

Public Document Pack



**Nottingham
City Council**

Nottingham City Council Children's Partnership Board

Date: Tuesday, 29 September 2020

Time: 4.00 pm

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

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

Director for Legal and Governance

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

Agenda	<u>Pages</u>
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2 Declarations of Interest	
3 Minutes Of the meeting held on 18 December 2019 (for confirmation)	3 - 6
4 Nottingham City Safeguarding Children's Partnership Draft Annual Report 2019/20 Presented by John Matravers, Safeguarding Lead NCSCP, who will also provide a verbal update.	7 - 36
5 CYPP Update Verbal presentation by Head of Children's Strategy and Improvement, Sophie Russell	
6 Participation Strategy Verbal Update by Engagement and Participation Lead Officer, Jon Rea, for noting.	37 - 44

7	CYPP: Attainment of children and young people in Nottingham	
a	Attainment of children and young people in Nottingham 2018/19 Report of the Director of Education Services, Nick Lee, with a verbal update.	45 - 50
b	Exclusions and managed moves update Presentation by Peter McConnochie, Head of Access to Learning.	
8	Nottingham Schools Trust (NST)	
a	NST CYPP briefing paper as of 26th Feb 2020 Report of the NST Chief Executive Officer, PA and SA Fielding, for noting.	51 - 56
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If you need any advice on declaring an interest in any item on the agenda, please contact the constitutional services officer shown above, if possible before the day of the meeting

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

MINUTES of the meeting held at LB 41 - Loxley House, Station Street, Nottingham, NG2 3NG on 18 December 2019 from 4.15 pm - 5.59 pm

✓	Councillor Cheryl Barnard (Joint Chair)	Portfolio Holder for Children and Young People, Nottingham City Council
✓	Councillor Nehat Khan (Joint Chair)	Portfolio Holder for Education and Skills, Nottingham City Council
	Helen Blackman	Director of Children's Integrated Services, Nottingham City Council
	Nichola Bramhall	NHS Nottingham Clinical Commissioning Group representative
	Peter Bramhall	The Futures Group representative
	Nicky Bridges	Primary Schools' representative
	Julie Burton	National Probation Service Nottinghamshire representative
✓	Zoe Butler	Further Education representative
	Karla Capstick	Small Steps Big Changes representative
✓	Helene Denness	Public Health representative, Nottingham City Council
✓	Sarah Fielding	Nottingham Schools Trust and Virtual School representative
	Sue Fielding	Department for Work and Pensions representative
	Mathew Healey	Nottinghamshire Police representative
	Derek Hobbs	Secondary Schools' representative
	Nick Lee	Director of Education, Nottingham City Council
	Scott Mason	Primary Schools' representative
✓	Stephen McLaren	Voluntary Sector representative
	Claire Perry	Voluntary Sector representative
✓	Jon Rea	Engagement and Participation Lead Officer, Nottingham City Council
✓		Representatives for Young People (Youth Cabinet)
✓	Sophie Russell	Head of Children's Strategy and Improvement, Nottingham City Council
	Cheryl Steele	Special Schools' representative
✓	Tracy Tyrell	Nottingham CityCare Partnership representative
✓	Catherine Underwood	Corporate Director for People, Nottingham City Council
✓	Chris Wallbanks	Head of Commissioning, Nottingham City Council
✓	Maria Ward	School Governor Representative

✓ Indicates present at meeting

Colleagues, partners and others in attendance:

Tim Brown - DWP
John Burton - Care Bureau Co-ordinator
Sandra Cowley - Futures
John Dexter - Education Director
Debbie Hemsley - Engagement Officer
Dr Geetinder Kaur - Nottingham City Council
Phil Wye - Governance Officer

20 APOLOGIES FOR ABSENCE

Helen Blackman
Peter Bramhall
Nicky Bridges
Mathew Healey
Derek Hobbs
Karla Capstick
Cheryl Steele

21 DECLARATIONS OF INTERESTS

None.

22 MINUTES

The minutes of the meeting held on 25 September 2019 were confirmed as a correct record and signed by the Chair.

23 AN UPDATE ON CHILDREN AND YOUNG PEOPLE'S HEALTH AND WELLBEING IN THE CONTEXT OF NOTTINGHAM CITY'S CHILDREN AND YOUNG PEOPLE PLAN 2016-20

Helene Denness, Consultant in Public Health, introduced the report highlighting partnership activity that promotes the health of babies, children and young people in Nottingham, specifically focussing on efforts to reduce:

- (1) the proportion of women smoking in pregnancy, which is significantly higher than the England average and the fourth highest among statistical neighbours;
- (2) the proportion of year 6 children who are obese which is significantly higher than the England average and the third highest among statistical neighbours, and
- (3) the percentage of mothers who breastfeed their babies at 6-8 weeks in Nottingham, whilst better than the England average is not improving and a local study indicates that breastfeeding rates are lower in younger, white women in the most deprived areas of the city.

The following points were raised during the discussion which followed:

- (a) the Council Plan has ambitious targets to make reductions in all these areas, as did the last Council Plan and Children and Young People's Plan (CYPP). Funding will be sought and, if secured, dedicated smoking in pregnancy posts created, alongside training for staff and engagement with young people;
- (b) schools often reward attainment and good behaviour with unhealthy food such as cakes and sweets, and this culture can be difficult to change, particularly as the Council's relationship with schools has changed. Examples of good alternative practice should be shared;
- (c) parents can be offended when they are informed that their children are overweight or obese in writing following the National Childhood Measurement Programme. Some vulnerable parents will be unwilling to seek the suggested help and less willing to engage;
- (d) some food cooked in classes at school is unhealthy and could be swapped for healthier alternatives;
- (e) arguably, the Council has more control and power over certain aspects of the obesogenic environment, such as licensing, advertising and sponsorship.

The Board was particularly interested in the perspective of the Youth Cabinet, given their current experience of the provision of food in schools and colleges.

The Board then split into three groups to discuss each of the three areas, and where improvement could be made. At the end of discussion each group summed up their main findings as follows:

- (f) childhood obesity – different communities' attitudes to food, preparation and mealtimes could be better shared, which could start at Primary Parliament. Also, community gardens could be used as a resource to teach children and young people about healthy eating. Early intervention is key;
- (g) breastfeeding – more focus could be on young women and stigmas around breastfeeding, along with wider body image issues. A peer support model with a celebrity or locally prominent community member could be used;
- (h) Smoking in pregnancy – Small Steps Big Changes could be used to test and learn. Support could be put in place for those who wish to swap from smoking to vaping. A peer support model would also be good here.

RESOLVED to

- (1) note the contents of the report and progress on health and wellbeing outcomes in the Nottingham City Children and Young People's Plan;**
- (2) continue to support the activity to improve health and wellbeing of children and young people in Nottingham;**

- (3) continue to prioritise health outcomes for children and young people in their strategic priorities and commissioning plans.**

24 DISCUSSION ON CHILDREN AND YOUNG PEOPLE PLAN DEVELOPMENT

Sophie Russell, Head of Children's Strategy and Improvement, explained that the current Children and Young People's Plan (CYPP) finishes in 2020. The Plan has four strategic priorities:

- promoting the health and wellbeing of babies, children and young people;
- safeguarding and supporting children and families;
- supporting achievement and academic attainment;
- empowering families to be strong and achieve economic wellbeing.

As a new CYPP is developed, the Board is asked to discuss whether these themes are still relevant and what should be captured in the new CYPP.

A video produced by The Pythian Club was then shown to the Board, showing young people from a range of backgrounds talking about their worries and aspirations for Nottingham.

The Board was then asked in groups to discuss what they would put in their 'house of good things', 'house of worries' and 'house of dreams' in the context of Nottingham. Each group was then asked for one thought to share with the Board, which were as follows:

- It would be good if there was more inter-generational discussion of problems and solutions in local communities;
- Some families are excluded from city events such as those at Old Market Square, due to high costs;
- There should be more investment in individuals and local role models in the Voluntary Community Sector.

25 YOUTH CABINET UPDATE

This item was withdrawn from the agenda as Youth Cabinet members had contributed to earlier discussions.

26 PARTNERSHIP UPDATE: PRIMARY SCHOOLS

This item was withdrawn from the agenda as the Primary Schools representative was unable to attend. A written update was available to Board members and is attached to these minutes.

27 KEY MESSAGES AND ITEMS FOR INFORMATION

None.

28 FORWARD PLAN

The forward plan was noted.



**Nottingham City Safeguarding
Children's Partnership
Annual Report 2019/20**

**Report Author: John Matravers,
Safeguarding Lead NCSCP**



Foreword from Catherine Underwood



This is the first annual report of the Nottingham City Safeguarding Children Partnership; it covers the period from 1st April 2019 to 31st March 2020. The strategic lead responsibility for safeguarding is now shared between the three statutory partners of Local Authority, Police and Health (Clinical Commissioning Groups), as set out in Working Together 2018. We have learned what is working well and what could be further improved in order to ensure that we are as effective as possible moving forward and have involved all our partners in developing these plans.

We want to initially recognise that at the end of this period the global pandemic COVID 19 affected everyone in Nottingham. We want to remember those who have sadly lost their lives and those of loved ones during these exceptionally difficult times. It's important to recognise the extraordinary efforts the people of Nottingham and employees across our Partnership have made to continue to keep people as safe as possible during this time. This sense of community and working together truly embodies the best of Nottingham and showcases the remarkable community spirit that we have.

In March, almost overnight, the Council and its partners had to change the way many of services were delivered; from keeping schools open for key workers' children and vulnerable children, to working out how to keep services running without face to face contact, to ensuring key workers are able to operate safely within personal protective equipment (PPE) and safeguarding requirements.

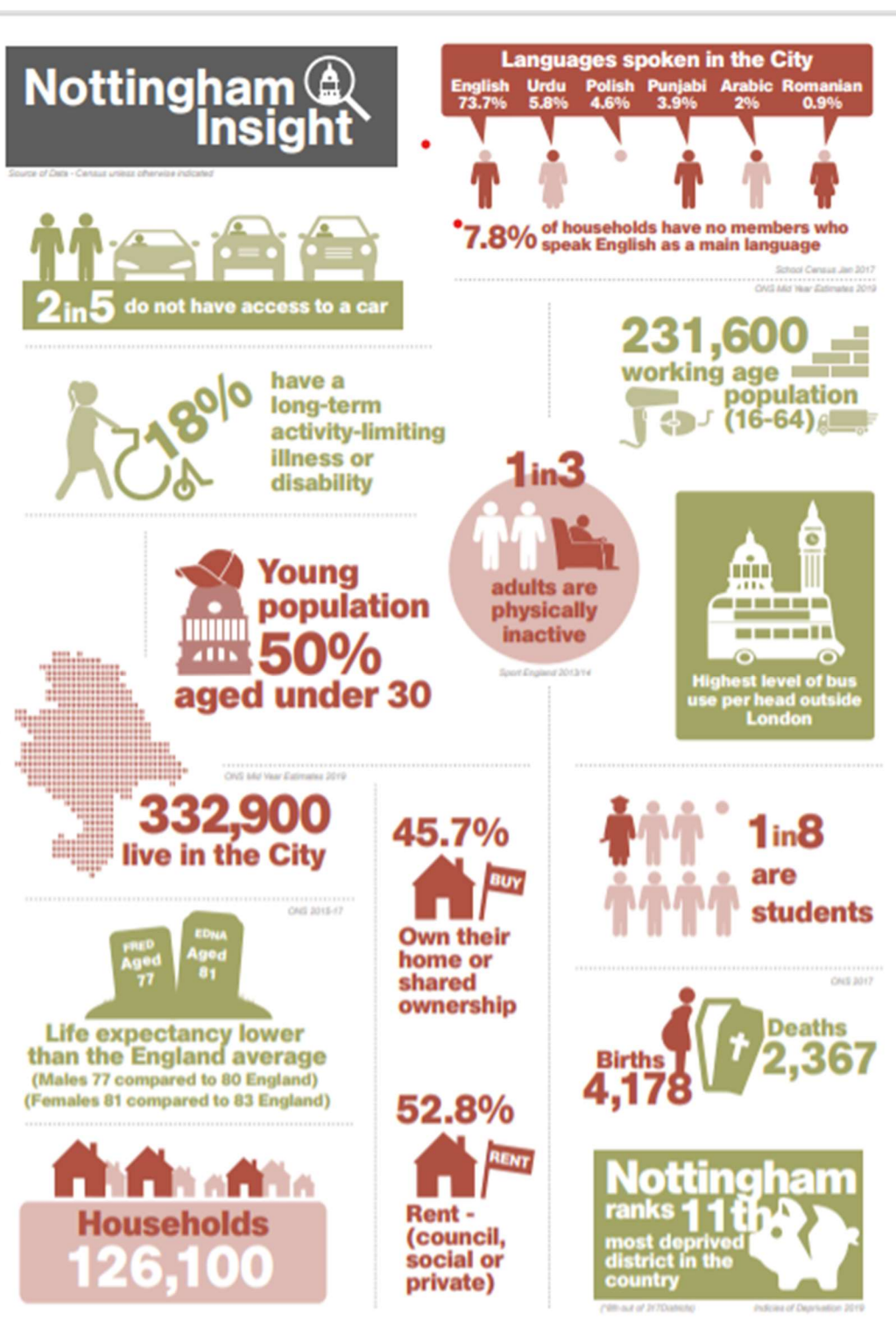
This report recognises the progress the Nottingham City Safeguarding Children Partnership (NCSCP) has made throughout the year and the challenges that we will continue to address in 2020/21. This annual report sets out the key areas of work we have undertaken for 2019 – 20 and plans going forward. This year we have continued to focus on child neglect and exploitation, as well as the mental health and emotional well-being of children and young people.

I would like to thank the support of all the partners over the year who continue to work hard to ensure that the Partnership remains effective in promoting safeguarding and bringing about improvements where needed.

Catherine Underwood

NCSCP Chair

Nottingham City: An Overview



Introduction

This annual report for the Nottingham City Safeguarding Children Partnership (NCSCP) reviews the work of the Partnership for the period of April 2019 – March 2020. It covers some of the key strands of work undertaken and its plans moving forward.

The report includes contributions from partner agencies and has been approved by the senior members of the Partnership.

Nottingham Overview - Local Context

Nottingham continues to face many challenges which often impact adversely on the health and wellbeing of our children, young people and families. This makes the task of improving outcomes a long term commitment. Nottingham ranks 20th out of the 326 districts in England (1 is most deprived) and 22,000 (34.6%) city children live in poverty (locally defined as those who live in households' dependent on out of-work benefits).

- Total population - 332,900 (an increase of 1,800 since 2018)
- Working age population (16-64) - 231,600
- Males - 169,000
- Females - 163,900
- University students - 43,300
- Older people (65+) - 38,800
- Older people (85+) - 5,500
- Children aged 0-4 - 20,300
- Children aged 5-10 - 24,300
- Children aged 11-15 - 17,900
- Children aged 0-15 - 62,500
- Children aged 0-17 - 69,100

Source: ONS Mid-Year Population Estimates 2019

- The City continues to see a large amount of population 'churn', with 32,800 people arriving from elsewhere within the UK and 35,300 leaving.
- Projections suggest that the population may rise to around 344,300 by 2027. International migration (recently from Eastern Europe) and an increase in student numbers are the main

reasons for the population growth since 2001, together with the excess of births over deaths.

- 29.8% of the population are aged 18 to 29 – full-time university students comprise about 1 in 8 of the population.
- In the short to medium term, the City is unlikely to follow the national trend of seeing large increases in the number of people over retirement age, although the number aged 85+ is projected to increase.
- The number of births has risen in recent years until 2011 but the numbers have slowly declined since then.
- The 2011 Census shows 35% of the population as being from 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.
- The City gains young adults due to migration, both international and within Britain, whilst losing all other age groups - this includes a net loss of families with children mostly through moves to the surrounding districts.

Further information about Nottingham's population

- Nottingham is ranked 11th most deprived district in England in the 2019 Indices of Multiple Deprivation (IMD), an increase from 8th in the 2015 IMD.
- 34.2% of children and 25.8% of people aged 60 and over are affected by income deprivation.
- Health and Disability is the Indices of Deprivation domain on which Nottingham does worst, followed by Education, Skills & Training and Crime.
- A higher proportion of people aged 16-64 in Nottingham claim some form of benefit than regionally and nationally. See the latest [Quarterly Benefits Bulletin](#).
- The unemployment rate is lower than the recent peak in March 2012, but remains higher than the regional and national average. See the latest [Monthly Unemployment Note](#).
- Residents who live in the City have a lower average income than people who work in the City. See the latest [Summary of the Annual Survey of Hours and Earnings](#).
- Despite large numbers of students, Nottingham has a higher proportion of people of working age with no qualifications, compared with the national average. [See the latest Quarterly Indicators summary](#).
- There are high levels of child poverty in the City with around a third of children and young people living in workless households. [See the latest Child Poverty note](#).
- Rates of car ownership are low, particularly amongst pensioners living alone and lone parents. [See the 2011 Census data page](#).

How safe are children in Nottingham?

The vast majority of the 69,100 children in Nottingham led healthy, safe lives in 2019-20. A small minority faced challenges in their life and family circumstances which put their wellbeing and safety at considerable risk.

- 4365 referrals were received by Children's Services during the year because someone had a

concern about a risk of abuse or neglect. 93% of those cases were assessed to need a Childrens Assessment by Children's Services.

- 605 children were subject to a Child Protection plan at the end of 2019/20 which was a significant increase from 509 at the end of the previous year.
- 2591 families participated in the Priority Families Programme.
- 197 were recorded as missing from care.
- Work with young people by the Nottingham County Council involvement team highlighted some of the reasons for children and young people going missing as including:
- wanting to get out of the house or away from home; young people describe many difficult relationships and wanting to get away from arguments,
 - being unhappy at or having difficulties in school.
 - having low emotional health; these young people describe having suicidal thoughts and thoughts of self-harm.
 - feeling bored and wanting to be on their own.
- National estimates show 1 in every 5 children is exposed to domestic abuse by the age of 18 within Nottingham, police officers recorded over 26,000 domestic abuse offences in the year, many will have involved children as witnesses or in the household at the time of violence.

These risks are considered by the NCSCP during the work carried out over the year and also in cooperation with other Boards as appropriate e.g. Nottinghamshire County Council.

The NCSCP

Statutory Duties

The Partnership exists as a statutory body and has a range of roles including reviewing child deaths, undertaking Serious Case Reviews, developing policies and procedures and scrutinising and challenging local safeguarding practice.

Section 14 of the Children Act 2004 sets out the objectives for the Local Safeguarding Children Partnership(LSCB) as:

- To coordinate what is done by each person or body represented on the Partnership for the purposes of safeguarding and promoting the welfare of children in the area and;
- To ensure the effectiveness of what is done by each such person or body for these purposes.

The Nottingham City Safeguarding Children Partnership (NCSCP) is established in accordance with the Children and Social Work Act 2017 and Working Together to Safeguard Children 2018. The NCSCP provides the safeguarding arrangements under which the safeguarding partners and relevant agencies work together to coordinate their safeguarding services, identify and respond to the needs of children in Nottingham City, commission and publish local child safeguarding practice reviews and provide scrutiny to ensure the effectiveness of the arrangements.

The new safeguarding arrangements have been developed to build on the strengths of the previous arrangements under the Nottingham City Safeguarding Children Board.

Accountability for the effectiveness of safeguarding rests with the safeguarding partners through a new Strategic Leadership Group.

The new arrangements provide a streamlined and improved framework for the safeguarding partnership to demand even more positive outcomes for all of our children and young people. We have ensured that our arrangements are able to compliment those in Nottinghamshire County Council so that partners who work across the City and County benefit from consistent naming and structures where possible as well as cross authority working wherever possible.

The Nottingham City Safeguarding Children Partnership was introduced on 27th June 2019. The Nottingham City Safeguarding Children Board ceased to operate at this point.

As a Partnership our principles and aims are:

- Clear accountability
- Clear and demonstrable influence
- Equitable and fair contributions from all partners.

The Nottingham City Safeguarding Children Partnership will:

- Use performance data to regularly and effectively monitor front line practice
- Listen to, hear and act on the voice of the child
- Use multi-agency audits to improve safeguarding practice
- Ensure that learning from child deaths, learning reviews and significant incidents is central to the work of the NCSCP
- Embed learning and improvement activity so that impact may be captured
- Monitoring and auditing the application of locally agreed thresholds.
- Engage in partnership with children, parents/carers and front line staff as well as the wider community
- Work effectively as a partnership to protect children from harm.
- Build working relationships between partners which support and encourage constructive challenge.
- Learn from local and national safeguarding practice to continually strive to improve the way children are safeguarded.
- Listen and respond to children and young people and adult victims and survivors of child abuse to inform how services are commissioned and delivered.
- Ensure services for children and families in Nottingham City support children and young people to stay healthy and happy and support parents and carers to provide the best possible care for their children.

The Strategic Leadership Group (SLG):

The Strategic Leadership Group comprises of those with lead responsibility from each of the safeguarding partners. The NCSCP Independent Scrutineer shall attend but is not a decision making member of the SLG. The group is chaired on a yearly rotation by one of the three safeguarding partner representatives and has overall responsibility for the safeguarding arrangements.

The Business Management Group (BMG):

This group is chaired by the Director for Childrens Integrated Services and membership includes senior managers from the safeguarding partners and relevant agencies that have

responsibilities for safeguarding performance within their organisation. The local authority elected member with portfolio holder responsibilities for children's services is a participant observer of the group. The BMG scrutinises safeguarding effectiveness and coordinates improvement activity by developing action plans for themed areas of practice.

Cross Authority Learning & Workforce Development Group:

This group is responsible for multi-agency safeguarding children training and the provision of the interagency safeguarding children procedures. The group is chaired by a member of the partnership nominated by the Nottingham City and Nottinghamshire County SLG's. Membership of the group includes representatives from the safeguarding partners and relevant agencies. Initially the procedures element of the group's work will be taken forward jointly with Nottinghamshire County Council with the aim to incorporate training provision across Nottingham City and Nottinghamshire County Council also being explored.

Child Safeguarding Practice Review Group:

This group is chaired by a member of the partnership nominated by the Strategic Leadership Group. The core membership of the group is made up of senior personnel from the safeguarding partners who act as decision makers for their organisations. Representatives from relevant agencies are invited to contribute to the group depending on the nature of the cases involved. This will take the form of monthly set meetings.

Voice of children and families:

- The NCSCP will seek to engage with children, young people and families to inform its work and will use partner agencies existing consultation mechanisms to assist them with this.
- The Independent Scrutineer will support stronger public engagement in local child safety issues and contribute to an improved understanding of the partnership's child protection work in the wider community and provide independent challenge to organisations on the effectiveness of their services in relation to safeguarding.
- Whenever a Child Safeguarding Practice Review is undertaken consideration will be given to how best to engage with children, parents and carers and support them to effectively contribute to the review. The findings from any reviews will be explained to those involved on completion of the review and prior to any publication.
- When planning NCSCP multi-agency audits the Lead Auditor shall give consideration as to how children, parents and carers can be involved in the audit.

Independent scrutiny:

- An Independent Scrutineer will be appointed by the safeguarding partners to act as a critical friend encouraging reflection on practice and a determination to improving services.
- They shall provide an objective assessment of the effectiveness of the safeguarding arrangements including how they are working for children and families as well as practitioners.

- Act as an advisor to the safeguarding partners regarding any responses by the National Child Safeguarding Practice Review Panel to the conclusion reached in Rapid Reviews.
- Undertake an annual audit of Rapid Reviews to provide assurance to the Strategic Leadership Group about the effectiveness of that process.
- Assist in resolving operational disputes through the escalation procedures.

Schools, educational establishments and early years' settings:

- All schools (including independent schools, academies and free schools) and other educational establishments are designated as relevant agencies within the safeguarding arrangements.
- Engagement with schools will be through representatives from the Advanced Designated Safeguarding Leads Group.
- The Designated Safeguarding Leads Network meetings will continue on a termly basis and they provide the opportunity to communicate current safeguarding issues in schools and share good practice, both locally and nationally.
- Early years settings will be engaged in the arrangements through the Early Years Designated Safeguarding Leads Network meetings which meet three times per year.

Children living away from home:

The Nottingham City Safeguarding Partnership will ensure that those responsible for looking after children in settings away from home, including residential homes for children, foster carers and youth custody settings are engaged with the safeguarding arrangements through the partner responsible for commissioning those services or by direct contact with those organisations.

NCSCP Structure

The Partnership meets quarterly in the form of a Business Management Group at which key agencies are represented. These include:

- Health Clinical Commissioning Groups (CCG)
- Police
- Local Authority
- Schools
- National Probation Service Community
- Rehabilitation Company
- Nottingham Community/Voluntary Service
- Office of the Police and Crime Commissioner
Independent Scrutineer

The Cross Authority Partnership meets twice a year and is attended by the SLG, other partner agencies, as well as representatives from other partnership boards and forums. This promotes effective communication and engagement with a holistic 'Think Family' approach to safeguarding. Topics covered at the during this year for discussion and debate included:

- Consultation on the proposed Multi Agency Safeguarding Arrangements (MASA) for Nottingham
- Emotional health and wellbeing of children and young people
- Child Exploitation/Contextual Safeguarding

The role of the Safeguarding Children Partnership is to have an independent coordinating and challenge role around safeguarding practice across its partner agencies. This is in part carried out by the Sub-Committees of the NCSCP, which are:

- Child Death Overview Panel (statutory) Child Safeguarding Practice Review Group (statutory)
- Learning and Workforce Development Education Quality Assurance
- Policy and Procedures
- Child Exploitation and Missing

Appendix A - Structure



Nottingham City and Nottinghamshire County Safeguarding Children Partnership
 Partnership development session that meets twice yearly



NCSCP Strategic Priorities – what we did 2019/20

These are the three priorities identified and agreed by the NCSCP.

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

These priorities were agreed by the Partnership based on key areas of work arising from feedback regarding local practice, learning from case reviews, and national priorities.

DRAFT

CHILD SAFEGUARDING PRACTICE REVIEW (CSPR) SUBGROUP

MEETINGS AND MEMBERSHIP

The CSPR subgroup has continued to meet on a regular basis throughout the year, with stable membership and good engagement from all statutory partners and local providers. Eight subgroup meetings have taken place and four case specific rapid review meetings. The chair has been retained by DCI Clare Dene, from Nottinghamshire Police, this has provided consistency in the city and cross authority benefits as DCI Dean also chairs the Nottinghamshire subgroup.

SUBGROUP ACTIVITY / KEY PIECES OF WORK

Activity of the subgroup has focused on the Safeguarding Partners statutory responsibilities to conduct reviews as set out in Working Together 2018. We have embedded the review processes developed in the previous year, monitored actions arising from reviews, challenged partners where appropriate and disseminated learning. Below is a summary of each area of activity.

RAPID REVIEWS

- Four reviews completed – in line with the previous year.
- All submitted within the fifteen days' statutory timeframe.
- In all cases no recommendations made for a CSPR.
- Agreement with all recommendations by the National CSPR Panel.
- Positive feedback from the National CSPR Panel in relation to quality of reviews.

Learning from the rapid reviews evidenced:

- Robust local systems for identifying, risk management, monitoring and working with young people at risk of Child Criminal Exploitation.
- Strong advocacy from the YJS for young people.
- Safer sleep messages being delivered by social workers
- Good collaborative multi agency working

The reviews also highlighted:

- The complexity of Child Criminal Exploitation, including effective distraction, diversion and protection. The challenges of meaningful engagement with young people in this situation.
- The importance of recognising young carers.
- The critical importance of full and robust assessments

- The need for ongoing development to improve engagement with GPs in Child protection work. More effective use of chronologies to understand the child / young persons lived experience and emotional health support being available during school holidays.

SERIOUS CASE REVIEWS

The two Serious Case Reviews commissioned in the previous year were concluded in the summer of 2019. The CSPR subgroup has continued to monitor the subsequent strategic and agency actions plans to ensure full implementation. Work has focused on:

- Adherence to Private Fostering regulations
- Effective and improved use of chronologies
- Compliance with Section 47 procedures, with a specific focus on older young people, strategy discussions and arrangements for child protection medicals
- Child Criminal Exploitation and the challenges this presents, particularly where young people have additional needs and learning disabilities

Some of the wider activity arising from these action plans remains ongoing, and will be monitored until completion.

NATIONAL CHILD SAFEGUARDING PRACTICE REVIEWS

In December 2019 Nottingham City hosted the National Panel team who were conducting the National CSPR, focusing on Sudden Unexpected Death in Infancy (SUDI). A rapid review completed in Nottingham City in 2018 was included in the national review. This was a very positive experience.

The lead reviewer met with strategic leads, workers involved in the case and the family. Good local responses and practice was noted. Publication of the report was due in the spring of 2020, this has been delayed and is now anticipated in the summer of 2020.

LEARNING AND IMPROVEMENT

ECM Event: The CSPR subgroup again supported the Every Colleague Matters (ECM) safeguarding event delivered in February 2020. This is an opportunity for the safeguarding partnership to disseminate key learning from completed or current reviews. Ten sessions were delivered over the week, with many co-delivered by subgroup members and partnership colleagues involved in the rapid reviews, including school leaders in safeguarding. The programme included the following sessions:

- Contextualised Safeguarding: What is it?
- Mental Health Safety Tool Kit
- Trauma Informed Practice in Nottingham City Council
- Learning from Reviews

- Female Genital Mutilation (FGM)
- Young Carers: Who are they and how can we support them?
- Domestic Abuse in Same Sex Relationships
- Understanding and Responding to the Effects of Child Sexual Abuse
- Learning from the IICSA
- Safer Sleeping

Learning Briefings: the CSPR subgroup have produced three learning briefings; one for each of the serious case reviews, and one in respect of child criminal exploitation. In addition, they have produced a PowerPoint presentation of the summary learning points from all the rapid reviews, and concluded serious case reviews. This was the focus of one of the ECM sessions and has been circulated across the partnership for use in individual organisations learning events and training.

Film Screening: The CSPR subgroup as part their response to one review; support two screenings of the acclaimed County Lines short film by Henry Blake. The short film highlights the growing national crisis of County Lines. Writer and director Henry Blake has been working with survivors of criminal exploitation and county lines for a number of years and the film is inspired by the stories he has come across. The short film examines the different scales of vulnerability that are exploited during a County Lines enterprise. The hard hitting nature of the film exposes the disturbing power dynamics between drug gangs and their targets: vulnerable persons. Following the screening there was a presentation by Henry Blake and opportunity for discussion and debate; 72 colleagues across the partnership attended over the two sessions.

IMPACT

The rapid reviews completed have provided the opportunity to evidence learning from previous reviews. Positive impacts on practice have been evidenced in the following areas:

- Recognition of potential child criminal exploitation, engagement and confidence in the local responses and processes
- Routinely engaging with families re safer sleep practices by the wider workforce including social workers
- Engagement in future reviews by the CPS has also been secured
- Increased awareness across the workforce of Child Criminal Exploitation

FUTURE PLANS

- To continue to oversee and monitor any outstanding actions from all reviews
- Initiate and deliver rapid reviews within timescales
- Make recommendations for CSPR where the criteria are met
- Consider learning from the National CSPR Panels annual report, and how this can be embedded locally

- Support the local response to the implementation of learning from the first National CSPR: *It was hard to escape - Safeguarding children at risk from criminal exploitation.*

Focused Visit

Ofsted, the Office for Standards in Education, Children's Services and Skills inspect and regulate services that care for children and young people, including local authority children's services. In November 2018, Ofsted undertook an inspection of Nottingham City Council's children's services where Inspectors found that the service 'Requires Improvement to be Good'. NCC acted on the findings and in response developed an improvement Action Plan which was led by the Director and Heads of Service.

In February 2020, Ofsted undertook a Focussed Visit to look specifically at the City Council's arrangements for children in need and those subject to a child protection plan, with a focus on children at risk of neglect.

There is no inspection rating given during a Focussed Visit, but overall inspectors concluded that the experience of children in need of help and protection has deteriorated since the last inspection.

Given the issues they found in the service areas they looked at, Ofsted issued two Priority Actions:

1. Address the systemic failures in social work practice to ensure that planning and intervention for children improve their experiences, and that new and emerging risks are identified and responded to.
2. Stabilise the workforce and address the significant shortfall in capacity to enable social workers and first line managers to respond effectively to children in need of help and protection.

In response to the findings of the Focussed Visit, an action plan was developed by Childrens Services and shared with Ofsted in March 2020. This report sets out progress to date on the key actions taken to address the identified Priority Actions and to improve our services for children and families. Given the nature of the Priority Actions, we have seen the scope of improvement across the wider services rather than confined only to the areas considered in the Focused Visit.

The Wider Context

Nottingham's vision, as set out in our Children and Young People's Plan, is for 'A city where every child and young person can enjoy their childhood in a warm and supporting environment, free from poverty and safe from harm; a city where every child grows up to achieve their full potential'.

The experience and outcomes of the most vulnerable children in our city are of paramount

importance. The Focused Visit specifically looked at the arrangements put in place by Nottingham City Council, however, we know that achieving outcomes for children who need help and protection takes place in partnership and we are also working with partners both within the council and in partner organisations to secure the improvements needed.

The requirement for these improvements is set in the context of the high and increasing levels of deprivation and need experienced by our families in Nottingham and the impact of national government budget cuts to the local authority.

The improvement of our children's services is a priority for the council and the NCSCP and it is important that corporate support has been committed, not just the resources of the children's services. For example, the expertise and capacity of the human resources team, communications expertise and support of our ICT services are required for success.

Action Undertaken

In response to the two priority actions, and wider recommendations made around practice improvement, an action plan was developed and provided to Ofsted in March. The improvement programme is led by the Director of Children's Services and the Portfolio Holder for Children and Young People.

The key headline actions are:

Priority Area for Action 1 – Social Work Practice	
<i>Address the systemic failures in social work practice to ensure that planning and intervention for children improve their experiences, and that new and emerging risk identified and responded to.</i>	
	Ensure that there is sufficient capacity for strong leadership of immediate and ongoing practice improvement.
	Ensure that Nottingham City Council has an operating model which enables good practice and workforce capacity
	Ensure that all staff and managers are clear about Nottingham's social work practice models and 'what good looks like'
	Ensure that assessments and plans are of good quality and accurately evaluate risk and address the needs of children
	Assertive practice ensures that children's needs are understood and appropriate action/intervention is put in place to improve outcomes for children, including those experiencing neglect.
	Ensure that all managers are clear about the expectations of their oversight on casework, to ensure children's needs are understood and effectively addressed
	Develop an effective audit framework which provides an accurate appraisal of

	the experience of children and drives systematic improvements in practice.
	Ensure that senior managers and leaders have an accurate understanding of the experience of children
	Ensure effective Independent Reviewing Officer service which ensures effective plans and progress for children in care and children in need of protection
Priority Area for Action 2 – Workforce Capacity	
<i>Stabilise the workforce and address the significant shortfall in capacity to enable social worker and fine line managers to respond effectively to children in need of help and protection.</i>	
	Stabilise the social work workforce increase capacity in the short-term.
	Develop a sustainable plan to ensure the sufficiency of social workers in the long-term.

To drive delivery of this action plan and to secure sustainable improvement which will make a real difference for children, young people and families, the Children at the Heart Improvement Board has been established. The Improvement Board is chaired by the Chief Executive and membership includes both the Leader of the Council and the Portfolio Holder for Children and Young People, along with senior officers of the Council. Key health, education and police partners are members. The Board has now met four times.

An Improvement Fund of £1.5m one-off funding has been identified by the Council to support short-term work force capacity and delivery of the improvement plan.

A temporary Practice Improvement Director has been appointed to provide additional senior leadership capacity to drive improvement, working with the Children's Services leadership team. A proposal has been developed to establish and to recruit a full time permanent Principal Social Worker role at a sufficiently senior level to embed and to sustain a strong focus on practice.

To support improvement, the Department for Education have enabled to us access support from the Partners in Practice (PiP) innovation programme, which provides peer support from a partner local authority to support improvement. Our Partner in Practice is Essex County Council. The scope of the programme was co-produced between Nottingham City Council and PiP colleagues. In spite of an initial delay due to covid-19 and the continuing restrictions, the PiP team began work with us during May to understand practice issues, undertaking sampling of case files as well as discussions with senior managers, team managers and a range of practitioners, including those with specific case involvement. A series of feedback workshops are taking place with front line teams and the senior leadership team and this work will help to shape the plan for further work which they will undertake with us. Feedback has also been presented to our Children at the Heart Improvement Board and the improvement plan will be updated to reflect priorities identified from working with our PiP partners.

Phase 2 of the PiP innovation programme include a focus on Public Law Outline and

Permanency Strategy a review of the Independent Reviewing Officer service and a virtual visit to Essex.

A prioritised practice development programme has been put in place to address the issues identified in the Focused Visit. Training workshops are in train, using virtual training events to support strong and focused learning founded on a clear strengths-based practice model and directly relating to current practice examples with specific inclusion of neglect.

We are reviewing other elements of our Learning Improvement Framework, particularly to strengthen our audit process, to ensure that audits reflect a consistent and accurate appraisal of the quality of practice and that effective learning is secured both by individual practitioners and by the wider service in response to audit findings.

Both the full inspection in 2018 and the Focused Visit in 2020 told us that workforce capacity was not sufficient to the demands and complexity of meeting children's needs in a city like Nottingham. An urgent priority has been to address the practitioner and front line manager workforce. Staffing gaps were swiftly filled, initially with agency staff, but it is vital to further stabilise staffing and to continue to strengthen recruitment with the support of our human resources team. We have improved our pay and progression model for social workers and have refreshed our rolling recruitment with adverts being sent out each month. We will also be developing a rolling recruitment microsite.

We are actively engaged with the Association of Directors of Children's Services Regional Improvement and Innovation Alliance, Local Government Association and the Department for Education to support improvement. We are also maintaining ongoing dialogue with Ofsted around our progress and our response to covid-19.

Risk

The Ofsted inspection activity tells us that in spite of the commitment of our practitioners and managers, some children in neglect are experiencing drift and delay. The children's service management team have ensured reviews have been undertaken to identify actions which have been required to address this.

Covid-19 has had a major impact on the lives of our children and families and on the activity of our children's services. A risk assessment process has ensured that we have considered each child's needs under covid-19. We have been working closely with partners, especially schools, to ensure we understand children's experiences under covid-19 and that we provide appropriate help and protection. Referrals to children's services have decreased during lockdown and although they are now increasing, it is anticipated that some children will have experienced hidden harm.

Following February's Focused Visit, Ofsted informed us that they would undertake a further

Focused Visit in the autumn and that this would result in either assurance of sufficient improvement or a full inspection. Since covid-19 and the lockdown, Ofsted have been considering their inspection programme and are indicating that they are likely to be adjusting their activity. We anticipate a fuller review of children's experiences under covid-19, which would look at a wider range of our children's services than those areas considered under the Focused Visit. Our approach to improvement has taken in wider services, although this requires cultural and system improvement which will take time to fully address and to embed.

The implications of an inadequate inspection are most importantly that we would be failing to serve Nottingham's children well. However, it would also bring major external scrutiny with ministerial oversight and potential intervention. In addition, very substantial additional cost would be incurred. Achieving fast and demonstrable improvement will require significant additional resource. We need our practitioners and managers to be able to devote their attention whole-heartedly to the practice and improvement in a very short space of time.

Both the full inspection in 2018 and the Focused Visit in 2020 told us that workforce capacity was not sufficient to the demands and complexity of meeting children's needs in a city like Nottingham. This is of course a challenge in a very difficult financial context, but Ofsted is clear that the statutory requirements within which children's services will not be adjusted to take account of circumstances. The improvement plan includes a review of the operating structure for sustainable services which will need to be considered within the council's financial priorities.

In relation to covid-19, DfE guidance has been clear that it remains the responsibility of local authorities to meet their key statutory responsibilities for the welfare of children and families and for safeguarding children although a small number of limited adjustments have been provided for.

It is vital that we have robust and good quality services for our children and families. They are a key statutory duty, but also good services improve the experiences and the life chances of our most vulnerable children as they progress into adulthood and that makes a long term difference for them and for our city.

PARTNERSHIP

Nottingham CityCare Partnerships:

Activity-what were your safeguarding priorities/focus for 2019/20

- Renew and implement our Safeguarding Training Strategy in line with the Intercollegiate Competency Framework.
- Improve our data collection within the safeguarding service to enhance our understanding of organisational safeguarding children's activity
- Implement a sustainable staffing structure within the Multi Agency Safeguarding Hub (MASH) and Domestic Abuse Referral Team (DART) to ensure we have a consistent workforce to contribute to the multi-agency work of the MASH.

Achievements-what have you achieved:

- Our Safeguarding Training Strategy has been implemented utilising a blended learning approach, compliance has greatly improved throughout the year with positive feedback. In addition, we have introduced virtual bite size training packages for more specialist areas of safeguarding.
- We have revised and improved our data reporting within the safeguarding service to enable us to have a detailed understanding of safeguarding activity across the organisation and this has enabled us to identify how our safeguarding service activity is impacting front line practice. This is enabling themes to be readily identified, influencing our priorities.
- We have appointed two Safeguarding Practitioners into the MASH to support our contribution to the multi-agency safeguarding response to referrals.

Impact-what difference has this made/evidence of impact:

- Our safeguarding training compliance has significantly improved throughout the year. The quality of the training program has been positively fed back. Our staff feels the blended learning style utilising face to face training supplemented by a workbook and resources on our safeguarding intranet pages is effective.
- Our reporting data has enabled us to provide assurances around our safeguarding activity across the workforce. This has been largely achieved through our safeguarding children's SystemOne (our electronic recording system) template. We are now implementing an adult safeguarding SystemOne template.
- The MASH Practitioners have provided a consistent approach to our contribution to the multi-agency safeguarding response. Systems and processes have been streamlined to ensure effective use of resources.

Future objectives:

- As we move through our pandemic restoration and recovery phase we are promoting safeguarding across the organisation. We recognise vulnerable children may be adversely affected by the pandemic and are promoting safeguarding across the

workforce to mitigate against risks posed.

- We will be providing bite size master classes on neglect and relaunching our assessment tools and resources
- The Safeguarding Champions Network will continue to be promoted and developed to help us ensure key safeguarding lessons reach all of our workforce.

Education Directorate, Nottingham City Council

1. **Activity** - What were your safeguarding priorities / focus for 2019/20
 - Delivering a city wide Designated Safeguarding Leads network across all settings (primary, special, secondary, free schools, AP and independent)
 - Coordination of Advanced DSL programme (ADSL) to support audit process, practice and development of safeguarding activity
 - Provision of training for schools and academies
 - Embedding safeguarding across activity of directorate
2. **Achievements** What have you achieved?
 - Delivery of annual DSL Safeguarding conference with one place offered per school – keynote delivery and workshops by Andrew Hall, national safeguarding consultant
 - Primary 62, Secondary 14, Special 8, MATs 5
 - Spring Term DSL network with increased attendance from independent school sector
 - Primary 47, Secondary 11, Independent, Special 2, AP 4, MATs 4
 - Delivery of virtual summer DSL network communicated through SCENE and DSL webpage – 144 views by end of week of network
 - 3 new ADSL's validated - 12 ADSL's in place coverage within all MATs
 - Wider education representatives within a range of partnership safeguarding activities – Youth Justice Board, MASE, CCEP, Edge of Care Panel, Channel, VRU Stakeholders Group, OOC Panel
3. **Impact** – What difference has this made / evidence of impact
 - Advanced safeguarding training and supervision in safeguarding delivery through DSL Conference
 - Continuity of safeguarding activity/networks despite lockdown restrictions
 - Full ADSL cohort providing policy development, safeguarding audit activity and training delivery across the City
 - Central Training Programme:
 - The programme is enhanced by ADSLs in NST who deliver programmes to schools within the trust

Central Training Attendance - academic year 2019/20	Number of people
Introduction to Safeguarding	15

DSL part 1	66
DSL part 2	38
DSL update	43
Total	162

4. **Future objectives** - Key objectives for 2020/21

- Safeguarding arrangements and oversight of vulnerable children in education throughout the Covid-19 pandemic
- Providing a quality DSL network across the partnership in a virtual world where physical meeting is not possible
- Supporting and promoting attendance at schools as they reopen post lockdown 2020

350 people attended the CCE event.

CSE – there were 2 sessions. May, September and 58 people attended

SoS – there has been 3 sessions, May, July and November and 40 people attended

NCSCP ANNUAL REPORT RETURN 2019/20 – NOTTINGHAMSHIRE HEALTHCARE TRUST

Activity - What were your safeguarding priorities / focus for 2019/20

- Our main focus this year has been to continue to design and implement our single trust-wide safeguarding service to develop a 'one Trust' integrated approach.
- Our training team have worked to develop and introduce training passports for staff to facilitate staff understanding around requirements for safeguarding training. They have also continued to refine and develop the safeguarding supervision skills training for managers across the Trust.
- Safeguarding supervision, in accordance with the safeguarding supervision framework and policy, safeguarding supervision facilitates practitioners to respond to the safeguarding needs of service users. Supervision training has been improved. Support for managers has been strengthened to support complex cases. A review of the delivery model will be undertaken this year.
- We have continued to take part in partnership working, including representation at board and subgroup meetings, contributing to Child Safeguarding Practice Reviews and audit activity.

Achievements - What have you achieved?

- Our integration work has enabled us to explore and address 'our challenge' by:
- Exploring culture and behaviours, agreeing a shared purpose and linking this to our response to the services we support;
- Exploring and agreeing operational principles for working together;
- Sustaining and developing core functions of the safeguarding service;
- Offering opportunities for professional development, engagement & promotion of

wellbeing across the service.

- In response to COVID-19, we accelerated our development of a safeguarding SPOC (single point of contact). A dedicated phone number and universal email inbox was set up and promoted throughout the Trust,
- Senior members of the team delivered training to 160 police colleagues over two days, looking at working with enhanced vulnerability. The two days included sessions and group work on topics such as communication, ACEs, complex trauma, hidden harm and disclosure.

Impact – What difference has this made / evidence of impact

- Our work on integrating the service has enabled us to ensure we have the right staff at the right place at the right time. This enables us to deliver a consistent safeguarding service across the Trust, even at times of staffing pressures, ensuring children and adults are protected.
- The SPOC has had a positive impact, providing staff with a clear route to access safeguarding advice at the point of need. Early signs are that this is an effective, streamlined approach to supporting our patients, families and colleagues.
- The delivery of two days training to the police was well received and provided an opportunity for shared understanding and learning to enhance our partnership working further.

Future objectives – Key objectives for 2020/21

- Having introduced our SPOC, we will now work towards fully embedding it within the Trust. This will give us the opportunity to strengthen the quality of our referrals to other agencies and to ensure that the voice of the child is captured and reflected in all our safeguarding advice.
- We will respond to the changing landscape in response to COVID-19 safeguarding risks through our recovery plan and our continuing development of an agile safeguarding service.
- We will revise and improve our guidance for managing allegations against persons in positions of trust to ensure an informed and swift resolution to issues raised.
- Establishment and maintenance of a robust and high-quality research informed approach to evidence based practice around DSVA – taking into account a proactive and well as responsive approach to identified local and national needs and policy directives.

Nottinghamshire Police Update

To include all relevant departments in a Child Assessment Meeting to coordinate a response to the National Guidance.

- The force has a Child Centred Policing meeting which is chaired by Assistant Chief Constable. Force leads from various areas attend this quarterly meeting to provide regular updates. A Child Centred Impact Log has been produced which records actions,

accountability and progress.

- The themes of this Impact Log are: Stop and Search, Custody, Youth Offending and Criminalisation, Children in Care, Engagement and Relationships and Prevention of Harm.

Voice of the Child – to ensure that the views/welfare of children is captured throughout the journey of the child through police contact.

- The Voice of the Child training input has been delivered during the “DA Matters” training that all staff across frontline and specialist departments received during Autumn 2019. Over 1100 front line officers and staff have received this input.
- Investigators are already aware of the requirement to consider the views of the child whether as victim or witness and this has been reinforced through the addition of it as part of the investigation plans required of officers.
- VOC has been audited as part of the large internal audit (which included adult/child sexual offences and domestic abuse) and is currently subject of separate stand-alone audit later in 2020. Recommendations from those audits will be action planned with the head of Public Protection as the owner.
- An update to Niche (our crime recording system) is taking place to amend the pro-forma niche document to capture the VOC within the formal risk assessment completed at every domestic abuse occurrence.

To ensure real time sharing of police information with partners to inform effective decision making around the risks to children.

- Work has been undertaken cross authority with the Heads of Service for CSC to ensure that information held on CSC systems in relation to children on protection plans is shared with police. This works both ways in that response officer’s decision making is informed and that CSC are aware in a timely manner of incidents involving children that they are managing.
- Locations where children are subject to Child Protection Plans are tagged on our command and control system in order that dispatchers and attending officers are aware of such plans at the address. Completing the information sharing cycle with our partners, incidents at these locations are then shared with CSC to inform them of incidents as they occur.

Adverse Childhood Experiences/Harmful Sexual Behaviour – to improve staff understanding of.

- This has been delivered to all Public Protection staff. An external provider from the university has covered a range of vulnerability issues from HSB, ACE, contextual safeguarding. A HSB procedure has been written using the Brooks traffic light system. It has been incorporated into all our guidance and procedures. All front line staff have received a 7-minute briefing and video presentation on adverse childhood experiences.

To ensure a coordinated approach to those regularly missing or at heightened risk (CCE/CSE/Gangs etc)

- Trigger plans are created for those at risk of CSE&CCE and those missing three times in 90 days. This summarises key enquires and associates and will list persons who pose them a risk on bespoke tasks on the COMPACT missing person management system. A CCE coordinator has been recruited to replicate the good practice from CSE.
- Both authorities now have a “children in care” officer that the force missing team work closely with. Fortnightly meetings to decide the at risk list around County Lines, Modern Slavery. Children that are identified are discussed at the monthly panel meeting youth Violence & Child Exploitation.
- Links with school liaison officers who are updated when children from their school go missing. Any live missing cases MFH team are automatically shared with CSC. If 3 times missing in 90 days a multi-agency meeting is arranged. A leaflet has been created which signposts support agencies and this is provided to missing children upon their return.

To improve the knowledge of response and neighbourhood officers regarding Registered Sex Offenders in their area.

- All registered sex offenders (RSO's) managed by MOSOVO have their addresses flagged on our command and control system so that officers are aware on attendance for any incident of the restrictions in relation to child contact etc. An up to date list per local area is provided to officers of all RSO's being managed in their communities. Any incident involving a RSO is automatically notified to all MOSOVO supervisors so that they are aware of any incidents in the preceding 24 hrs.

To improve attendance at multi-agency meetings as per Ofsted recommendations.

- Working Together officers have been recruited to increase capacity within the MASH and specifically in relation to safeguarding children meetings. This team are lined managed by MASH supervisors who work to ensure attendance when required. A multi-agency review has been conducted in relation to the MASH and Ofsted recommendations. Improvement were implemented and audit work has subsequently shown near perfect attendance at our safeguarding children meetings.

Improve information sharing and risk assessments between police and partner agencies to identify those children at risk from knife crime and serious violence

- The EPAS project (Early Police Alert to Schools) notify designated safeguarding leads in schools of incidents where one of their pupils have been involved in a knife related or serious violence incident, either as a victim or a perpetrator. It is being administered by the Youth Justice Team, to try and close the time gap between education finding out about an incident which affects their pupils, where they may be managing repercussions, have information valuable to the investigators, need to step up safeguarding etc.

To ensure that all children are only detained when absolutely necessary and for the

minimum amount of time.

- There is a joint protocol for City and County children in custody – one cross authority policy which both heads of service have signed up to. This provides all agencies with sufficient notice and is designed to reduce the number of children kept in custody and support such children who are. A monthly governance meeting reviews cases to monitor compliance. Current challenges remain in relation to the national problem with secure and non-secure accommodation.

Quality Assurance and Multi Agency Audit Sub-Group Annual Report 2019- 20

Aims and purpose

The aim of the Quality Assurance and Multi Agency audit group is to provide assurance to Nottingham City's Safeguarding Partnership in respect of the quality of safeguarding intervention for children and young people and the performance of agencies in carrying out their safeguarding function. The group meets 8 times per year with 4 meetings being dedicated to audit activity.

Membership

Agencies represented include Children's Integrated Services, Nottinghamshire Police, NHS Clinical Commissioning Group and other representatives from Health providers and Education leads. The meetings are chaired by the NSPCC which brings independence to the quality assurance process. The chair reports directly to the Business Management Group.

Activity

During 2019-20 the meeting schedule was interrupted in quarter four by the covid19 pandemic and problems with attendance in quarter three, due to capacity and absence issues. A new chair was appointed in October 2019, Pete Turgoose from the NSPCC taking over from Liz Tinsley. Despite the interruptions in the schedule there has been a clear commitment to the audit process, three multi agency audits were completed.

Audit activity has included-

- Neglect
- Children subject to Child Protection plans for 3 months or less
- Sexual abuse referrals

Key Findings

- The findings from all audits have been shared with partner organisations through their QA subgroup representative and through the Business Management Group (BMG). A comprehensive response was undertaken by Childrens Social Care in relation to practice concerns highlighted in the Neglect audit. This work was led by the Head of Service and included a further internal review of all the cases alongside the workers involved and the managers of the Child Protection Reviewing Service

- The audit examining cases subject to short child protection plans confirmed that the decision to make the children subject to a plan was correct. However, it also confirmed the hypothesis that plans had ended prematurely. Circumstances remained unchanged in the lived experiences of the children. It identified the need for multi-agency partners to take greater responsibility for review conference decisions and to effectively present alternative views or escalate concerns.
- The sexual Abuse audit did identify issues with appropriate access to and arranging CP medical for sexual abuse. It also highlighted some more common practice issues for example the quality of assessments, and seeking the involvement of GPs.
- Positively all the audits demonstrate overall ongoing and good communications between workers across the partnership. Good recognition of safeguarding concerns and appropriate referral to Children and Families Direct. Prompt responses and in most cases risks identified and directed to the right level of service. Workers are routinely demonstrating methods and activity to obtain the voice of the child: though in the cases we looked at this did not always translate into fully understanding their lived experiences.

Achievements

- Building on work started the previous year the QA subgroup have successfully delivered a full year of performance reporting. Work on this is ongoing to improve some areas such as commentary, but we start 2020-21 with a strong data base for ongoing monitoring. Quarterly performance data is made available to BMG.
- The QA subgroup have reviewed and updated the audit tools to enable a more qualitative audit. This will be implemented during quarter one of 2020-21.

Next Year

- An audit programme for 2020-21 has been agreed, though this has been streamlined due to the impact of the Covid19 pandemic on capacity. Towards the end of the year we will re-audit neglect as this was a recommendation of the 2019 audit. Other audits identified are Children in Need and children with mental health support needs.
- The NCSCP business office is also closely aligned with the Childrens Integrated Services (CIS) improvement programme and will where appropriate link this into the work of the QA subgroup and audit activity to incorporate learning or enhance processes.
- The QA subgroup will continue to monitor the performance framework, present scrutiny and challenge where appropriate. This work will be supported by the independent scrutineer and associate scrutineer, who has been invited to consider the work of the QA subgroup and will attend a subgroup meeting as part of this work.

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Children and Young People's Participation Strategy 2020-25

Scoping Paper

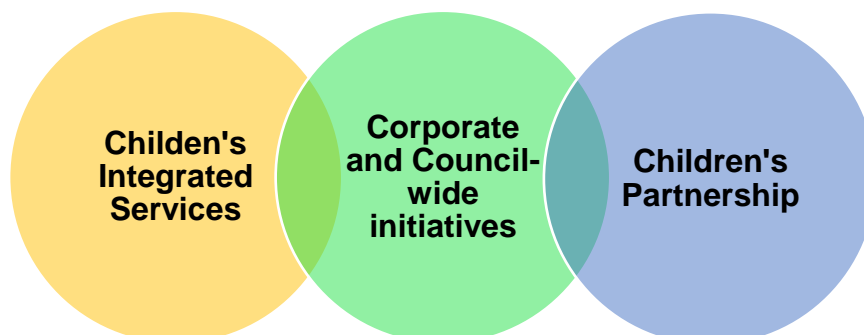
1. Context and background

The purpose of this scoping paper is to establish the basis for the newly refreshed Children and Young People's (CYP) Participation Strategy. The current CYP Participation Strategy was initiated by the formation of the Children's Partnership Board and development of the Children & Young People's Plan. Since then it has served as an enabling document for the Partnership, and has provided actions for delivery of participation groups, activities and processes within the Council and its partnerships. Refreshing the strategy to better address current and future needs has been identified as a key action in the Children and Families at the Heart improvement programme.

The strategy addresses the engagement and participation requirements and objectives of the following:

1. Children's Integrated Services - specific participation needs
2. Wider Children' Partnership partners including voluntary sector providers
3. Corporate partners, including internal Council partners and strategic stakeholders

Fig 1.



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. This ethos underpins a range of national and local level drivers.

Participation is a cross-cutting value embedded in Children and Young People's Plan and features commonly in the work and organisational cultures of our partners. However, feedback from Ofsted after their Focused Visit in Feb 2020 identified improvements required in social work practice to ensure that children's voice is heard and informs their plan, ensuring that we understand what life is like for children and what needs to change.

Other drivers include the reforms outlined in the Children and Families Act (2014) which places a requirement to involve children and young people with special educational needs and disabilities and their parents/carers in the development and delivery of local offers, with representation of young citizens and their parents and carers in programme work streams and at governance level.

The Council's Family Support Pathway provides the context for participation in targeted and specialist services. Additional drivers include participation for inclusion of under-represented and marginalised communities, and work to prevent radicalisation and support community cohesion.

The current ways of working required during Covid-19 present opportunities to rethink and strengthen our use of technology to support participation and an increasing reliance on virtual methods of maintaining contact with children, young people and families during the lockdown period presents both challenges and opportunities that need to inform any future Strategy.

Vision

The current strategy articulates a vision for Nottingham as:

'A city where all children, young people and families are listened to and involved in the decisions that affect their lives. 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. Systems are 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.'

This ambitious vision remains relevant. However, there has been uneven progress towards achieving its goals, with particular challenges around establishing a culture of participation in the workforce; application of consistent processes to support the voice of the child and evidence impact on outcomes; and participation of vulnerable children and young people.

Types of Participation

Participation is the meaningful involvement by citizens in the decision-making processes which affect their lives. This definition, and the different types of participation used by the strategy have

been developed by the East Midlands Regional Participation Leads Group and agreed by EMDCS group. The three types of participation are:

Individual participation - where a child is involved in the planning and design of their own service plan or pathway plan, including for example care pathways, personalised budgets, personal education and health plans. Ensuring the individual child is supported and empowered to have a say in decisions about their life and can meaningfully influence the way in which they receive services is the bedrock of good participation practice. This type is most relevant to participation in targeted and specialist settings, and the focus of most participation work in Children's Integrated Services and partner agencies working with vulnerable CYP. Evidence impacts on individual outcomes, but can also be aggregated to inform operational and strategic decision making.

Social participation – engagement in participation in settings where children and young people normally find themselves, for example community-based youth and play provisions, school or college, or community-level services; or through specific social action projects or volunteering programmes, where young citizens are involved in activities and programmes. This is most relevant to Early Help Play & Youth and wider Children's Partnership education and voluntary sector partners who engage and serve the needs of CYP at community level. Evidence impacts on operational decision-making and helping develop understanding of needs for more focused inquiry.

Public participation - typically through involvement of CYP in groups or forums, or through participation in surveys and consultations, activities linked to quality assurance and improvement of services, and representation on formal boards and committees. Shaping and informing decision making through co-productive activity, with potential to make strategic as well as operational impact.

Our strategy should aim to ensure children and young people have opportunities for meaningful participation across all three contexts, depending on the needs and aspirations of the individual at the point we engage with them; and we should be able to demonstrate through clear evidence the impact their voices have on improving services and the quality of provision for young citizens.

2. What we do well, and where there are gaps and reasons to improve

a) Participation in targeted and specialist services

Children in Care and Care Leavers

In addition to participation in their own LAC reviews and having their say through Independent Reviewing Officer, advocacy and independent visitor services, CiC have access to the following participative feedback mechanisms and activities:

- Children in Care and Care Leavers Have Your Say survey – annual opportunity for feedback on experiences of care, with results feedback to the Corporate Parenting Board. Participation from CiC cohort and tracked Care Leavers is typically between 15% and 20%, resulting in around 130 survey returns each year (though this was down to 80 in 2019 due to changes in the process). The survey process is managed in-house through CiC team and Engagement & Participation lead. Traditionally paper based but moving to online-based format for 2020.
- Mind of My Own – digital app supporting individual children and young people to feedback views, ideas and concerns to social care staff and support workers. Low rates of participation due to inconsistency of offer across children's social care.

- CIC Council provides opportunities for CiC aged 13+ and recent Care Leavers to be part of a peer-participation and friendship group engaged in co-production activity with the Council. The group meets monthly, enabling Corporate Parenting Board partners and social care managers to engage them as a reference group for strategic and operational issues. The group typically has around 12 members plus periodic involvement from young people from SEND-specific provision. Heads of service and the Portfolio Holder regularly attend. CiC Council members contribute to recruitment and selection, including participation as young assessors in Step Up to Social Work programme.
- For Care Leavers, the 'Your Voice' forum has periodically provided opportunities to have their say and be involved with service improvement initiatives via the Leaving Care Team, However, this provision is subject to fluctuation due to changing user group and staff support, and requires refresh.

SEND Children & Young People

Rainbow Parent Carer Forum, the Government-recognised PCF for Nottingham includes participation as part of its regular activity sessions for parents and CYP. The Council's SEND team meets with parents and children through Rainbow, and SEND officers engage with service users. However, since the resource for SEND participation previously awarded to Rainbow was incorporated into part the Information, Advice and Support Service contract currently held by Futures, the availability of participation group work opportunities for CYP has become diffuse. Work is needed to reconnect and strengthen the offer. Special schools have a good level of engagement with our social and public participation programmes, including Primary Parliament and the Festival of Science and Curiosity.

Young Carers

Action for Young Carers, run by Carers Federation, provides support to c.300 young carers in the city, and provides periodic opportunities for active participation through three age-related activity play and youth groups – 7-11, 12-14, and 15+. AYC regularly provides co-productive support to the strategic commissioning team in reviewing and developing young carers' provision.

Child and Adolescent Mental Health Services & CIC CAMHS

Where appropriate and possible, both CAMHS and CIC CAMHS teams offer individual users the opportunity to participate in their own assessments, intervention planning and medication reviews, and encourage feedback on service experience as a routine outcome measure. In addition, young people, parents and carers play an active role in CAMHS recruitment, contributing to interview questions as well as being present on practitioner interview panels. Young people, parents and carers have also been involved in developing psychoeducation workshops, which are available as podcasts on CAMHS' YouTube channel, and involved in the CAMHS newsletter.

Co-design and co-development of policies and procedures is a consistent offer, via MH:2K user youth leadership forum and the local advisory group, and the CAMHS Roadshow. The CIC CAMHS team meanwhile are in the process of developing a therapeutic group for children (DBT informed group).

Young Justice Service

The YJS maintains processes for individual participation in reviews and intervention planning, through self-assessment. Despite efforts to establish group-based work, there is no current regular user participation forum. A service-wide survey is proposed and is being developed for introduction

this year, which will enable users to contribute views which can then be aggregated for service improvement and satisfy inspection criteria requirements.

b) Participation in youth and volunteering settings

The following groups directly are directly convened by the Council:

Youth Cabinet - a Council-managed reference group and youth leadership forum, for young people aged 16-24. The group supports the Council and partners with decision making on a range of issues, providing input into strategic and operational planning and contributing to recruitment and selection activity.

Youth Council - a convention of young people accessing Play & Youth services, which usually meets once term in a locality-based youth venue. Youth Council meetings enable the engagement with a representative cross-section of city youth, while giving young people opportunities to have their say, develop confidence and learn skills for active participation. Some Play & Youth provisions support regular ongoing participation through a local youth forum groups, however this practice is inconsistent and not embedded. Lack of clarity about responsibility for participation continues to hold back progress towards a more embedded participation culture in Early Help.

c) Projects supporting active citizenship involvement and volunteering

There are a wide range of voluntary sector-led youth groups and provisions offering opportunities for active citizenship, volunteering and participation in the city. However, opportunities are not always transparent or well shared or providers well connected, so would benefit from better networking, public communication and workforce training support. There is a growing focus on youth leadership amongst voluntary providers which should be developed to enable young people to assume peer support roles in their communities.

Connection to informal citywide learning engagement programmes such as FOSAC, ChalleNGE, the Young Creative Awards and National Citizenship Service, and involvement in Council-led engagement programmes such as Carbon Neutral 2028 and Central Library development provide rich opportunities to build capacity amongst providers and offer CYP more participation options.

d) Projects in school settings

The Council-run Primary Parliament is the principal convention of city primary school children aged 9-11 and is held twice a term at the Council House. Meetings typically involve around 16 schools and 60 students, and are supported by Portfolio Holders. Around 40 (or just over one half) of the city's primary schools participate in Primary Parliament over the course of the year. Primary Cabinet is an invitation follow-up event.

School and school-trusts typically make their own arrangements for school councils and similar student voice forums. A number of primary trusts have adopted our Primary Parliament model for use within their family of schools. Secondary school student voice activity is typically school-specific and not well connected, and remains bespoke.

3. What we need to do next

In order to strengthen opportunities for meaningful participation in individual, social and public settings, we will:

- Support social work practice to ensure that they have time spent with children and young people; getting to know them, building relationships and understanding what life is like for them and what needs to change.
- Better link children and young people's voice to practice improvement by improving feedback through case file audits and considering options to secure the involvement of CYP in 'practice weeks', and other learning opportunities.
- Create capacity through paid opportunities for CYP to act as youth advocates, coordinating participation activity and inform our improvement journey moving forwards.
- Strengthen links to SEND participation providers, refresh the Your Voice for Care Leavers group, and develop opportunities for participation within Youth Justice Service, following inspection.
- Strengthen partnerships for participation, including links to schools through Designated Safeguarding Leads Network around voice of the child and work with voluntary and community services to support wider representation and diversity of voices.
- Develop creative models within the Reviewing Service to encouraging meaningful participation in reviews and better recording, feedback and action
- Use the voice of young people to shape culture and language of care, through joint work between practice forum and CIC Council
- Support the Workforce Strategy objectives for co-productive partnership working
- Review advocacy contract arrangements to try to maximise the participation resource for Child Protection cases
- Refresh the participation strategy network of officers from across Children's Integrated Services to provide planning and delivery support to the Engagement & Participation Lead
- Work with regional local authority partners through the East Midlands Regional Participation Leads Group, contributing to Regional Improvement Plan
- Support the development of the Child Friendly Nottingham through integration of the CYP Participation Strategy within the CFN framework, and explore opportunities to optimise resources within the programme to achieve the aims of the strategy
- Establish strong links with regional and national participation bodies to support this

A refreshed 2020-25 CYP Participation Strategy and accompanying SMART action plan incorporating will be presented for approval to Children's Partnership Board in Autumn 2020.

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Title of paper:	Attainment of children and young people in Nottingham 2018/19	
Report to:	Children's Partnership Board	
Date:	29 September 2020	
Relevant Director:	Nick Lee	Wards affected: All
Contact Officer(s) and contact details:	Nick Lee, Director of Education Services nicholas.lee@nottinghamcity.gov.uk 0115 87 64618	
Other officers who have provided input:	Daniel Skurok, Insight and Analysis Shaun Burton, Insight and Analysis	
Relevant Children and Young People's Plan (CYPP) priority or priorities:		
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.	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.	
Summary of issues (including benefits to customers/service users):		
The report presents the most recent set of available data outlining the key measures of attainment by children in young people attending early years settings and schools in Nottingham from the Early Years Foundation stage to Key Stage 4.		
Recommendations:		
1	That the Partnership Board note the attainment of children and young people and consider how partnership activities can support early years settings and schools to support the improved attainment of children and young people in Nottingham.	

1. BACKGROUND AND PROPOSALS (Explanatory detail and background to the recommendations)

1.1 Early Years Attainment (Age 4/5)

Early Years Foundation Stage Profile (EYFSP) data covering the 2018/19 academic year was released by the Department for Education in October 2019. The Good Level of Development measure is reported by providers of state-funded early years education, including: maintained schools and academies; and private, voluntary and independent (PVI) providers. Children achieving a good level of development are those achieving at least the expected level within the following areas of learning: communication and language; physical development; personal, social and emotional development; literacy;

and mathematics. This includes: listening and attention; understanding; speaking; moving and handling; health and self-awareness; managing feelings and behaviour; making relationships; reading; writing; numbers and shape, space and measures.

The proportion of pupils achieving a good level of development in Nottingham has dropped slightly this year.

- Nottingham's figure has gone down by 0.7%.
- England's figure has gone up by 0.3%.
- Nottingham's LA ranking has gone down 10 LA places to 143rd.

The gender gap in performance between girls and boys has also increased this year.

Girls outperform boys in all Early Learning Goals. In 2018 the gender gap had closed to 10.9% which was lower than the gender gap nationally (13.5%), this year the gender gap has increased to 14.6%.

Given that this is the first drop in performance since 2013 the Early Years Team have been researching possible reasons with providers. The following issues were flagged by schools that had recorded a dip greater than 10% on the previous year.

- Low speech and language on entry
- New children with no English joining through the year
- Increase in children with social emotional and behavioural difficulties (partic .boys)
- Increase in children with complex needs
- Attendance (children not yet at statutory school age)
- Children still in nappies
- Impact of the reduction of 25 hours, which coincided the introduction of 30 hours.

Clearly a focus on boys and children with SEND needs to continue to inform our work and practice.

1.2 Phonics and Key Stage 1 (age 6/7)

Phonics

At the end of Year 1 testing, there has been no change in Nottingham or England percentages, leaving a gap of 3%. Nottingham has gained 4 LA rankings, going to 132nd.

Key Stage 1

- At the Expected Standard the gap between Nottingham and England has reduced by 1%.
- For Maths, Nottingham has gained 10 LA rankings, going to 134th out of 149 LAs. In other subjects, there have been small changes in the LA ranking, and is now between 140th and 143rd.
- For Reading, the Nottingham-England gap has reduced by 2%, and Nottingham has gained 5 LA places to 141st.

- For Writing and Maths, the Nottingham-England gap has remained at 4% for Writing and 5% for Maths, and there has been no major change in Nottingham's LA rankings (128th for Writing and 137th for Maths).

1.3 Key Stage 2 (Age 10/11)

Attainment

Attainment for KS2 is recorded as the proportion of pupils achieving the expected or higher standard in each subject. The expected standard is a scaled score of 100 or more in reading and maths and a teacher assessment of working at the expected standard while the higher standard is a scaled score of 110 or more in reading and maths and greater depth in writing.

The proportion of pupils attaining the reading, writing and mathematics benchmark (RWM) was 63.45 an increase of 1% on 2017/18. The national figure improved at the same rate.

Nottingham recorded mixed changes in ranking year-on-year for pupils achieving the expected standard in each subject:

RWM improved by 1 places (108/151)
 Reading improved by 4 places (121/151)
 GPS fell by 16 places (109/151)
 Maths improved by 10 places (91/151)
 Writing fell by 7 places (136/151)

At the expected standard, the Nottingham-National gap has reduced by 1% in RWM, Writing, GPS and Maths.

Nottingham is at the National Average for Maths, and is only 1% below in GPS

Progress

KS2 progress scores measure the amount of progress pupils make between their KS1 attainment score and their KS2 score. The notional average score is 0.00. Therefore a positive score demonstrates that pupils have made better than expected progress between KS1 and the end of KS2

Nottingham's progress scores are largely slightly higher than last year's levels:

Reading – 0.81 (up 0.1 from 2018),
 This makes Nottingham 26th out of 151 LAs, up 4 places.

Writing – 1.04 (up 0.1 from 2018)
 This makes Nottingham 20th out of 151 LAs, up 3 places.

Maths – 1.25 (no change from 2018)
 This makes Nottingham 21st out of 151 LAs, up 2 places.

1.4 Key Stage 4 (age 15-16)

The headline accountability measures for secondary schools are: Attainment 8 and Progress 8 and English and Maths GCSE attainment.

Attainment 8

Attainment 8 measures the average achievement of pupils in up to 8 qualifications including English (double weighted if the combined English qualification, or both language and literature are taken), maths (double weighted), three further qualifications that count in the English Baccalaureate (EBacc) and three further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list.

- Attainment 8 has improved by 1.2 points. Nottingham is now ranked 137th of 151 LA's
- In 2018 Nottingham was ranked 145th out of 151 LAs.

Progress 8

Progress 8 aims to capture the progress a pupil makes from the end of key stage 2 to the end of key stage 4. It compares pupils' achievement – their Attainment 8 score – with the average Attainment 8 score of all pupils nationally who had a similar starting point (or 'prior attainment'), calculated using assessment results from the end of primary school. Progress 8 is a relative measure, therefore the national average Progress 8 score for mainstream schools is very close to zero.

Nottingham's average Progress 8 score in 2019 was -0.15 and increase from -0.27 in 2018.

This Progress 8 score ranks Nottingham 106th out of 151 LAs – an increase of 30 places

English and Maths GCSE Attainment

Percentage of pupils achieving grades 4 or above in English and Mathematics GCSE
52.7% - a decrease of 1.7 % (National percentage 64.6% - increase of 0.2%)

Percentage of pupils achieving grades 5 or above in English and Mathematics GCSEs
32.3% - a decrease of 0.5% (National percentage 43.2% - decrease of 0.3%)

2. RISKS

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

None

3. FINANCIAL IMPLICATIONS

None

4. LEGAL IMPLICATIONS

None

5. CLIENT GROUP

(Groups of children, young people or carers who are being discussed in the report)
Children and young people attending City settings and schools aged 4-19.

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.

7. OUTCOMES AND PRIORITIES AFFECTED

(Briefly state which of the CYPP priorities will be addressed)

Supporting achievement and academic attainment of children and young people

8. CONTACT DETAILS

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Title of paper	Nottingham Schools Trust update
Report to	Nottingham City's Children's Partnership Board
Date of meeting	29 September 2020
Contact details	P A / S A Fielding
Relevant CYPP priority	Supporting Achievement and Academic Attainment'
Summary of key issues, what is going well, what is being developed (5 minute overview)	<ol style="list-style-type: none"> 1. Achieving our ambition 2. Our extensive core offer 3. Levels of accountability 4. Cause for celebration – overall effectiveness / pupil outcomes / Under One Sky

PURPOSE

Nottingham Schools Trust was launched in September 2017 in order to establish a body that had the capacity to represent, lead, challenge, support and work **on behalf of Nottingham City Council and its maintained schools**. It was designed to allow school leaders to play their part in realising the vision of collective moral purpose and a shared commitment to the achievement and success of all children in the Trust. Our collective ambition was to enable:

Our children to

- **be well prepared for the next stage in their lives** and given every opportunity to fulfill their potential, particularly the most vulnerable
- be given ambitious targets and have their learning and progress effectively monitored
- be nurtured to become confident individuals, responsible citizens and successful lifelong learners
- **be engaged, excited and motivated through a broad and balanced curriculum**

Our schools to:

- **retain maintained status and closely aligned to the Local Authority**
- retain their individual characteristics
- be good or better and therefore avoid imposed intervention
- collaborate rather than compete
- **exploit our strengths**

Our Trust to:

- be run by our schools for our schools
- **create stability and avoid further fragmentation and segregation**
- establish a cost effective, sustainable and future proof approach to education in Nottingham
- enable us to work together to make our schools stronger and more resilient
- protect and celebrate autonomy

ADMINISTRATION

The Trust office is based in the former Sure Start Children's Centre building at Walter Halls Primary and Early Years School and manages its own website and Twitter account which can be found at;

<http://www.nottinghamschoolstrust.org.uk/>

Twitter: [@NST_Forschools](https://twitter.com/NST_Forschools)

Trust membership: 36 schools including 31 maintained primary schools, 4 special schools (one of which is an academy) and 2 stand-alone primary academies.

Trust Governance is strong and the board of directors includes 1 NCC Cllr appointed Director, partner solicitor (Browne Jacobson), Senior Regional Officer NAHT, 2 serving Head Teachers, 1 recently retired Head Teacher and senior School Improvement Adviser, recently retired Senior Manager of corporate banking, Chief Commissioning Officer Nottingham and Nottinghamshire CCG, Corporate PR Consultant.

The Core team consists of CEO, administrative officer (1 FTE) and an NCC sponsored procurement specialist (0.2). The Trust purchases the support of a finance officer (12 days per year).

The termly NST Members meetings follow the NCC LA briefing meeting. The Board of Directors meet termly. Emanating from the Board meeting are the Performance and Standards Committee and the Finance, Audit and Risk Committee who also meet termly and report back at Members meetings.

The Trust is a registered company limited by guarantee and has an underlying business plan, articles of association, risk register, asset register, Financial Scheme of Delegation, SIA Handbook, is VAT registered and submits its accounts annually to HMRC. In its first two financial years the Trust has received a clean bill of health and in 2019 NCC commissioned a full audit of the Trust.

Funding comes from a combination of member school subscription (£5100.00 + VAT per year) and NCC grant funding. In our view this provides tremendous value for money.

NST CORE OFFER

In order to meet the enhanced school improvement advisory, challenge and support offer the Trust has sourced and deploys 9 high quality School Improvement Advisers on a consultancy basis who visit member schools for up to 5 days each year and engage in a broad range of challenge and support interventions. The Trust has an agreed level of flexibility to allow additional SIA deployment dependent upon need. SIAs also lead 1 and 2 day whole school reviews to inform the risk assessment, analysis and intervention programme. This area of work includes working closely with the NCC data team.

The Trust also deploys its range of Advisers and school based staff to author a broad suite of supporting curriculum resources, documents, templates and policies which are stored centrally on the Trust website. Member schools remind us of the quality and efficiency of this aspect of the Trust's work particularly when staff wellbeing and reduced bureaucracy are at the top of the national agenda. Additionally the Trust meets termly with NCC Human Resource consultants to develop the extensive HR policy suite and to ensure we remain aligned to NCC/national policy and accompanying guidelines.

SCHOOL TO SCHOOL ENGAGEMENTS

The Trust also has access to a range of expert/accredited practitioners working in its schools to include NLE, LLE, SLE, Ofsted trained, outstanding class based practitioners, admin/business management staff. This gives us a further 100+ days of school to school support when required.

The Trust has established 16 subject Leader networks that meet termly. These are led and managed by a mixture of school based experts and national consultants;

The NST summer term series of Subject Leader Networks saw 14 different sessions delivered, between Monday 3rd June and Monday 10th June.

231 people attended the summer term series of network meetings; 220 from NST schools and 11 from other schools resulting in 456 hours of CPD being delivered to staff from NST schools. A total of 1,265.25 hours of CPD were delivered via our Subject Leader Network meetings during 2018/19.

32 of the 36 NST schools attended at least 1 network. The average number of Networks attended by the 32 participating schools was 7. **We asked attendees to rate their experience at network meetings out of 10, with 1 being the lowest score and 10 being the highest.** All of our meetings were scored at least 8/10 by attendees. 9/14 meetings scored 9/10 or higher.

NST WORK PROGRAMME 2018-2020

The Trust has an extensive Work Programme that has exceeded our expectations in terms of the breadth and depth of activity. We currently provide;

Strand	Project Focus
Literacy	Reading SSIF project
	Building capacity
	Writing moderation networks
	English subject leader network
	Phonics network
	Oracy-Voice Nottingham
Maths	Number fluency
	MAST

	Maths SSIF project
	Maths subject leader network
	Maths for TAs conference
Assessment	Moderation
	APR framework
	ASP
	SEND
	Pupil premium narrative
Teaching and Learning	Quality First teaching
	Y6 network
	BST
	LAC DT network
Safeguarding	MyConcern resource and support
	DSL / ADSL networks
	Whole school audit and QA
	Range of training offers – statutory / refresher
	PSHE network
	Youth mental health first aid
Leadership and Management	Ofsted updates
	Peer challenge / recruitment to headship
	New to headship
	Foundation subjects leader networks
	Model M and E, SEF, SIP documentation
	Schools Forum consultancy support
	Policy templates
	Middle leader training-Careering Ahead
	Head of School, AHT training
	NQT provision
	Curriculum development
	HR working party network
Efficiencies	MyConcern / Catering contract negotiations / cleaning contract negotiations / GDPR ADPO network established and auditing school practice / Estate review

Activities are based on need and attendance varies according to each member school's development priorities.



ACCOUNTABILITY

From inception neither NCC nor member schools have seen the Trust as a soft option. Its work is underwritten by 7 ambitious, Key Performance Indicators that are robust, rigorous and designed to ensure our schools meet the complex and challenging range of children's needs and include:

- All schools judged good or outstanding
- Teaching, learning and assessment judged good or better
- Pupil outcomes in our schools exceed floor targets and are comparable with the best outcomes in similar schools.
- Our schools will demonstrate good and outstanding leadership and management, including governance.

- Our schools will accurately self-evaluate and have a culture of continuous improvement and high aspiration.
- High-quality CPD for all staff which means our schools attract and retain the very best-we are not proposing establishing a TSA function but will purchase appropriate, refined and cost effective CPD from local providers (where possible).
- All schools are financially solvent

The CEOs author a termly account of progress against the 7 KPIs and present to the;

- NST Board of Directors
- NST member schools
- NCC Portfolio holder for education
- Director of Education
- Director of Education Services
- NCC Schools Causing Concern meeting
- Children’s Partnership Board
- JCNC



OVERALL EFFECTIVENESS

The significant upward improvement trend continues and we are now above the LA and National figures for overall effectiveness for both Good+ and outstanding measures. 94.5% of NST schools are judged to be good or better by Ofsted which compares well with the national figure of 87.7% and the overall LA figure of 90.4%.

PUPIL OUTCOMES 2019

End of EYFS data

The gap between NST and the national average has increased to -6.7% from -4% in 2018.

End of KS1 data

Phonics - In 2019 77.4% of pupils in NST schools met the expected phonics standard in year 1 (6 year olds), above 2018 (76.7%). This has built on the significant improvement seen but remains below national and LA.

KS1- By the end of KS1 there remains a gap between NST schools and national averages in all measures as expected.

End of KS2 data

Our end of Key Stage 2 outcomes are cause for celebration and demonstrate the positive impact for pupils over time in NST schools. Despite their low baselines pupils make rapid progress and secure outcomes which are in line with national in all areas (within 1 or 2 %). In maths and GPS NST schools have exceeded the national average figures. This has never been done before! In all areas there has been significant improvement as can be seen in the chart below. In reading, writing and maths combined 65.7% of pupils achieved the expected standard (compared with 60.3% in 2018). This compares to the England 2018 average of 65.3%, a gap of +0.4%, and the LA average of 63.4% with a gap of +2.3%

Key Stage 2													
School Name	Achieved Standard or Above					Achieved Greater Depth					Progress Score		
	RWM	Reading	Maths	GPS	Writing	RWM	Reading	Maths	GPS	Writing	Reading	Writing	Maths
National	65.3%	73.7%	79.1%	78.5%	78.9%	10.6%	27.2%	26.8%	35.9%	20.2%	+0.04	+0.03	+0.05
Nottingham LA	63.4%	71.1%	78.7%	77.4%	75.5%	8.8%	22.8%	25.5%	35.3%	18.5%	+0.81	+1.04	+1.25
NST	65.7%	73.5%	81.2%	79.7%	76.9%	9.8%	25.8%	27.2%	36.8%	17.8%	+1.46	+1.24	+1.94
Difference NST and National	+0.4%	-0.2%	+2.1%	+1.2%	-2.0%	-0.8%	-1.4%	+0.4%	+0.9%	-2.4%	+1.42	+1.21	+1.89
Difference NST and LA Schools	+2.3%	+2.4%	+2.5%	+2.3%	+1.4%	+1%	+3.0%	+1.7%	+1.5%	-0.7%	+0.65	+0.20	+0.69

We are pleased to share our national rankings out of 149 LA's which are shown in yellow below.

Measure	NST %	NST Rank out of 149 LAs	Nottingham %	Nottingham Rank out of 149 LAs

READING EXS+	72.25%	88	70%	114
READING HIGH	25.13%	96	22%	133
WRITING EXS+	77.57%	74	74%	137
WRITING HIGH	17.75%	95	18%	95
MATHS EXS+	82.20%	23	78%	83
MATHS HIGH	26.71%	66	25%	86
GPS EXS+	79.72%	39	76%	111
GPS HIGH	35.64%	62	35%	69
RWM EXS+	66.36%	51	62%	106
RWM HIGH	9.63%	69	9%	88

Progress KS1-2

We were pleased to note that our pupils continue to make rapid progress between KS 1 and 2. Progress scores remain very positive for the NST schools and are all above the national average as well as above the local and regional averages for all subjects. Progress scores all show improvement. This ranks the city as 29th for reading (0.8), 21st for writing (1.0) and 27th for maths (1.2) out of 151 LAs which is good. However **it ranks NST as a hypothetical LA as 10th for reading (1.4), 15th for writing (1.2) and 8th for maths (1.9) out of 151 LAs.**

'UNDER ONE SKY'

During Summer 2019 schools in the Trust were invited to take part in a **Year 4 art based printing project**, which involved working with a local artist on the printmaking technique **Collograph**.

The piece of work was designed to celebrate our world **Under One Sky** – a bold and colourful way to celebrate our city, our connections and our world - encouraging pupils to work collaboratively and feel a sense of belonging to school, Nottingham and planet earth.

The final piece featured Nottingham's:

- Sky – birds, flying insects, clouds, sun, moon, stars.
- Earth – cityscapes, schools, buildings, parks, trees.
- Water – the river Trent – water, boats, fish, reptiles and riversides.
- Underground – earth, fossils, roots, animals, insects.

T

he artists for The NST Big Exhibition then made a giant version of the print which was exhibited in the Learning Studio at Lakeside Arts Centre 12-17th October 2019 and then Loxley House foyer.



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CEO COVID19 BRIEFING

Spring Term and Summer Term 2020

Update; September 2020

Opening statement

During this time, we have thought long and hard about the prospects for our children in the Trust. It is easy to become increasingly indignant about the extent to which the current situation will favour the advantaged and even more disadvantage those not so lucky. Some may feel we will be unable to right the impact in exacerbating inequalities that will arise from this pandemic; we have been alarmed to hear that domestic violence has increased at least two-fold; food poverty is on the rise; social care is under significant pressure and people are neglecting addressing their own health and wellbeing out of fear. However, despite the many challenges brought about by the virus, our spirits have done anything but dampen. It is the collective expertise of our member schools committed to the work of the Trust that has helped us to establish and continue to develop a clear and exacting response to the crisis. One that is focused on meeting the needs of children and staff. Consequently, we are convinced the children and staff in city schools will emerge even stronger and more resilient in the capable, professional and compassionate hands of our senior school leaders and LA Officers.

It is worth noting that some of our Board members have written in to say:

'I am so proud to be involved in the NST and hearing about your hard work and that of all the head teachers and staff make that ever stronger. The work that you all do is humbling and I know that you all will do you very best in impossible circumstances to care for and teach all the children across the city.'.....'You and the school leaders are clearly doing a fantastic job in such uncertain times.....it is extremely heartening to know that we are working with such experienced educators in such unusual times...it is also great to witness the inter-agency working, which we know has such impact on vulnerable groups long may it continue... I have certainly seen barriers between traditional sectors come down as never before. We can only hope that this continues...thank you for taking the time to give your detailed update and please share our best wishes with teachers who have continued to work in the classroom with children, and those planning the next stages.'

Connectivity

In light of the pandemic we have redefined our lines of communication to include regular online briefings with;

1. The Local Authority core team-Nick Lee (Director of Services) / John Dexter (Director of Education) / Janine Walker (Head of SEND) / David Thompson (Health and Safety Officer) / Pete McChonnie (Head of Inclusion and Access) / Cllr Dvaid Mellen (Executive Lead for the council) / Cllr Neghat Khan (Portfolio holder for education)
2. Trade Union representatives
3. NST head Teacher cluster groups
4. NST system leaders

The Local Authority education department has provided NST with significant advice, guidance, support and expertise whilst continuing to track progress against the NST Work Programme and Key Performance Indicators.

COVID19

Since March 2020 we have created a strategic response to the circumstances we find ourselves in by;

- constructing the COVID19 response toolkit which can be found at;
<http://www.nottinghamschoolstrust.org.uk/coronavirus-information-and-resources/>

The screenshot below is taken from the contents page of the toolkit;

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The first section deals with the initial emergency response and for all of us this phase is over for now. However- given the scale and nature of the crisis there is nothing to say that this will not reoccur. Therefore, we thought it would be useful to keep guidance and model documentation that we might use again, either for a second peak of Coronavirus, or perhaps some pointers for different types of emergency closures.

The Second section gives guidance about safeguarding arrangements and welfare considerations for pupils who are vulnerable.

Section 3 relates to the different situations' schools may find themselves in, including partial opening guidance and checklists, temporary closures of schools, and the reopening of schools which may be equally complicated. This also includes an indication of possible NST cluster/ hub arrangements which can be implemented if a school is forced to close temporarily- so that pupils who need to access a school

place are able to, either because they are vulnerable or because they are the child of a key worker. It also gives the hub school to which the staff of the closed school should report and support, so that all available staff are able to contribute effectively, as well as ensuring pupils are able to access support from adult as they are familiar with and can safeguard them appropriately.

Section 4 holds the NST risk Register.

Section 5 tries to give guidance about where to access resources to ensure you are able to run effectively both as the school is closed, and when it might reopen.

- developing an online, layered communication network across all school leaders and LA Officers (to include Directors of Education and Services, Safeguarding and SEND)
- establishing a set of principles to underpin the wider opening of our schools
- publishing a library of supporting documents
- developing a Trust wide suite of Risk Assessment templates alongside LA Health and Safety Officers

In terms of safeguarding; each school has a named LA officer to whom school leaders report on a weekly basis. This has significantly connectivity between education settings and social care.

We are terribly proud of our school leaders within NST schools. They have, without exception, risen to the challenge this national crisis has brought with it. All schools have remained open throughout and all Head Teachers have gone over and above to make sure our most vulnerable children are carefully monitored and supported. Schools have also endeavored to do all they can to admit and take care of the most vulnerable children and children of key workers since the start of the lockdown. Food banks and charities have been accessed, meals have been provided from day one of the crisis for all FSM children as well as others we identified as vulnerable. Children that did not meet the threshold for social care involvement were encouraged to take up school places and attend. Respite places were offered for those struggling at home either with child or adult mental health. From week one, all schools insisted on home visits and/or welfare telephone calls to children / students / parents / carers on a weekly/ bi weekly basis.

We geared up for a wider opening of our schools on the 1st June and published our plans in advance. These plans included lengthy consultation with all school leaders in the trust, the LA including Cllr David Mellen and Neghat Khan (portfolio holder for education) and the Trade Unions.

Head Teachers helped us deliver a well-considered plan to enable the gradual and wider reopening of our schools. We took every step to reassure parents/carers about the imminent return to school but had to acknowledge that our plans could only be as safe as we could make them. Whilst some parents chose not to allow their children to return we remained concerned about the escalation in domestic violence, the breakdown in foster care arrangements, increased levels of student anxiety and worse still-the unknown levels of abuse and neglect. Without the watchful eye of the teacher we assumed the gaps were widening and vulnerabilities deepening so felt compelled to meet the DfE instruction to widen the return to school beginning on the 1st June.

Following a series of meetings with the LA/Trade Union reps and the CEOs it was agreed that the wider reopening of schools could commence on the 15th June, starting with our Year 6 children. Further meetings with the LA /Trade Unions secured the 22nd June as the date at which schools could continue the wider opening of their schools to more children.

Subject leader networks

During the summer term, nine of our Subject Leader Network meetings took place online, via MS Teams or the Zoom online platform. Subject Leaders have been keen to try out this new way of delivering CPD during the Covid-19 crisis. Where Subject Leaders have decided not to hold a meeting during the summer term, this was generally been due to circumstances making the planned content undeliverable. For example, the PE Network was postponed as the content planned was the 2020 School Games Mark application process (the School Games Mark was paused prior to the meeting taking place), and outdoor learning (which Martin Smith was unable to deliver online).
The meetings that took place were:

	<ul style="list-style-type: none"> • Design & Technology -19th May 2020 • Music – 20th May 2020 • RQT – 22nd May 2020 • PSHE – 10th June 2020 • Art – 23rd June 2020 • Inclusion – 24th June 2020 • Assessment Leads – 25th June 2020 • MFL – 30th June 2020 • NQT – 16th July 2020 <p>186 people attended the spring term series of network meetings; 169 from NST schools, and 17 from other schools.</p> <p>Based on all staff who booked attending, our summer term network meetings resulted in 260 hours of CPD being delivered to NST schools.</p> <p>34 of the 36 NST schools attended at least 1 network. The average number of staff attending Networks from each of the 34 participating schools was 5. Subject Leaders were unable to take registers or gather feedback as they normally would, as online meetings do not lend themselves to the completion of such administrative tasks. We had previously decided against gathering electronic feedback after training events due to the likely low return rates, and we felt that this would particularly be the case at the moment with the ongoing Coronavirus situation. Anecdotal feedback from Subject Leaders is that meetings have been well received, with the following quotes being shared with us:</p> <p style="text-align: center;"><i>“We had 14 NQTs join us in total and they asked questions and were super engaged so it made for a great session!” ... “One RQT stayed behind at the end and said she has found the training/CPD that NST have provided for her NQT and RQT year the most beneficial and wanted to say thank you!”</i></p>
School to School	<p>In addition to actions outlined in the NST Work Programme and the work of our School Improvement Advisory team we have continued to deploy a range of school-based practitioners including senior leaders, middle leaders and specialist teachers to develop and support;</p> <ol style="list-style-type: none"> 1. NST Subject networks, 2. those new to Headship, 3. peer challenge / review meetings 4. the Head Teacher appointment process, 5. the school self evaluation process, 6. school improvement planning and 7. the annual performance review and Head Teacher appraisal programme.



Children's Partnership Board Forward Plan

5th Jan 2021

CYPP Priority: Safeguarding and Supporting Children and Families

Update on Young Carers

Developing Nottingham's Early Help Strategy

Child-Friendly Nottingham

Partners Update: Police Update

Please contact Debbie Hemsley if you have any suggestions for future items for the forward plan:
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