initial analysis of overall attainment figures are affected by the relative proportions of disadvantaged: non disadvantaged pupils.
- We have a high proportion of children who experience difficulties in their home lives. We have nearly twice as many children subject to a child protection plan as seen nationally, twice as many pupils classified as children in need and 1/3rd more Looked After Children. One in three children under the age of 16 lives in a low income family compared to 1 in 5 seen nationally,
- Another feature of our city includes the significant percentage of higher performing pupils who choose to transfer out of the city for secondary provision.

PROPOSALS -We have a strong commitment to continuing to narrow any gaps and raising standards of literacy and mathematics at all stages and phases. Whilst we recognise the scale of the challenge we have continued to make significant changes over the last 11 months to ensure we are able to track, check, monitor and challenge individual school and academy performance so that pupils in Nottingham achieve at least as well as their peers nationally in future.

- | | |
|----------|--|
| 1 | 1. Improving Achievement by: <i>Understanding the performance of maintained schools in the city, using data to identify those schools that require improvement and intervention.</i> <ul style="list-style-type: none">• Use of school level data to track and analyse performance including detailed risk assessment of individual schools• Moderation of EYFS profile, as well as standards at Key Stage 1 and 2 including practitioner moderators.• School Improvement Advisers are now deployed in nearly all of our schools and academies. The offer is both universal and proportionate. Only one Academy Trust has rejected this support.• We are leading the development of tools to support schools in their approach to assessment |
|----------|--|

	<p>Our 'Small Steps Big Changes programme with under 3's (£45m over next 10 years) has just started its first delivery strands from September 2015 so we expect to see improvements in school readiness in our most deprived wards in the next three years.</p> <ul style="list-style-type: none"> • Knowing, challenging and supporting our schools/academies through detailed risk assessment processes to include Schools Causing Concern meetings and reviews • Continuing to develop dedicated projects / tools to support schools and to raise achievement including developing strategies for; <ol style="list-style-type: none"> 1. the new baseline assessment - this is a significant piece of work and involves both Local Authority Consultants and school based teachers 2. developing a coherent response to 'assessment without levels' 3. developing strategies for transition to secondary schools 4. developing strategies for developing mathematics teaching and learning EYFS to KS4 5. developing new proposals and provision for alternative provision / SEN
2	<p>Improving Teaching and Learning by:</p> <ul style="list-style-type: none"> • Devising targeted CPD offers in partnership with our local TSA's-this is being piloted as a part of the EIB mathematics strand. • Providing targeted, bespoke support to improve teaching through early years, primary and secondary advisory teams.
3	<p>Improving Leadership and Management by:</p> <ul style="list-style-type: none"> • Strengthening governors' skills and abilities through the development of a governor academy (the Governance Academy has been designed to enhance existing skills sets, provide appropriate accreditation, develop and extend existing training opportunities.) reviews of school governance (the LA provides a robust external review of Governance which is viewed as highly successful in identifying areas for development as well as areas of strength. One outcome of the review is the publication of a detailed individual school/academy plan of action) • Where necessary appointing IEB's to strengthen school governance • Appropriately deploying NLE's and LLE's in partnership with TSA's to support senior leadership in schools. • Proportionately deploying early years, primary and secondary advisors to support and challenge school leaders and governors to secure school improvement in each school and, where possible, academies. • Deploying School Improvement Advisers to support school/academy Ofsted inspections
4	<p>Holding schools/academies to account <i>Taking swift and effective action when failure occurs in a maintained school, using Warning Notices and IEB's whenever necessary to get leadership and standards back up to at least "good".</i></p> <ul style="list-style-type: none"> • Schools Causing Concern meetings for Primary and Secondary schools and academies (Oct/Nov) • Of the 12 primary schools triggering concern in 2015, 8 are academies and these will be discussed with the RSC as appropriate. • We issue warning notices where appropriate, including alerting the RSC where appropriate.
5	<p><i>Intervening early where the performance of a maintained school is declining, ensuring that schools secure the support needed to improve to at least "good".</i></p> <p>In response to the results of the phonics screening 2015 the LA is providing a range of focused training opportunities;</p> <ol style="list-style-type: none"> 1. incorporating phonics as a key agenda item in Schools Causing Concern meetings 2. engaging with Teaching School Alliances (TSA's) to research, trial and implement preferred teaching models to include high impact phonics programmes. 3. recommending that schools include early reading as a key priority for school improvement plans and directing them towards the 2015 'Essentials For Reading' project resources <ul style="list-style-type: none"> • supporting schools to forensically analyse results EYFS-KS4, • requesting predicted outcomes in order to establish aggregated prediction and LA targets, • reinforcing key messages from the DfE Statistical First Releases' with all head teachers • engaging in annual risk assessment process - challenge schools most at risk / provide or signpost appropriate resources-both within and beyond the LA resource • provide focused CPD programme for all phases and subjects • support accurate self-evaluation • challenge schools to set aspirational targets

	<ul style="list-style-type: none"> • focus the work of our Education Improvement Board on transition, recruitment and mathematics 2015-2016.
6	<p>Signposting where schools can access appropriate support.</p> <p>The LA offers a broad range of CPD programmes (EYFS, Primary, Vulnerable groups and SEN/D Team) which are informed by the analysis of data to include for example;</p> <ul style="list-style-type: none"> • An NQT development programme lead and managed by LA Advisers-to include induction training, development and monitoring, assessment and moderation of NQT's (150 in 2014/15 and 173 2015/16) • New to Year 2 and Year 6 development programmes
7	<p>Improving attendance; Attendance improving at Nottingham schools</p> <p>Schools in Nottingham have seen significant improvements in attendance. New figures show 4.8% of pupils were absent from schools and academies in Nottingham last year, that's a drop of 0.3% from the year before. The biggest drop is in unauthorised absence, particularly the reason 'Other circumstances' which is down 17%.</p> <p>Schools in Nottingham are bucking the national trend in overall absence, there has been a drop in figures but the national average has increased, meaning the city is narrowing the gap. Overall Nottingham has moved up the league table going from 147th to 120th out of 151 Local Authorities;</p> <ul style="list-style-type: none"> • Primary Schools are now placed 114 in the country, that's up 30 places • Secondary schools jumped 33 places in the rankings and now sit 114th out of 151 <p>Statistics published by the Department of Education yesterday (11 November) show:</p> <ul style="list-style-type: none"> • The overall absence rate across state-funded primary and secondary schools has dropped 0.3% from 5.1% to 4.8%. Nationally the rate has increased 0.1% to 4.5% • The number of people who are, or may become persistent absentees has dropped -0.7% to 4.5%. Nationally there was a smaller decrease of 0.2% to 3.9%. • There has been a small increase in 'illness' related absence, up 3%. Nationally that increase was 7% <p>Schools and academies in partnership with the council has been cracking down on pupil absence and these figures show that the consistent focus on this is really working. Schools and academies are doing more to celebrate good attendance and offer more attendance incentives to pupils.</p> <p>Last year pupils with the best attendance were given prizes at a special Lord Mayor's Attendance Awards at the Council House. Nottingham City Council also joined forces with Capital FM to run an award winning campaign with secondary students to help improve attendance rates. The class from each school with the best attendance record got the chance to go to a top secret gig and watch girl band Neon Jungle.</p> <p>Nottingham City Council – as part of its work with the Education Improvement Board –has been working with schools to focus on better attendance. A zero tolerance campaign on absence was launched in 2014, making it clear that the council will take legal action against the parents of pupils who are persistently absent.</p> <p>Cllr Webster added: "We've taken a tough approach, and it's working. We've cracked down on poor attendance and rewarded good attendance through the Lord Mayor's Attendance Awards – as well as trying innovative campaigns such as the Get the Gig competition. But our message remains clear: we expect children who are registered with a school to be in school."</p> <p>Fines of £60 per parent per child are issued through the courts for unauthorised absence. If this is not paid in 21 days, the fine doubles to £120 per parent, per child. If the fine is still unpaid, courts can impose tougher fines (with court costs) of up to £2,500 – and even have the power to issue prison sentences.</p> <p>Parents can help their child's attendance at school by:</p> <ul style="list-style-type: none"> • Making sure their child gets to school on time • Not booking holidays during term time • Contacting the school the first day a child is off sick.

	<p>Get In:involved attendance campaign Nottingham City Council's Get In:involved campaign has now won three national awards, the latest being the Platinum award in the Local Government Communication Awards.</p> <p>The Get In:involved campaign has also picked up top prizes at the Municipal Journal Awards in June and the Media Week Awards in October.</p> <p>The campaign, which ran over the Autumn 2014 term in secondary schools in the City with Capital FM, added an additional 5,661 school days and saw attendance increase by an average of 2%.</p> <p>The Get In:involved campaign invited classes with the best overall attendance from six schools to watch a special VIP performance by pop group Neon Jungle at the Glee Club in Nottingham on 15 January. Fronted by Neon Jungle and Capital FM Breakfast Show presenters Dino and Pete, the campaign urged pupils to 'Get In:involved to Get the Gig'. It included presentations in the schools, a special video, website and radio adverts, as well as launch assemblies for pupils with Dino and Pete.</p> <p>Whole classes were encouraged to work together to improve their collective attendance.</p> <p>The campaign is running again over the Autumn 2015 term with nine secondary schools in the City, who are competing for a place at a concert with Professor Green</p>											
8	<p>Establishing a GCSE recovery plan designed to address individual school / academy targets-challenged and supported by our dedicated secondary school advisers.</p> <table border="1" data-bbox="172 913 1501 958"> <thead> <tr> <th>Risk assessment</th> <th>Current position</th> <th>Outcomes 2015</th> <th>EIB targets agreed for 2016</th> <th>EIB progress boards</th> <th>RSC</th> <th>Use of LA days</th> <th>Improvement plan strategies</th> <th>Advanced skills teacher</th> <th>Monitoring</th> <th>Notes</th> </tr> </thead> </table>	Risk assessment	Current position	Outcomes 2015	EIB targets agreed for 2016	EIB progress boards	RSC	Use of LA days	Improvement plan strategies	Advanced skills teacher	Monitoring	Notes
Risk assessment	Current position	Outcomes 2015	EIB targets agreed for 2016	EIB progress boards	RSC	Use of LA days	Improvement plan strategies	Advanced skills teacher	Monitoring	Notes		
9	<p>Establish clear policies for school improvement in partnership with TSA's and MAT's to include;</p> <ul style="list-style-type: none"> • The NCC Education Improvement Strategy • Schools Causing Concern protocols • School Improvement Service core offer and partnership protocols • EIB consultation paper 											
10	<p>Secure cultural change by promoting partnership working through;</p> <ul style="list-style-type: none"> • the EIB • TSA's • MAT's • NLT and other key partners. <p>Meetings with all TSA's and other key partners around the development of the 'Strategic Alliance/EIB'. The EIB action plans have secured commitment from Transform TSA, Lead TSA, NLT, LA, as well as our two local maths hubs. This element of our work is very encouraging and action plans are in place to develop transition, recruitment and mathematics EYFS to KS4.</p>											
11	<p>Improve communication channels by establishing;</p> <ul style="list-style-type: none"> • the director's briefing and newsletter for all Headteachers • termly primary and Secondary Head Teacher briefings • further refining the schools website 											

2. RISKS

(Risk to the CYPP, risk involved in undertaking the activity and risk involved in not undertaking the activity)

Key risks are mainly related to the recommendations of the review not being delivered. For example, if we fail to deploy sufficiently skilled school improvement advisers across the phases we will not develop an accurate understanding of current school and cohort performance and subsequently will be unable to effect appropriate and aspirational school improvement.

Additional key risks include reduced funding which potentially result in outcomes for young people continuing to be compromised

3. FINANCIAL IMPLICATIONS

The programme of activities is funded through the existing school improvement service which includes elements of statutory funding. Additional funding will need to be secured through Schools Forum.

4. LEGAL IMPLICATIONS

This report provides an update on pupil outcomes for 2015 and strategies to raise attainment and accelerate progress, the content of which raises no legal implications at this time.

5. CLIENT GROUP

(Groups

of children, young people or carers who are being discussed in the report)

All children aged under 18 years.

6. IMPACT ON EQUALITIES ISSUES

(A

brief description on how many minority groups are being engaged in the proposal and how their needs are being met: This section includes traveller and refugee families. The themes of the Shadow Boards – children and young people; parents and carers; equalities issues and the voluntary and community sector should be considered here.

Equalities remain a focus within the review of outcomes, including particular vulnerable groups and their specific needs.

7. OUTCOMES AND PRIORITIES AFFECTED

(Briefly

state which of the CYPP priorities will be addressed)

Improving Educational Attainment for Children and Young People

8. CONTACT DETAILS

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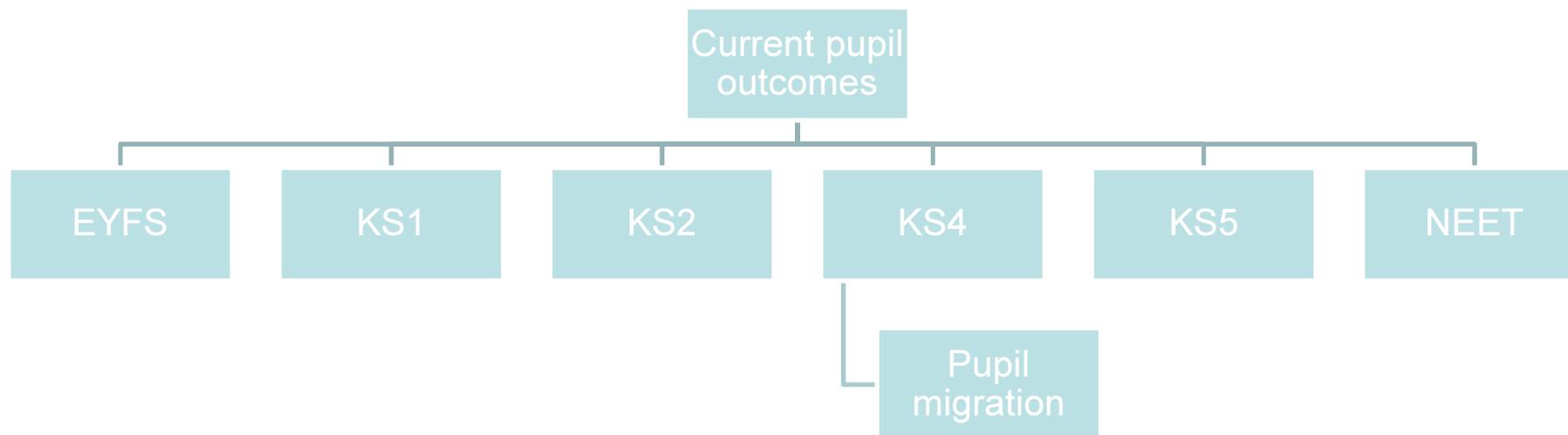
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Achievement 2015



Early Years Foundation Stage

EYFS

- Good Level of Development **58%**
- This is a significant (18%) improvement on 2013
- However we remain 142nd out of 152 LA's.
- The national average is 66%.
- The gap between Nottingham City and national has narrowed to 8% from nearly 14% in 2014.

Phonics at Year 1

Phonics Screening

- 69% met the expected standard at the end of Year One. This is a 2% improvement on 2014.
- The national average is 77% which is a 3% improvement on 2014
- This ranks the city joint 150th out of 150 LAs - the worst performing LA nationally.
- However only 46% of this cohort gained a GLD by the end of F2. They were very low performing at this stage.
- 23% more pupils in this cohort are now reaching nationally expected levels which is a significant improvement, This suggests that good progress has been made.
- Improvement has been sustained over the past 4 years from 48% in 2012 to 69% in 2015. This is also true for disadvantaged pupils from 39% in 2012 to 60% in 2015.
- Of the lowest performing schools the majority of them are LA maintained schools (8/10 of lowest scoring schools)

Key Stage 1

- We continue to see improvements in reading, writing and maths at KS1:
 - In Reading L2+ **86%** (+2% on 2014), national position 90% (no change on 2014)
 - Writing L2+ **81%** (+2% on 2014), national position 88% (+2% on 2014)
 - Maths L2+ **89%** (+2% on 2014), national position 93% (+1% on 2014)
 - At level 2b+ there have been improvements of 4% in reading, 3% in writing and 4% in maths.
 - At level 3+ we have also seen improvements of 3% in reading, and 1% in writing and maths.
 - Our disadvantaged pupils have shown continued improvement and are ranked 101st for reading, 108th for writing and 125th for maths from 150 LA's. Disadvantaged pupils are 2-3% behind disadvantaged pupils nationally in reading, writing and maths. The gap between disadvantaged pupils and all pupils continues to reduce and is now between 5-6%.
 - The gap between city pupils and national averages has reduced from 8% at EYFS to 5%* by the end of KS1 demonstrating good progress over time. (* average of the gap for the reading , writing and maths)

Key Stage 2

- **KS2 results often change after validation in November.**
 - **RWM L4+ 77%** (+1% on 2014), 118th out of 152 LAs, national position 80% (+1% on 2014) 'REVISED'
 - **RWM L4+ 75%** (-1% on 2014), 139th out of 152 LAs, national position 80% (+1% on 2014) PROVISIONAL
 - **Reading L4+ 85%** (-1% on 2014), 138th out of 152 LAs, national position 89% (no change on 2014) PROVISIONAL
 - **Writing L4+ 82%** (+1% on 2014), 146th out of 152 LAs, national position 87% (+2% on 2014) PROVISIONAL
 - **In GPS L4+ 76%** (+3% on 2014), 132nd out of 152 LAs, national position 80% (+4% on 2014) PROVISIONAL
 - **Maths L4+ 85%** (no change on 2014), 113^h out of 152 LAs, national position 87% (+1% on 2014)
-
- At 4b+ we have seen an improvement of 1% in maths and 4% in GPS.
 - At Level 5 we have seen an improvement of 2% in writing and in GPS.

At primary level attainment gaps are closing

We would argue that in general and seen over time **children start school attaining levels which are well below those expected nationally.**

This remains the case at the end of EYFS despite having made rapid progress. By the end of KS1 attainment remains lower than average levels but the gap has closed.

By the end of KS2 the gap has continued to close and although attainment is still below national average the gap is smaller.

Attainment Gaps to National are Closing

EYFS: GLD Gap is 8% (City vs. National)

Phonics: Year One Gap is **8%**

KS1: Reading Gap is 4% (L2+)

Writing Gap is 7%

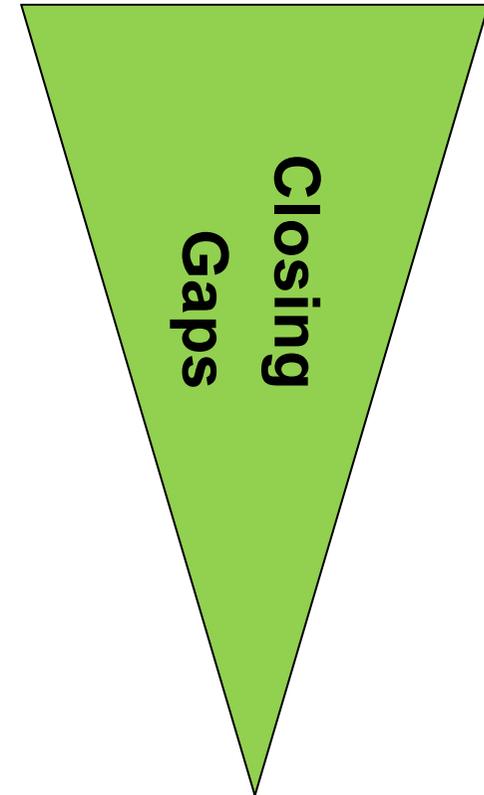
Maths Gap is 4%

KS2: RWM Gap is 5% (L4+)

Reading Gap is 4%

Writing Gap is 5%

Maths Gap is 2%



And for disadvantaged pupils?

And.. although the attainment (KS2) of Nottingham FSM6 pupils remains lower than Nottingham non FSM6 pupils they are very close to or better than national FSM pupils...

- For RWM **70%** of Nottingham FSM6 pupils achieve L4 (national **70%**)
- For Reading **82%** of Nottingham FSM6 pupils achieve L4 (national **83%**)
- For Writing **78%** of Nottingham FSM6 pupils achieve L4 (national **79%**)
- For Maths **82%** of Nottingham FSM6 pupils achieve L4 (national **80%**)

Expected Progress

We were pleased to note that our pupils make good progress between Key stages 1 and 2. Importantly progress measures by the end of KS2 are comparable to national averages and above statistical neighbour averages.

The percentages of pupils making at least expected progress:

- **Reading: 90%** - nationally this is **91%**
- **Writing: 94%** - nationally this is **94%**
- **Mathematics: 90%** - nationally this is **90%**

This ranks the city as 104th for reading, 71st for writing and 69th for maths (for expected levels of progress)

The percentage of pupils making greater than expected progress:

- **Reading:** All pupils exceed national average by 2% (35% vs. 33%)
- **Writing:** All pupils exceed national average by 1% (37% vs. 36%)
- **Maths:** All pupils exceed national average by 2% (36% vs. 34%)

Key Stage 1-2 Progress / VA scores

Progress / VA scores demonstrate we are having significant impact across the city...

- VA scores in 2015 for Nottingham for **all subjects** is 100.0 putting us in the 41st percentile rank.
- For **Maths** the VA score is 100.1 putting us in the 41st percentile rank.
- For **Reading** the VA score is 99.9 placing us in the 60th percentile rank.
- For **Writing** the VA score is 100.0 placing us in the 35th percentile rank.

Key Stage 4

Pupils achieving 5+ A*-C GCSEs (or equivalents) including English and Maths:

- Provisional data puts 41.5% of Nottingham's pupils achieving this measure
- Nottingham is 11.3 percentage points away from the national position (52.8%), a larger gap to that recorded in 2013/14
- This ranks Nottingham joint 149th nationally, with only Knowsley below (out of 151 LAs). In 2014 Nottingham was ranked 148th with 3 LAs below
- Nottingham is 7.0 percentage points away from its group of statistical neighbours (SN) average (48.5%) and 3.6 percentage points away from the next ranked LA
- Nottingham is ranked 11th (of 11) in its SN group (bottom)



Key Stage 4 continued

Pupils achieving 5+ A*-C GCSEs (or equivalents):

- Provisional data puts 48.6% of Nottingham's pupils achieving this measure
- Nottingham is 15.6 percentage points away from the national position (64.2%), a larger gap than that recorded in 2013/14 (12.9%)
- This ranks Nottingham 150th nationally, with only Knowsley below (out of 151 LA's). In 2014 Nottingham was ranked 149th
- Nottingham is 10.0 percentage points away from its group of statistical neighbours (SN) average (59.0%)
- Nottingham is ranked 11th in its SN group (bottom)

KS4 Pupils achieving expected progress in Maths

Provisional data puts 52.1% of Nottingham's pupils achieving this measure

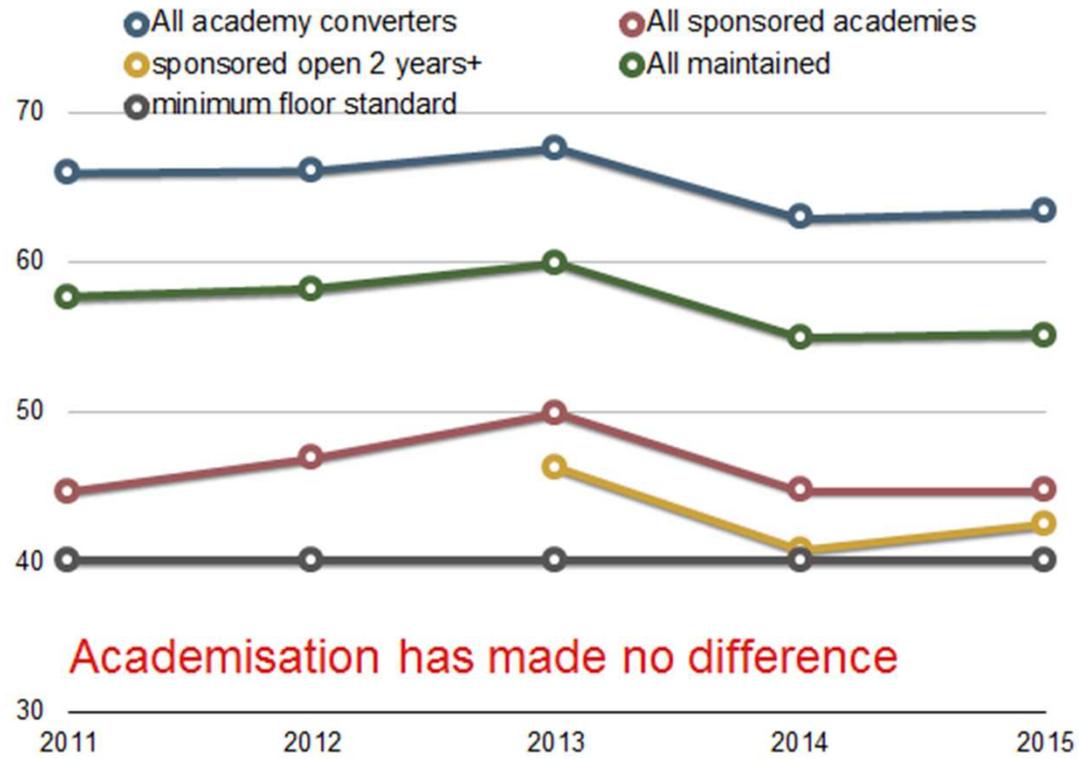
- Nottingham is 15.6 percentage points away from the national position (67.7%)
- This ranks Nottingham 149th nationally (out of 151 LAs)
- Nottingham is 8.8 percentage points away from its group of statistical neighbours (SN) average (60.7%)
- Nottingham is ranked 11th in its SN group

KS4 Pupils achieving expected progress in English

Provisional data puts 58.1% of Nottingham's pupils achieving this measure

- Nottingham is 13.2 percentage points away from the national position (71.3%)
- This ranks Nottingham 149th nationally (out of 151 LAs)
- Nottingham is 8.4 percentage points away from its group of statistical neighbours (SN) average (66.5%)
- Nottingham is ranked 11th in its SN group

National Picture 2011 - 2015



Academisation has made no difference

% 5 A*-C EM at GCSE

	GCSE 2011	GCSE 2015	Ofsted good and better
All secondary schools	59%	55%	51%
All academy converters	65.9%	63.3%	
All sponsored academies	44.6%	44.7%	
All maintained schools	57.6%	55.1%	
Nottingham	46.7%	41%	67%*

* of those inspected (5 not yet inspected)

Current progress is good in higher proportion of secondary schools than is seen nationally indicating Nottingham's attainment will catch-up over time.



Nottingham relative rankings (out of 151)

	2011	2012	2013	2014	2015
5 A*-C EM Ranks	145th	143rd	143rd	148th	149th
%5 A*-C EM	46.7%	49.6%	50.3%	44.6%	41.5%
Ebacc	113th	125th	139th	142nd	138th
FSM gap	34th	37th	33rd	37th	68th
Attendance	147th	141st	142nd	141st	NE
Attendance %	92%	93.1%	93%	94%	NE



Summary

- Nottingham has no secondary schools in an Ofsted category of concern.
- Progress of students currently in our secondary schools, as judged by Ofsted, is 'good' and higher than national.
- Nottingham has the best rate of conversion from RI to good (according to Ofsted's regional director)
- DfE research in November 2015 shows that FSM eligibility nationally, results in attainment on average one grade below non FSM. The impact of disadvantage can be shown from the end of EYFS.
- We are in the top third of LAs for closing the FSM gap.
- We are engaging well with our academies, even when difficult messages have to be conveyed. 2015 results reviewed with academy leaders and a GCSE recovery plan and EIB targets agreed for 2016.



Gap between pupils receiving the Pupil Premium (disadvantaged) and their peers in achieving expected level at Key Stage 4 (or by age 19)

Gap between pupils receiving the Pupil Premium (disadvantaged) and their peers in achieving expected level at Key Stage 4 (or by age 19) USING fsm6 data;

by age 19)

% 5+ A*-C grades including English and Maths, 2015 provisional

- Nottingham All Pupils: 41.5
- Nottingham FSM6: 28.1
- Nottingham Non-FSM6 (other): 51.8

- National: All Pupils: 52.8
- National FSM6: 36.1
- National Non FSM6 (other): 63.4

The DfE gap measure is LA FSM6 pupils to National other, so: Nottingham FSM6 (28.1) – National other (63.4) = **-35.3**. This ranks us as **68th** out of **152 LA's**.



Gap between SEN and non-SEN pupils in achieving Key Stage 2 English and Maths threshold

In general a gap remains between SEN and non-SEN pupils in maths, reading and writing. However the SEN gap 2014-2015 has reduced by 6% in maths, 4% reading and 3% in writing.

The SEN gap with all is below the national SEN gap with all in maths, reading and writing.

The SEN Gap with all pupils achieving 5 A*-C GCSEs including English and Maths has reduced by 2% 2014-2105
The SEN gap with all is below the national SEN gap with all and has continued to widen 2012-2015.

Children in Care achieving the expected level

% Children in Care achieving the expected level (RWM combined) at Key Stage 2, 2015 provisional

Nottingham Looked After Children (all, resident in and out of LA): **54.5%** (in 2014 the score was 48%)
The LA RAISEonline report, table 2.6.1 in 2015 (2.7.1 in 2014) reports;

- For Mathematics, 80% CLA pupils made the expected progress in 2015 (up 5% in one year). This is +2% above the National Average (it was +1%).
- For Reading, 80% CLA pupils made the expected progress in 2015 (up 5%). This is -2% below the National Average (it was -6%).
- For Writing, 80% CLA pupils made the expected progress in 2015 (no change). This is -4% below the National Average (it was -2%). The cohort size was 25 in 2015 (20 in 2014).

% Children in Care achieving 5 or more A*-C GCSEs, 2015 provisional

- Nottingham Looked After Children (all, resident in and out of LA): **6.5%** (from a cohort of 31 pupils, in 2014 the score was 13% out of 39 pupils)

Pupil Context

Contextual barriers for consideration:

- It is worth noting that in the latest **Index of Multiple Deprivation Local Authority District Results** Nottingham ranks 8th most deprived out of 326 Local Authority districts in England. This compares with ranks of 20th out of 326 districts in the 2010 index and 13th out of 354 districts in the 2007 index. Nottingham ranks fourth most deprived of the English Core Cities. Some districts in our city feature in the lowest 100 Super Output Areas.
- We experience high levels of turbulence and mobility within our schools.
- The proportion of children who speak English as an additional language and are at early stages of learning English are high- 10% above national averages (EAL- 29.3% compared to 19.4% nationally)
- Teacher recruitment remains a challenge at all phases and stages. This is particularly significant at subject leader and departmental level, as well as with School Leadership.
- Negotiating a strategic response to city wide priorities has been complicated by the wide range of stakeholders, sponsors and partnerships that have evolved over the last three years. Clarifying roles, responsibilities and levels of accountability has been an important undertaking by the LA.
- The proportion of disadvantaged pupils is high and increasing. It is 11% above the national average. The number of pupils eligible for pupil premium funding has gone up by 603 pupils over the last 2 years. Primary State funded FSM eligibility 2015 was 26%- ranks 139/150 LA's. National average is 15.6%
- Initial analysis of overall attainment figures are affected by the relative proportions of disadvantaged: non disadvantaged pupils.
- We have a high proportion of Children who experience difficulties in their home lives. We have nearly twice as many children subject to a child protection plan as seen nationally, twice as many pupils classified as children in need and 1/3rd more Looked After Children. One in three children under the age of 16 lives in a low income family compared to 1 in 5 seen nationally,
- Another feature of our city includes the significant percentage of higher performing pupils who choose to transfer out of the city for secondary provision
- Nottingham has also improved its ranking nationally for pupils receiving their first choice of school:
Primary: up from 131st out of 152 local authorities in 2014 to 116th in 2015
Secondary: up from 100th out of 152 local authorities in 2014 to 79th in 2015



Key Stage 5

For candidates who attained level 3 (2 or more A Level passes or equivalents):

- Provisional figures show that 84.3% of candidates achieved this measure in 2015, this is an increase of 1.4 percentage points on the 2014 provisional figure (82.9%)
- The England average is 89.1%, an improvement of 0.5 percentage points on the 2014 provisional figure (88.6%)
- The gap between Nottingham and the England average is 4.8 percentage points, in 2014 it was 5.7 percentage points
- Nottingham is ranked 117th nationally (out of 150 LAs)
- Nottingham's Statistical Neighbours average is also 84.3% and Nottingham is ranked 6th (out of 11)

In Education Employment or Training

	Number of 16/17 year olds known to the LA	Proportion of 16 and 17 year olds recorded as participating in:							Change in year		Current activity not known to the LA
		Full time education	Apprenticeship	Work based learning	Part time education	Employment combined with training	Other	Total			
England	1,159,970	83.2%	4.2%	1.3%	0.6%	0.6%	0.3%	90.2%	0.4%	►	4.8%
Bristol	8,090	77.2%	4.4%	1.4%	0.1%	0.3%	0.1%	83.5%	-0.8%	▼	7.9%
Birmingham	25,540	77.5%	2.8%	0.6%	0.0%	0.5%	1.3%	82.7%	0.4%	►	11.5%
Nottingham	6,680	84.3%	4.5%	1.7%	0.0%	0.9%	0.8%	92.3%	1.0%	▲	1.2%
Leeds	14,990	81.5%	4.5%	2.2%	0.1%	1.2%	0.4%	89.9%	0.1%	►	3.9%
Sheffield	11,800	77.2%	8.8%	4.0%	0.0%	0.4%	0.3%	90.7%	1.2%	▲	2.9%
Liverpool	10,120	70.3%	4.7%	2.9%	0.0%	0.3%	0.4%	78.6%	-11.6%	▼	15.0%
Manchester	10,650	85.1%	3.0%	2.3%	0.0%	0.2%	0.1%	90.7%	0.0%	▼	2.8%
Newcastle	5,730	81.4%	4.9%	3.0%	0.0%	1.7%	0.3%	91.2%	1.8%	▲	2.4%
Nottingham Core City Ranking		2 nd	=3 rd	6 th	=3 rd	2 nd	1 st	1 ST	1 st		1 st



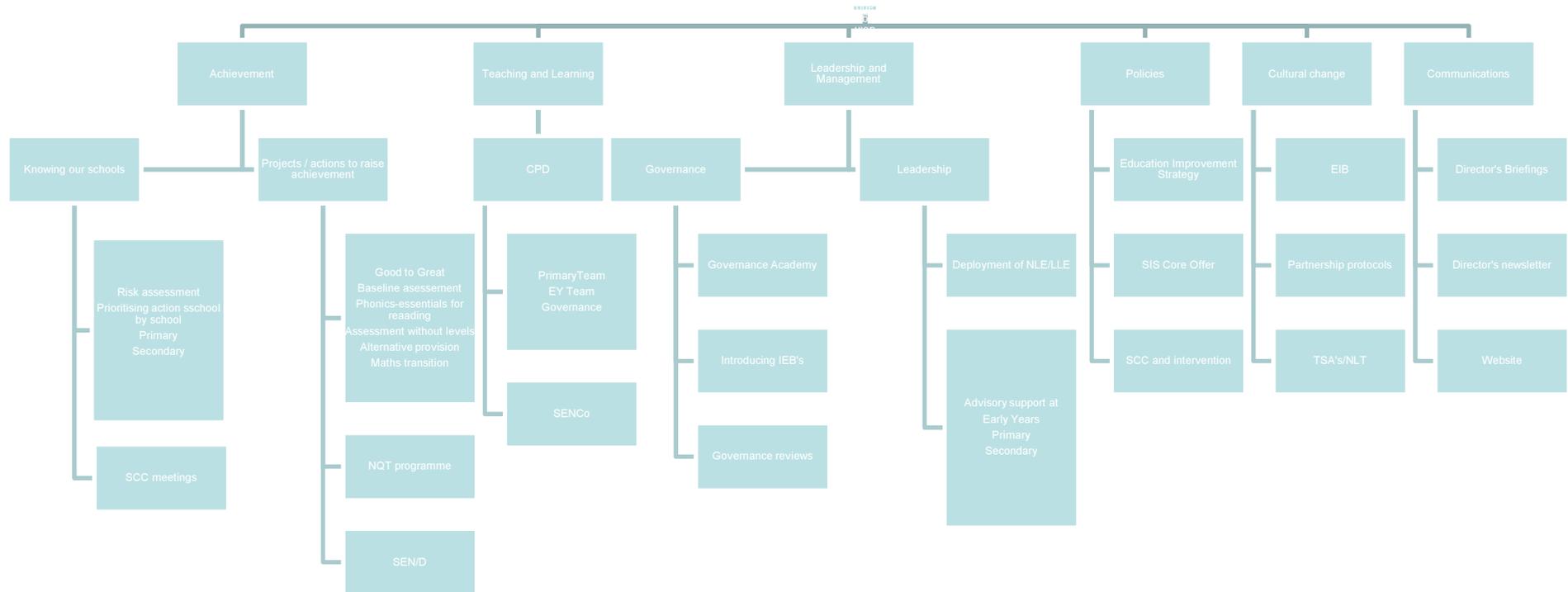
**NOTTINGHAM
CHILDREN'S
PARTNERSHIP**

PROUD OF NOTTINGHAM'S CHILDREN & YOUNG PEOPLE



**Nottingham
City Council**

What are we doing about it?



SEN

Nottingham City SEN Review

David S Stewart OBE D.Litt.h.c DL

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Agenda Item 6



NOTTINGHAM
CHILDREN'S
PARTNERSHIP

PROUD OF NOTTINGHAM'S CHILDREN & YOUNG PEOPLE



Nottingham
City Council

- 1870 School Board for Nottingham
- 1903 City of Nottingham Education Committee (Special Schools run jointly with Poor Law Board 1903-1919)
- 1971 City Education assumes responsibility for education of all pupils
- 1974 County Council Education
- 1998 City of Nottingham re-assumes responsibility



The Review

At request of Councillor Collins

Other Review led by Peter Gray on AP

Interviews and evidence from 60 individuals,
schools and organisations

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18 chapters and 80 recommendations



NOTTINGHAM
CHILDREN'S
PARTNERSHIP

PROUD OF NOTTINGHAM'S CHILDREN & YOUNG PEOPLE



Nottingham
City Council

General Overview

Lack of overall vision and strategy for SEN

Challenge notion of “Early Intervention City”

Need for Champions for SEN

Traded Services

Interdepartmental working – or NOT?

Community Educational Psychology Service

Inclusive Education Service

Special Schools

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NOTTINGHAM
CHILDREN'S
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Nottingham
City Council

Destinations

Page 72 Education and the role of Health

Engagement with Parents and Families



NOTTINGHAM
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Nottingham
City Council



Title of paper:	NCSCB ANNUAL REPORT 2014/15	
Report to:	Children's Partnership Board	
Date:	16.12.2015	
Relevant Director:	Alison Michalska (Corporate Director, Children and Adults)	Wards affected: All
Contact Officer(s) and contact details:	Chris Cook (Independent Chair – Nottingham City Safeguarding Board)	
Other officers who have provided input:	Safeguarding Boards Business Office	
Relevant Children and Young People's Plan (CYPP) priority:		
Safeguarding and supporting children and families: Children, young people and families will benefit from early and effective support and protection to empower them to overcome difficulties and provide a safe environment in which to thrive.		<input checked="" type="checkbox"/>
Promoting the health and wellbeing of babies, children and young people: From pregnancy and throughout life, babies, children, young people and families will be healthier, more emotionally resilient and better able to make informed decisions about their health and wellbeing.		<input type="checkbox"/>
Supporting achievement and academic attainment: All children and young people will leave school with the best skills and qualifications they can achieve and will be ready for independence, work or further learning.		<input type="checkbox"/>
Empowering families to be strong and achieve economic wellbeing: More families will be empowered and able to deal with family issues and child poverty will be significantly reduced.		<input type="checkbox"/>
Summary of issues (including benefits to customers/service users):		
The Safeguarding Board's key purpose is to secure effective safeguarding arrangements for the children of Nottingham and to secure effective co-ordination between all agencies responsible for safeguarding.		
Recommendations:		
1	To consider the annual report and identify any comments, proposed additions or amendments that the Board would wish to include.	
2	Subject to any comments, proposed additions or amendments to agree the Annual Report.	
3	To identify any issues arising from the Annual report that will be built into Strategic Commissioning.	

1 BACKGROUND AND PROPOSALS

It has been agreed that the Children's Partnership Board will be a partnership board that receives the Safeguarding Board's Annual Report as part of the annual consultative process. In addition, it has been agreed that the Children's Partnership Board will consider how the key objectives in the Safeguarding Board's Annual Business Plan will be built into Strategic Commissioning Plans.

It is a statutory requirement that the Nottingham City Safeguarding Children Board produce an Annual Report setting out its performance against key objectives and priorities for action in the Board Business Plan. On 1st April 2015, as a result of the Care Act 2014, it became a statutory responsibility to produce an Annual Report for the Safeguarding Adult Board though this requirement would apply to the year 2015/16. It has always been our practice in Nottingham City to produce an annual report for the Children's Safeguarding Board even though this has not been a statutory requirement.

The main purpose of the annual reports is to assess the impact of the work we have undertaken in 2014/15 on service quality and effectiveness and on outcomes for children, young people in Nottingham City. Specifically the annual reports evaluate our performance against the priorities that we set in our Business Plans 2014/15 and other statutory functions that the LSCB must undertake.

Last year we combined the annual reports of the safeguarding boards into one report. This year we have reverted to presenting separate annual reports for the NCSCB and the NCASPB. The reasons are twofold. First there have been changes to the statutory frameworks within which both Boards work that underline the need for bespoke annual reports. Second, feedback from readers of last years' annual report suggested that the combined report was too complex and lengthy and risked diverting attention from key issues in the children and adult safeguarding arenas. For this reason two separate annual reports are being produced for presentation to the Health and Well-Being Board, the Scrutiny Committee, and the Children's Partnership Board. In addition there is an expectation that the Annual Reports will be presented to key strategic forums within those organisations that are members of the safeguarding boards.

The Annual Report covers a range of issues including:

- An outline of the local area safeguarding context setting out some core statistical and socio-economic profile information;
- The governance and accountability framework within which the Board operate including the relationship between the safeguarding board and the Children's Partnership Board and steps that have been taken to clarify inter-relationships between the safeguarding boards and the wider partnership geography in the city. This part of the annual report also sets out attendance at the board, an account of our annual expenditure and an analysis of the effectiveness of the Boards;
- Performance against the Business Plans for 2014/15 that analyses what we did and its impact on outcomes in relation to service effectiveness and outcomes for service users; this includes outlines of key work undertaken in safeguarding priority areas such as: sexual abuse; domestic violence (including the launch of DART); Missing Children; Child Sexual Exploitation Mental Capacity Act and Deprivation of Liberty Safeguards, Allegations Management; safeguarding policies and procedures; safeguarding training

and development activity; safeguarding in childcare and early years settings; safeguarding in schools and education settings;

- Specific reports from the Serious Case Review and Child Death Overview sub-groups of the Children's Safeguarding Board;
- An outline of individual partner agency safeguarding performance during 2014/15;
- A digest of the future challenges facing the Boards including our Business Plan for 2015/16.
- Analysis of the Board's quality assurance and performance management work in 2014/15 is set out in relevant sections of the report

Each report recognises much positive progress in relation to priorities set in the Business Plans 2014/15. In addition the reports identify areas for development and improvement. Headlines include:

In relation to children and young people:

Strengths

- Continued commitment and engagement from the majority of partners on the Board and its constituent committees – including sharing of the chairing of sub-groups across agencies;
- Effective interfaces between NCSCB and the Children's Partnership Board and with the wider partnership geography through the Safeguarding Assurance Forum;
- Formulation and revision of practice guidance to ensure effective safeguarding and reflect national and local learning from reviews including serious case reviews;
- Significant focus on areas of improvement identified in the Ofsted inspection 2014 with some measure of success in many areas:
- Further embedding of 'Signs of Safety'
- Remodelled structures and organisational arrangements including review 'Front Door' arrangements and co-location of early help, targeted support/youth offending service and children's social care in one Directorate better to promote co-ordination of delivery and processes;
- CSE strategy and action plans have been health checked against the learning from national reviews in Rotherham, Oxfordshire and through Ofsted and action taken to address any areas of improvement that need to be applied in Nottingham City;
- A range of CSE training and awareness including the Pint Sized Theatre production LUVU2 in schools;
- The Concerns Network has supported the development of cross-agency co-ordination and collaboration in relation to CSE;
- Work with schools in relation to domestic violence including the Great programmes and the implementation of the early alert system;
- Work of the Domestic Abuse Response Team which received positive evaluation from Ofsted;
- Major review and revision of cross-authority multi-agency safeguarding procedures to ensure that they are Working Together 2013/2015 with positive reviews of impact from subsequent audit processes;

- Creation of a Communication and Engagement Sub-Group, launch of new NCSCB bulletin and identification of engagement initiatives across the partnership that can provide the basis for wider engagement of children and young people;
- Extensive programme of training and development from which 'end of course' evaluation evidence high levels of satisfaction;
- Publication of two serious case reviews and the implementation of recommendations for these and four learning reviews – the impact of which will be tested through the Quality Assurance Framework in 2015/16;
- Effective CDOP arrangements that have led to improvements in services and impact on 'avoidable' deaths.

Key areas for development and improvement

- Improved attendance and engagement from NHS England and from schools
- Recruitment of new lay members
- Consistency of attendance at subgroups most importantly the Quality Assurance Subgroup which has failed to secure quoracy on a number of occasions during 2014/15;
- Secure full compliance with the new budget contribution formula which requires either a reduction in overall budget or an increase in the level of contribution from the City Council;
- Further test the impact and effectiveness of the assessment framework, threshold protocol (Family Support Pathway) and Learning and Improvement Framework that was introduced post-Working Together 2013;
- Improved engagement of partners in the provision of quality assurance and performance management information for the Board to ensure that it is effectively able to test its impact;
- Extension of the Board's engagement with children and young people to ensure that their views and opinions shape the work of the NCSCB;
- Improvements in the provision of data for CSE and a greater emphasis on prosecutions of CSE perpetrators
- The appointment of a CSE Co-ordinator
- Greater interaction between the NCSCB and the Priority Families Programme;
- Finalise the safeguarding competency framework against which the longer term impact of training and development activities are evaluated;
- Act on the areas of improvement identified in SCRs and other learning reviews including: the impact of emotional health and well-being/emotional abuse on safeguarding risk; escalation; children places on special guardianship orders; quality of assessments; responses to families out of hours. Further factors are also touched on in the main report;

These and other priorities for action are set out in the Business Plan 2015/16 which features as an appendix to the Annual Report

Across the boards:

Strengths

- Steps taken to improve cross-reporting between children and adult services where each identifies safeguarding concerns in relation to service users in the other;
- A transitions document has been formulated with the County Council supported by a good practice guidance document – this is now being reviewed in the light of the Care Act
- Targets met through the Priority Families programme have supported the reduction in safeguarding risk for some families in the City

Key areas for development and improvement

- Ensure that the new Board arrangements with two Independent Chairs secure improved focus on children and adult safeguarding whilst continuing to ensure cohesion and co-ordination across the safeguarding agenda as a whole;
- Improve the interface between the two safeguarding boards and the Priority Families Programme to maximise improved performance that might have mutual benefit;

Safeguarding performance as evidenced through the quality assurance framework employed by the two Boards presents a mixed picture. Set out below are some of the headlines in relation to both children and adult safeguarding:

Safeguarding of Children and Young People – Performance across the Child’s Journey

- Reduction in number of contacts – targets met;
- Assessments undertaken within 45 days (85%) which is above target and average for statistical neighbours;
- Reduction in the number of CAFs has caused a concern though we witnessed an increase in the last quarter of the year;
- 80% of CAFs record positive outcomes but there has been an increase in the number of cases escalating to social care which will be something that requires careful monitoring during 2015/16;
- The number of children subject to a Child Protection Plan has risen;
- 99% of child protection cases have been reviewed within timescale;
- The number of children in care has reduced slightly – and performance on key indicators is better than statistical neighbours
- The % of care leavers in suitable accommodation has reduced from 89.6% to 84.9%. The number of care leavers in suitable education, employment and training presents a challenge but does match statistical neighbours and is a 7% improvement on the previous year.

During the year two Serious Case Reviews were published, two were commissioned and one learning review was commissioned. There is strong evidence to show that learning from these reviews has been implemented and impact will be tested through the quality assurance framework

The Annual Report sets out the priorities for action in the current year (2015/16) and these have been incorporated into the business plans for 2015/16. Clearly the areas for improvement for the Board itself that are reported on within the annual reports are key

priorities in the current year. In addition the NCSCB will take a role in monitoring and evaluating the performance of the local authority and its partners in response to the Ofsted inspection of 2014 and, indeed, inspection undertaken by other inspectorates such as CQC and HMIC. There is an expectation that an integrated inspection regime will be introduced in the near future in the children's services arena.

The Business Plan for 2015/16 sets out priorities for action for the current year and sets out both the quality assurance and performance management indicators that will be applied to assess impact against each of the priorities and the actions that will be undertaken to support the achievement of these impacts and outcomes.

2 RISKS

The NCSCB and NCASPB operate their own risk registers that are monitored by both the Quality Assurance Sub-Group and the Operational Management Group.

3 FINANCIAL IMPLICATIONS

Both the NCSCB and NCASPB are funded through a budget to which all statutory partners contribute through a formula agreed by the Board. These contributions have been agreed and there are no financial implications specifically for the Children's Partnership Board.

4 LEGAL IMPLICATIONS

None

5 CLIENT GROUP

All children and young people

6 IMPACT ON EQUALITIES ISSUES

All plans are Equality Impact Assessed

7 OUTCOMES AND PRIORITIES AFFECTED

Safeguarding and supporting children and families: Children, young people and families will benefit from early and effective support and protection to empower them to overcome difficulties and provide a safe environment in which to thrive.

Additional information

The Annual Report is attached as an appendix.

The Business Plans for the NCSCB and NCASPB for 2015/16 are statutorily required and are published. Both are available on the Safeguarding Board websites.



NOTTINGHAM CITY
Safeguarding
Children BOARD

ANNUAL REPORT

2014-15

FOREWORD FROM THE INDEPENDENT CHAIR



I am pleased to present the Annual Report for the Nottingham City Safeguarding Children Board (NCSCB) 2014/15.

Publication of an annual report is a statutory requirement of LSCBs as set out in Working Together to Safeguard Children 2015. Last year we published a combined annual report for the Children and Adult safeguarding boards. Changes to the statutory frameworks for the two Boards together with feedback from stakeholders has resulted in our reverting to the publication of two annual reports, one for the NCSCB and the other for the Nottingham City Adult Safeguarding Partnership Board (NCASPB). Some parts of the annual reports are shared since a key part of our Business Plan was to secure effectiveness across the children and adult arenas, reflecting our aim to 'think family' in the delivery of our work.

The key purpose of the report is to assess the impact of the work we have undertaken in 2014/15 on service quality and effectiveness and safeguarding outcomes for children and young people in Nottingham City. Specifically it evaluates our performance against the priorities that we set in our Business Plans 2014/15 and other statutory functions that the LSCB must undertake.

The last twelve months have witnessed some significant changes in the way we operate as a Board. At national level the implementation and embedding of the revised statutory framework established through Working Together 2015 has been a key focus. In addition the major focus and reporting on child sexual exploitation has been a key influence and driver for our work. Historic abuse has similarly been a key area of focus. In addition we have closely monitored outcomes of Ofsted reviews of LSCBs in other parts of the country to ensure that we learn from those judgements and build that learning into our own improvement strategies.

At a local level, a key focus has been the recommendations arising from the review of the LSCB carried out by Ofsted in early 2014. I am pleased that the majority of these recommendations have now been successfully addressed. Alongside this we have scrutinised progress on the outcomes and recommendations of inspections carried out in partner agencies by, for example, Ofsted, CQC and HMIP. We have continued our vigilance in assessing the impact of the financial constraints within which partner agencies have operated and the structural and organisational changes that have taken place in response to both national reforms and local strategies to secure efficiencies. The Board has been closely monitoring

and evaluating these initiatives specifically to test their impact on the numbers entering child protection and care arrangements.

I am pleased that this report presents a considerable range of success and achievement for the Board. The assessment of our performance also indicates areas for further development and improvement, which have been incorporated into our Business Plan for 2015/16.

Many of you will know that this will be my last Annual Report since I am stepping down from the Independent Chair role in the early autumn of 2015. I would like to take this opportunity to thank all Board members and those who have participated in Subgroups for their continued commitment, not just in 2014/15 but across the three years in which it has been my privilege to chair the NCSCB. In addition I would like to thank staff from across our partnerships for their motivation, enthusiasm and continued contribution to keeping the children and young people of Nottingham safe.

Safeguarding is everyone's business. The achievements set out in this Annual Report have been achieved not just by the two Safeguarding Boards but by staff working in the agencies that form our partnership. The further improvements we seek to achieve in 2015/16 will require continued commitment from all.

I commend this report to all our partner agencies.

A handwritten signature in black ink, reading "P. R. Burnett". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Paul Burnett, Independent Chair, Nottingham City Safeguarding Children Board and Nottingham City Safeguarding Adults Partnership Board.

CONTENTS

Foreword from the Independent Chair

Chapter 1: Local Area Safeguarding Context

Chapter 2: Governance and Accountability

Chapter 3: Business Plan Performance 2014/15

Chapter 4: Serious Case Reviews and Child Death Overview Report

Chapter 5: Individual Agency Performance

Chapter 6: Future Challenges: Our Business Plan for 2015/16

Appendices:

Appendix 1: Business Plan 2015/16

Appendix 2: CSE Action Plan 2014/15 Report

CHAPTER 1

LOCAL SAFEGUARDING CONTEXT

The Nottingham City Safeguarding Children Board (NCSCB) serves the City of Nottingham.

The population of Nottingham at the time covered by this report was around 314,268 (mid-year population estimate 2014).

The number of children and young people aged 0-18 years is approximately 64,978 which represent around 20% of the total City population.

Demographic, social and economic context

The population is growing and has risen by almost 5000 since the census of 2011. International migration (recently from Eastern Europe) and an increase in student numbers are the main reasons for the population growth since 2001, together with an excess of births over deaths.

28% of the population are aged 18 to 29 – full-time university students comprise about 1 in 8 of the population.

The number of births has risen in recent years although the latest figures show a small decline.

The 2011 Census showed 35% of the population as being from black minority ethnic (BME) groups; an increase from 19% in 2001.

Despite its young age-structure, Nottingham has a higher than average rate of people with a limiting long-term illness or disability.

White ethnic groups have higher rates of long term health problems or disability overall, although this varies with age, with some BME groups having higher rates in the older age-groups.

The City gains young adults due to migration, both international and within Britain, whilst losing all other age groups - this includes losing families with children as they move to the surrounding districts.

There is a high turnover of population.

From a social and economic perspective Nottingham is ranked 20th most deprived district in England in the 2010 Indices of Multiple Deprivation (IMD), a relative improvement on 7th in the 2004 IMD.

39.3% of children are affected by income deprivation.

Crime is the Index of Deprivation domain on which Nottingham does worst, followed by Education, Skills & Training and Health & Disability.

Nottingham ranks 346th out of the 354 districts in England in the 2009 Child Wellbeing Index - effectively the 9th worst district for Child Well-being in the Country.

A higher proportion of people aged 16-64 in Nottingham claim some form of benefit than regionally and nationally.

The unemployment rate is lower than the recent peak in March 2012, but remains higher than the regional and national average.

Specific safeguarding context

Children and Young People

Approximately 35% of the local authority's children are living in poverty.

The proportion of children entitled to free school meals:

- in primary schools is 32.3% (the national average is 18%)
- in secondary schools is 29.8% (the national average is 15%)

45.9% of children and young people are from minority ethnic groups

Child protection in this area

At 31 March 2015:

- 4927 completed children's assessments identified the need for children's service. This was an increase from 4652 at 31 March 2014.
- 1211 section 47 assessments were completed compared to 1011 at 31 March 2014.
- 875 Initial Child Protection Conferences were held during the year. This was an increase from 535 in the preceding year.
- 548 children and young people were the subject of a child protection plan. This was an increase of 14.4% from 479 at 31 March 2014.
- 18 children placed in new private fostering arrangements. This is a reduction from 21 at 31 March 2014.

Children looked after in

- ON 31st March 2015 575 children were being looked after by the local authority (a rate of 90 per 10,000 children). This is a decrease from 584 (93 per 10,000 children) at 31 March 2014. Of this number:
 - 339 (or 59%) live outside the local authority area
 - 78 live in residential children's homes, of whom 44 (56.4%) live out of the authority area (this includes those in internal residential homes)
 - 2 lived in residential special schools both of which were out of the authority area
 - 416 live with foster families, of whom 66.3% (276) live out of the authority area
 - 7 live with parents
 - 10 children are unaccompanied asylum-seeking children.

In the 12 months from 1st April 2014 – 31st March 2015 there have been:

- 70 adoptions (42 in 2013/14)
- 44 children became subject of special guardianship orders (43 in 2013/14)
- 292 children ceased to be looked after, of these 6.8% (20) returned to be looked after within the year.

On 31st March 2015:

- 87.4% care leavers were in suitable accommodation (83.4% in 2013/14)

CHAPTER 2

GOVERNANCE AND ACCOUNTABILITY

The NCSCB and NCASPB have been aligned since March 2012 and since that time have had the same Independent Chair, Paul Burnett. The purpose of this was to ensure effective coordination of the safeguarding agenda, develop consistency in approach and develop efficient ways of working across the boards and all agencies working within them. A specific ambition was to secure a collective approach where safeguarding, whether for children or adults, is seen as everyone's business.

The two Boards have always remained distinct entities with their own constitutions, governance and memberships. This reflects the differing statutory status of the Boards. A decision was taken in January 2015 to more clearly distinguish between the two Boards and steps will be taken to recruit independent chairs for each Board during 2015/16.

The **Nottingham City Safeguarding Children Board** is a statutory body established in compliance with The Children Act 2004 (Section 13) and The Local Safeguarding Children Boards Regulations 2006. The work of the Board is governed by Working Together 2015 which was issued in March of that year.

The statutory objectives and functions of LSCBs are set out in Section 14 of the Children Act 2004 and are:

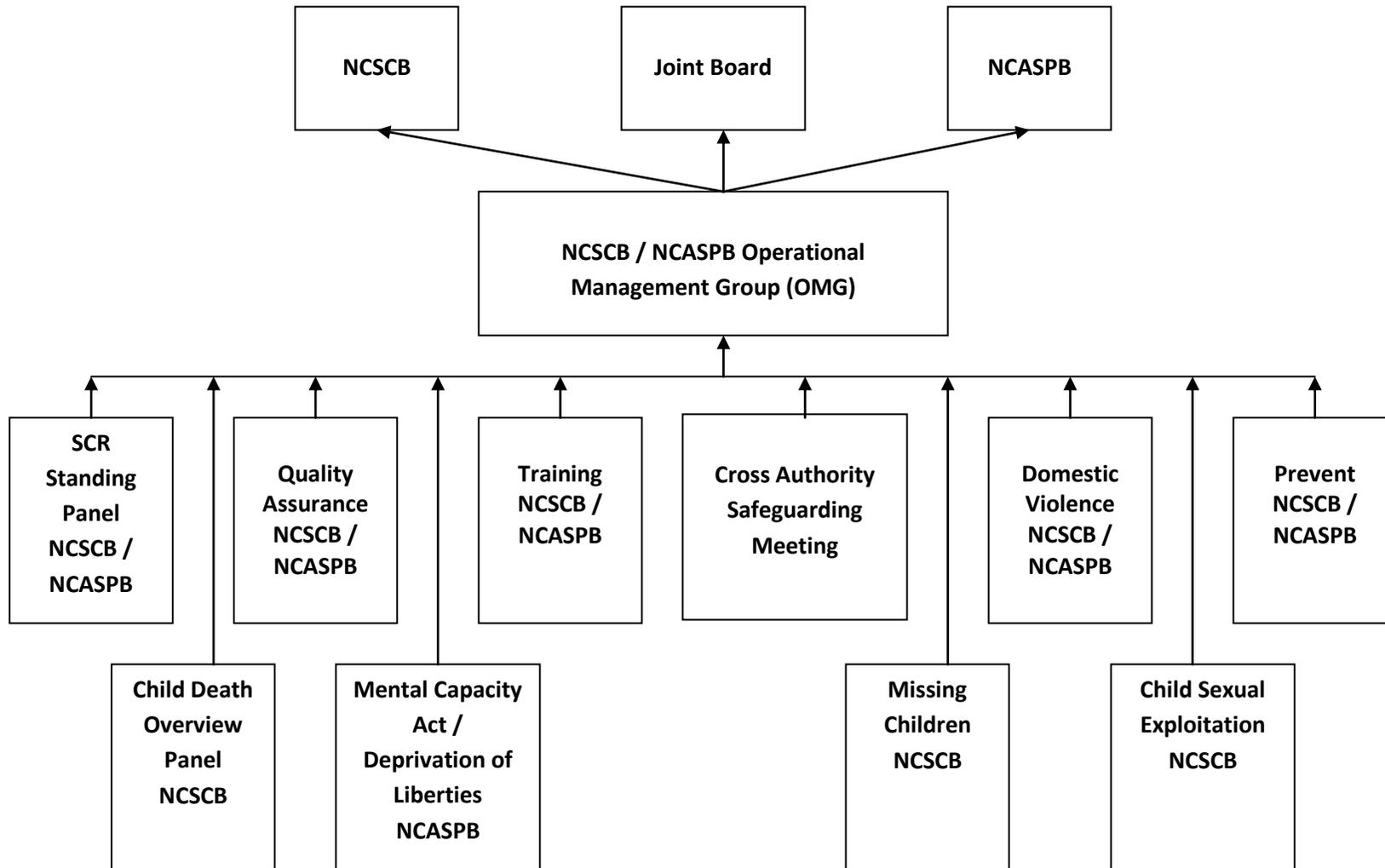
- (a) to coordinate what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area; and
- (b) to ensure the effectiveness of what is done by each such person or body for those purposes.

The Board in Nottingham meets four times a year, each Board meeting comprising a Children's Board meeting, an Adult Board meeting and a joint meeting of the two Boards.

An Operational Management Group (OMG) was established in 2012 following the decision to align the two safeguarding boards. OMG covers business relating to children and adult safeguarding. The OMG is also chaired by the Independent Chair and all the chairs of the NCSCB /NCASPB Sub Groups are members, both to represent their agency and to report on the work of the subgroup. Any agencies which provide services to children or vulnerable adults with significant involvement in safeguarding who are not represented through the chairing of sub groups are invited to become member of the OMG.

All of the sub groups work towards the priorities of the Business Plan and some of them work to both boards, as described in the diagram below.

BOARD GOVERNANCE AND ACCOUNTABILITY ARRANGEMENTS 2014/15



The NCSCB, OMG and each of the Sub Groups have their own Terms of Reference, work plans and reporting expectations. Each group is chaired by an agency representative, has multi-agency membership and is supported by the NCSCB / NCASPB Business Office where possible.

The OMG receives reports from all the sub groups on a regular basis and makes a full report to the NCSCB Strategic Board on progress, exceptions and risk.

All constitutions, governance arrangements, memberships and terms of reference have been kept under review to secure compliance with Working Together 2015.

Work will be undertaken during 2015/16 to review the OMG arrangements in light of the decision to more clearly distinguish between the work of the two safeguarding Boards.

Independent Chair

It is a requirement of Working Together 2015 that the NCSCB appoint an independent chair.

Independent Chair arrangements enable more objective scrutiny and challenge of agencies that are members of the Boards and better enable each individual agency to be held to account for its safeguarding performance and its contribution to co-ordinated safeguarding arrangements.

The Independent Chair during 2014/15 was Paul Burnett. He is a former Director of Children's Services in two local authorities and an experienced independent chair. During 2014/15 he chaired three other LSCBs and Adult Safeguarding Boards as well as those in Nottingham City.

As a result of Working Together 2013 line management arrangements for the Independent Chair transferred to the Chief Executive of Nottingham City Council. To reflect this change the Independent Chair now has quarterly performance management meetings with the Chief Executive and the Corporate Director for Children and Adults. The independent chair has agreed performance targets that are monitored through this meeting. It also provides an opportunity to address strategic issues including the inter-relationships between the safeguarding boards and other partnerships.

Membership

The NCSCB membership for 2014-15 is set out below including the attendance levels of constituent members/agencies. Two lay members were appointed to the NCSCB during the year.

NCSCB Strategic Board Membership / Attendance

Name	Organisation	Role	Attendance
Paul Burnett		Independent Chair	100%
Alison Michalska	Nottingham City Council	Corporate Director Children & Families	100%
Cllr David Mellen	Nottingham City Council	Lead Member	75%
Helen Blackman	Nottingham City Council	Director of Children's Safeguarding, Children & Families	100%
Supt Helen Chamberlain (Vice Chair)	Nottinghamshire Police	Head of Public Protection	100%
Sally Seeley/ Teresa Cope	NHS Nottingham City Clinical Commissioning Group	Assistant Director of Quality Governance	100%
Julie Gardner	Nottinghamshire Healthcare NHS Trust	Associate Director of Safeguarding and Social Care	100%
Sarah Kirkwood/ Tracy Tyrell	Nottingham City Care Partnership CIC	Director of Governance and Nursing	75%
Dr Stephen Fowle	Nottingham University Hospitals Trust	Medical Director	75%
Nigel Hill	Nottinghamshire Probation Trust	Director	75%
Alastair Mclachlan	GP Safeguarding Lead	Clinical Commissioning Group	25%
Tracey Ydlibi	Schools - Special	Headteacher - Nethergate School	0%
Carol Fearria	Schools - Secondary	Headteacher – Nottingham Emmanuel School	100%
Sue Hoyland	Schools	Headteacher – Forest Fields Primary School	0%
Liz Tinsley	NSPCC	Service Manager	100%
Karen Moss / Marcia Lennon	CAFCASS	Regional Manager	50%
Claire Knowles	Legal & Democratic Service Directorate	Nominated Solicitor	75%
Dorne Collinson/ Hayley Frame/ Clive Chambers	Adult and Children's Safeguarding	Head of Safeguarding & Quality Assurance	100%
Dr Caroline Brown / Dr Damian Wood	NHS Nottingham City	Consultant Paediatrician, Designated Doctor for Safeguarding	100%
Yvonne Cherrington /Nicola McGrath	Children & Families	Safeguarding Partnerships Service Manager	100%
Christine Parker	NCSCB Lay Member	NCSCB	0%
Barbra Coulson	NCSCB Lay Member	NCSCB	75%
Alfonzo Tramontano	NHS – England	ASSISTANT DIRECTOR OF NURSING	0%

The NCSCB membership complies with the expectations of Working Together 2015 in terms of both the representation and the levels of seniority expected.

The significant commitment of partners at times of significant change and re-organisation provides strong evidence of cross-agency commitment to safeguarding. Where attendance has been identified as an issue work will be undertaken to address this during the course of 2015/16. This will include

- Developing a wider engagement strategy with schools through the development of a network of Designated Safeguarding Leads
- Recruitment of new lay members

The Lead Member

The NCSCB Lead Member continues to be Councillor David Mellen, the portfolio holder for Children's Services, who has been a regular attendee and contributor at the NCSCB Strategic Board, providing consistent political support and challenge to the board. He chairs the Children's Partnership Board and provides support to the inter-relationship and cross-scrutiny and challenge between the two Boards. This has been particularly helpful in managing the development of the Assessment Framework, Threshold Protocol (which is incorporated into the Family Support Strategy) and the Learning and Improvement Framework – to which both Boards have made a contribution.

Budget

To function effectively the NCSCB (and the NCASPB) needs to be supported by member organisations with adequate and reliable resources. Contributions from the three key agencies (Nottingham City Council, Nottinghamshire Police and NHS Nottingham City CCG on behalf of all health trusts) were agreed for 2014/15.

The NCSCB Business Office resources are split between both boards with each having a dedicated Board Officer, a shared Service Manager, Training Coordinator and administration. The budgets for both boards have also been amalgamated.

The total budget to support NCSCB / NCASPB activity in 2014/15 was £336,159. Partner agency contribution was made up as follows:

Nottingham City Council – Children's Services	£116,426
Health	£181,833
Nottingham City Homes	£ 4,260
Police	£ 32,698
Probation	£ 2,392
Cafcass	£550
Total	£336,159

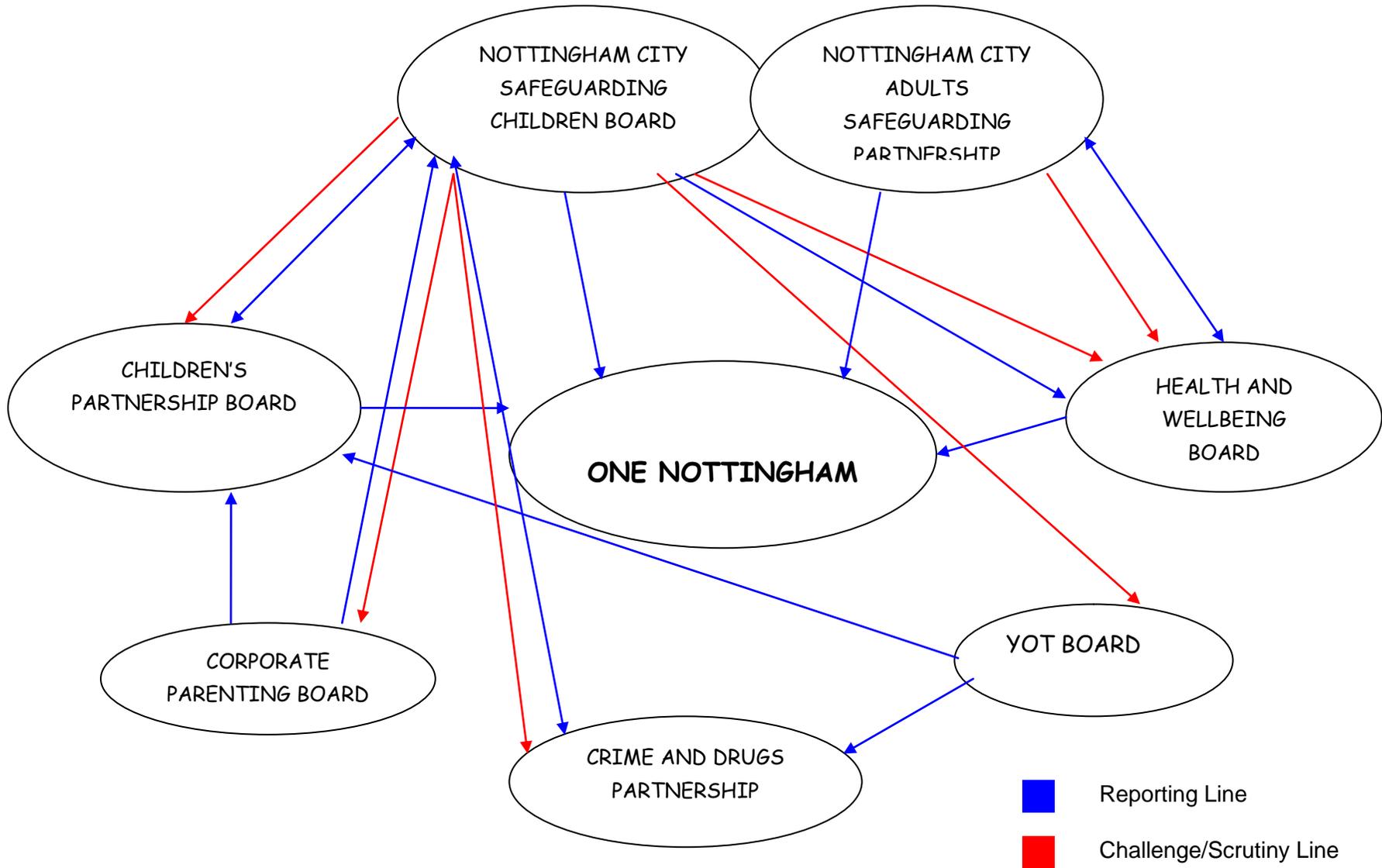
Expenditure for both NCSCB and NCASPB 2014 – 15 was:

Staffing Costs	£218,043
Training	£ 3,387
SCIMT	£ 74,650
Other non-pay costs	£ 54,036
Sub total	£350,116
Income from training	-£ 22,321
Total	£327,795

Additional costs included the development of Policy, Procedures and Practice Guidance, Serious Case Reviews and Publicity / Communications are agreed as required.

Relationships with other Partnership bodies

To maximise our effectiveness, specifically in relation to their scrutiny and challenge roles, the NCSCB has developed robust protocols and arrangements to secure effective inter-relationships with other key partnership bodies including One Nottingham, the Health and Wellbeing Board, the Children's Partnership Board and a range of other key partnership groups. A diagram illustrating the inter-relationships between these bodies is set out on the next page.



Safeguarding Assurance Group

Strategic co-ordination across the partnership geography of Nottingham City is driven through the Safeguarding Assurance Group. This group comprises the Chairs of all the key partnerships together with the Corporate Director for Children and Adults and key officers. The Group was established to enable discussion of key safeguarding matters in the City and to determine how these would be addressed through the various partnership bodies. An important priority was to secure clarity in the roles and responsibilities of each partnership body in improving safeguarding in the city, to secure coherence and co-ordination in this activity and to avoid duplication.

The Health and Wellbeing Board.

The Health and Wellbeing Board was established in shadow form in 2011 and became a formal committee of the City Council in April 2013. It leads and advises on work to improve the health and wellbeing of the population of Nottingham City and specifically to reduce health inequalities. The Board is responsible for agreeing the Joint Strategic Needs Assessment (JSNA), agreeing a statutory Health and Wellbeing Strategy and promoting the integration of health and social care services for the benefit of patients and service users.

In Nottingham City we have agreed the need for a robust inter-relationship between the Health and Wellbeing Board and the two safeguarding boards based on reciprocal scrutiny and challenge. The safeguarding boards seek assurance that the Health and Wellbeing Strategy appropriately reflects and supports the achievement of safeguarding priorities for the city as set out in the annual safeguarding board business plans. Equally the safeguarding boards need to recognise the outcomes of the Joint Strategic Needs Assessment and the priorities set in the annual Health and Wellbeing Strategy when formulating their annual business plan.

To ensure effective co-ordination and coherence in the work of the three Boards, it has been agreed that:

1. Between September and November each year the two Safeguarding Boards will present their annual reports for the previous financial year to the Health and Wellbeing Board. This would be supplemented by a position statement on the Boards' performance for the current financial year. This provides them the opportunity to scrutinise and challenge the performance of the Boards, to draw across data to be included in the JSNA and to reflect on key issues that may need to be incorporated in the refresh of the Health and Well-Being Strategy.
2. Between October and February the Health and Wellbeing Board will present to the safeguarding boards the review of the Health and Wellbeing Strategy, the refreshed JSNA and their proposed priorities and objectives. This will enable the safeguarding boards to scrutinise and challenge the performance

of the Health and Well-Being Board and to ensure that the Board Business Plans appropriately reflect their priorities.

3. In April/May the Boards will share their refreshed Plans for the coming financial year to ensure co-ordination and coherence.

The Children's Partnership Board

The Nottingham Children's Partnership Board (CPB) formulate, implement and review the Nottingham Children and Young People's Plan and the services provided to all children and young people in the city. The partnership has remained the key mechanism to support all partners to work together to deliver a joined up vision for children, young people and families, through the Children and Young People's Plan (CYPP), which has been sustained despite the change in legislation removing the statutory functions of this board. The plan sets out the collaborative work programme and priorities across all partners responsible for providing services to children, young people and families. All partners are accountable for the delivery of its priorities, objectives and specified targets. The Children's Partnership directs the required integrated working, joint planning, commissioning and resource allocation to achieve this. This focus on collective, co-ordinated working is key driver for the need for a robust and rigorous relationship between the NCSCB and the CPB.

As in the case of the Health and Wellbeing Board there are arrangements in place to secure an effective relationship between the NCSCB and the CPB. The Independent Chair of the safeguarding board attends the CPB twice a year to report to the CPB on the work of the NCSCB and the work of the partner agencies in safeguarding children. The Chair also presents the NCSCB Annual Report to the Children's Trust. The Independent Chair receives all minutes, agendas and papers for all meetings of the Trust and can make representation on matters arising.

These arrangements are reciprocated by the fact that the Chair of the CPB, Councillor Mellen, sits as an observer in his capacity as lead member for children and young people on the NCSCB. Additionally the Corporate Director for Children and Adults also sits on both bodies. This enables reporting from the CPB to the NCSCB in relation to the formulation and review of the Children and Young People's Plan and its impact. Stronger safeguarding remains a key strategic priority in this Plan.

A key area on which the two Boards have collaborated this year has been the review of thresholds triggered by Working Together 2013 which required the NCSCB to issue a threshold protocol. In Nottingham City this is incorporated within the Family Support Pathway – this is referred to in more detail later in this annual report.

Looking Forward

In setting our Business Plan for 2015/16 we have continued to draw together our work to improve the effectiveness and impact of the Board under the heading

'Safeguarding is Everyone's Business'. This is set out as Priority 2 in our 2015/16 Business Plan and includes actions to improve the effectiveness of the Board, strengthen its influence with other partnerships and ensure its ability to secure and evidence impact.

The detail of these objectives and the actions to support their achievement are set out in the Business Plan at appendix 1 together with the means by which performance against these goals will be tested.

CHAPTER 3:

BUSINESS PLAN PERFORMANCE 2013/14

The Business Plan for 2014/15 was the second integrated plan for the NCSCB and NCASPB. Given that we have now adopted separate annual reporting arrangements this section of the NCSCB Annual Report focuses only on those parts of the Business Plan that related to children and young people's safeguarding and to cross-cutting elements of the Business Plan.

We identified the following priorities for our work over the period 2014/15:

- Priority 1: To be assured that 'Safeguarding is Everyone's Responsibility'
- Priority 2a: To be assured that children and young people are safe across the child's journey including the transition to adult services.
- Priority 2c: To be assured that safeguarding services are effectively coordinated across children and adult services – applying the 'Think Family' concept.
- Priority 3: To be assured that our Learning and Improvement Framework secures a workforce fit for purpose and is raising service quality and safeguarding outcomes for children, young people and adults.

BUSINESS PLAN PRIORITY 1

To be assured that 'Safeguarding is Everyone's Responsibility'

What we planned

- 1.1 Ensure Board and partner agency compliance with Working Together 2013 (WT13) and the Care Bill
- 1.2 Ensure full agency compliance in Section 11 and SAF Audit processes.
- 1.3 Ensure that the Board, OMG and Subgroups:
 - a. have appropriate and regular attendance rates,
 - b. have capacity to deliver Business Plan expectations,
- 1.4 The Board drives partnerships and partner agencies to own, prioritise, resource, improve and positively impact on safeguarding.
- 1.5 The Board receives management information to evidence, scrutinise and challenge performance so that it knows the safeguarding strengths and weaknesses of agencies, both individually and collectively, and the safeguarding outcomes for service users.

- 1.6 The Board secures the effective implementation of new practice guidance issued in 2014.
- 1.7 Formulate and implement the Information Sharing Protocol.
- 1.8 Safeguarding roles and responsibilities and outcomes are explicit in the commissioning, contracting, monitoring and review of services.
- 1.9 The 'voice' of children, young people, adults and practitioners is heard and acted on across all priorities.

What we did

The key requirements of Working Together 2013 – the Single Assessment Framework, the Threshold Protocol and the Learning and Improvement Framework - were prepared for implementation by April 2014 as required. 2014/15 has, therefore been focused on the roll out of these three key strands of activity.

The NCSCB met four times during 2014/15. Attendance at Board meetings has been commented on in the preceding section. Membership continues to meet Working Together 2013/15 requirements. Indeed membership extends beyond the statutory requirement.

The Board is also supported by the range of expected designated safeguarding leads and legal advice that is expected.

The OMG and Subgroups have also operated effectively and sustained relevant membership and, in most cases, good levels of attendance. Difficulties have been experienced in sustaining quoracy at the Quality Assurance Subgroup.

The chairing of subgroups is well distributed across partner agencies as is set out in detail in the impact section below.

The NCSCB has continued to play a robust role in the partnership geography of Nottingham City. The Independent Chair has attended all meetings of the Safeguarding Assurance Forum that brings together the chairs of key partnership bodies in the City. In addition the business plans and annual reports of the NCSCB have been presented to the Children and Young People's Partnership Board, the Health and Well-Being Board and the Nottingham City scrutiny committee.

The Board has received a range of management information enable it to evidence, scrutinise and challenge performance including:

- Annual safeguarding reports from all constituent agencies most of which are headlined in Chapter 5 of this report

- The annual reports of the IRO service and the LADO – featured later in this report

As mentioned above, however, securing regular meeting of the Quality Assurance Sub-Group has presented a challenge primarily from the perspective of quoracy but also in terms of securing comprehensive submission of performance information. This is commented on further in the impact section below.

The NCSCB has continued to link to the Young People's Council to ensure that the views of children and young people in the City are heard and acted on. Young people were asked to identify their key safeguarding priorities and these were incorporated into the NCSCB Business Plan. The voice of children and young people is also commented on in every multi-agency audit led by the Board. The key issue identified by young people is e-safety.

In addition the Communications and Engagement Sub-Group was established during 2014/15 to drive forward improvements specifically in relation to the engagement of children and young people. The work undertaken by this group is outlined in the section below.

During the course of 201/15 we have reviewed and updated practice guidance in relation to the following areas of practice.

- Emotional abuse
- Sexual Abuse
- Self-harm
- Domestic abuse.

The revisions were made to reflect national and local learning, including learning from Serious Case Reviews and Learning Reviews. The domestic abuse practice guidance was streamlined in response to feedback from staff. All of the updates were developed with input from subject specialist from key local agencies.

Revised practice guidance was launched through seminars and other methods of communication. All local practice guidance is published on the NCSCB web pages, along with the local multi-agency Safeguarding Children Procedures.

What has been the impact?

The impact of the single assessment framework and the revised threshold protocol has been monitored through the quality assurance and performance framework and are covered in the analysis of performance in part 2 of this annual report.

As stated above attendance at NCSCB has, in the main, continued to be strong. Attendance levels for 2014/15 were set out Chapter 2: Governance and Accountability. One key concern has been the representation of NHS England. Since the organisational changes of 2013/14 that created the new NHS structures, NHS England has not been represented at the board despite expressions of concern to local area management. In addition one of our lay members has been unable to attend a meeting with the other having decided now to resign for health reasons. We will need to recruit new lay members in 2015/16.

At the annual development session held in January 2015 NCSCB members, alongside their counterparts on the NCASPB, reviewed the governance arrangements that have been in place for the past two years. Reflections on NCSCB arrangements were positive and there was recognition that the refocusing of Board and OMG agendas in the past year had enabled the Board better to focus on key strategic issues and decision-making with OMG focusing on the operational implementation of decisions and on managing Board agendas to sustain strategic focus. Outcomes from the Peer Review of adult safeguarding had, however, led to a review of the alignment of the NCSCB and NCASPB. Whilst it was felt important to sustain a focus on shared safeguarding priorities through the creation of a shared element of the new Business Plan for 2015/16 and for the two Boards to meet together on a regular basis during 2015/16, it was also agreed that greater distinction between the work of the two Boards be secured and this has subsequently resulted in the appointment of different chairs for the NCSCB and the NCASPB following the decision of the current chair to stand down.

OMG has similarly been well attended and received positive evaluation in the governance review at the Development Day.

At sub-group level we have sustained partnership engagement in the chairing of meetings. During 2014/15 chairing has been shared across the partnership as follows:

SCR Standing Panel	Mel Bowden, Nottinghamshire Police who took over from Helen Blackman during the course of 2014/15.
Child Death Overview Panel Quality Assurance Subgroup	Dr Caroline Brown, Designated Doctor, NHS Sarah Kirkwood CityCare Partnership /Sandra Morell, CCG

Training Subgroup	Janet Lewis,VCS
Missing Children Subgroup	Viv McCrossen, Nottingham City Council, replaced by Clive Chambers, Nottingham City Council in February 2015, after Ms McCrossen had left
Domestic Violence Subgroup	Tracey Nurse, Nottingham City Council
CSE Subgroup	Martin Hillier, Nottinghamshire Police

In the main attendance at subgroups has remained strong but in a minority of cases attendance has been less consistent. The most notable example is the Quality Assurance Subgroup which had to be cancelled on occasion due to both quoracy issues and a lack of data submitted. This has been a key concern for the Board particularly since this has prevented both OMG and the Board having up-to-date performance reporting against which to test business plan impact. Steps have now been taken to secure more regular meetings and compilation of performance reports. Critical to this will be re-establishing separate groups to focus on both children and adults at risk.

Dialogue through other partnerships has resulted in a range of actions and impacts that evidence the influence of the NCSCB in driving safeguarding improvement and effectiveness. Examples include:

- The Children and Young People's Partnership's work to enhance and develop early help provision;
- The Children and Young People's Partnership's leadership of the revision of thresholds in response to both Ofsted recommendations and Working Together 2013 expectations through their work on the Family Support Strategy and Pathways;
- The Health and Well-Being Boards considerations of means of strengthening the inclusion of safeguarding requirements within commissioning and contracting arrangements across the City;
- The work of the Nottingham Priority Families initiative.

1.10 The Board receives management information to evidence, scrutinise and challenge performance so that it knows the safeguarding strengths and weaknesses of agencies, both individually and collectively, and the safeguarding outcomes for service users.

The Board has received a range of performance data, primarily through the sub-group infrastructure. This includes information about return interviews, domestic abuse, missing children etc.

In addition to performance information the Board conducts biennial audits of compliance with the requirements of Section 11 of the Children Act 2004,

which sets out the arrangements agencies must have in place with regard to safeguarding and promoting the welfare of children and young people. The section audit considers 10 areas and uses specific criteria to enable agencies to make a judgement about compliance against each of these. The findings of the section 11 audit are set out below.

Category of standards	% of agencies reporting full compliance with every standard within the category
Leadership and Organisational Accountability	95% Health only section: 100%
Serious Case Reviews	90%
Safer Working Practices	95%
Training	87%
Supervision	86%
Policies and Procedures	96% Health only section: 100% Health and Police: 100% Health and children's social care: 100%
Whole Family/Think Family Approach	93%
Voice of Children	71%
Environment	100%
Local Standards	90%

1.11 The Board secures the effective implementation of new practice guidance issued in 2014.

As already indicated all new practice guidance was launched alongside seminars to promote learning and engagement.

1.12 Formulate and implement the Information Sharing Protocol.

We have an info sharing protocol but recognise the need to refresh and update it.

A Communication and Engagement Subgroup was established during 2014/15 primarily targeted at enhancing the 'voice of the child' in the work of the NCSCB. Work undertaken during 2014/15 included:

- Formulation and agreement of a revised communication and engagement strategy for the NCSCB and NCASPB;

- An audit of existing engagement work across the partnership in relation to the three key engagement levels: strategic engagement; community of interest engagement and; engagement at service delivery level;
- Commissioning of activity to secure feedback from children and young people on their safeguarding priorities through existing mainstream engagement initiatives.

The drafting of our business plan for 2015/16 reflected the priorities that had been identified, primarily through work undertaken with the Nottingham City Youth Council.

What do we need to do in the future?

Work will be undertaken during the course of 2015/16 to update the Local Multi-Agency Child Protection Procedures. This will be undertaken address the changes resulting from the 2015 version of Working Together to Safeguard Children and incorporate learning from national and local processes such as Serious Case Reviews. We will also evaluate the impact of the revised practice guidance published during 2014/15 both through the multi-agency audit programme and seeking feedback from staff.

We will liaise with all agencies who undertook the Section 11 audit and seek confirmation that action is being taken to address issues of non-compliance where these were identified.

Priority 2 of the Business Plan for 2015/16 identifies key priorities that have arisen from our analysis of performance in 2014/15 that relate to our objective of making safeguarding everyone's business.

The key priorities identified for next year are:

- Testing the impact of implementing Working Together to Safeguard Children (2015) and the Family Support Pathway
- Improving performance & demonstrating impact – Section 11, staff survey, multi-agency audits, Serious Case Reviews (SCRs)
- Further enhancing the Voice of the Child in the work of the NCSCB
- Improving engagement with schools

Full details of the work intended to be carried out are set out in the Business Plan that is set out at appendix 1.

BUSINESS PLAN PRIORITY 2a

To be assured that children and young people are safe across the child's journey including the transition to adult services

What we planned

- 2a.1** The Local Authority Assessment Protocol is effectively implemented and secures impact.
- 2a.2** Thresholds for safeguarding children are clear, understood and consistently applied across the Partnership.
- 2a.3** That children receive the help and support they need at the earliest possible stage.
- 2a.4** That all children requiring protection and/or care have had the benefit of help and intervention at the earliest stage possible
- 2a.5** That children subject to child protection plans and those in need have high quality multi-agency support that reduces risks.
- 2a.6** Children at high risk/vulnerable are being identified and risks managed to secure positive outcomes. The groups that we prioritised for 2014/15 were: CSE; Missing; Domestic Violence/Abuse; Self-Harm.
- 2a.7** Effective transitions from children to adult services where appropriate.
- 2a.8** Children/young people who are privately fostered are identified and supported.
- 2a.9** The workforce has capacity to deliver effective safeguarding.

What we did

There has been a considerable amount of activity coordinated through the action plan that was developed to address issues identified in the Ofsted inspection of safeguarding, looked after services, services to care leavers and the effectiveness of the Safeguarding Children Board that took place in March 2014. Given that the previous annual report focussed on the findings of that inspection this report will summarise the actions taken to deliver this improvement. These have included:

- A review of the quality assurance framework and audit process/structure.
- A new Social Care case recording system has been commissioned and considerable work is being undertaken to prepare for the implementation of this in April 2016. It is anticipated this will significantly improve the efficiency

of our services and support improvements in key practice areas, including the preparation of chronologies.

- There has been significant work to further embed the use of the Signs of Safety model across the directorate. This has included the re-design of a number of forms and templates to more adequately reflect the key principles of the model and encourage a greater focus on the voice of the child/young person.
- Work to promote the voice of the child at a strategic level has included:
 - The Participation Sub-Group has been reconvened as a regular standing group with representative membership from a cross children's social care, including extensive and specialist services. A work plan for 2015-16 covering priorities for participation has been developed
 - The Children in Care council has led work on the Have your Say survey, which seeks the views of looked after children about the support they receive. The outcomes from the survey have subsequently been reported back to the Corporate Parenting Panel
- The fostering and adoption service has been remodelled.
- A new system has been introduced to enable the Independent Reviewing Service to monitor and report on outcomes for looked after children and those subject to a protection plan.

In addition to this there has been a re-structuring exercise in the City Council which has located Children's Social Care, Early Help, Targeted Support and the Youth Offending Service within the same directorate. This will promote a more joined up approach to families and reduce barriers to transitions between services as part of step up or step down processes.

Some headline developments across the child's journey include:

Early Help/Specialist Support for vulnerable families and Children in Need

- **Youth Offending Team bid** Nottingham City is part of a national partnership led by the NSPCC developing and testing an operational framework for children and young people who sexually harm
- **Schools** have committed to maintaining a number of children centres sites to help sustain outreach across city
- **A review of the "front-door" arrangements for children's services in the City Council** will Integrate social workers and early help specialists at Front Door / establish a consultation line for key professionals
- **Multi-Systemic Therapy (Child Abuse and Neglect) MST-CAN** £90k grant secured to treat trauma in neglectful parents and strengthen families

- **Safer Families for Children Project-** Support for families in Need- including family mentor and Host family to provide overnight stays –reduce family stress and prevent escalation

Children in Need/Child Protection/Looked After Children

- 10 additional newly qualified social workers have been recruited to children's social care teams.
- An Independent Reviewing Officer has been seconded for 3 months to lead on exit planning for Children in Need/Focus on through-put of CIN cases
- Senior managers focus on front door/First Response Team to divert contacts away from duty/reduce numbers of open assessments in duty
- Recruit more agency staff to reduce numbers of unallocated cases
- Council committed additional pay for social work retention

What was the impact of work undertaken?

Key achievements during the course of 2014/15 included:

- 80% of CAFs are closed with the identified needs of the family being met
- 85% of Children's Assessments completed in Children's Social Care were completed within timescale
- 99% of Child Protection reviews were held within timescale
- Only 7.9% of children who became the subject of a protection plan had been subject to a plan in the preceding two years.
- 17 new schools have been supported to achieve the Drug Aware standard. This is a robust standard of excellence in drug education and policy. Work continues on reaccreditation for schools who have previously achieved the standard.
- A pilot project has been established to test if education sessions led by Peer Mentors (previously homeless young people) can impact on the attitudes and eventual number of young people presenting as homeless in Nottingham.
- Although the overall numbers of first time entrants into the Youth Justice System remain high over the last year we have had a 22.4% reduction from the previous year compared with a 10.0% reduction for Statistical Neighbours and 14.4% nationally.

Clearly the key test of the impact of the NCSCB in this area of priority has been the effect of work on the child's journey through services. It is important here to both outline performance across this journey and highlight both areas of success and areas for further development and improvement.

Contacts, referrals and assessment

Performance in this area remains positive and contacts have decreased and targets met. The number of contacts has reduced to 4084 from 6330 in the previous year. There has been a 35% reduction in contacts when compared to 2013/14.

The number of assessments authorised has risen from 4651 in 2013/14 to 4927 in 2014/15.

The % of assessments authorised within 45 days is 84.9% which is above target and the average for statistical neighbours.

Demand for social care services remains high and, in some aspects of performance in this critical service area, has increased where the plan was to look to reduce this, as indicated in the section re Child Protection below. A Peer Review will take place in the second quarter of 2015/16 which will examine social care thresholds in order to ensure these are consistently applied and understood. The findings of this review will be reported back to the Board and will be incorporated into the Business planning and audit cycle.

Early Help

The NCSCB supported targets to increase the number of CAFs initiated as a means of both meeting needs earlier but also of reducing the number of children whose case escalates to formal child protection or care provision.

After three consecutive years of increases in the number of CAFs however (511, 801 and 1180 in each of the previous three financial years) the number has reduced to 939. This means that whilst there has been an increase in CAFs being initiated in Quarter 4, the year on year increase (Year 2013/14 to Year 14/15) has not been achieved. Data cleansing activity is still taking place to check that this is indeed an accurate picture. This will also consider the impact of the Priority Families programme, which uses a specific assessment tool to inform the work undertaken with highly vulnerable children, young people and adults.

In addition the number of CAFs closing and escalating to Social Care has increased though the overall proportion has reduced in the fourth quarter. Cases where increased risk is identified should rightly be escalated to Social Care and those that can be safely managed within vulnerable children and family services with extensive support will reduce the need to escalate.

On a positive note there has been an increase in the latter half of the year in the number of CAFs closing with an outcome of "Needs met". This suggests that early help when provided is proving effective in meeting needs and preventing cases escalating.

Child Protection

Referrals to social care have risen slightly from 5007 in 2013/14 to 5136 in 2014/15. The target was to secure a reduction in referrals particularly in light of the focus on early help interventions.

Levels of referral and demand remain high against statistical neighbours.

The Duty Service has been through a period of remodelling and Qualified Social Workers (QSWs) have been placed within screening to make this more robust. There have been some issues around implementation which are being proactively managed and this has impacted on the Service. It is hoped that once these changes are embedded we will see a reduction in the number of referrals coming into Children's Social Care (CSC). Work is also taking place to look at remodelling the Front Door and this too should have an impact on number of referrals coming into the Social Care system

The number of re-referrals has remained relatively static with a very minor reduction in the final quarter of the year. Re-referral rates remain the same as the 2013/14 outturn figure. The re-referral rate target has been revised to reflect benchmarking data on this new national measure. Local performance is 3% above the SN average which is nearly on target. This measure can indicate work being closed prematurely but as a responsive service Nottingham accepts more referrals than like authorities (judged appropriately so by Ofsted). There is a greater potential for increased re-referrals as any further contacts with the service become re-referrals.

The number of children subject to a Child Protection (CP) Plan in Q4 increased from 84 per 10,000 to 86 per 10,000. The high demand remains evident across the system. Ongoing work with the Signs of Safety model should serve to build resilience in families and increase protective factors. This needs to be embedded across Vulnerable Children & Families (formerly FCT) and the partnership to address need earlier and prevent escalation, and in children's social care to either act decisively for children in need of enduring alternate care or to secure better outcomes.

99% of child protection cases have been reviewed within timescale which is an increase of 3% on performance in the previous year, matches target and exceeds the average for statistical neighbours. Performance has been maintained consistently above the target throughout the year.

In terms of the proportion of children that have a second child protection plan within a two year period the target of 8% has been met – the end of year figure is 7.9%.

Performance in this area has shown sustained improvement over the last two years and we are currently exceeding our target. This is indicative that de-planning decisions are becoming increasingly robust and appropriate.

With regard to the number of child protection plans lasting over two years performance is the same as last year and on target. This performance indicates that we are intervening earlier and taking robust effective safeguarding decisions. The improvement highlighted in the previous quarters report has been sustained and delivered an annual performance rate that is comfortably within the agreed target.

Children in Care

The number of children in care has reduced from 584 to 575.

Demand has remained high but performance is better than statistical neighbours and meets the target set of 90 per 10,000 population. The 70 adoptions achieved represent a significant increase on the 2013 /14 data. Performance is currently strong; however the ending of adoption reform grant in April 2015 will provide a resource challenge. Special Guardianship Orders (SGO) ended the year at a total of 44 which represents a strong performance. There is a new focus on support legacy issues related to SGO in terms of both safeguarding and financial responsibilities of the Council post SGO.

The number of children in care with personal education plans (PEP) has similarly improved and matches that of our statistical neighbour group. The Virtual School Head, the governing body, and the Virtual school PEP co-ordinator continue to hold regular meetings with the Children in Care management team to discuss the PEP completion rate and identify where PEPs are incomplete. Under the latest Department for Education conditions of offer, the Virtual School head will expect all schools to demonstrate how they will use the new Pupil Premium funding to close the gap for all Look After Children (LAC) pupils. One to one tuition for pupils in Year 6 and Year 11 will continue, with an increased focus on analysis of impact.

There are a number of areas where performance has not met targets set notably:

- The percentage of children in care with a pathway plan reviewed within the last six months, although performance has improved in this regard
- The number of children placed for adoption within 426 days of being taken into care
- The number of children matched for adoption purposes within 121 days

The percentage of care leavers in suitable accommodation at age 19 has fallen from 89.6% to 84.9%. There is a robust protocol in place with Nottingham City Homes to prevent eviction and homelessness. Performance has also declined across our statistical neighbourhood group.

With regard to the number of care leavers in suitable education, employment and training performance continues to present a challenge. However there is now an

increasing focus on vocational training from government which should help with the provision of opportunities for our young people. The figure for the year does match that of our statistical neighbours and is an improvement of 7% on the 2013/14 data.

Workload

There has been significant investment in increased capacity in Children's Social Care. This has included the creation of additional social work posts and increased capacity in the Independent Reviewing Service. Despite this, retaining experienced staff continues to be a real challenge. This challenge is being partially addressed through the deployment of agency workers but this is an expensive, short term solution.

What are the challenges?

- The key challenge we have encountered is in the area of demand and capacity in specialist services. Although the number of CAFs has continued to increase, the rate of this increase has slowed down. During the same period the number of contacts to Children's Social Care has reduced, however the proportion of these which become referrals and go on to require some form of further assessment or intervention has significantly increased. There are increased demands across Children's Social Care which is reflected for example in an increase in the number of children subject to a protection plan and looked after.
- As part of the response to this a Resourcing and Retention Strategy has been developed following a specialist pilot to examine and address the Recruitment and Retention issues with Social Workers. Following this review a range of interventions have taken place to better recruit and retain social work staff. This has included a focus on the recruitment and retention of Independent Reviewing Officers. Temporary agency social workers have been recruited to fill gaps given the significant increases in work across the whole service. This has been impacted by other factors, e.g. more experienced workers having left to take up posts elsewhere in the Council. We are also recruiting to increase capacity. 10 new social workers have been recruited to train in duty before replacing agency workers in long term teams in 6 months. This is a challenging time but investment in SOS and more coordinators to support reflective case mapping will help with confidence. That said capacity in Children's Social Care remains a real challenge for the partnership. The work planned to undertake a Peer Review of thresholds will therefore be critical in ensuring that those children who require specialist services are referred for this type of support and that the needs of children and young people who do not require social care input are met through other means.

Children at high risk/vulnerable are being identified and risks managed to secure positive outcomes: CSE; Missing; Domestic Violence/Abuse; Self-Harm.

Child Sexual Exploitation (CSE)

Child Sexual Exploitation has been a priority in the NCSCB Business Plan for some years and work has been led by the Child Sexual Exploitation Cross-Authority Group (CSECAG) working across the Nottingham City and Nottinghamshire County Council.

The chair of CSECAG has changed recently following the retirement of DI Martin Hillier. The new chair is DCI Melanie Bowden from the Police Public Protection.

There has been considerable progress made by CSECAG during 2014/15 in driving the main work streams from the national action plan and our local strategy and action plan. This has included reviewing all recommendations from high profile publications over that period of time. The reports are all reviewed by CSECAG at the quarterly meetings and new recommendations will be included into the current work plan.

In the last year the main publication affecting the work of CSECAG has been the Rotherham report. It is fair to say that this report significantly impacted on the national perspective and focus in terms of child sexual exploitation and the working processes required to prevent and detect offending against children. There has been extensive media coverage around the issues raised which has raised the profile of CSE dramatically over the last year both nationally as well as locally. There has been intense scrutiny of our work in Ofsted, HMIC, College of Policing and DCLG inspections that all agencies have contributed to over the last year. These inspections provided a generally positive analysis of the work that has been undertaken across the partnership. That said they have highlighted opportunities to further strengthen our approach which have been included within the work plan.

What has been done during 2014/15?

A training programme across the agencies

This work stream is now established and is included in both Safeguarding Boards' training. It consists of one full days training that is aimed at professionals who come into direct contact with children vulnerable to child sexual exploitation. These events are multi-agency, cross authority and are run by practitioners from all agencies. The feedback from this training is positive with one of the major plus points being that practitioners experienced in this are involved directly with the training input.

This training is free and held at various locations around the City & County. During the course of 2015/16 we plan to complement this with the provision of e-learning.

Nottinghamshire Police have now introduced mandatory e-learning for all front line staff. This comprises of the College of Policing “Missing Daughter” e-learning package which a number of Police Forces have also adopted as the most appropriate e-learning package.

Further training sessions are now being targeted at General Practitioners and Fostering Dimensions including staff working with 16/17 year olds living in semi-independent accommodation. CSE training is also being planned for Community Protection officers in the City which will include training to the Street Pastors.

We will also specifically address issues linked to CSE in the termly sessions with Designated Safeguarding Leads in Schools (CDSLS).

Engaging with young people and raising awareness of CSE

The 2014/2015 tour of the Pint Sized Theatre production of “LUVU2” was well received. The overall feedback from the schools, students and professionals has been extremely positive and we have re-commissioned this in 2015/16 and increased the number of available performances.

There was a performance of LUVU2 at the recent CSE Seminar at Trent University in front of Councillors and the Sheriff of Nottingham. BBC East Midlands were present and recording highlights of the show. Ian Court and one of the actors were also interviewed by Jeremy Ball and it featured on the local news.

Children and Young People who have experienced Sexual Exploitation are referred for support to the NSPCC Protect and Respect Service. This service is fully funded by the NSPCC and works across Nottingham to provide specialist support and input.

Developing a pathway and research for information and intelligence from all organisations around CSE issues.

The Concerns Network (CN) has increased its membership from a number of both statutory and non-statutory organisations. The latest addition to the group is sexual health. The SEIU referral officer from Nottinghamshire Police provides the pathway for any information or intelligence relating to CSE to be received by the Police.

The Concerns Network meetings take place bi-monthly and are currently centred towards the City area although they are cross-authority.

The Concerns Networks main aim is to raise awareness of CSE and assist in the prevention, disruption and prosecution stages. Currently hotels, the street pastors, pubs and shops will be offered training in relation to CSE and the use of the CN form.

CSE awareness input to hotel and accommodation provider staff

The multi-agency meetings for the above have already started utilising the National Working Group (NWG) package of “See More Hear More”. The meetings are being chaired by the City Neighbourhood Policing Team and Community Protection. Members of CSECAG are linked into that group and will feedback into CSECAG meetings on the progress.

CSE awareness input and safeguarding training for taxi drivers

Consultation has taken place between taxi licensing, Community Protection and Nottinghamshire Police. The intention is to develop safeguarding training for all taxi drivers and new licence holders.

Develop engagement with communities for the to be involved in the awareness and prevention of CSE

The Community Cohesion team at Central Police Station who are part of Community Protection have brought together a multi-agency group including the Nottingham Women’s Muslim Network and CSECAG. The idea is to develop an action plan to progress this area of work as a matter of urgency.

One of the first actions of the group is to complete a survey of NGOs to establish their awareness of CSE and to look how to improve community awareness of CSE. We have sought to involve the widest possible range of voluntary sector organisations in our response to CSE and specifically held a meeting for this sector to this end.

What has been the impact?

Mapping the levels of CSE and related data across the City

The scoping and monitoring forms introduced last year are now being completed by all the Independent Reviewing Officers at the start of all CSE strategy meetings. This document should follow the child throughout the whole journey of the referral and should be updated regularly. The information from the document is being recorded in the CARoSE (Children at Risk of Sexual Exploitation) database by the referral officer from the SEIU.

The data is shared on a monthly basis to all agencies for their information. The idea behind CAROSE is that it is child centred and should include all information known around that child to inform action to prevent or address CSE.

The database now includes four risk levels to align with the definition of Child Sexual Exploitation and inform the necessary trigger plan for each level of risk. This data is

being recorded into both County and City. It has also been agreed that the database will be shared with Health.

In terms of the post of a CSE Coordinator the City will make an appointment in 2015/16. This post is funded directly by the NCSCB.

Work is underway to further develop the local problem profile in relation to CSE. All the information is being captured under the title of Operation STRIVER. It is recognised that there needs to be improved provision of data to inform and produce a CSE profile for the City and County. This should include data from all areas and agencies, currently the majority of data/referral information is provided by the Police and local authority. We anticipate the appointment of a CSE Coordinator will strengthen work in this area.

Children Missing

Work on children missing is overseen by the Missing Children Subgroup. The subgroup is very well attended and has membership from a range of agencies.

The Nottingham City Strategy for Missing Children has three core aims:

- Prevention
- Protection
- Provision

The key strategic priorities are to:

- Map data and needs in relation to levels of missing children
- Put systems in place to effectively respond to children who go missing or absent.
- Offer children who go missing or are absent a return interview in a timely manner (in line with the Joint Missing protocol).
- Increase understanding & awareness of missing children issues among children, their parents and carers as well as with professionals.
- To ensure that the voice of the young person is heard and responded to.
- To ensure a multi-agency response to meeting the needs of children and young people who are missing or absent.

There is a clear interface between this subgroup and the work of both the Cross Authority Child Sexual Exploitation Group and a cross authority group that meets monthly to look at the needs of individual children who have been reported missing on multiple occasions.

The subgroup meets quarterly.

What we did

The key objectives of the work plan for 2014/15 were:

- Reducing the number of children who go missing
- Reducing the risk of harm to those who go missing
- Providing missing children & families with support and guidance

In order to deliver the above an action plan was developed setting out a range of measures, which included:

- Ensure there is a clear local protocol in place which reflects national guidance in terms of identifying, responding and safeguarding children who are Missing/Absent.
- Establish robust information sharing processes between agencies.
- Have an understanding/knowledge of children who go missing/ absent repeatedly in order to reduce further episodes and safeguard them.
- Ensure Nottingham City children placed out of the city are supported appropriately and placement provider compliant with the protocol.
- Return Interviews to be completed on all children who go missing / absent. Ensure Independence of interviewer.
- Ensure compliance with missing protocol regarding repeated episodes of missing/ absent.
- Ensure there is a performance/data framework fit for purpose in terms of evidencing compliance with joint strategy and action plan.
- Raise awareness amongst C+F regarding support available.

The work of the subgroup addresses the following quadrants of the Quality Assurance Framework

- Quantitative – through the analysis of a range of data
- Engagement with front line practitioners –through the range of agencies represented and the connectivity with the CSESAG and Missing “hotspot” meetings

The sub-group also has the potential to bring service user perspectives through the work undertaken in relation to return interviews but does not currently maximise the benefit of these.

What is the impact?

The subgroup receives a range of data.

Work has been undertaken against all of the group's objectives, although some remain work in progress. Key achievements to date have included:

- The local cross-authority protocol has been updated in line with national guidance.
- Information sharing between the Police, City Council and other agencies enables a focus on both strategic/performance issues and the needs of individual children and young people.
- There is a clear process in place for return interviews and compliance with this is monitored through the sub-group. Return interviews are used to signpost those children and young people who need this to further support. Return interviews are used to assist early identification of those who are at risk of increased vulnerability and signposting them for earlier help.
- Awareness raising for staff is delivered through a range of training opportunities.
- There is a clear process in place to identify children and young people who are vulnerable as a consequence of, or as highlighted by, them going missing on multiple occasions.
- Children who are missing education are monitored until they are located. This work is linked to work to support those children who are without a school place.

What is planned for the future?

The Action Plan for 2015/16 is likely to include aims to:

- Finalise the agreed format for presenting management information regarding children who go missing, including the data regarding children missing education.
- Ensure that the commissioning arrangements for external placements enable the sub-group to evaluate the response to children looked after by Nottingham City Council but placed outside of the City who go missing.
- Ensure that the potential insights into children's experiences through return interviews are maximised and reported on systematically.
- Working with the Communication and Engagement sub-group review the information for children who go missing and their families.

Children and Domestic Abuse

Chairing arrangements for this sub-group have changed during the course of this year. The sub-group is very well attended and has membership from a range of agencies.

The Nottingham multi-agency response to domestic violence and abuse seeks to support survivors and their children and hold perpetrators to account. The objectives are as follows:

- To reduce the impact and prevent further incidents of domestic violence with a focus on early intervention
- To ensure provision of services for children and young people.

The NCSCB Domestic Violence sub-group promotes these objectives by co-ordinating, performance managing and reviewing data and local activity.

The subgroup meets quarterly.

What we did

The key objectives of the work plan for 2014/15 were:

- To reduce the impact and prevent further incidents of domestic violence with a focus on early intervention.
- To ensure that there is adequate provision of services for children and young people to safeguard them and promote their emotional mental health needs.
- To ensure an early alert to schools and early years settings of all incidents of DV where children and young peoples are present.
- To ensure that all services that are working with children and young people are appropriately trained to recognise the signs of domestic abuse and are able to support them effectively.
- To ensure that there is a link between adults and children's services where domestic violence occurs.

In order to deliver the above an action plan was developed setting out a range of measures, which included:

- All schools to access the GREAT and EQUATE programme (healthy relationship programmes delivered by Equation)
- Develop an effective screening/data tool to alert schools, colleges and early years settings

- Ensure that there is a mandatory expectation that staff working with children and young people are trained to recognise the signs and symptoms of DV and to know what to do about it
- Ensure that working with perpetrators is addressed

The work of the subgroup addresses the following quadrants of the Quality Assurance Framework:

- Quantitative – through the analysis of a range of data but primarily that linked to the DART.
- Engagement with front line practitioners – through the range of agencies represented and the connectivity with the DART

What was the impact

The subgroup receives a range of data. A key source of performance and activity data is the Domestic Abuse Referral Team.

Key achievements to date have included:

- The number of schools who have accessed the Great and Equate programmes has increased. Work is underway to finalise a list of all schools that have accessed these programmes in order to support a targeted approach to further extending delivery.
- Funding has been agreed to implement a pilot of an Early Alert system for schools that will be undertaken during the course of 2015/16. The results of this pilot will be fed back both to the sub-group and OMG.
- Capacity in the Domestic Abuse Referral Team has been increased.
- Training regarding domestic abuse is promoted through a number of avenues and forms a core component of the training Quality Assurance Framework adopted by the NCSCB and Nottinghamshire Safeguarding Children's Board (NSCB). This work will be further strengthened by work which is nearing completion to identify core competencies for staff who work with children and young people.
- A pilot project has been established to support staff working with both survivors and perpetrators of domestic abuse in the St Anns area.

The key challenge that has been identified by the work of the group is the volume of domestic abuse and therefore the demand on services. This has a number of consequences. One of the more significant of these is a significant backlog of standard risk assessments in the DART. Although capacity has been recently increased the level of demand will make both addressing this backlog and ensuring

that there is no further issue challenging. This issue is exacerbated by the temporary nature of elements of some of the funding for the DART. Work will be undertaken in 2015/16 to review the role and remit of the DART.

The quality of the work undertaken by Equation through the programmes that they deliver in schools has been evidenced both through external evaluation and the fact that interest in rolling out similar programmes has been received from other areas.

The work of the DART was positively viewed in the Ofsted inspection. Although this inspection took place in March 2014 this would not have been reported in the previous Annual report of the sub-group as the report was not published.

The work plan of the subgroup has been instrumental in supporting the development of two key developments which will improve the service offered to those impacted by domestic abuse, such as the development of the pilot for next day notification and the work with survivors and perpetrators in St Anns. The work of the group and sub-group members also supported the proposal to increase capacity in the DART.

What do we need to do in the future in relation to Domestic Abuse

The plans for 2015/16 include actions to:

- Ensure that work planned to review the initial response systems in Nottingham City Council considers the impact of the volume of reported domestic abuse and, in partnership, with other key agencies, identifies measures to manage this.
- Linked to the previous point, continue to address the capacity issue in the DART and monitor/report on any impact of the fact that elements of funding are not permanent.
- Ensure the learning from the Perpetrator/Survivor project and next day notification pilots are fully evaluated and feedback, through the sub-group, to the Board.

What do we need to do in the future in relation to the whole of Priority 2a?

The new Business Plan sets out our priorities for action in relation to assuring ourselves that children and young people in Nottingham City are safe across the child's journey.

Priority 1 in the new Business Plan is entitled: 'To be assured that children and young people are safe across the child's journey'. The key priorities for action are listed as:

- Thresholds – Family Support Pathway
- Escalation
- Private Fostering

- Child Sexual Exploitation (CSE)
- Self-harm and wellbeing
- Missing
- Neglect
- Signs of Safety (SOS)
- Child Death Overview Panel (CDOP)

The detailed actions to be undertaken are set out in Appendix 1 to this report

BUSINESS PLAN PRIORITY 2c

To be assured that safeguarding services are effectively coordinated across children and adult services – applying the ‘Think Family’ concept

What we planned

- 2c.1** Adult services consistently to consider the safeguarding of children in households where they are working with an adult and make referrals for support and intervention where necessary.
- 2c.2** Children’s services consistently to consider the safeguarding of adults in households where they are working with children and make referrals for support and intervention where necessary.
- 2c.3** Services that work with “whole” families are effectively coordinated (e.g. Priority Families) and secure added value in ensuring and co-ordinating effective safeguarding

In order to provide a regular monitoring sample of cases to test out the above the generic multi agency audit tool developed in early 2015 includes a specific section for adult services to complete. It focuses not only on adult services recognising the need for children’s safeguarding referrals, but also on their engagement in cases, for example attendance at multi agency meetings, information sharing across adult and children’s services and involvement in strategy discussion where appropriate. This will allow us to build over time an ongoing picture of the safeguarding of children by adult services.

Audits completed so far have been positive in these aspects and no immediate risk factors have been identified.

2c.2 is an area where we have not been able to commit further attention and resources during 2014/15 and this activity has been remitted to the 2015/16 Business plan.

In April 2015 Nottingham City Priority Families reported that the programme had achieved its national targets six months ahead of schedule. This programme is now in phase two of a five year development plan and have put down great foundations to build on in the future. The NCSCB QA subgroup is due to receive a full report from the Priority Families programme in January 2016.

In addition during 2014/15 the Nottinghamshire Healthcare Foundation Trust has been working on their Think Family strategy due to be implemented in May 2015.

What do we need to do in the future?

It is clear that this is an area for further work in 2015/16, and that it will need to be considered alongside the Nottingham City Partnership Board (NCASPB).

The NCSCB needs to ensure that a report requested from Vulnerable Children and Families Services is received and that it includes detail on evaluation of the impact of the Priority Families service against the four quadrants of the Quality Assurance Framework. This report should provide a comparative analysis of the impact of the service in working with adults at risk.

BUSINESS PLAN PRIORITY 3

To be assured that our Learning and Improvement Framework secures a workforce fit for purpose and is raising service quality and safeguarding outcomes for children, young people and adults.

What we planned

- 3.1 Ensure learning from national, regional and local SCRs and other review/audit processes is incorporated into the practice of partner agencies and the partnership as a whole.

See Chapter 4 for what we did, its impact and what we need to do in the future.

- 3.2 Ensure the effectiveness of CDOP and lessons from child deaths are understood and consistently acted upon.

See Chapter 4 for what we did, its impact and what we need to do in the future.

- 3.3 Review safeguarding procedures and practice guidance to ensure they are 'fit for purpose' and reflect current learning and best practice.

What we did

A major review and restructure of the Cross Authority (in partnership with NSCB) Multi-agency Safeguarding Children Procedures was undertaken during this year, in order to become Working Together 2013 compliant, improve accessibility, accuracy and appropriateness of content. As a result, new web based procedures were launched in May 2014, with a number of launch events and an awareness raising programme.

What was its impact?

A review of the new procedures was undertaken after 6 months, resulting in positive feedback from partners that they were much more 'fit for purpose', and identifying minor improvements and additions required. Reviewed procedures were relaunched in November 2014.

What do we need to do in the future?

The following actions are planned for 2015/16:

- Collect and report on Google analytics data indicating levels of access of the procedures, which sections most accessed and from where.
- Collate and report on feedback received through the annual staff survey and other questionnaires.
- Continue to keep content under review.

- 3.4 Implement the communication and engagement strategy to secure awareness of safeguarding issues and the responsibilities of the Boards' partner agencies and the wider community in safeguarding.

What we did

In December 2014 we held the first communication and engagement sub group chaired by Paul Burnett. This group brought together key communication leads and participation leads from across the partnership.

The sub-group has established a meeting schedule, agreed terms of reference and ratified a communication protocol. In addition it has prepared the first NCSCB Independents Chair's newsletter, for circulation in June 2015, and completed mapping exercises for both communication pathways and participation opportunities.

NCSCB have participated in the Youth Council and the Primary Parliament to facilitate direct dialogue with children and young people.

What was its impact?

Links have been strengthened directly with organisations leads for communication and participation which has resulted in improved dissemination and cascading of key messages.

Work with the Youth Council and the Primary Parliament resulted in meaningful contributions from young people into the NCSCB 2015/16 business plan, particularly in relation to e-safety.

What do we need to do in the future?

The following actions are planned for 2015/16:

- Consolidate membership and achieve consistent membership.
- Publish 1st NCSCB newsletter, and establish a schedule of regular publication
- Use the data available from the engagement of the newsletter to inform future activity
- Identify a new Chair
- Build momentum to sustain ongoing activity of the sub-groups, and implementation of the communication protocol.

- 3.5 Monitor and evaluate the effectiveness of training and development in terms of the impact on the quality of safeguarding practice and outcomes for service users.

There were two aspects of the work of the NCSCB Training Sub Group which addressed this objective during 2014/15. Firstly the training programme delivered by the NCSCB:

What we did

An extensive programme of multi-agency safeguarding children training programme was delivered with a total attendance of 852 people attending 39 courses and 9 half day seminars. Whilst the largest attender at these courses continues to be the voluntary sector, there has been a marked increase in attendance from City Council, NUHT, the Police, primary schools and other City Council Departments, and with a minimum of 20% of those coming from Adult Services.

What was its impact?

End of course evaluations for children's safeguarding training demonstrate a high level of satisfaction with courses (average of 91% saying they were

good or very good across all criteria) and provide evidence of significant increase in confidence of participants. Whereas 57% of participants rated their level of confidence as good / very good before the courses, this increased to 98% after the courses.

In addition, some post course evaluation was undertaken and this further demonstrated increased confidence in those who attended, with an average of 95% of respondents reporting this and many providing specific examples to support their response.

The second aspect of the work of the Training Subgroup was the quality assurance of single agency training:

What we did

The Safeguarding Training Quality Assurance Scheme was established in 2012, in partnership with NSCB, and all single agency training being delivered by NCSCB partner organisations was quality assured and validated during the initial roll out of the scheme. During 2014 /15, the scheme was reviewed and updated, with an annual review process introduced to ensure ongoing review and validation of partner agency training content. In addition, initial work was undertaken to introduce an annual reporting process which will furnish the NCSCB with information about single agency attendance and evaluation at their training.

What was its impact?

The NCSCB has been assured that all partner organisations are delivering training materials for their introductory level safeguarding children training that are up to date and fit for purpose.

What do we need to do in the future?

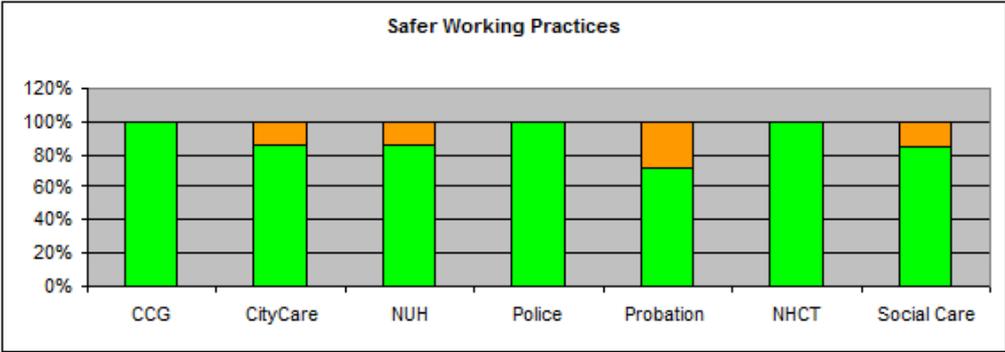
Key areas for improvement identified for 2015/16 are:

- A review of membership of the Training Sub group to ensure the right representation of partner agencies and improved attendance.
- Increased participation of Sub Group members in leading on particular work streams.
- Board partners to be challenged to ensure staff co-operate with requests for evidence of the impact of training and other work of the sub group.
- The establishment of an Adult Safeguarding training pool, to ensure sustainable delivery of a programme of training for the PVI sector.
- To effectively implement the Learning & Improvement Process.
- To finalise and agree Competence / Capability frameworks for both Adult and Children Safeguarding and collect information from partner agencies regarding competence levels of their staff teams.

- 3.6 Workforce is safely recruited.
- 3.7 Allegations made against people who work with children and adults are dealt with effectively

What we did

Safer recruitment and wider safer working practice is one of the issues specifically covered in the Section 11 audit.



Where agencies had rated themselves as amber the issues were as follows

- The CityCare Policy re liaison with the LADO required updating
- NUH were exploring the misappropriate mechanism for providing an annual report from their Named Senior Manager
- Work was under way in Social Care to specifically include requirements with regard to safeguarding in contract, although it was acknowledged that there were national standards and organisational policies already in place that required this.

The LADO and team dealt with 321 referrals during 2014 / 15. The largest number of referrals were received from education (27%), with the second largest received from Children’s Social Care (13%). Although 25% of referrals were received from the Police, these were largely historical. The rest came from a wide range of public and voluntary organisations.

The largest proportion of allegations were related to sexual abuse (48%), with physical abuse accounting for 36%, emotional 6%, neglect 5% and behaviour in private life accounting for another 5%.

222 of the referrals were identified as meeting the threshold for a strategy meeting, whereas 99 were handled through consultations which involve

providing the referrer with advice and guidance about how to handle the concern.

What was its impact?

Of the cases that were closed during the year, 17 were resolved within a month, a total of 61 were resolved within a year and a further 35 took over a year to resolve. Other referrals have been carried forward, being raised at different times within the year. It is important to note that some of the delays will occur due to police investigations, particularly those involving online abuse as the forensic analysis of computers, mobile phones etc can take considerable time. Delays are also caused within courts, with trial dates being set up to six months from initial plea and case management hearings. However, overall the statistics demonstrate that the majority of cases are dealt with in a timely manner where possible.

In terms of the outcomes of allegations, 47% were categorised as substantiated, 32% as unsubstantiated, 3% were malicious and 18% as unfounded. Six cases resulted in criminal convictions (with others currently awaiting the outcome of current court proceedings), and eight members of staff resigned during the investigation of the allegation.

A total of 20 cases were recommended to be referred to the Disclosure and Barring Service by the employing organisation.

What do we need to do in the future?

The following actions are planned for 2015/16:

1. Implementation of evaluation sheet (to be sent out once a case is concluded). Feedback on this will be reported in 2015/2016.
2. Ensure that the current data is stored effectively to ensure management information is accurate and easily accessible for the future. This will be linked to the development of a new social care recording system.
3. Aim to meet timescales as set out to ensure that all investigations are dealt with as quickly as possible.
4. Report on consultations more effectively.
6. Existing historical abuse processes to be refined.
7. Introduce 'False' category for education.
8. Highlight LADO role to those agencies that did not make a referral to LADO.
9. Offer workshops for foster carers to raise awareness about allegations and how to keep themselves safe.

10. Share information with regional group and analyse information to have comparative statistical data. Work with regional group regarding 'thresholds'.
12. Liaise with Nottingham City regarding creating a bespoke LADO web page.

CHAPTER 4

SERIOUS CASE REVIEWS AND CHILD DEATH OVERVIEW REPORT

Serious Case Review Standing Panel (Children)

Nottingham City Serious Case Review Standing Panel (SCR SP) experienced a number of changes in chairing arrangements during 2014/15 and is now chaired by DCI Melanie Bowden from Nottinghamshire Police. The sub-group has membership from all key agencies.

Attendance at Panel Meetings is regular and consistent. Colleagues are proactive in identifying representation when they cannot attend and any partner agencies not being represented is rare.

The SCRSP meet monthly throughout the whole year and 12 meetings have taken place in 2014/15 in line with expectations.

The overall aim of the SCRSP is to ensure that lessons learned from Serious Case Reviews (SCR) and other types of review are shared with agencies and individuals to positively influence practice, improve the way in which they work, both individually and collectively, and to safeguard and promote the welfare of children.

The SCRSP seeks to continually develop Review Processes in line with local and national best practice, and consider themes or trends in serious incidents.

The SCR Process is a statutory requirement under Working Together 2015 and each local authority must have in place a framework for identifying cases that meet the statutory criteria for SCR. The SCRSP fulfils this requirement in Nottingham City.

In addition the SCRSP ensures Learning Reviews are conducted where there is identified multi-agency learning but the threshold for SCR is not met. This provides a process for robust challenge and effective identification/co-ordination of learning

The SCRSP is a critical contributor to the NCSCB Learning and Improvement Framework.

What has been undertaken in 2014/15?

During 2014/15 the SCR Panel received 4 new SCR referrals - a reduction of 2 from the previous year. As a result of the four referrals:

- 2 SCRs were commissioned

- 1 learning review was commissioned
- 1 case resulted in no further action. (on receipt of full medical reports and judgment in proceedings it was clear that this case did not meet the criteria for SCR)

In addition work was completed on cases initiated in the previous year as follows:

- Completion and sign off for the SCR strategic action plan for child G
- Monitoring and completion of action plans for four learning reviews
- Monitoring of SCR strategic and combined action plans for Child H
- Completion of one learning review and monitoring of resulting action plan.

Two SCRs have been published, one on Child G in February 2015 and that on Child H in March 2015.

The SCRSP has responded to the recent consultation on Working Together 2015 most notably the consideration for clearer definitions of *Serious Harm*.

All SCR and learning reviews have where appropriate included engagement with the family. Careful and sensitive preparation of family members has taken place in respect of the two SCR published earlier this year.

What has been the impact of the work undertaken?

As noted above there has been a reduction in the number of referrals this year, with 3 reviews being commissioned; 2 SCR and 1 Learning Review. All these are in process.

We have completed a comparison exercise with statistical neighbours and core cities, asking them about SCR activity since April 2013. The responses were varied with 5 being the highest number completed in one area; three safeguarding boards not undertaking any; and the others completing either 3 or 4. Nottingham City has commissioned 3 since April 2013 indicating we are not disproportionately high in comparison.

In relation to other types of Learning Reviews two safeguarding boards registered an increase in alternative types of reviews; the others stated that it was consistent with numbers prior to April 2013. Nottingham City have initiated 3 multi-agency learning reviews, 2 single agency reviews and 1 dual agency review, during this period. This is an increase for NCSCB.

ACHIEVEMENTS

The SCRSP have fulfilled their statutory responsibility on behalf of the NCSCB in relation to Serious Case Reviews.

The work of the SCRSP has been led by the reviews commissioned and the sub-group work plan. The work plan activity is all assessed as green with the exception of agency capacity to engage in SCR activity. Some partner agencies have experienced difficulty in returning requested information and reports in timescales, in part this has been due to the complexity of some of the cases but also agencies have identified capacity to meet the demand across adults and children reviews as having an impact.

Outputs and activity as a result of reviews commissioned include:

- Work undertaken to develop an Out of Hours Protocol between the Police, Children's Social Care and Health Colleagues.
- Multi-agency CAF training has resumed in Nottingham City under the remit of the NCSCB training programme.
- Multi-agency guidance produced and circulated in relation to conducting effective multi-agency meetings.
- Revision and update of the *Excellence in Safeguarding* guidance.
- A series of Learning briefings delivered to front line practitioners by Children's Social Care and more planned in conjunction with Vulnerable Children and Families practitioners.
- Awareness work with GPs in respect of guidance for prescribing anti-psychotic medication.
- Work to improve the effectiveness of *Red Card* concerns meetings within GP practices.
- Training for health visiting in respect of paternal mental health strengthened through mandatory training programme.
- Revised and improved Strategy Meeting template for use in Children's Social Care.
- New supporting guidance produced in respect of bruising to non-mobile babies agreed.
- Promoted the delivery of cross authority seminars on physical, emotional and sexual abuse.

- Changes to paperwork in acute services in respect of capturing caring responsibilities, and parenting responsibilities of patients in receipt of acute services.
- Following findings of one review *Think Family* training delivered as part of Level 1 and level 2 safeguarding training Nottinghamshire Healthcare Trust.
- Nottinghamshire Healthcare Trust has also developed information leaflets for clients in respect of historic abuse.

Themes emerging from reviews are identified as:

- Emotional Abuse - a continuing theme from the previous year, but cases reviewed have covered similar time frames. It is anticipated that the impact of new practice guidance, training and staff briefings will begin to be evidence in current cases. The Quality Assurance sub-group have undertaken an audit focussing on emotional abuse and they will be reporting the findings.
- Other themes emerging are
 - Failure to adhere to procedures
 - Non-attendance at medical appointments
 - The quality of assessments
 - Poor use of escalation processes
 - Children placed on Special Guardianship orders (SGO)

Children's Social Care is completing a full review of all children placed under a Special Guardianship Order; and the process for supporting them. The review is being conducted through a multi agency working group, chaired by a Head of Service, with a named Independent Reviewing Officer. The group meet monthly and have an action plan covering all aspects of SGO; the findings of which will be made available to the NCSCB.

The SCRSP has experienced some challenges in relation to the dissemination of learning despite the production of key learning briefing notes, guidance and tools being developed and distributed and NCSCB Seminars being delivered. We have struggled to identify evidence of impact on practice and outcomes despite key messages being incorporated into training and requests being sent to partner agencies for impact evidence. Some agencies have begun to deliver direct workshops to staff; this is seen as a positive way forward.

The SCRSP will be considering this in 2015/16 particularly in respect of developing recommendations and activity following the conclusion of all types of reviews.

Commissioning Lead Reviewers and Authors has in recent months been problematic and caused some delay in the initiation of reviews. Experienced and recommended reviewers are extremely busy and are declining approaches to submit expressions of interest to conduct reviews.

Work commissioned by the SCR SP has also had to be carefully managed alongside criminal investigations and court proceedings.

It is always the intention of the SCRSP to influence practice in relation to learning from SCR, to strengthen the multi-agency understanding and response to findings from reviews. This includes understanding the child / family experiences and incorporating them where possible into reviews. Combined this will ultimately improve outcomes. Outcomes for this year will be:

- Greater understanding of the complexities of Emotional Abuse
- Improved assessments in cases involving Emotional Abuse.
- Strengthened multi-agency (Police, health, Social Care) responses to families during *out of hours* service.
- Greater adherence to procedures.
- Routine use of reference points / use of quality assurance tools by individual practitioners. (such as the case briefing notes and excellence in safeguarding guidance)
- Improved response by Health Visitors to poor maternal mental health
- Improved dialogue between GP's and Health Visitors in respect of safeguarding concerns.
- Greater awareness for GPs in relation to prescribing guidelines.
- Improved recognition of caring responsibility, including parental responsibilities in acute medical services.
- Increased awareness across adult and children's services of potential safeguarding concerns and responses required

What do we plan to do in the future?

Recommendations for work in 2015/16 are:

- Continued development of effective participation in the Learning and Improvement Framework by developing new methods to disseminate learning; to ensure we can evidence impact.

- Exploration and identification of issues in relation to multi-agency engagement in escalation processes.
- Identification and greater understanding in relation to the impact of non-attendance at medical appointments and the impact of this on safeguarding.

Following positive feedback from the SCRSP members it is intended to conduct a development session on 1st May 2015. The key components of the agenda for this session have been agreed as:

- Exploring and learning more about models for conducting SCR
- Embedding learning and measuring impact
- Sharing models for multi-agency learning
- Escalation- exploring and identifying the issues

REPORT FROM THE CHILD DEATH OVERVIEW PANEL (CDOP)

The Chair of the Child Death Overview Panel (CDOP) is Caroline Brown, Designated Doctor for Safeguarding for the City. The sub-group comprises all key partner agencies across Health, Local authority, Police and Public Health.

The key aim of CDOP is to review child deaths so learning can be identified and actions undertaken to prevent future death or ill health to children and young people and contribute to the Learning and Improvement Framework. CDOP meets 12 times a year, plus two joint meetings with Nottinghamshire County CDOP.

CDOP is a statutory requirement under Working Together 2015. Its key objectives are to:

- Ensure compliance with Working Together 2015 in relation to Child Deaths.
- Ensure that lessons from national, regional and local CDOP are incorporated into the practice of partner agencies and the partnership as a whole.
- Provide learning to NCSCB to support the priority: To be assured that children and young people are safe across the child's journey

What we did

CDOP has met their full commitment of meetings and reviewed all cases promptly as soon as all required information has been made available. Reviews have effectively incorporated findings from SCR, SILP and other learning reviews (multi and single agency). Improved links have been made with the training sub group to ensure Partner agencies training leads have access to any key learning to directly incorporate into training for practitioners.

Work at CDOP has covered all four quadrants of the Performance Framework in the following ways:

- Quantitative: collection and comparison of data, includes statistical return to DfE annually.
- Qualitative: Case information gathered to support each review is detailed and descriptive in relation to information shared by partner agencies and in reviews there is much discussion about case management and findings.
- Engagement with frontline practitioners: They feedback directly in the rapid response procedures through initial and final case discussions, completion of information collection for expected deaths, increasing involvement with agreement and development of recommendations and desirable outcome
- Engagement with service users: parents and families are asked directly for feedback about care and support processes received by bereavement nurses, coroners officers, and the Rapid Response Team feed this into the case review

What was the impact of work undertaken?

STATISTICAL / COMPARATIVE INFORMATION

Data from 2014/15 shows:

- Number of deaths 42, of which 11 were unexpected deaths
- Number of cases reviewed and ratified 45 including 14 modifiable deaths, this is an increase of 13 reviews on the previous year.

National data for 2014/15 was released in July 2015 which shows a continuation of national trends; in that the decrease in child death reviews per year is consistent with a decrease in the number of registered deaths.

Nottingham is bucking this trend with an increase in deaths for the year and in the number of reviews completed. However it is significant that of the 45 cases reviewed, 24 were Neonatal deaths and 9 were of children with life limiting conditions, equating to 73% of deaths reviewed. This indicates that the figures should be treated with caution. This is further evidenced by 18 of the 24 Neonatal deaths (75%) being non modifiable.

Where Nottingham does excel is in the swift review of cases, with 32 cases (71%) reviewed in under 6 months against the national average of 32%; with only 3 cases (6%) taking longer than a year, against the national average of 30%. Regional data also supports this.

This means that any learning is quickly identified and learning disseminated.

OTHER ACHIEVEMENTS

CDOP processes have run in line with Working Together 2015. Learning is identified and reviewed on a 6 monthly basis.

Two key pieces of work have been ensuring evaluation of service provision by Midwifery and Public Health in relation to antenatal care for smoking and maternal obesity; and furthering local understanding of possible ways to reduce consanguinity and the effect of this on mortality and morbidity.

Review of the learning from 2013/14 has established impact in the following areas:

- Guidance for detection of Herpes Simplex Virus antenatal being developed in NUH and training for postnatal detection delivered.
- Better understanding and improved resources in relation to suicides across City/County
- Better understanding of access to health promotion antenatally
- Better use of interpreting services within NUH

CDOP has been involved with a number of changes in practice across partner agencies. Where key health guidelines have been implemented we rarely see similar cases coming through.

We have made a difference to the bereavement support and planning for expected child death through supporting commissioning change.

CDOP reviews provide the opportunity to make a difference to the lives for the communities as we share learning with Public Health, research programmes and service providers. Ultimately this supports a reduction in deaths where there are modifiable factors and aims to reduce ill health and enable earlier identification of need for intervention.

CDOP Data feeds into the national picture in relation to child deaths, including patterns and trends. Locally the numbers are too small to draw any significant conclusions.

CDOP continues to fulfil its statutory function for NCSCB, with good representation from partnership agencies, positive links with the Nottinghamshire CDOP, and improved practice in relation to learning and disseminating lessons

What do we need to do in the future?

The main barrier to the work of CDOP is time and capacity. The majority of the Panel have no formal time identified in their day to day role to attend and undertake work both in reviewing cases and follow up of key learning to ensure significant distribution and change in practice. Due to capacity our plan to review data from 2008 onwards has not happened. This is on the new work-plan for 2015/16.

Recommendations for action in 2015/16 are as follows:

- That dedicated business office time is allocated to a full review of data of the Nottingham City CDOP to ensure no loss of learning due to small case numbers.
- A working group is established to review “safe” sleeping deaths and agree local response alongside Nottingham County CDOP.
- Public Health to review local data alongside national findings and give consideration to including in the Joint Strategic Needs Assessment.

CHAPTER 5

INDIVIDUAL AGENCY PERFORMANCE

Whilst the Annual Report focuses on multi-agency priorities set out in the Business Plan safeguarding effectiveness in individual agencies is, nonetheless, an important facet of performance. Indeed effective partnership working to secure effective safeguarding relies heavily on the quality of safeguarding practice and performance in individual agencies that form the Board partnerships.

The information provided in these reports is set out in Appendix 3 to this report.

CHAPTER 6

FUTURE CHALLENGES: OUR BUSINESS PLAN FOR 2014/15

The Business plan for 2015/16 has been agreed by the Board and is attached to this report as an appendix (Appendix 1). We have maintained the approach of having the plan in two parts, one of which is shared with the Nottingham City Safeguarding Adult Partnership Board. As will be seen there are four overarching priorities set out in the Business plan, each of which has a number of associated actions. The overarching priorities are:

- To be assured that children and young people are safe across the child's journey
- To be assured that safeguarding is everyone's responsibility
- To be assured that safeguarding services are effectively coordinated across children and adult services ('Think Family')
- To be assured that our Learning and Improvement Framework secures a workforce fit for purpose and is raising service quality and safeguarding outcomes for children, young people and adults

There are a number of issues which are critical to the successful implementation of this business plan. Changes to the Board structures and operating processes will be introduced through the new chairing arrangements and will need to be implemented effectively. It is likely that a revised constitution for the Board will be required that reflects the new way of working. In drafting this and managing the transition, careful consideration will be given to ensure that the current commitment from agencies and individuals is maintained and built upon.

This is directly related to an issue that has a wider and more direct relevance, which is the issue of capacity. We are fortunate in Nottingham City to have across the partnership a workforce that is, in the main, hard-working and dedicated to safeguarding and promoting the welfare of children and young people. We know that many of these services are experiencing significant and increasing demand and this appears unlikely in the short-term to be reduced. Ensuring that there is sufficient capacity in critical services for vulnerable children and families will be challenging given the current financial situation in the public sector which sees all agencies needing to deliver efficiency savings.

The Board will monitor this issue, along with the specific issues set out in the Business plan. Although this will be a challenge my experience during the period I have been the Independent Chair of the NCSCB gives me great confidence that this

is an issue which is understood by Senior Managers and Politicians, who are fully committed to ensuring that families receive the right help at the right time.

Paul Burnett

Independent Nottingham **Chair, Nottingham City** **Nottingham City Adult** **Nottingham City Safeguarding** **Nottingham City Safeguarding** **Children Board and** **Partnership Board**

APPENDICES

- Appendix 1: NCSCB Business Plan 2015/16**
- Appendix 2: NCSCB and NCASPB Joint Business Plan 2015/16**
- Appendix 3: Individual Agency reports**

Appendix 1

NOTTINGHAM CITY SAFEGUARDING CHILDREN BOARD

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BUSINESS PLAN 2015/16

Nottingham City Children's Safeguarding Board Business Plan 2015/16

Priority 1: To be assured that children and young people are safe across the child's journey

- Thresholds – Family Support Pathway
- Escalation
- Private Fostering
- Child Sexual Exploitation (CSE)
- Self-harm and wellbeing
- Missing
- Neglect
- Signs of Safety (SOS)
- Child Death Overview Panel (CDOP)

Priority 2: To be assured that safeguarding is everyone's responsibility

- Impact of implementing Working Together to safeguard Children (2015) and the Family Support Pathway.
- Improving performance & demonstrating impact – Section 11, staff survey, multi-agency audits, Serious Case Reviews (SCRs)
- Voice of the Child
- Improved engagement with schools

No.	What do we want to achieve?	How are we going to do it?	Who will lead?	How will we know we have achieved our goal?	When are we going to achieve this?	Comment on Progress	RAG rating
1.1	Thresholds across the spectrum of children's services are being applied in line with the Family Support Pathway by all agencies across the partnership.	Request a report from Vulnerable Children and Families Services evaluating the impact of the CAF process against the four quadrants of the Quality Assurance Framework. This report should provide a comparative analysis of CAFs undertaken by all partner agencies.	Children's QA subgroup	Quarterly CAF report received by Children's QA subgroup	July 15 Oct 15 Jan 16		
		Monitor and evaluate the application of thresholds across the child's journey through the QA and PM framework	Children's QA subgroup	Children's QA subgroup report to OMG	July 15 Oct 15 Dec 15 Feb 16		

		Finalise a standard Board audit tool ensuring that this consistently captures information regarding the use of the Family Support Pathway in order to enable this to be fed back to the Board.	Children's QA subgroup	Use of standard tool in multi-agency audits	June 15		
1.2	Single agency whistle blowing arrangements and escalation procedures reflect the escalation process set out in the Family Support Pathway	Ensure that all Board partner agencies have whistle blowing and escalation processes that reflects the principles of the Family Support Pathway and that there is a mechanism for ensuring compliance	NCSCB Strategic Board Members	Assurance reports received by OMG from individual agencies	Dec 15		
		Evaluate impact through the multi-agency audit programme	Children's QA subgroup	Children's QA subgroup report to OMG	July 15 Oct 15 Dec 15 Feb 16		

1.3	The needs of children who are privately fostered are recognised and that they receive appropriate and timely support	Analyse numbers of private fostering arrangements and referral sources in order to develop a more informed hypothesis regarding professional and community understanding.	Children's QA subgroup	Report received by Children's QA subgroup	Oct 15		
				Children's QA subgroup report to OMG	Dec 15		
		Scrutinise local practice to ensure that national indicator targets are met in relation to assessments and visiting timescales.	Children's QA subgroup	Report received by Children's QA subgroup	Oct 15		
				Children's QA subgroup report to OMG	Dec 15		

		Support the work of the Lead Officer in undertaking a publicity campaign aimed at schools, GPs, early years and youth agencies with a view to increasing the number of private fostering notifications received.	Lead Officer/Comms and engagement group	Comms and engagement report to OMG	March 16		
1.4	The needs of children who are, or are at risk of becoming, sexually exploited are proactively recognised and that they receive appropriate and timely support	Through the delivery of the cross authority CSECAG subgroup work plan and securing the targets set out in relation to: <ul style="list-style-type: none"> ○ Prevention and response ○ Safeguarding and Protection ○ Bringing offenders to justice ○ Public confidence 	CSECAG group	CSECAG group will provide regular updates to OMG on the delivery of their plan.	July 15 Dec 15		
		NCSCB will provide an analysis of local performance in	Independent Chair	Annual Report	July 2015		

		addressing CSE					
		Delivery of Missing work plan	Missing subgroup	Missing subgroup will provide regular updates to OMG on the delivery of their plan.	Oct 15 Feb 16		
1.5	Signs of safety is understood and used where appropriate across the partnership.	Develop a multi-agency implementation plan in order to ensure all partner agencies are engaged with this model	NCSCB	Report received by OMG from Mandy Goodenough	July 15		
		Delivery of SOS training programme with a view to this becoming multi-agency led.	Training subgroup	Training subgroup report to OMG	Oct 15		
		Audit work will consider the extent to which SOS is rolled out across the child's journey and that there is consistency of	Children's QA subgroup	Children's QA subgroup to OMG	Feb 16		

		application					
1.6	Lessons from child deaths are understood and consistently acted upon.	Delivery of CDOP subgroup's work plan.	CDOP	CDOP will provide regular updates to OMG on the delivery of their plan.	July 15 Dec 15		
		Review the local prevalence and offer for children who self-harm by scrutinising the evaluation of the impact of the Nottingham City Pathway for Children and Young People with Behavioural, Emotional or Mental Health Needs 2014	CDOP Chair	CDOP will provide regular updates to OMG on the delivery of their plan.	July 15 Dec 15		
1.7	Local procedures are fully compliant with national statutory guidance	Work with Tri-X to update the local Child Protection procedures to reflect the changes to Working Together to Safeguard Children 2015		Report to Board highlighting changes Memo to all	July 2015		

				staff setting out the changes	July 2015		
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Priority 2: **To be assured that safeguarding is everyone's responsibility**

No.	What do we want to achieve?	How are we going to do it?	Who will lead?	How will we know we have achieved our goal?	When are we going to achieve this?	Comment on Progress	RAG rating
2.1	The learning and improvement framework is having a positive impact on local practice.	Develop plans of action to address the outcomes of learning and improvement undertaken in 2014-15.	Training subgroup	Training subgroup report to OMG	July 15		
		Relaunch Excellence in Safeguarding tool	Comms and Engagement group	Comms and Engagement group to OMG	Oct 15		
		Audit programme to be designed to evaluate impact of learning and improvement framework.	Training subgroup	Training subgroup report to OMG	Oct 15		

2.2	The challenge and scrutiny function of the board leads to improved outcomes for vulnerable children and families	Reinvigorate the QA subgroup and ensure it provides information that enhances the Board's capacity to scrutinise and challenge performance of both individual agencies and multi-agency safeguarding arrangements.	Children's QA subgroup	Children's QA subgroup report to OMG	July 15		
					Oct 15		
					Dec 15		
					Feb 16		
		Delivery of the core functions of the QA subgroup - section 11, staff survey and audit programme	Children's QA subgroup	Children's QA subgroup report to OMG	July 15		
					Oct 15		
					Dec 15		
					Feb 16		

		Develop Annual programme for the QA subgroup in order that all agencies are clear what is required to be submitted, when and what will happen if we do not comply with this.	Children's QA subgroup	Children's QA subgroup report to OMG	April 15		
2.3	Voice of the child is heard and acted upon	Engagement strategy agreed and implemented.	Comms and Engagement	Comms and Engagement group to OMG	Oct 15		
		Identify evidence that the views and opinions of children and young people have impacted on business plan priorities and actions.	Comms and Engagement	Comms and Engagement group to OMG	March 16		
		Audit work will consider the extent to which the voice of the child is heard and acted upon.	Children's QA subgroup	Children's QA subgroup report to OMG	July 15 Oct 15 Dec 15		

					Feb 16		
2.4	Improved engagement with schools ensures that this critical sector is fully engaged in work to safeguard children and young people	Attendance at board, OMG and other appropriate board meetings.	Board Manager	Report to NCSCB	Sept 15		
		Engagement in the multi-agency audit process.	Education Safeguarding Coordinator	Children's QA subgroup report to OMG	July 15 Oct 15 Dec 15 Feb 16		
		Review and update the compliance checklist and process.	Education Safeguarding Coordinator	Children's QA subgroup report to OMG	June 15		

		Undertake further work with schools to embed the principles of escalation.	Children's Board Officer	SCRSP subgroup report to OMG	July 15		
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RAG Rating key	
Clear	Work is underway and, in the judgement of the lead individual/subgroup, is expected to be completed within the agreed timescale
Red	Work is underway however, is not expected to be completed within the agreed timescale. In the judgement of the lead individual/subgroup either <ul style="list-style-type: none"> • The deadline will be missed by more than 3 months and/or • The impact of missing this deadline is likely to be significant
Amber	Work is underway however, is not expected to be completed within the agreed timescale. In the judgement of the lead individual/subgroup either <ul style="list-style-type: none"> • The deadline will be missed by less than 3 months and • The impact of missing this deadline is unlikely to be significant
Green	Action completed
Blue	Impact of the action has been evaluated and found to have addressed the issue identified

**NOTTINGHAM CITY SAFEGUARDING
CHILDREN BOARD AND ADULT
SAFEGUARDING PARTNERSHIP
BOARD**

JOINT BUSINESS PLAN 2015/16

Nottingham City Children's and Adults Safeguarding Board

Priority 1: **To be assured that safeguarding services are effectively coordinated across children and adult services ('Think Family')**

DV, modern slavery and FGM

Priority Families

Transitions

Information sharing

Priority 2: **To be assured that our Learning and Improvement Framework secures a workforce fit for purpose and is raising service quality and safeguarding outcomes for children, young people and adults**

To be assured that the workforce across all partner agencies has adequate basic knowledge and that this has been effective in improving practice, responding to areas of improvement identified.

Ensure learning is identified and disseminated from and between partner agencies, including how this will be embedded into practice.

Measuring the impact on practice and outcomes for children, young people and adults, basic and improved knowledge, demonstrated through a mechanism with clear outcomes identified.

Improvement of citizen awareness of their responsibility for the welfare of children and adults.

No.	What do we want to achieve?	How are we going to do it?	Who will lead?	How will we know we have achieved our goal?	When are we going to achieve this?	Comment on Progress	RAG rating
1.1	Effective safeguarding arrangements in relation to domestic abuse are in place across the partnership.	Delivery of the domestic violence strategic group and action plan.	DVSG chair	DV strategic group reports to OMG	Oct 15 Feb 16		
		Delivery of the domestic abuse and children subgroup's work plan.	DA Children's subgroup chair	DV children's subgroup reports to OMG	Oct 15 Feb 16		
		Establish effective lines of connectivity with adult safeguarding board to reflect the requirements of the Care Act.	Care Act task and finish group	Care Act task and finish group reports to OMG	July 15 Dec 15		
1.2	The Boards receive a report	Liaise with DVSG chair to add indicators to DV data	DVSG/Board	DV strategic group reports	Oct 15		

	on current intelligence in relation to modern slavery and identify further action that may be required in response.	regarding how many case of modern slavery there are and what action was taken.	manager	to OMG	Feb 16		
1.3	The Boards are assured that work in relation to FGM is addressing key expectations in relation to awareness raising, identification and response.	Delivery of the FGM board work plan.	Chair of the FGM board	FGM update to Board	April 15 Oct 15	Green	

1.4	The Priority Families programme incorporates robust safeguarding arrangements and coordinates effectively with formal safeguarding processes where appropriate.	The board will receive a report from Vulnerable Children and Families Services evaluating the impact of the Priority Families service against the four quadrants of the Quality Assurance Framework. This report should provide a comparative analysis of the impact of the service in working with adults at risk.	Children's QA subgroup	Report received by Children's QA subgroup	Jan 16		
				Children's QA subgroup report to OMG	Feb 16		
			Care Act task and finish group	Report received by Care Act task and finish group	Dec 15		
				Care Act task and finish group report to OMG	Feb 16		

1.5	The Board is assured that agencies are successfully transitioning individuals from children's to adults services, applying best practice principles.	Health, social care and education provide evidence that SEND forms are being completed and are effective.	Children's QA subgroup	Report received by Children's QA subgroup	Oct 15		
				Children's QA report to OMG	Dec 16		
		The transitions document is updated in line with the Care Act.	Care Act task and finish group	Care Act task and finish group report to OMG	July 15		
		The transitions document in publicised.	Comms& Engagement task and finish	Comms and Engagement report to OMG	Oct 15		
	Boards receive reports from Children's social care setting out the efficacy of local arrangements to support care	OMG/Head of Safeguarding	Report to NCSCB	Jan 15			

		leavers. The Board will then formally communicate its views regarding these arrangements to the Corporate Parenting Panel.					
1.6	Information sharing protocols are fit for purpose	Information sharing protocol for children's amended in light of revised statutory guidance required in line with TriX updates.	Board Service Manager	Report on Trix updates to OMG	July 15		
		Information sharing protocol for adults benchmarked against requirements of the Care Act and amended if necessary.	Care Act task and finish group	Care Act report to OMG	July 15		

1.7	The Boards are assured that work in relation to children and vulnerable adults at risk of radicalisation is robust and effect in diverting and supporting the individuals and their families	The board will receive a report from local Prevent Leads evaluating the impact of local practice against the four quadrants of the Quality Assurance Framework. This report should provide analysis of the efficacy of local Chanel Panel arrangements	OMG/Head of Safeguarding	Report to NCSCB	Oct 15		
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Priority 2: To be assured that our Learning and Improvement Framework secures a workforce fit for purpose and is raising service quality and safeguarding outcomes for children, young people and adults

No.	What do we want to achieve?	How are we going to do it?	Who will lead?	How will we know we have achieved our goal?	When are we going to achieve this?	Comment on Progress	RAG rating
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1.8	The Board is assured that the learning and Improvement Framework enables staff and volunteers to identify safeguarding risks for both children and	Embed the function of the Learning and Improvement process.	Training subgroup	Training subgroup report to OMG	Oct 15		
		Test that the training and development programme reflects key Business plan priorities and the recommendations arising from SCRs, SILPs and other	Training subgroup	Training subgroup report to OMG	Oct 15		

	adults, and act accordingly	reviews.					
		Strengthen the training and development evaluation process to test impact on service quality and safeguarding outcomes for children, young people and adults at risk including a safeguarding competence framework.	Training subgroup	Training subgroup report to OMG	July 15 Oct 15 Feb 16		
		Ascertain numbers of referrals from children's services to adult services.	Children's QA subgroup	Children's QA subgroup report to OMG	Oct 15		
		Ascertain number of referrals from adult services to children's services.	Care Act task and finish group	Care Act task and finish group report to OMG	Oct 15		

RAG Rating key

Clear	Work is underway and, in the judgement of the lead individual/subgroup, is expected to be completed within the agreed timescale
Red	Work is underway however, is not expected to be completed within the agreed timescale. In the judgement of the lead individual/subgroup either The deadline will be missed by more than 3 months and/or The impact of missing this deadline is likely to be significant
Amber	Work is underway however, is not expected to be completed within the agreed timescale. In the judgement of the lead individual/subgroup either The deadline will be missed by less than 3 months and The impact of missing this deadline is unlikely to be significant
Green	Action completed
Blue	Impact of the action has been evaluated and found to have addressed the issue identified

APPENDIX 3: INDIVIDUAL AGENCY REPORTS

DERBYSHIRE, LEICESTERSHIRE, NOTTINGHAMSHIRE AND RUTLAND COMMUNITY REHABILITATION SERVICE

On 1 June 2014, responsibility for the provision of probation services in Nottinghamshire was transferred from the Nottinghamshire Probation Trust to two, newly created organisations: the National Probation Service and the Derbyshire, Leicestershire, Nottingham and Rutland Community Rehabilitation Company Limited (DLNR CRC). The DLNR CRC is responsible for the supervision of offenders assessed as presenting a low or medium risk of harm. The National Probation Services provides services to Courts, including the preparation of reports, and the supervision of offenders assessed as high risk of harm.

The CRC is committed to working in partnership with other agencies. Arrangements are in place to reflect the importance of safeguarding and promoting the welfare of children. All members of staff are aware that safeguarding is everybody's responsibility. An Assistant Chief Officer has responsibility for safeguarding.

What the agency planned to do -

Develop harmonised policy and practice in relation to all safeguarding matters, across the three areas which came together to form the DLNR CRC: this work will be completed in the next few months.

A priority for the newly formed organisation was to ensure that all staff were trained in safeguarding matters.

The annual Learning and Development Plan included the delivery of Introductory Safeguarding Children and Adults training through a blended learning approach composed of e-learning and face to face training.

What we did.

The CRC took part in a Section 11 Children Act 2004, self-assessment audit and is making progress with the areas identified for development (i.e. ensuring that a whole family approach is incorporated into training programmes and evidenced in referrals, work in relation to attendance at safeguarding and multi-agency meetings, an audit of complaints by children and families and contracts in view of organisational changes).

Attendance at Child Protection Conferences by Offender Management staff was monitored. The multi-agency child protection report template was embedded in practice, with positive results.

We delivered Introductory Safeguarding Children and Adults training to new starters within their first 3 months in post. Local Safeguarding Children and Adult Boards' training was advertised to all relevant colleagues, and attendance was monitored and supported. Training materials were reviewed and updated in light of national and local guidance and legislation.

The revised guidance and legislative changes were communicated to all colleagues via email, Leadership Forums and local intranet. To support this further and help embed learning into practice a series of Leadership Forum presentations and workshops were delivered to managers and relevant colleagues. These included Child Sexual Exploitation, Safeguarding Adults, The Care Act, Risk of Harm and Safeguarding Children (including finding from serious case reviews and domestic homicide reviews).

We have a designated safeguarding page on our intranet, accessible across the CRC. This also has links to relevant partnership websites, guidance, procedures, policies best practice toolkits and other useful learning material. This resource supports the organisation's commitment to safeguarding and continuous professional development. Recently it has been updated to include guidance in relation to Child Sexual Exploitation and Female Genital Mutilation.

The DLNR CRC established a Quality Improvement Group which will monitor practice and develop an improvement plan which will respond to the findings of Serious Case Reviews and Stakeholder feedback as well as Focus Groups, the findings from Serious Further Offence investigations, Case Audits and inspections of DLNR CRC practice. The Quality Improvement Group meets regularly.

What has been the impact of that work?

DLNR CRC are committed to ensuring that learning from inspections, reviews and training is embedded within the organisation through continuous improvement at both organisational and individual levels. Professional development is monitored through the learning and development team's training database and in practitioners' supervision and appraisal. Organisational level development is tracked through the safeguarding deliverable of the Quality Improvement Group which is 100% complete.

DLNR CRC undertook an audit of risk registers in January 2015 to ensure a harmonised understanding across the three merging areas. Case records, as at May 2015, show that DLNR (Nottinghamshire cluster) are currently managing nearly 1000 cases with a current domestic violence risk indicator, 124 cases with a current child protection plan and 159 other cases who were identified as presenting a risk to children (average caseload 2900).

What we need to do in the future.

- DLNR CRC will continue to embed learning from serious case and other reviews.
- Implementation of the Care Act will continue to be monitored.
- DLNR CRC will play an active role in the local prioritisation of the CSE agenda.
- Safeguarding training will remain the cornerstone of individual practitioner's competency to work with cases with a safeguarding or associated concern.
- Frontline practice will be enhanced by a review of the three merging areas' safeguarding policies to produce one harmonised version of best practice.
- Internal audit of safeguarding cases through the DLNR CRC Quality Improvement Group.

NOTTINGHAM CITY CLINICAL COMMISSIONING GROUP

This report outline safeguarding arrangement across the local health community and the mechanisms used to quality assure safeguarding standards within the services it contracts and commissions. The report is an overview of the work during 2014/15 to safeguard children and young people and highlights risk, challenges and a specific area for development during 2015/16.

What the agency planned to do

During 2014/15 the CCG planned to focus on the following risk and challenges:

- Information and Technology Systems –
- Discharge of Statutory Duties and Functions for Safeguarding
- Suicide and Self Harm of Young People in Nottingham City
- Embed the Think Family Approach across Service Delivery and Commissioning
- Domestic Violence
- Equality and Diversity
- Audit, Review and Inspection Priorities for 2014 / 2015 by maintaining and strengthening assurance processes.
- GP training and development through safeguarding leads meetings in accordance with the General Practitioner training Strategy and its effectiveness audited.

What we did

- CPIS - NHS Nottingham City CCG with Health Providers are currently working with the local authority to embed the Child Protection – Information Sharing project (CPIS) which for the first time will share child protection information at a national level. This continues to challenge how information is shared and stored about children and is recorded on NHS Nottingham City Risk Register although recognised as a longstanding, national issue. The development of a cross authority working group has developed an action and Nottingham City is progressed the project. It was highlighted in the CQC action plan
- The CCG continued to review the discharge of functions in the continuing development of NHS Nottingham City delivery of care. The key priority is to ensure compliance with “Safeguarding Vulnerable People in the Reformed NHS Accountability and Assurance Framework” and “Working Together to Safeguard Children 2013” both published in March 2013.
- NHS Nottingham CCG reviewed through an audit requested by the internal Quality Improvement Committee the cases identified within the city. The findings, although limited by cases, suggests there is nothing identified that differs from the information known locally or nationally.
- It has been acknowledged in multi-agency reviews that further work is required and there is further work required to continue to focus how providers can identify further opportunities for this.
- Domestic Violence information is shared with GP practices and cases of concern for health need to be discussed with other health professionals via the Red Card meetings as a minimum. GP leads have received information on the DART process at meetings and advised to cascade in practices.
- Work will continue to embed issues of equality and diversity into the all agendas when developing any key messages from the safeguarding arena.
- The quality and information schedule of the NHS standard contract and service specifications contain standards for safeguarding which are monitored regularly via Quality and Contract Reviews meetings. This will include receipt of annual safeguarding reports and self-assessment audit tools, and scrutiny of declarations which, as previously mentioned, are required to be completed by all NHS organisations, quality and contract monitoring will continue to monitor performance against agreed performance indicators, and progress on action plans arising from incident reporting and case reviews. The development of the Safeguarding Health Overview Group (SHOG) has now begun to formalise a plan of work to identify areas for action in relation to health issues. This can be utilised to give consistent to the Quality Assurance Sub –group of the LSCB. The CCG are scrutinising the updates from the CQC report Safeguarding and Looked after Children from June 2014 by implementing the recommendations within an action plan devised and quarterly updates are reviewed, with a plan to look at evidence and impact as actions are reported to be completed.

- GP leads meetings continue quarterly in nominated clusters and there continues to be increased attendance and a variety of speakers have further enhanced the learning of the wider safeguarding agenda. The group has continued to develop the agenda with a Think Family focus and have forged strong links with the local authority within children and young people's department in attending the meetings and it is envisaged to further develop this with the adults. A training event to GP practices which included all Primary care staff was delivered with updates in both the children, young peoples and adult arena of safeguarding. Additionally there was training delivered on the Prevent agenda. The CCG are also encouraging the use of e-learning packages and these are regularly disseminated via the GP leads and practice managers.
- The CCG staff have also been trained to the level of safeguarding for children and adults as part of the mandatory input for training requirements.

What has been the impact of that work?

There has continued to be a high priority given to the recognition of keeping children safe in our community and through the continued development of the Safeguarding leads meeting and the PLT training events this has further enhanced the knowledge and skill of our Primary Care teams. It is recognised there is need to further develop other key professionals in primary care teams who have significant contacts with children and young people.

The CCG has led on the action plan formulated post the CQC inspection of Safeguarding and Looked after Children in June 2014. The actions are monitored through quarterly reports and the embedding and impact of the developments has noted the themes which have been highlighted within reviews and audits as improving the care delivery to the most vulnerable children and young people we are responsible for.

Within the CCG quality monitoring has embedded safeguarding questions in all reviews and visits and the designated professionals engaged in visits when the services commissioned has significant contacts with children and young people.

What agencies need to do in the future?

The CCG will continue to review all areas of safeguarding in the health community of Nottingham relating to children and young people. The review of the think family agenda will be considered further as the Safeguarding team at the CCG.

Other priorities will be developed as the co-commissioning arrangements for GP's is now developed within the CCG.

Embed the Prevent agenda with the arrangements for reporting to the CCG in Nottingham City.

Review the reporting for FGM with the development of the Dataset and reporting required by acute trusts, mental health trusts and GP's by October 2015.

NOTTINGHAM CITY COUNCIL, CHILDREN AND VULNERABLE FAMILIES DIRECTORATE

Action taken over the past year

Much of the work of the directorate has already been incorporated into the main body of the report. This is a reflection of the nature of services which are delivered across the Directorate. There has been a considerable amount of activity coordinated through the action plan that was developed to address issues identified in the Ofsted inspection of safeguarding, looked after services, services to care leavers and the effectiveness of the safeguarding children board that took place in March 2014.

What will be the focus for 2015/16?

Our priorities and plans for the coming year are set out in detail in a document entitled Early Help, Safeguarding and Family Support Services: who we are and what we do. The priorities feed directly into the wider priorities of the Council and fall within the following themes

Priority 1 - "A Learning City"

We will play an active role in supporting families to address the issues which can become barriers to learning and aspiration in children, young people and their parents/carers. We will work with education colleagues to support vulnerable learners, including looked after children. This will contribute to the successful delivery of Nottingham City's Education Improvement Strategy. We will promote a learning culture within our services that ensures our practice is informed by a strong evidence-base, emerging best practice and learning from Serious Case Reviews (SCRs) and other serious incidents. We will act on the findings of inspections, peer reviews, audit activity and our regular performance monitoring. We will deliver a number of improvements in this priority, including

- Implementation of the recommendations in the Child Development Review to create an evidence-based menu of interventions for practitioners and families.
- Review and refresh the Family Support Strategy and Pathway to ensure it reflects the needs of our local community, learning from SCRs, inspection and describes new ways of working based on good practice.
- Create an integrated Learning and Improvement Framework for Safeguarding and Family Support Services.

Priority 2 - “Resilience in Children, Families and Communities”

We will provide early help, parenting and family support, targeted interventions and specialist services to build resilience, not dependence, in the children and families we serve. We will work with our communities to build their capacity to support one another. We will work to safeguard children and young people from harm, abuse and exploitation and we will support children who are in our care and their carers. We will use restorative approaches with young offenders to enable them to make a positive contribution to their communities. We will deliver a number of improvements in this priority, including

- Continue to roll-out Signs of Safety as a consistent and strength based approach across the partnership.
- Successfully turn around 1200 families through delivery of Phase 2 of the Priority Families programme
- Supporting the deliver the Small Steps, Big Changes programme in 4 areas of the City to improve early social and emotional development, communication and language and nutrition.
- Improve front door arrangements to ensure children and families get a timely and proportionate support
- Develop more collaborative locality-based approach between our family support and child protection services to better manage the needs of the children and work with their families
- Develop packages of support for those young people leaving custody (particularly those identified from vulnerable groups) within the East Midlands Resettlement Consortia.

Priority 3 - “Healthy Minds and Relationships”

We will work with our partners to ensure children and young people have the self-esteem, confidence and knowledge to keep themselves safe in their relationships, seeking help when needed. We will, at the earliest opportunity, directly support children, young people and their families that are struggling with significant mental health issues that may result in harm to themselves or others. We will deliver a number of improvements in this priority, including

- Develop the youth and play offer (both commissioned and provided by NCC) to provide effective open access and targeted provision which delivers early identification and support.

- Further strengthen our local multi-agency practice to identify and support children who may be vulnerable to or who are at risk of child sexual exploitation.
- Develop and deliver a pilot of advocacy services for children with mental health needs

These priorities will be based on six key principles

- 1. Ensure the right children get the right support at the right time**
- 2. Create a responsive and flexible system**
- 3. Help families to help themselves**
- 4. Work in partnership with children and their families**
- 5. Focus resources on what will make a positive difference**
- 6. Ensure a balance between professional autonomy and accountability**

NOTTINGHAMSHIRE POLICE

WHAT WE PLANNED TO DO

- Exercise the duties imposed by sections 10 and 11 of the Children Act, at both a strategic and tactical/operational level. The 5 year strategic policing plan 2013-15 references safeguarding within the section 'Protect, support and respond to victims, witnesses and vulnerable people'.
- Maintain strong governance through the ACC lead and Head of Public Protection.
- Work closely in partnership with other statutory and voluntary agencies. Be active members of the Nottingham City Safeguarding Adult and Children's Boards plus associated sub-groups.
- Bring offenders to justice and continually strive to improve the outcomes for victims and their families.
- Actively participate in multi-agency audits, serious case and learning reviews.
- Disseminate key learning through briefings and use of an internal police website. Ensure that learning is incorporated into policy and procedural rewrites/updates.
- Promote the escalation policy in line with local procedures.

- Ensure all Nottinghamshire Police employees undergo rigorous vetting processes at the appropriate level for their role.
- Work with partners in the development and delivery of joint training events. Ensure all front-line officers complete a mandatory e-learning on child safeguarding. Deliver bespoke training to Child Abuse Detectives following judicial feedback on the length of the visually recorded interviews and also to promote greater understanding, awareness and use of the witness intermediaries.
- Complete a CSE Problem Profile and develop local/Force/Regional CSE Tasking Mechanism through corresponding intelligence units. Develop an external and internal media/communications strategy to raise awareness. Work collaboratively with NCA/CEOP.
- Secure departmental growth in Sexual Exploitation Investigation Unit and develop on-line and CSE teams within SEIU
- Undertake customer satisfaction surveys and utilise third sector support agencies to seek feedback from service users.
- Ensure historic abuse is accurately recorded and investigated
- Ensure child abuse crimes are accurately recorded in line with National Crime Recording Standards
- Create a centre of expertise for the investigation of child deaths
- Improve the connectivity between child abuse and domestic abuse.

WHAT WE DID

- Conducted a self-assessment for the HMIC and a series of audits
- Reviewed the internal police processes within the MASH to reduce the amount of double keying and improve the timeliness of information transfer.
- Secured assistance with other teams outside of Public Protection to assist with crime recording compliance.
- Implemented daily domestic violence meetings in the County and assisted with the implementation of Operation Encompass (schools project).
- Rolled out awareness sessions to all control room operatives to reinforce the need to 'flag' incidents where children reside or frequent domestic abuse households.

- Created a specialised cadre of on-call Detective Inspectors available 24/7 from Public Protection to take primacy for dealing with child deaths and associated investigations.
- Implemented the victim's code throughout the force. Mandatory e-learning to be completed by all officers.
- A CSE problem profile has been commissioned that will encompass both the City and County. This should be completed by end of June/early July 2015.
- The Force commissioned a peer review which was undertaken by the College of Policing on 1st-3rd December 2014.
- Regional CSE Strategic Governance Group established chaired by Supt Chamberlain. Operation Striver developed designed to identify CSE derived intelligence.
- The external media can be found here <http://www.nottinghamshire.police.uk/advice/cse>
- The force has established and maintained productive relations with CEOP/NCA who have lead on a number of national operations.
- The staffing establishment for Public Protection has increased with the creation of an additional Detective Sergeant and 4 full time equivalent officers for SEIU alone. This has allowed the creation of an additional team for on-line CSE investigations.

WHAT HAS BEEN THE IMPACT OF THAT WORK

- HMIC identified areas of vulnerability for the organisation and this has enabled a targeted action plan to be developed.
- Robust and accurate recording in line with NCRS, ensuring victims of abuse are afforded all of the rights with victim code.
- Op Encompass - improved communication between police social care and health
- Professionalising investigations into child death, improving the investigation vs. sensitivity, quality of coroners communications and consistent commitment to the child death process - very positive feedback from professionals and bereaved families
- Development of a Strategic Management Group to oversee the work of the two historic child abuse enquiries (Operation Daybreak and Xeres) and for the development of best practice, nationally and locally.

- The impact of the CSE profile work is yet to be determined however it is anticipated that the problem will drive CSE business by ensuring that proactive resources are directed toward the people and places most vulnerable to risk, threat and harm.
- The findings of the peer review are defining the Force action plan which is currently in development. The Force action plan will also lean upon the CoP action plan and the Jay report into CSE in Rotherham.
- Regional CSE Strategic Governance Group has ensured that, following the identification of CSE as a Force priority it has equally become a regional priority for the ROCU (Regional Organised Crime Unit). It has provided a forum for sharing best practice and lead to the establishing of Regional CSE Coordinator Dedicated CSE Analyst post (advertised) that will sit within the Regional Intelligence Unit, draw from National experience/best practice and disseminate and co-ordinate cross border law enforcement activity in relation to CSE.
- CSE intelligence submissions have increased month on month since January 2015 demonstrating a broader understanding among frontline officers of the risk indicators to CSE. A process is now in place between Public Protection and divisional intelligence units which ensure that this intelligence is actioned (where necessary) and is not missed by one thinking the other is addressing it. This represents a cohesive approach spanning from Neighbourhood Policing Teams locally to Specialist Units (SEIU) with Force responsibility.
- The Force was a pilot for Operation Notorise, a National CEOP co-ordinated investigation into the distribution of Indecent Images of Children. Similarly, the Force has lead on Operation Nautilite, assisted by CEOP nationally and internationally.
- The unit has greater capacity to deal with the increased demand symptomatic of the broader understanding of CSE post Rotherham which has led to an increase in public reporting, an increase in multi-agency referrals and increase in officers identifying children potentially at risk.
- Investigations receive increased internal scrutiny so as to ensure that all reasonable opportunities for disruption/prosecution are pursued. The department can now attribute the officers with the correct skill set to the most appropriate investigation type.

WHAT WE NEED TO DO IN THE FUTURE

- In the backdrop of financial restraint work more constructively with our partners to identify ways of enhancing the journey for victims of abuse and ensure the best possible outcomes.

- Reflect on the lessons learnt from previous reviews and inspections and avoid ways of duplicating effort
- Work smarter and think innovatively. Public Protection terms of reference will expand and the challenge is to ensure the quality of service does not reduce.
- Explore ways to modernise the workforce and create Omni competence.
- Review attendance at ICPC and related meetings
- Produce an Adult at Risk Safeguarding Procedure following the Care Act.
- Promote and establish a Concerns Network in the County
- Develop pro-active safeguarding opportunities through better use of intelligence
- Narrow the gap between missing children investigations and CSE investigations and ensure return interviews are used as intelligence gathering opportunities.
- Make better use of OCG mapping
- Develop opportunities for perpetrators lead investigation to avoid investigation being disproportionately directed toward children who have been identified at risk and interventions undertaken rendering them safe whilst perpetrator's, sometimes unidentified continue to potentially offend.
- Improve the number of joint and police led investigations and speed in which they move through the referral/MASH process.
- Improve the quality of strategy discussions
- Ensure Education is engaged and aware when a child is being exposed to domestic abuse.

NOTTINGHAM UNIVERSITY HOSPITALS TRUST

What the agency planned to do.

In 2014-2015 Nottingham University Hospitals NHS Trust devised a work plan to deliver its requirements under the safeguarding children's agenda and submitted a Safeguarding report to the Trust Board (January 15) detailing activity and outlining the priorities for 2015.

Training

Deliver safeguarding mandatory training to all relevant staff to meet the requirements of the Intercollegiate Document and the Think Family agenda

Ensure learning from all reviews are disseminated across NUH and embedded into practice.

Supervision

Increase uptake of safeguarding supervision to relevant practitioners

Statutory Requirements and Assurance

To ensure that NUH is compliant with its statutory duties under Section 11 of the Children Act and Working Together 2015

Multi-agency work

Ensure robust representation at local safeguarding boards and relevant subgroups.

What we did

Training

Training at NUH met trajectory at year end March 2015.

The mandatory Training programme and material was reviewed and updated to include the Think Family and Prevent agenda

Supervision

Policy updated in 2014. Planned sessions are delivered; the focus is on delivery to midwives and specialist nursing teams. The safeguarding team are also available to provide advice and support on an ad hoc basis. For medical staff involved in safeguarding monthly peer review sessions take place to promote discussion and learning.

Statutory Requirements and Assurance

Internally NUH has a regular Safeguarding Children's Committee and an Safeguarding Annual report is submitted to the Trust Board, with a half annual report submitted to the Quality Assurance Committee.

NUH has robust internal governance arrangements and provides assurance to the local safeguarding board in the form of the completion of the safeguarding Section 11 and Markers of Good practice assurance framework.

Multi-agency work

Multi-agency work continues as a priority. NUH is represented and are active members SCRSP, Quality Assurance, Audit and training committees.

Learning from reviews

NUH has a subgroup of the safeguarding adults and children's committee which terms of reference include to monitor NUH action plans from safeguarding reviews (adults and children) and domestic homicide reviews.

As a result of reviews during 2014-15 training has been reviewed to include a focus on 'think family' and ascertaining carers and those with caring responsibilities.

What has been the impact of this work?

Each year during November and December NUH completed the Safety of the Vulnerable Patients benchmark. Year on year this demonstrates improvement and this year has been no exception.

In order to gain a better understanding of staff knowledge across the trust, minimal changes were made to the benchmark since it was last scored in 2013

Safety of Vulnerable Patients - Children's Benchmark

12 of the 13 children's areas scored Gold or Green. Table 1 shows the indicators of best practice for children's. All of the indicators of best practice were achieved by at least 90% of children's areas

Table 1: Indicators of Best Practice – Safety of Vulnerable Patients (Children) 2014

1	Staff are aware of types of abuse and potential indicators of abuse.
2	Staff are aware of how to make a safeguarding children or adults referral.
3	Staff are aware of the NUH restraint policy and have an understanding of what constitutes proportional restraint.
4	The Ward/ Department has a Safeguarding folder, which is accessible to all staff OR staff are aware how to access information in the 'virtual folder' on the safeguarding vulnerable adults or children's intranet sites.
5	Staff are aware of who the safeguarding Champions/leads are for both: <ul style="list-style-type: none"> • The clinical area • The Trust
6	Staff know how to access the Mental Capacity Act/Deprivation of Liberty Safeguards policies and how to contact the Adult SG Team for advice.
7	Staff awareness and acknowledgment of importance of clarifying who has parental responsibility and how this can be determined if adult is unsure.
8	Staff understand the importance of robust, accurate, timely record-keeping when it comes to dealing with safeguarding concerns.

What we need to do in the future

Continue to promote the Think family approach to safeguarding and working to amalgamate the Children and Adult safeguarding teams.

Improve data collection systems for safeguarding and recording of referrals and continue work towards the CPIS information sharing system

Improve sharing and learning from SCRs and audit implementation of actions

Develop a system for recording of FGM in line with national requirements

Develop e-learning to support face-to-face training.

CITYCARE PARTNERSHIP

During the last year we have achieved the following:

Safeguarding Children

- The roll out of the 'Think Family' safeguarding group supervision model commenced in the summer of 2014 and has been positively received by staff undertaking the supervision model.
- An audit of the 1:1 supervision model via focus group and questionnaire to both supervisors and supervisees, implemented early in 2014, has been completed and a report of the findings is being compiled.
- The Safeguarding Children policy has been rewritten to provide staff with practice guidance on dealing with safeguarding concerns and to ensure that internal procedures are compliant with Working Together to Safeguard Children (2015) and Care Act requirements, specifically in relation to transition to adult services.
- CityCare completed Individual Management Reviews for several Serious Case Reviews (SCR) / Serious Incident Learning Process (SILP).
- Development and roll out of training programme in relation to Child Sexual Exploitation.
- Completion of Section 11 Self-Assessment Framework
- Organisational process and pathways developed to respond to 'Children Missing from Home' and 'Home Educated Children' agenda.
- Targeted awareness raising within CityCare Children's services of the updated Local Authority Family Support Pathway

Domestic Abuse

- Review of Domestic Abuse Referral Team Pathways and procedures

- Implementation of the Domestic Violence Disclosure process (DVDS – previously referred to as Claire’s Law)
- Domestic Abuse Nurse Specialist gained accreditation as a trainer for Honour based Violence and Forced marriage.

PREVENT

- Following the completion of the PREVENT ‘Train the Trainer’ course, the accredited trainers have delivered PREVENT training to over 300 staff since July 2014. A rolling programme of PREVENT training is in place as part of the safeguarding ‘Think Family’ training matrix.
- The PREVENT lead has supported practitioners with managing a number of PREVENT concerns that have been raised by frontline staff, liaising with statutory organisations to ensure a co-ordinated multi-agency response is in place.

Strategic work

- Introduction of the Serious Incident Review Group (SIRG) which is a sub group to the Safeguarding Group, tasked with reviewing and implementing recommendations from serious safeguarding incidents (including SCR / SILP).
- Development of the CityCare safeguarding intranet pages – a one stop shop for policy and guidance documents (internal, local and national documents) relating to safeguarding.
- Development of a Carers strategy and ‘Supporting Carers’ factsheet for frontline staff
- Development of the ‘Think Family’ factsheet for frontline staff



Key Priorities for 2015/16

- Development of level 2 Safeguarding Adults and Safeguarding Children training for identified Adult Services staff
- Safeguarding Conference for CityCare staff

- Safeguarding Champions Network
- Completion of Safeguarding Adults Self-Assessment Framework
- Appointment of designated MCA Lead Practitioner role
- Development and Implementation of Safeguarding Adults service
- Audit of 'Think Family' group supervision model

NOTTINGHAMSHIRE HEALTHCARE NHS FOUNDATION TRUST

The Nottinghamshire Healthcare NHS Foundation Trust sees an effective safeguarding service as one that ensures that vulnerable people, whether our patients, their carers, or our staff and their relatives, are kept safe and have the best possible experience whilst in our care.

What NHCT planned to do?

Nottinghamshire Healthcare's Business Plan was developed to cover a three year period 2012 – 2015

What we did this year;

- Review the recommendations that have emerged from reviews, reports and other national enquiries
- Embed and consolidate our approach to domestic violence and abuse by ensuring that it is aligned to that of our partners in order to avoid duplication of effort and maximise our effectiveness.
- Ensure organisational learning from internal and external issues, Serious Case Reviews, Domestic Homicide Reviews, alternative reviews and audit is embedded and evaluated against impact and sustainability
- Develop new, imaginative and innovative ways of extending learning and development.
- Refresh our approach to Think Family 'in order to support the implementation of the Trust's first 'Think Family Strategy'.
- Improve our involvement with members, service users and carers to guide our development and measure our effectiveness
- Align our programme to the Strategic Objectives of the Trust and the identified priorities of the Local Safeguarding Adults and Children's Boards.
- Deliver a robust governance system and continue to develop our methods of reporting to reflect the quality of the service we deliver.
- provide a greater focus on the quality of safeguarding leadership and integration to ensure that all our staff are supported, confident and well-equipped to meet the demanding challenges of the safeguarding responsibilities they undertake on behalf of users of our services and their families

What has been the impact?

The plan between 2012 and 2015 has been reviewed and established that all the actions planned for completion by the end of 2015 have been achieved on time or have been embedded into our longer term and ongoing activities.

Highlights this year include

- Our active participation on LSBs / DV multi – agency executive Groups and sub structures
- Robustly responding and adapting National, regional , local changes and emerging themes - including , e safety , modern slavery , child sexual exploitation
- Delivering a Trust wide Think family approach, in everything we do
- The delivery of high quality accessible training , supervision and support
- Consolidation of our approach to Domestic Violence & Abuse including sexual violence
- Engagement in safeguarding research
- Development of the first Trust wide Quality and Performance framework
- Producing high quality individual and multi - agency investigation reports such as SCRs SARS and DHRs to ensure learning is timey , effective and respectful to the Service user, their family and our staff

What we need to do in the future

The year ahead sees the launch a new phase in our work , a refreshed 5 year plan with an emphasis on leadership , learning and improvement and a commitment to strengthen of our ability to evidence we are making a difference,

Priority 1: To demonstrate Nottinghamshire Healthcare has a strong integrated and sustainable culture of both safeguarding leadership and strategic and operational working across the Trust.

Priority 2: To demonstrate that we are assured that safeguarding is everyone's responsibility and we are able to evidence that we are making a difference.

Priority 3 To demonstrate that we are assured that learning and improvement is raising the awareness and the quality of safeguarding practice and ensure that training, procedures and guidance support improvements in safeguarding children and adults.

This approach is in line with the POSITVE values and vision of Nottinghamshire Healthcare Foundation Trust. Furthermore it encompasses a clear overarching message and framework for all staff which ensures safeguarding is

‘Everyone’s business.’

Title of paper:	Children and Young People's Plan: six month action plan review	
Report to:	Children's Partnership Board	
Date:	16.12.2015	
Relevant Director:	Alison Michalska	Wards affected: All
Contact Officer(s) and contact details:	Chris Wallbanks Chris.wallbanks@nottinghamcity.gov.uk	
Other officers who have provided input:	Members of the Children's Partnership Board	
Relevant Children and Young People's Plan (CYPP) priority:		
Safeguarding and supporting children and families: Children, young people and families will benefit from early and effective support and protection to empower them to overcome difficulties and provide a safe environment in which to thrive.		√
Promoting the health and wellbeing of babies, children and young people: From pregnancy and throughout life, babies, children, young people and families will be healthier, more emotionally resilient and better able to make informed decisions about their health and wellbeing.		√
Supporting achievement and academic attainment: All children and young people will leave school with the best skills and qualifications they can achieve and will be ready for independence, work or further learning.		√
Empowering families to be strong and achieve economic wellbeing: More families will be empowered and able to deal with family issues and child poverty will be significantly reduced.		√
Summary of issues (including benefits to customers/service users):		
<p>The Children and Young People's Plan (CYPP) identifies key headlines, challenges and an overview of areas relating to Children and Young People.</p> <p>The CYPP action plan contains the four priorities of the CYPP and their related indicators and is the mechanism for driving forward combined performance across the Children's Partnership Board.</p>		
Recommendations:		
1	The Board to note activity against the CYPP action plan	

1 **BACKGROUND AND PROPOSALS**

1.1 The Children and Young People's Plan is based on evidence about past performance, needs assessments, consultation with local families and agreed priorities between partners. It was reviewed and adjusted to take account of changes in policy direction and early intervention approaches that are impacting on design and delivery of services to children, young people and their families. The refreshed version covers the period 2015/2016.

This strategic plan, set the overall direction and provided the headlines, but is supported by a more detailed action plan which can be found on the [Children's Partnership website](#).

The action plan covers the four shared priorities agreed by the partnership:

1. Safeguarding and supporting children and families:

Children, young people and families will benefit from early and effective support and protection to empower them to overcome difficulties and provide a safe environment in which to thrive.

2. Promoting the health and wellbeing of babies, children and young people:

From pregnancy and throughout the life course, babies, children, young people and families will be healthier, more emotionally resilient and better able to make informed decisions about their health and wellbeing.

3. Supporting achievement and academic attainment:

All children and young people will leave school with the best skills and qualifications they can achieve and will be ready for independence, work or further learning.

4. Empowering families to be strong and achieve economic wellbeing:

More families will be empowered and able to deal with family issues and child poverty will be significantly reduced.

Within these four priorities the action plan contains a number of indicators to which the majority of organisations on the Children's Partnership Board contribute. Partners have provided information available at the six month stage on activity and progress within these indicators.

2 RISKS

2.1 Changing strategic, economic and internal governance factors may impact on or change the direction of individual partners' performance contributions.

3 FINANCIAL IMPLICATIONS

3.1 There are no direct financial implications for the Children's Partnership Board.

4 LEGAL IMPLICATIONS

4.1 Not applicable

5 CLIENT GROUP

5.1 All children and young people.

6 IMPACT ON EQUALITIES ISSUES

6.1 The initial CYPP and action plan was equality impact assessed.

7 OUTCOMES AND PRIORITIES AFFECTED

7.1 All priorities

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Appendix 2

Nottingham Children's Partnership Children and Young People's Plan 2015-16 Action Plan

Please note that this action plan is in draft and only contains the key headline actions which have been suggested to date. It is intended that this will be a 'live' document, kept up to date by partners and colleagues sharing their updated actions as associated action plans and strategies are developed.

Priority 1. Safeguarding and supporting children and families

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
1a : Children and young people are safe	Number of Common Assessment Frameworks (CAFs) initiated by source	Detail to be included once Safeguarding Board Business Plan is in place	Nottingham City Council
	<i>Placeholder for performance measure on Outcome of CAF</i>	To be confirmed once measure is in place	TBC
	Number of children subject to a Child Protection Plan	Detail to be included once Safeguarding Board Business Plan is in place	Nottingham City Council
	<i>Placeholder for Number of children at risk of sexual exploitation and those referred to social care</i>	To be confirmed once measure is in place	TBC
	Number of offences where children and young people are victims	Imara provide the following service in Nottingham, which supports this performance measure and others: <ul style="list-style-type: none"> early intervention service to children and families when children and young people disclose sexual abuse. Support them and their safe family members from a legal, therapeutic and advocacy perspective. Support them through police investigation and criminal justice process. Facilitate the transition from the shock of disclosure through to recovery; focus on promoting safety and sense of safety by working in partnership with education, housing, health, employment services and benefits. 	Nottinghamshire Police

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
		<ul style="list-style-type: none"> • Provide training and consultation to partnership agencies on understanding child sexual abuse and trauma, pre-trial therapy and emotional well-being. • Partnership working with Domestic Abuse services and Child Sexual Exploitation services. • Partnership working with education services to provide training input to staff and pupils regarding sexual abuse and disclosing of sexual abuse 	
	Number of incidents of domestic violence where children or young people are in the family	<p>The Domestic and Sexual Violence Abuse strategy is being finalised, due to be published in the summer 2015.</p> <p>For more information on tackling domestic and sexual violence abuse please see the CDP website: http://www.nottinghamcdp.com/</p>	Crime and Drugs Partnership
	Number of Accident and Emergency attendances caused by deliberate or unintentional injuries for children 0-4 years	<ul style="list-style-type: none"> • Ensure all children and young people with asthma are prescribed an inhaler, shown how to use it and given an asthma plan • Increase the uptake of the flu vaccine for children under 4 years • Promote the home safety education and equipment service in targeted City wards • Implement and embed in the community the following pathways to support a reduction in admissions: <ul style="list-style-type: none"> - Head injury - Abdominal pain - Vomiting and Diarrhea - Diabetes - Breathing difficulties (asthma/ wheezing) - Fever - Seizures / Epilepsy 	Nottingham City CCG

Priority 2. Promoting the health and wellbeing of babies, children and young people

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
2a: Good maternal health and healthy babies	% of women reporting smoking at time of delivery	<ul style="list-style-type: none"> • Develop and implement a smoking in pregnancy multi agency pathway (Midwifery, HV, Children Centres, Early years providers) • Continue to increase the number of women accessing smoking cessation support • Refresh training for midwives in smoking cessation intervention and CO (carbon monoxide) monitoring • Increase the number of women accessing CO monitoring in pregnancy (booking, 16weeks and 36 weeks) • Strengthen the smoking cessation pathway to empower women and their partners to understand the risks of smoking in pregnancy and successfully quit • Implement best practice techniques to tackle smoking in pregnancy e.g. via the use of motivational interviewing and risk perception models • Ensure distribution of appropriate smoking cessation resources to women 	Nottingham City CCG
	% of women receiving a perinatal mental health assessment during their pregnancy at booking	<ul style="list-style-type: none"> • Refresh the training for midwives in perinatal mental health • Improve data collection in the maternity service (regarding perinatal mental health assessment and referral) 	Nottingham City CCG
	% of women receiving a perinatal mental health assessment after 28 weeks of pregnancy	<ul style="list-style-type: none"> • Improve data collection in adult mental health services (identification of pregnant and post-partum women) • Explore implementation of a universal tool for perinatal mental health assessment (i.e. rolled out across midwives, health visitors, GP's and other appropriate services) • Roll out health visitor antenatal contact, focused on perinatal mental health, across Nottingham City • Develop a multi-agency pathway for women with emerging mental health needs to access appropriate support 	Nottingham City CCG
	% of mothers who breastfeed their	<ul style="list-style-type: none"> • Continue the universal provision of BFI and Breast Feeding 	Nottingham City

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
	babies 6-8 weeks after delivery	Peer Support programme which has just been re-commissioned	Council
	Rate of infant mortality per 1000 live births (aged under 1 year)	<ul style="list-style-type: none"> Implement the maternity review action plan 	Nottingham City Council
	% of eligible children who have received 3 doses of Dtap/IPV/Hib vaccine by their first birthday	<ul style="list-style-type: none"> To explore the feasibility for early years providers to promote the uptake of vaccinations and immunisations 	This is a service commissioned by NHS England but Nottingham City Council can provide the data
2b: Children and young people adopt healthy lifestyles	% year 6 children who are obese (Nottingham Plan target)	<ul style="list-style-type: none"> Develop and roll out of the new Healthy Lifestyle Programme across the City Prioritise early years within the Sport Nottingham Programme Scope out the expansion of cook and eat sessions within all Children Centres Consider the feasibility of implementing Born to Move within Children Centres(a preschool physical activity intervention) Review current provision of Preparation for Birth and Beyond including a health equity audit to identify equity of access Develop coordinated multi-agency (midwifery, health visiting and children's centres) provision of Preparation for Birth and Beyond Nottingham City Sport and Physical Activity Strategy for 2015-2019 (to be published late March/early April) 	Nottingham City Council
	% of tooth decay in children aged 5	<ul style="list-style-type: none"> Deliver the new oral health promotion service including the delivery of the supervised tooth brushing scheme within 25 schools in the City 	Nottingham City Council
2c: Children and young people have positive mental	Number of hospital admissions for self harm (10-24 years)	<ul style="list-style-type: none"> Deliver evidence based early intervention and prevention interventions in community settings that are acceptable and accessible to young people Provide a team of staff that case hold these young people at 	Nottingham City CCG

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
health		risk and deliver: <ul style="list-style-type: none"> - Specialist evidence based on-line counselling provision - Specialist evidence based 1-1 counselling - Group interventions working to the best evidence base • Provide training and development for community professionals including educational establishments • Provide consultation for community professionals including educational establishments • Develop and implement policy, procedure and resources Engage with the City community and evaluate interventions • Continue to implement phase 2 of the Behavioural, Emotional and Mental Health Pathway including the procurement of a new self-harm service 	
	Number of referrals into the Behavioural, Emotional or Mental Health Pathway which lead to appropriate support from Child and Adolescent Mental Health Services (CAMHS)	<ul style="list-style-type: none"> • Ensure that the referral process into the pathway is simple to use and communicated and promoted broadly across the community ensuring equity of access • Identify professionals that require further support to utilise the pathway and provide training and development to support implementation • Learn from the outcomes of the Healthwatch engagement and modify services in response to the outcomes • Review and evaluate the pathway data to establish trends and gaps in provision and respond to the needs identified 	Nottingham City CCG
	Rate of hospital admissions for mental health conditions for those age 0-17	TBC	Nottingham City Council
2d: Young people have a positive approach towards risk taking	Under 18 conception rate (Nottingham Plan target)	<ul style="list-style-type: none"> • Implement the Nottingham Teenage Pregnancy Plan 	Nottingham City Council

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
	Rate of first time entrants to the Youth Justice System (Nottingham Plan Target)	<ul style="list-style-type: none"> • Develop a Performance Framework to measure the impact of the Targeted Youth Support workers • Match FTE and Community Resolution data with data from Social Care/Education to determine the impact of the range of interventions on FTE numbers • Deliver Youth Justice Plan, which includes developing the pilot of Targeted Youth support workers delivering interventions in schools 	Nottingham City Council
	Number of new presentations to young peoples' drug and alcohol service	<ul style="list-style-type: none"> • Skill up the wider children's workforce to enable them to be confident and competent in identifying substance misuse problems, provide low level brief interventions and signpost appropriately • Increase referrals from historically low areas e.g. social care, A&E • Support the launch of the new service (Lifeline Journey) to maximise referrals 	Crime and Drugs Partnership
2e: Young people are ready for independence	% and number of 16-18 year olds who are NEET	<p>Support to young people</p> <ul style="list-style-type: none"> • Creating more opportunities and make it easier for young people to access them while preparing them better for work • By linking employers with young people, 'Aspire' aims to raise aspirations and attainment, improve the employability skills of young people and develop their enterprise capabilities • Relevant organisations to provide transition support to young people with long term conditions e.g. Sickle Cell, epilepsy • Helping young people to become informed and prepared for life beyond school • Helping young people make positive informed choices about their options post 16 	Nottingham Futures
	% and number of 16-18 year olds whose destination is Not Known		Nottingham Futures

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
		<p>Support to schools, colleges and training providers</p> <ul style="list-style-type: none"> • Developing a coherent support service • Advocating the benefits of work related learning and provide simple and effective means by which schools, colleges and employers can collaborate effectively for the benefit of young people • Client destination tracking service • Supporting schools to deliver careers and employability activities through development of inspirational resources through National Careers Service • Encouraging schools to engage with support on offer to embed employability into curriculum • Supporting schools to understand the importance of providing sustainable resource to fund employability delivery <p>Support to employers</p> <ul style="list-style-type: none"> • Offering a range of business improvement packages • Supporting employers to recruit and employ apprentices • Providing a coordinated, supportive service to enable employers to actively engage with young people in schools 	
	% and number of Looked After Children who are NEET	<ul style="list-style-type: none"> • All Looked After Children have a designated named Futures Adviser whose primary focus is to support them into EET 	Nottingham Futures
	% and number of Looked After Children whose destination is Not Known		Nottingham Futures
	% of 19 year olds who have achieved Level 2 qualifications or more	TBC	To be confirmed

Priority 3. Supporting achievement and academic attainment

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
3a: Children are ready for school	% of eligible 2 years olds access free nursery provision (Nottingham Plan target)	<ul style="list-style-type: none"> • Extensive marketing campaign to encourage participation, both across the City and in targeted wards • Increased engagement with schools to encourage take up and potentially provide places on site • Continued engagement and dovetailing with the Small Steps Big Changes Programme • Effective use of eligibility data provided by DfE • Capital Programme to support new place development • Continued partnership working, in particular Health, Children’s Centre’s and Job Centre Plus 	Nottingham City Council
	% of children achieving a good level of development in their Early Years Foundation Stage Profile in the following areas of learning: Communication and language, Physical development, Personal, social and emotional development, Literacy and Maths	<ul style="list-style-type: none"> • Continue to provide a suite of bespoke CPD designed in response to city needs through the Early Years team. • Establish an EYFS baseline assessment focus group to examine the DfE list of baseline assessment providers • Work with schools to support and deliver new EYFS baseline 	Nottingham City Council
3b: Children and young people achieve their full potential	Number of schools rated ‘Good’ or ‘Outstanding’	<p>Deliver the NCC Education Improvement Strategy. Key actions include:</p> <ul style="list-style-type: none"> • NCC to work with schools to improve the quality of teaching and learning • NCC to work with schools to improve the quality of leadership, management and governance • Work with schools to monitor the attainment and progress of pupils • Support efforts by schools to improve the behaviour, safety and attendance of pupils • Put in place strategies to help recruit high quality teaching 	Nottingham City Council

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
		<p>staff to the City</p> <ul style="list-style-type: none"> • Mobilise all City Council services and other statutory partners to remove barriers to learning 	
	<p>% of pupils achieving 5 or more A*-C GCSEs including English and Maths is above the average of all Core Cities (Nottingham Plan target)</p>	<ul style="list-style-type: none"> • LA Advisers to provide / commission bespoke support for schools causing concern related to their key issues. • Develop an assessment without levels SIMS based system with senior staff / data and insight team that allows school and academies to continue to track pupil achievement accurately and efficiently 	Nottingham City Council
	<p>% Key Stage 1 pupils achieve Level 2 in Reading, Writing and Maths</p>	<ul style="list-style-type: none"> • Provide support and intervene where school are deemed to be failing / to be broadly in line with their peers nationally in terms of attainment, progress and closing any gaps between the performance of all student groups 	Nottingham City Council
	<p>% of Key Stage 2 pupils making the expected progress in Reading, Writing and Maths</p>	<ul style="list-style-type: none"> • Monitor and offer to support schools to enable identified teachers to access nationally accredited programmes such as ITP/OTP by working in partnership within Teaching School Alliances • Monitor and provide appropriate support and challenge to ensure there is high quality leadership and management in schools as judged by Ofsted • Target schools causing concern-meetings to take place Oct-Nov-ongoing and focused on specific school improvement priorities • Publish LA statements of action for schools in category. • Establish focus group work on developing professional pathways / career maps – to include Teaching School Alliance (TSA) / NTU / secondary HTs / recruitment strand group • Publish the Education Improvement Strategy document / School Casing Concern document / school Improvement Service Core Offer • Deliver a series of data analysis sessions to senior 	Nottingham City Council

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
		<p>leadership teams across the city-designed to focus individual school improvement strategies on key priorities relating to attainment and progress</p> <ul style="list-style-type: none"> Encourage all schools to work in close partnership with others, through TSAs, Nottingham Learning Trust or Education Improvement Partnerships 	
	% pupils leaving school with no qualifications to (Nottingham Plan target)	<ul style="list-style-type: none"> Relevant organisations to ensure pupils with long term conditions receive adequate support to catch up with schooling due to hospital admission (as illustrated by pupils with Sickle Cell) 	Nottingham City Council
	Primary and secondary school exclusion rates	TBC	Nottingham City Council
	Primary school absence rates	TBC	Nottingham City Council
	Secondary school absence rates	TBC	Nottingham City Council
3c: Children from disadvantaged groups achieve their potential	Gap between SEN and non-SEN pupils in achieving Key Stage 2 English and Maths threshold	<ul style="list-style-type: none"> Voluntary and community sector organisations play a key role in supporting children with long term conditions Encourage Service Providers to recognize those pupils with long term conditions and make appropriate provision 	Nottingham City Council
	Gap between SEN and non-SEN pupils in achieving 5 A*-C GCSEs including English and Maths		Nottingham City Council
	Gap between pupil premium (disadvantaged) children and their peers in achieving the expected level at KS2	TBC	Nottingham City Council
	Gap between pupils receiving the Pupil Premium (disadvantaged) and their peers in achieving expected level at Key Stage 4 (or by age 19)	TBC	Nottingham City Council
	% Children in Care achieving the	TBC	Nottingham City

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
	expected level at Key Stage 2		Council
	% Children in Care achieving 5 or more A*-C GCSEs	TBC	Nottingham City Council

Priority 4. Empowering families to be strong and achieve economic wellbeing

Outcomes	Performance measures	Key actions suggested to date	Lead organisation
4a: Parents feel confident and equipped to address family issues	Number of DV incidents where children or young people are in the family	The Domestic and Sexual Violence Abuse strategy is being finalised, due to be published in the summer 2015. For more information on tackling domestic and sexual violence abuse please see the CDP website: http://www.nottinghamcdp.com/	Crime and Drugs Partnership
	Number of priority families supported	Deliver Phase 2 of Priority Families programme	Nottingham City Council
4b: Parents are supported into education, employment or training	The proportion of children living in poverty (defined as households dependent on out of work benefits, Nottingham Plan target)	All the actions to deliver the CYPP will contribute to tackling child poverty Neighbourhood Lead Organisations across the City (e.g. NG7 Training, Employment & Skills for Area 5) are committed to delivering Area Based Jobs plans. These will increase the employment rate of the working age population, increase the number of adults with Level 2 skills and deliver a programme of community recruitment and information events.	Nottingham City Council

Key	Measure	2014/15 Outturn	2015/16 Q2	Statistical Neighbour Average	England Average	Responsible Officer
1. Safeguarding and supporting children and families						
1a. Children and young people are safe						
1a.	Number of Common Assessment Frameworks (CAFs) initiated by source (TBC)					Tajinder Madahar
1a.	Performance measure on Outcome of CAF (TBC)					Tajinder Madahar
1a.	Number of children subject to a Child Protection Plan (per 10,000)	872 (137)	539 (169)	615 (70)	~	Clive Chambers
1a.	Number of children at risk of sexual exploitation and those referred to social care (Not measurable)	Not measurable				
1a.	Number of offences where children and young people are victims					Police
1a.	Number of incidents of domestic violence where children and/or young people are in the family (mirror DV indicator from Priority 4)					Police
1a.	Number of Accident and Emergency attendances caused by deliberate or unintentional injuries for children age 0-4 years (per 10,000)	110 (2013/14)	~	173 (2013/14)	141 (2013/14)	Lynne McNiven
2. Promoting the health and wellbeing of babies, children and young people						
2a. Good maternal health and healthy babies						
2a.	% of women reporting smoking at the time of delivery	18.5% (2013/14)	19.9% (Q1 2014/15)	12.9% (2013/14)	12.0% (2013/14)	Lynne McNiven
2a.	% of women receiving a perinatal mental health assessment during their pregnancy at booking	Not measurable				
2a.	% of women receiving a perinatal mental health assessment after 28 weeks of pregnancy					
2a.	% of mothers who breastfeed their babies 6-8 weeks after delivery	48.6%	~	~	42.9%	Lynne McNiven
2a.	Rate of infant mortality per 1,000 live births (aged under 1 year)	5.2 (2011-13)	~	5.3 (2011-13)	4.0 (2011-13)	Lynne McNiven
2a.	% of eligible children who have received 3 doses of Dtap/IPV/Hib5 vaccine by their first birthday	93.4%		96.4% (2013/14)	94.3% (2013/14)	Lynne McNiven
2b. Children and young people adopt healthy lifestyles						
2b.	% of Year 6 children who are obese (Nottingham Plan target)	23.4% (2013/14)	~	~	~	Lynne McNiven
2b.	% of children aged 5 with tooth decay	38.5% (2011/12)	~	34.1% (2011/12 mean)	27.9% (2011/12)	Lynne McNiven
2c. Children and young people have positive mental health						
2c.	Number of hospital admissions for self harm for those age 10-24 (per 100,000)	338.37 (2012/13)	~	388.93 (2012/13 mean)	358.52 (2012/13)	Lynne McNiven
2c.	Number of referrals into the Behavioural, Emotional or Mental Health Pathway which lead to appropriate support from Child and Adolescent Mental Health Services (CAMHS) (cumulative totals shown)	1206	607	~	~	Anna Masding
2c.	Rate of hospital admissions for mental health conditions for those aged 0-17	61	34	~	~	Alicia Rowley
2d. Young people have a positive, informed approach to risk taking						
2d.	Under 18 conception rate (Nottingham Plan target)	37.5 (Dec 2013)	35.8 (Jun 2014)	32.5 (Jun 2014)	23.4 (Jun 2014)	Lynne McNiven
2d.	Rate of first time entrants to the Youth Justice System (Nottingham Plan target) (per 100,000)	245 (959)	105 (822)	(540) (Apr-Mar 2015)	(402) (Apr-Mar 2015)	Shelley Nicholls
2d.	Number of new presentations to young peoples' drug and alcohol service	127	~	~	~	Lynne McNiven
2e. Young people are ready for independence						
2e.	% and number of 16-18 year olds who are NEET	6.4% (505)	5.4% (506)	~	~	Michelle Wright (Futures)
2e.	% and number of 16-18 year olds whose destination is Not Known	2.0% (158)	2.1% (199)	~	~	Michelle Wright (Futures)
2e.	% and number of Looked After Children who are NEET	22.6%	17.7% (20)	~	~	Michelle Wright (Futures)
2e.	% and number of Looked After Children whose destination is Not Known	4.0%	3.4% (4)	~	~	Michelle Wright (Futures)
2e.	% of 19 year olds who have achieved Level 2 qualifications or more	78.2%	~	~	~	

Key	Measure	2014/15 Outturn	2015/16 Q2	Statistical Neighbour Average	England Average	Responsible Officer
3. Supporting achievement and academic attainment						
3a. Children are ready for school						
3a.	% of eligible 2 year olds accessing free nursery provision (Nottingham Plan target)	48.0%	58.0%	58.0% (Jan 2015)	62.0% (Jan 2015)	Kathryn Bouchlaghem
3a.	% of children achieve a good level of development in their Early Years Foundation Stage Profile in the following areas of learning: Communication and Language, Physical Development, Personal, Social & Emotional Development, Literacy and Maths	47.0%	58.0%	61.7%	66.3%	Kathryn Bouchlaghem
3b. Children and young people achieve their full potential						
3b.	Percentage of schools rated 'Good' or 'Outstanding' by Ofsted	74.0%	78.9%	~	~	Nick Lee
3b.	% of pupils achieving 5 or more A*-C GCSEs including English and Maths (Nottingham Plan target)	44.6% (2013/14)	41.5% (2014/15 est.)	50.0% (2013/14)	53.4% (2013/14)	Nick Lee
3b.	% of Key Stage 1 pupils achieving Level 2 in Reading, Writing and Maths	R: 84.0% W: 79.0% M: 87.0% (2013/14)	R: 86.0% W: 81.0% M: 89.0% (2014/15)	R: 88.0% W: 84.0% M: 91.0% (2014/15)	R: 90.0% W: 88.0% M: 93.0% (2014/15)	Nick Lee
3b.	% of Key Stage 2 pupils making the expected progress in Reading, Writing and Maths	R: 90.0% W: 92.0% M: 90.0% (2013/14)	R: 90.0% W: 94.0% M: 90.0% (2014/15)	R: 90.0% W: 93.0% M: 90.0% (2014/15)	R: 91.0% W: 94.0% M: 90.0% (2014/15)	Nick Lee
3b.	% of pupils leaving school with no qualifications (Nottingham Plan target)	96.9% (2013/14)	~	97.5% (2013/14)	97.7% (2013/14)	Nick Lee
3b.	Rate of Primary and Secondary School permanent exclusions (per 100)	Prim: 0.077 Sec: 0.823 (2014/15)	~	~	~	Mirth Parker
3b.	Rate of Primary School absences	4.7% (Q4 2013/14)	4.1%	~	~	Nick Lee
3b.	Rate of Secondary School absences	6.7% (Q4 2013/14)	5.3%	~	~	Nick Lee
3c. Children from disadvantaged groups achieve their potential						
3c.	Gap between SEN and non-SEN pupils in achieving Key Stage 2 English and Maths threshold GAP between SEN and Non-SEN pupils achieving KS2 Reading, Writing & Maths combined Level 4+	Non-SEN: 87.9% SEN: 41.9% Gap: 46.0% (2013/14)	Non-SEN: 85.3% SEN: 45.7% Gap: 39.6% (2014/15 prov.)	~	Non-SEN: 89.5% SEN: 40.6% Gap: 48.9% (2014/15 prov.)	Mirth Parker
3c.	Gap between SEN and non-SEN pupils in achieving 5 A*-C GCSEs including English and Maths	Non-SEN: 52.7% SEN: 13.6% Gap: 39.1% (2013/14)	Non-SEN: 47.0% SEN: 14.1% Gap: 32.9% (2014/15 prov.)	~	Non-SEN: 63.2% SEN: 40.6% Gap: 48.9% 2014/15 prov.)	Mirth Parker
3c.	Gap between pupils receiving the Pupil Premium (disadvantaged) and their peers in achieving the expected level at Key Stage 2 GAP between pupils receiving the Pupil Premium (disadvantaged) and their peers in achieving the expected level at KS2 (Reading, Writing & Maths combined Level 4+)	Non-PP: 82.0% PP: 69.0% Gap: 13.0% (2013/14)	Non-PP: 80.2% PP: 69.7% Gap: 10.5% (2014/15 prov.)	~	Non-PP: 84.2% PP: 69.7% Gap: 14.5% (2014/15 prov.)	Nick Lee
3c.	Gap between pupils receiving the Pupil Premium (disadvantaged) and their peers in achieving expected level at Key Stage 4 (or by age 19) Gap between pupils receiving the Pupil Premium (disadvantaged) and their peers in achieving the expected level at KS4 (5+ A*-C GCSEs including English and Maths)	Non-PP: 55.4% PP: 31.5% Gap: 23.9% (2013/14)	Non-PP: 51.8% PP: 28.1% Gap: 23.7% (2014.15 prov.)	~	Non-PP: 63.4% PP: 36.1% Gap: 27.3% (2014/15 prov.)	Nick Lee
3c.	% of Children in Care achieving the expected level at Key Stage 2 % of Children in Care achieving the expected level at KS2 (Reading, Writing & Maths combined Level 4+)	50.0% (2013/14)	54.5% (2014/15 prov.)	~	48.0% (2013/14)	Malcolm Wilson
3c.	% of Children in Care achieving 5 or more A*-Cs GCSEs	13.0% (2013/14)	6.5% (2014/15 prov.)	~	16.0% (2014/15 prov.)	Malcolm Wilson
4. Empowering families to be strong and achieve economic wellbeing						
4a. Parents feel confident and equipped to address family issues						
4a.	Number of incidents of domestic violence where children and/or young people are in the family .1 (mirror DV indicator from Priority 1) (1)					Police
4a.	Number of Priority Families supported (in Phase 2)	0	327	~	~	Tajinder Madahar
4b. Parents are supported into education, employment or training						
4b.	The proportion of children living in poverty (locally defined as who live in households dependent on out-of-work benefits, Nottingham Plan target)	34.6% (2012/13)	32.9% (2013/14)	28.4% (2013/14)	19.1% (2013/14)	Development

Children's Partnership Board

2015/2016 Six month action plan review

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16 December 2015



**NOTTINGHAM
CHILDREN'S
PARTNERSHIP**

PROUD OF NOTTINGHAM'S CHILDREN & YOUNG PEOPLE



**Nottingham
City Council**

1.Safeguarding and supporting children and families.

1 Nottingham City Safeguarding Children Board (NCSCB)
Annual Report and Business Plan.

Page 206
Targets met : reduction in number of contacts, assessments made within 45 days.

3 Number of CAFs initiated has increased so far this year

4 Child Protection Plans slightly above the target.

1 Child protection cases slightly decreased.

2 Children in Care numbers slightly increased.

3 Care leavers in education, employment & training improved

4 Integrated inspection regime potentially planned for the future.

1 Safe Families for Children pilot continues to progress well.

2 Lifeline A & E pathway is in place and a detailed workforce plan will be developed for 2016/17.

3 CSE co-ordinator in place.

4 New Domestic and Sexual Violence Abuse (DSVA) Strategy completed.

- 1 CCG, NUH and Primary Care looked at the most frequent reasons for admissions and attendances.
- 2 Paediatric emergency pathways specialist led training will be used from early 2016.
- 3 By June 2015 there was a 7% reduction in avoidable emergency admissions against the 2012/13 baseline.
- 4 Home Safety pilot scheme implemented.

2.Promoting the health and wellbeing of babies, children and young people.

- 1 A review of NUH Maternity Services specialist services.
- 2 1% drop in take up of immunisations for Dtap/IPV/hiB.
- 3 5% of infants being breast fed at 6 to 8 weeks dropped.
- 4 Review of Healthy Lifestyles Services.
- 5 New CCG commissioned services.
- 6 Self Harm Awareness and Resource Project (SHARP).

- 1 Teenage Pregnancy: further reduction expected.
- 2 TP Taskforce continues to drive TP Plan actions.
- 3 Emerging communities issues being addressed.
- 4 Comprehensive sex and relationship education (SRE) being promoted in schools.

Young People Not in Education, Employment or Training (NEET)

5.4% (506) of 16 – 18 year olds are not in education, employment or training (6.4% March 2015)

17.1% (17) of children in care are not in education, employment or training (22.6% March 2015)

2.1% (199) of 16 – 18 year olds destination is not known (2% March 2015)

3.4 % (4) of children in care destination is not known (4% March 2015)

3.Supporting achievement and academic attainment.

1 EYFS improvement in pupils obtaining a Good Level of Development from 46% to 58%.

3 KS2 of Nottingham FSM6 pupils are close to national level.

3 Gap between SEN and non SEN pupils reducing.

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4 GCSE attainment

5 Proportion of disadvantaged pupils is high and increasing.



NOTTINGHAM
CHILDREN'S
PARTNERSHIP

PROUD OF NOTTINGHAM'S CHILDREN & YOUNG PEOPLE



Nottingham
City Council

1 Nottingham Children in Care achieving the expected level has risen from 48% to 54%.

2 On average 30% of high performing pupils chose to transfer out of the city for secondary provision.

3 Dolly Parton Imagination Library

4 SEND review is completed.

4. Empowering families to be strong and achieve economic wellbeing.

¹The Domestic Abuse Referral Team (DART) is part of the Front Door Into Children's Services' review.

²The Domestic and Sexual Violence and Abuse Strategy (DSVA) re-launch will co-ordinate specialist and statutory sector actions.

³CAMHS are reviewing current policy and procedures.

⁴From 2013 victims are now identified from age 16 (rather than 18).

1 Stride, a pilot project to increase colleague confidence is being run in St Ann's and evaluated by Nottingham University.

2 Safe from Harm review

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3 Public Health are funding The Encompass project which will be delivered by the DART in schools.

4 The CDP is currently commissioning several programmes to support children, including within the school setting.

cont..Empowering families to be strong and achieve economic wellbeing.

1 Children in workless households are 3 times more likely to live a life on benefits

2 Unemployment can lead to emotional and mental health issues resulting in risk taking behaviour.

3 DWP, PF and FIP are training Family Support Workers and Accredited Practitioners

4 Numbers of Priority Families worked with across the partnership remained low at Q2 but is improving

5 Future Troubled Families/Priority Families work.

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Children's Partnership Board Forward Plan 2016

March

CYPP Priority: Promoting the health and wellbeing of babies, children and young people: dental health and behavioural, emotional and mental health pathway.

Quarterly Report from the Youth Cabinet.

Independent Chair's (of what) Business Plan.

Partner update: Voluntary Sector

June

Terms of reference: Nominations for and appointment of Joint Chair and Vice Chair positions

CYPP Priority: Safeguarding & Supporting Children & Families.

Quarterly report from the Youth Cabinet.

Six month CYPP performance report

September

CYPP Priority: Empowering Families to be Strong and Achieve Economic Wellbeing

Quarterly report from the Youth Cabinet

Independent Chairs' Safeguarding report

Please contact Dot Veitch if you have any suggestions for future items for the forward plan
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