



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

**MINUTES of the meeting held at on 5 January 2021 from 4.04 pm - 6.00 pm**

✓	Cllr Cheryl Barnard (Chair)	Portfolio Holder for Children and Young People, NCC
✓	Cllr David Mellen	Portfolio Holder for Regeneration, Schools & Communications, NCC
✓	Catherine Underwood	Corporate Director for People, NCC
✓	Sue Fielding	Department for Work and Pensions
	Helen Blackman	Director of Children's Integrated Services, NCC
	Nick Lee	Director of Education, NCC
✓	Kerry Jackson & Tim Brown	DWP/ Job Centre Plus
✓	Jon Rea	Engagement and Participation Lead Officer, NCC
	Charlotte Reading	NHS Nottingham Clinical Commissioning Group/ Chief Nurse
✓	Amanda Payne	Futures Group representative
	Phil Briscoe	Further Education representative (Nottingham College)
✓	Sophie Russell	Head of Children's Strategy and Improvement, NCC
✓	Maria Ward	Maintained Primary School Governor
	Julie Burton	National Probation Service Nottinghamshire representative
	Tracy Tyrell	Nottingham CityCare Partnership
✓	Sarah Fielding	Nottingham Schools Trust and Virtual School
✓	Supt. Matthew Healey	Nottinghamshire Police
	Nicky Bridges	Primary Schools' representative (Robin Hood Primary)
	Helene Denness	Public Health, NCC
	Michelle Strong	Secondary Schools' representative (Bulwell Academy)
✓	Karla Capstick	Small Steps Big Changes representative (Director)
✓	Karla Banfield	Strategic Commissioning Manager, NCC
	Cheryl Steele	Special Schools' representative (Rosehill School)
✓	Stephen McLaren	Voluntary Sector
	Claire Perry	Voluntary Sector (Children & Young People's Provider Network)
		Young People (Youth Cabinet)

✓ Indicates present at meeting

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

- Cllr Neghat Khan - Portfolio Holder for Employment & Community Protection
- Elaine Mitchell - Elaine Mitchell, Integrated Workforce Manager,

James Lovett	-	Integrated Workforce Development Specialist
Tajinder Madahar	-	Head of Service Children's Duty and Targeted Services
Rosaleen Lynch	-	Service Manager, Action for Young Carers
Catherine Ziane-Pryor	-	Governance Officer

## **12 APOLOGIES FOR ABSENCE**

Helen Blackman (leave)  
Cheryl Steel

## **13 DECLARATIONS OF INTEREST**

None.

## **14 MINUTES**

Subject to amending Councillor David Mellen's Portfolio title to Portfolio Holder for Regeneration, Schools and Communications, and noting that Maria Ward's role is representative of 'Maintained Primary School Governors', the minutes of the meeting held on 29 September 2020 were confirmed as a true record and will be signed by the Chair.

## **15 MEMBERSHIP UPDATE**

**Resolved to note that:**

**Michelle Strong (Bulwell Academy) replaces Derek Hobbs as Secondary Head Teacher representative;**

**Karla Banfield has replaced Chris Wallbanks on the Board as a representative of Nottingham City Council's Commissioning and Procurement Section.**

## **16 DRAFT NOTTINGHAM CITY CHILDREN AND YOUNG PEOPLE'S PLAN 2021-2023 FOR CONSULTATION**

Sophie Russell, Head of Children's Strategy and Improvement, presented the initial consultation draft of the Nottingham City Children and Young People's Plan 2021-2023, which it is anticipated will be presented in its final form at the March 2021 meeting for adoption.

The new streamlined version is less formalised, easily accessible and simpler to share with communities and young people, in addition to being a useful tool for professionals to link into when formulating new strategies.

Further consultation of the draft is taking place.

The majority of priorities identified in the original Plan were considered to be still relevant but an additional priority has been identified of 'hearing and including children, young people and families'. This has been identified as a particular focus in the current circumstances of the pandemic and lockdowns, whereby digital exclusion and poverty have been highlighted and also in recognition of disproportionality for BAME young people.

The next stage is to identify existing plans and strategies to prevent duplication of work amongst partners.

Early Health remains a priority with a focus on preventative action and a strategic approach.

Comments from Partnership Members and responses to questions included:

- a) with regard to the figure referred to of 16% of pupils in the City having Special Educational Needs (SEN) and/or disabilities, this figure is not only based on children with Health and Care Plans (HCPs) but is more broadly inclusive of the wide range of needs across the City;
- b) the dedicated consultation events have provided some powerful quality feedback from young people which has proved very positive in initially identifying and underpinning the most important priorities;
- c) during the year ahead, partners need to focus on addressing the digital deprivation which has been exacerbated due to the pandemic;
- d) it's important that where young people are engaged and contribute, that they see the results and for partners to be accountable to the young people who brought those ideas and evidence forward;
- e) the Small Steps Big Changes partners welcome the priority for early intervention to prevent escalation of issues. The parent's voice is also valuable for capturing the voice of younger children and needs to be listened to;
- f) the inclusion of the learning and achievement priority is welcomed and it is suggested that the draft plan is presented to the Nottingham Schools Trust Termly Heads Briefing. Also beneficial would be updates or evidence of what partners are doing to contribute to progressing the plan priorities. With regard to focusing on addressing the digital divide issue, the Nottingham Schools Trust has been supported in steps to support pupils with the issue of connectivity through a generous donation of sim cards for children who have been struggling, although finding the appropriate and compatible machinery is an on-going effort;
- g) young careers are recognised as having some specific vulnerabilities but are not considered as a separate focus within the plan to prevent duplication as many of their known issues are the same as other young people but with additional complexities which can then be considered separately;
- h) the plan needs to feel right for all members of the Partnership so moving forward, it is proposed for the Partnership to look at how they are using the plan to co-ordinate a united approach without duplication. This includes commissioning of services across the partnership, which may need to be creative;
- i) the refreshed Local Engagement and Participation Strategy is due to be submitted to the March meeting of the Partnership. We as a partnership need to ensure that there is continued and on-going engagement with children and young people via established channels but also with young voices and parents. It would be beneficial if this could possibly be tracked by the Partnership.

Members of the Partnership welcomed the easily understandable and very helpful plan, with several offering routes for further consultation of young people through the respective partner bodies. The priorities of being heard and included and digital inclusion (within learning and achievement) are welcomed.

**Resolved to note the draft Nottingham City Children and Young People's Plan 2021-2023.**

## **17 CORE DEVELOPMENT STANDARD PROGRESS & UPDATES**

Elaine Mitchell, Integrated Workforce Manager, and James Lovett, Integrated Workforce Development Specialist and project manager, presented the report which informs the partnership work undertaken to refresh the Core Development Standard from 2017, including seeking approval to rename it the 'Children's Partnership Board Development Offer'.

The report and was accompanied by a presentation which is issued with the initial publication of the minutes and identifies the changes made from the 2017 Standard.

The following points were highlighted and responses provided to questions:

- a) a task and finish group consisting of a range of connected professionals and partners worked well over only 2 meetings to revise the format, update the priorities and ensure there is an easily accessible and co-ordinated offer in one single page per age grouping, providing information on resources available (including e-learning) across the whole of the children and young people focused workforce within the City;
- b) the new offer now includes an integrated service specific to 0-5 year's age group, alongside the 0-19 year's resources available;
- c) the offer will continue to be evaluated, monitored and updated on a quarterly basis to evolve in line with resources available and required to respond to current priorities, whereas previously, the Standard was reviewed annually;
- d) some partner members felt that there is still more to consider regarding what should be available and identifying gaps, including ensuring that the Small Steps Big Changes (SSBC) programme in the City is fully utilised;
- e) it's necessary to ensure that the workforce has the skills and knowledge to intervene early to make the most effective contribution within the City. The new addition of speech, language and communication is an exciting element;
- f) best practice doesn't stand still so the documents will continue to evolve;
- g) the offer needs to be promoted and accessible to the voluntary community sector as part of the wider partnership in addition to statutory partners, meeting the CYPP priority of safeguarding and having the right people to connect with for safe advice and direction;
- h) one of the aims of the offer is to ensure that there are no blind spots and gaps in the resources available, and that the offer is accessible to everyone, including those harder to reach groups. Since the requirement for virtual communications due to the pandemic, communications have become easier to access and are broader reaching but the offer still

needs to be promoted through all routes as a tool to help and support rather than dictate. Further ideas are welcomed as to how it could reach a further audience;

- i) it will be very difficult monitor usage of the offer on the website other than registering 'hits' which will only indicate general access and not the resources and specific tools used. There are plans to train the trainer to help spread the knowledge but any support or suggestions for promoting the offer are welcomed;
- j) it is gratefully noted that there appear to be a couple of partner provided e-learning packages omitted from the offer regarding Adverse Child Experiences (ACEs) which was jointly provided by the City and County Council in conjunction with Public Health, and also around Autism. However, it is recognised that further work is required around the Autism offer and work on Adverse Child Experiences (ACEs) is yet to be confirmed so the document will continue to evolve.

The Chair welcomed the offer and believed that it sits well within the current improvement journey and child focused approach.

### **Resolved**

- 1) **to rename the Core Development Standard (CDS) to Children's Partnership Board Development Offer (CPBDO);**
- 2) **for the workforce to use the Children's Partnership Board Development Offer (CPBDO) as a best fit resource within their own internal training programmes;**
- 3) **to agree new updates to the Children's Partnership Board Development Offer (CPBDO), which aims to provide up to date training materials, resources and course materials that are of easy accessibility and incorporating the whole workforce partnership throughout;**
- 4) **to agree the inclusion of the Early Outcomes Fund (EOF) and how this will revolutionise support for speech, language and communication (SLC) in the early years' age groups;**
- 5) **to promote and raise awareness of Children's Partnership Board Development Offer (CPBDO) through Every Colleague Matters (ECM), including a navigation video of how to use the updated documents.**

### **18 CYPP PRIORITY: SAFEGUARDING AND SUPPORTING CHILDREN AND FAMILIES**

Sophie Russell, Head of Children's Strategy and Improvement, Tajinder Madahar, Head of Service Children's Duty and Targeted Services, and Rosaleen Lynch, Service Manager, Action for Young Carers, provided updates of activity within their respective areas of work which linked into the Children and Young People's Plan priority of Safeguarding and Supporting Children and Families.

Sophie Russell, Head of Children's Strategy and Improvement, delivered a brief presentation updating the Partnership on the Children's Improvement Plan. The following points were highlighted and questions responded to;

- a) Ofsted undertook a focused visit during February 2020 and this is an update on the significant work undertaken since then;
- b) 2 priority areas were identified for action by Ofsted so the Children at the Heart Improvement Board was established to focus on addressing these areas;
- c) a clear strength-based practice model was relaunched using the well-established Signs Of Safety approaches to support consistency of practice, with additional learning resources for social workers such as tools for direct work with children, and the new neglect practice guidance for identifying neglect and working with (not to) families, in addition to working closely with the Safeguarding Partnership to jointly produce a Partnership Neglect Strategy;
- d) frontline social worker teams have stabilised with additional capacity to sure there is time available for purposeful and high quality work with children;
- e) with our partner in practice (Essex Local Authority) we worked continued to learn and develop an understanding of the quality of practice in key areas, delivering diagnostic activity and practice conferences. Colleagues from Essex have been very helpful in supporting a positive direction of travel;
- f) the early help offer for children and families was maintained and funding cuts responded to by creating a more targeted play and youth offer, further improving CAMHS, and building the capacity of our VCS partners;
- g) the rapid pace of the improvement journey has been maintained throughout the pandemic and changes to the Corporate Leadership Team. Services have provided a robust approach in responding to the challenges during COVID-19 and ensuring contact is maintained with vulnerable children and families, providing regular returns to DoE, and ensuring visibility maintained. There has been fantastic work across partners, agencies and education providers, providing assurance that vulnerable children remain safe. This latest period of lockdown has highlighted the importance of Partnership and moving forward together;
- h) the focus was initially on delivering against priorities identified but now the scope needs to widen with partners to ensure the most effective impact;
  - i. children will benefit from consistently good social work practice;
  - ii. services will be enabled and supported to make a difference for children;
  - iii. children will benefit from a partnership that works together to improve outcomes for children;
- i) the targeted approach of Youth and Play Services is monitored and can be provided following the meeting. Play and youth targeted work is important in a preventative approach and there are good indicators that they are having a positive impact and reach. Services have adapted contact due to the covid social distancing restrictions;
- j) this is a good opportunity to bring together important strands of work which have previously operated in isolation, ensuring that Partners can co-ordinate work and together.

### Priority Families

- k) this is not a local authority initiative but a partnership initiative, with phase 2 (period 2015-2020) now complete, for which the target was met, ranking top within the region with a total of 3,840 payment by results claims, significant and sustained progress claims totalling 3,096, and continuous employment claims reaching 744;
- l) the programme has been extended by a year to 2021, with overall funding available of £1,598,400, with a target of 384 attachments and 643 payment by results. To date, the programme is on track to meet all targets. Central Government has indicated the intention to extend the programme nationally for a further year, potentially with a greater focus on homelessness youth crime demand management, but this has not been confirmed.

Partners welcomed the achievement and the impressive number of claims for continuous employment, which illustrates the excellent partnership working with partners including the seconded Police Officer and specifically the DWP and work of the Troubled Family Employment Advisors, providing very strong performance results.

Tajinder Madahar, Head of Service Children's Duty and Targeted Services, and Rosaleen Lynch, Service Manager, Action for Young Carers, provided a brief presentation on Support for Young Careers, which is issued with the initial publication of the minutes.

The following points were highlighted, questions responded to and comments made by Partners:

- m) a joint protocol has been established through partnership working with the Carers Federation and Action for Young Carers, which is being promoted to all social work teams in children and adults alongside the targeted family support for children's teams;
- n) promotion of the protocol and awareness of young carers has taken place through the 'every colleague matters' event, including the offer of presentations to schools at the designated safeguarding leads meeting and the education network meeting;
- o) Young Carers identity cards, which are issued by the Action for Young Carers, have been promoted to GPs, with information displayed at some GP practices, but more is yet to be done;
- p) the number of referrals has declined since the pandemic, but telephone contact has increased, as has the use of zoom, which is often the preferable media for many young people. However, whilst out of school there are concerns that there has been an expectation that young carers would dedicate more time to their caring roles and responsibilities and not maintain school work. Access to suitable IT has also been a concern and efforts have been made to provide equipment, along with supporting young carers with practical help, including support by volunteers;
- q) Young Carers are often particularly cautious about leaving the house and taking COVID-19 back into the home, so remote communication has been particularly important;
- r) further work is required to get GPs fully engaged in helping to identify and support young carers with a whole-family assessment approach to ensure appropriate support can be provided;

- s) as parents and carers recover from COVID-19, including long-covid, there may be a massive increase of young carers, so this needs to be recognised and identification actively sought;
- t) repeat training and awareness sessions need to be on-going across all partners due to staff turnover to ensure awareness is maintained;
- u) some families have provided evidence of the very welcome difference that support can make to young carers and their families, emphasising the importance to identify, refer and support young carers at an early stage;
- v) COVID-19 has made everyone's life more difficult but this information on available help is valuable so could possibly be forwarded to the Health and wellbeing board for broader health to consider;
- w) there is a newly established self-help group which has been set up by families who have had covid and are experiencing the effects, so this young carer support information may be valuable to share with them, and possibly look to spread your work further and promote more strongly, particularly with regard to the longer-term impact of covid;
- x) Young Carer Referrals can be made by word of mouth so it's important to make people aware and ensure carers and their families do not feel like they are on their own;
- y) the Young Carers Team is structured to support young people from the age of 5 to 18 years, and 16 to 29 years;
- z) we all need to ensure that the support is in place at an early stage to enable young carers to have the confidence to progress in life, such as into higher education or employment as some may lack confidence beyond their caring role.

**Resolved for an agenda item to be brought to a future meeting focusing on Youth and Play Services, to include the reach of the Service and numbers of young people engaged.**

## **19 PARTNER UPDATES - NOTTINGHAMSHIRE POLICE**

Nottinghamshire Police Superintendent Matt Healey, delivered a presentation, a copy of which is circulated with the initial publication of the minutes.

The presentation included the following:

- a) an overview with regard to staffing, recruitment and proposed improved facilities, current policing operations (including Operation Reacher which is now across the City), and dedicated funding to help address child criminal exploitation;
- b) Lead Policing officer roles were identified as follows:
  - o Nottingham City Area – Supt Mat Healey – 24/7 Response, Neighbourhood Policing & Criminal Investigations;
  - o Public Protection – Supt Andy Gowan – CAIU, Rape Investigation, Domestic Abuse, Sex Offender Management;

- Serious & Organised Crime – T/Supt Mike Allen – Modern Day Slavery, Human Trafficking, County Lines, Organised Crime Groups;
  - Youth Justice, VRU & Knife Crime Strategic – Supt Ted Antill;
- c) how the Police Service is contributing to the Children's Partnership, mainly co-terminus with the City Council but also liaising with partners, including:
- i. committing to Children at the Heart Improvement Board and particularly development of the Neglect Strategy;
  - ii. Missing From Home Locate Team (MFHL) of the 2,427 missing reports, 61% of reports are for young people/children, (which is a reduction of 21%) and 21% of those are young people from residential care). Overall outcomes have improved; Each missing report presents a cost to the Police of £2,500, so prevention work is important in many aspects;
  - iii. ongoing Youth Justice work;
  - iv. dedicated Children in Care Police Officers;
  - v. an officer is seconded to the Troubled Families Team;
  - vi. coordination with the Mental Health Triage Team, including BARNHAUS at the QMC to support the victims of child sexual abuse;
  - vii. a Schools Officer;
  - viii. Child Sexual Exploitation awareness and strict prosecution;
  - ix. contributing to Partnership Risk Management, including providing youth engagement with the Police Cadets, Mini Police, Internships & Work Experience and a full time Police Career Advisor
  - x. Violence Reduction Unit;
- d) overall, crime has reduced across all non-covid legislation breach categories, really due to the COVID-19 lockdown, but the number of reported incidents is rising as restrictions are eased:
- i. first has reduced by 37% compared to the same period last year;
  - ii. sexual offences has reduced by 26% (204 fewer offences);
  - iii. domestic abuse is increased by 1% (34 for incidents);
  - iv. reporting of domestic incidents (which do not meet the threshold for domestic violence ) has increased by 14% (663 more incidents);
  - v. City Policing is driving the reduction in knife crime of 7.6% (21 fewer offences) and knife possession reduced by 31.7% (72 fewer offences);
  - vi. Anti Social Behaviour has incidents have increased significantly but this is mainly due to the inclusion of reports of
- e) Statistics for the city and county were presented for Public Protection notices (regarding safeguarding referrals of sexual exploitation) month by month for the past year;
- f) Statistics for 'Encompass Referrals for city and county for the past year, in relation to informing schools when the police have attended a domestic incident where a child was present, so that the child can receive wrap-around support;
- g) Officers are keen to include the 'voice of the child' into the decision making of the Police, and progress the development of the neglect strategy.

Members welcomed the comprehensive overview of the partnership work of the Police which makes a difference to the safety of children in the City.

Police work placements for care leavers is also very welcome and further discussions will take place with Tajinder Madahar, Head of Service Children's Duty and Targeted Services, to progress this further.

Members of the Partnership thanked the Police for their work in partnership and in considering the key challenges faced within the City, including young people in custody and early intervention approaches when young people are caught in possession of a knife.

**Resolved to note the work of Nottinghamshire Police and their strong collaborative working within the Partnership.**

**20 ANY OTHER PARTNER UPDATES**

None at this time.

**21 KEY MESSAGES AND ITEMS FOR INFORMATION**

None at this time.

**22 FORWARD PLAN AND SUGGESTIONS FOR FUTURE AGENDA ITEMS**

**Resolved to note the forward plan with the inclusion of potential future items on;**

- a) Play and Youth Services engagement; and**
- b) Small Steps Big Changes update, as the programme has now passed the mid-point and the impact of the programme will become evident as children enter the education system.**