



Nottingham City Council Children and Young People Scrutiny Committee

Date: Thursday, 30 September 2021

Time: 10.00 am (pre-meeting for all Committee members at 9:30am)

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

Please see information at the bottom of this agenda front sheet about arrangements for ensuring Covid-safety.

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

Director for Legal and Governance

Senior Governance Officer: Jane Garrard

Direct Dial: 0115 8764315

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|----------|--|----------------|
| 1 | Apologies for absence | |
| 2 | Declarations of Interests | |
| 3 | Minutes | 3 - 6 |
| | To confirm the minutes of the meeting held on 29 July 2021 | |
| 4 | Children's Integrated Services Improvement | 7 - 20 |
| 5 | Early Years Entitlement | 21 - 48 |
| 6 | Work Programme | 49 - 54 |

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

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Nottingham City Council

Children and Young People Scrutiny Committee

Minutes of the meeting held at Loxley House, Nottingham on 29 July 2021 from 10.00 am - 11.43 am

Membership

Present

Councillor Carole McCulloch (Chair)
Councillor Jane Lakey
Councillor AJ Matsiko
Councillor Shuguftah Quddoos
Councillor Maria Watson

Absent

Councillor Maria Joannou
Councillor Jay Hayes
Councillor Chantal Lee

Colleagues, partners and others in attendance:

Jane Garrard	- Senior Governance Officer
John Matravers	- Service Manager, Safeguarding Partnerships
Audrey Taylor	- Service Manager, Fostering and Adoption
Catherine Underwood	- Corporate Director for People
Phil Wye	- Governance Officer

44 Apologies for absence

Councillor Jay Hayes – other Council business
Councillor Maria Joannou – personal reasons
Councillor Chantal Lee – personal reasons

45 Declarations of Interests

None.

46 Minutes

The Committee confirmed the minutes of the meeting held on 27 May 2021 as a correct record and they were signed by the Chair.

47 Independent Inquiry into Child Sexual Abuse

Catherine Underwood, Corporate Director for People, introduced the report providing an update on progress in fulfilling the recommendations from the Independent Inquiry into Child Sexual Abuse (IICSA) and implementation of the associated action plan. Information was also provided by the Interim Director of Children's Integrated Services. They highlighted the following:

- (a) the IICSA had two formal recommendations for the City Council, which were to assess the potential risk posted by current and former foster carers directly provided by the council in relation to the sexual abuse of children, and to commission an independent, external evaluation of their practice concerning

harmful sexual behaviour, including responses, prevention, assessment, intervention and workforce development;

- (b) a detailed assessment was made of the risks posed by foster carers by the Head of Service for Children in Care. Any notifications of concern are now submitted to a monthly performance meeting which is also overseen quarterly by the Children's Safeguarding Partnership. External assurance of processes was also commissioned and concluded that there was no evidence that foster carers posed a risk. Some weaknesses in record keeping were identified and these processes have been improved;
- (c) all agencies with whom NCC has placed a child were written to and a seminar held to provide further details of the responsibilities. Agencies have all confirmed that they have undertaken a review of information regarding current and previous foster carers to assess risks;
- (d) NSPCC were commissioned to undertake an external evaluation of practice in relation to Harmful Sexual Behaviour, and multi-agency meetings were held with staff across the partnership. NSPCC recognised that there were well-established processes and systems in place in Nottingham alongside opportunities for further strengthening. An action plan was developed to disseminate learning and recommendations.

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

- (e) a consequence of NCC's engagement with survivors has been the shared commitment to commissioning a new model of survivor support services in Nottingham and Nottinghamshire, strongly founded on the feedback from survivors. The Council has taken on board how difficult the process can be for survivors to approach them for records and claims. A specific post has been created for survivors to approach for more direct conversations, and written communication has been made less legalistic;
- (f) the post of Sexual Violence and Engagement Manager finishes after 2021/22 as it was specific to the IICSA process, but the responsibilities of this post will be absorbed into wider services.

The Committee thanked the Corporate Director and Director for the information provided. The Committee concluded that, based on the information provided at this and previous meetings, it was satisfied that the Council has learnt lessons from the IICSA Inquiry and built that learning, and outstanding issues from the Action Plan into core practice and the Service's wider Improvement Plan; and given the management and oversight arrangements in place there is no need for further specific scrutiny by the Committee at this time.

Resolved to

- (1) recognise and thank the Children's Integrated Services teams for all their work in responding to the findings and recommendations from the IICSA;**

(2) conclude that, based on the available to it, the Committee is satisfied that the Council has implemented the actions agreed in response to the IICSA Inquiry and incorporated lessons learnt into core practice with sufficient management and oversight arrangements in place.

48 Scrutiny of Portfolio Holder for Children and Young People

Councillor Cheryl Barnard, Portfolio Holder for Children and Young People, delivered a presentation highlighting the following:

- (a) the total budget for Children's Integrated Services in 2021/22 is £72.659m. The largest variable within this budget is the number of Children in Care. During and following the lockdown there has been a large increase in this number and more children with complex needs. The budget for Children in Care placements is £40.378m;
- (b) savings have been identified within the budget over the next 3 years in various areas including a reduced children's centre offer, removal of unfilled vacancies and a reduction in the activity budget;
- (c) based on 2020/21 outturn and the current forecast there will be no change to the Children in Care's pressures in the Medium Term Financial Plan until more information is available on which to base future trends/demands linked with the outcome of OFSTED and SEND reviews;
- (d) whilst it is always a last resort to take a child into care, this can be necessary with increases in self-harming behaviours, eating disorders and neglect. Other Local Authorities have also reported increases in the number of Children in Care;
- (e) delays in the court system are leading to increased numbers of Children in Care and, in addition to the impact on the child and their family, this results in additional cost and budgetary pressure;
- (f) the Children at the Heart Improvement Programme is embedding consistently good strength-based social work practice to support families to make sustainable changes and work is ongoing at the edge of care to provide practical, intensive and therapeutic support keep children with their families;
- (g) costs are being managed through regional commissioning arrangements, extension of the residential block contract, semi-independence block contract, supported lodgings scheme with Barnado's, and expansion of internal residential provision is progressing;
- (h) the Council is engaging with the Competition and Markets Authority on the high cost and poor availability of external placements and continues to work with the Local Family Justice Board to escalate concerns about delays for children;
- (i) the Covid-19 Pandemic has had an impact on children and families leading to an increase in domestic violence and mental health referrals. Staff have also been impacted with self-isolation and low morale. The costs of the pandemic have also

not been fully reimbursed by the government;

- (j) an external review of service transformation relating to children's services is currently being scoped. This will contribute to the Council's wider recovery and improvement activity and feed into future service and budget planning.

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

- (k) the Service works closely with education settings and other agencies to identify children who may be at risk of coming into care, and they receive training to help with this. Last year the Neglect Strategy was put in place to help identify signs that children might be starting to be neglected and support them families with mental health services and practical support with housing and benefits. The cessation of the £20 a week uplift in Universal Credit will cause families to be under further pressure;
- (l) the Duty Team refers cases to social workers, or gives advice if a social worker is not required. The percentage of referrals that turn into formal social work is monitored and compared to other local authorities to make sure that this is the appropriate threshold;
- (m) other family members are always assessed as possible suitable carers before taking a child into care is considered;
- (n) the number of external placements which fall into the higher cost bracket of £4,000 a week or more is increasing due to the increasingly complex needs of children;
- (o) opportunities for naming an award after Helen Blackman and possibly a memorial tree or bench are being explored. The Garden Street Centre is to be renamed Helen's Place.

The Committee thanked the Portfolio Holder for outlining the current context for the provision of services for children and young people, and discussed that it would be useful to explore in more detail plans for addressing the demand and budget pressures facing Children's Services at a future meeting.

49 Work Programme

Resolved to note the work that is currently planned for the municipal year 2021/22.

**Children and Young People Scrutiny Committee
30 September 2021**

Children's Integrated Services Improvement

Report of the Head of Legal and Governance

1 Purpose

1.1 To review progress in improving Children's Integrated Services.

2 Action required

2.1 The Committee is asked to:

- a) review the progress being made in improving Children's Services, in particular implementation of the action plan developed in response to previous Ofsted inspections and focussed visits;
- b) consider the outcome of the recent Ofsted focused visit and the response to those findings;
- c) seek assurance regarding ongoing and future work to address these issues; and
- d) consider next steps in the scrutiny process

3 Background information

- 3.1 Ofsted carried out an inspection of children's social services in November 2018 and the report was published in January 2019. The report noted that there were areas of good practice across the services and a range of services had improved since the previous full inspection in 2014. However, there were also areas where improvements were required to ensure that all children get the right support at the right time. Overall, the service was rated as 'requires improvement to be good'. The Committee has explored work relating to some of the areas identified in that inspection report.
- 3.2 In February 2020, Ofsted undertook a focussed visit to look specifically at Nottingham 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. Ofsted issued two priority actions as a result of their findings. An action plan was developed to address these priorities. Progress in improving Children's Integrated Services was reported to the Committee in July 2020 and March 2021. A further update on progress against these priority actions is attached to this report. The Portfolio Holder for Children and Young People will be attending the meeting to answer questions from the Committee about this.

- 3.3 In June 2021 Ofsted carried out a follow up focussed visit looking at the same elements of service. The report was published in August and is attached. No further priority actions or areas for improvement were identified, however a number of concerns were raised. Executive Board considered the findings of the Ofsted focussed visit at its meeting on 21 September. The Portfolio Holder for Children and Young People will be attending the meeting to answer questions about the findings of the focussed visit and how the Council is responding.

4 List of attached information

- 4.1 'Children's Integrated Services Improvement Journey' report from the Corporate Director for People, Interim Director for Children's Integrated Services and Portfolio Holder for Children and Young People
- 4.2 Ofsted report 'Focused visit to Nottingham's children's services' August 2021

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

- 5.1 None

6 Published documents referred to in compiling this report

- 6.1 Reports to and minutes of the meetings of the Children and Young People Scrutiny Committee held on 30 July 2020 and 25 March 2021
- 6.2 'Ofsted Focussed Visit' report to Executive Board on 21 September 2021

7 Wards affected

- 7.1 All

8 Contact information

- 8.1 Jane Garrard, Senior Governance Officer
Jane.garrard@nottinghamcity.gov.uk



Meeting Title	Children and Young People's Scrutiny Committee
Report Title	Children's Integrated Services Improvement Journey
Meeting Date	30 September 2021

Corporate Director(s)/Director(s):	Catherine Underwood, Corporate Director for People Helen Watson, Interim Director for Children's Integrated Services
Portfolio Holder(s):	Councillor Cheryl Barnard
Report author and contact details:	Michelle Roe, Executive Officer Sophie Russell, Head of Children's Strategy and Improvement

Summary of issues:

Nottingham City children's services were last fully inspected in November 2018 and were judged to 'Require Improvement to be good'. Following this full inspection there have been two subsequent Focused Visits (February 2020 and June/July 2021).

This report provides:

- A review of progress in implementing the Action Plan in response to inspection outcomes.
- The outcome of our recent Ofsted Focused Visit and our response to the findings

Recommendation(s):

- 1 Children and Young People Scrutiny Committee considers the outcome of the Focused Visit from June 2021 and the progress in implementing improvement in children's services.
- 2 Children and Young People Scrutiny Committee considers the next steps for Children's Integrated Services.

1. Background

Nottingham City Council has core statutory responsibilities for the help and protection of children, regulated by Ofsted and it is vital that these are met.

Nottingham City children's services were last fully inspected in November 2018 and were judged to 'Require Improvement to be good'. At a subsequent Focused Visit in February 2020, inspectors found that the experience of Children in Need and Child Protection had deteriorated, resulting in two priority areas for action:

- **Priority Area for Action 1 – Social Work Practice**

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 are identified and responded to.

- **Priority Area for Action 2 – Workforce Capacity**

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.

On 30th June 2021 Ofsted undertook a follow up Focused Visit reviewing the same elements of service. The report (attached as Appendix A) was published on 9th August.

2. Implementing the Improvement Plan

In response to the two priority actions from February 2020, and wider recommendations made around practice improvement, an action plan was developed and provided to Ofsted in March 2020.

The Children at the Heart Improvement Board, chaired by the Chief Executive, is established to oversee and drive delivery of the action plan to secure sustainable improvement which will make a real difference for children, young people and families.

Phase Two of the Children at the Heart Development Plan was agreed by Children at the Heart Improvement Board (October 2020).

The Children's Integrated Services Sustainability Board was established in November 2020 to provide a focus on financial sustainability.

Priority Area for Action	Action taken to improve the quality of practice for children:
	<ul style="list-style-type: none">• Colleagues from all social work, Leaving Care, Targeted Family Support and Early Help teams, have received two days of virtual training to ensure a consistent understanding of Nottingham's practice model and Signs of Safety approaches.• Building on the 'Essential 8', that had only recently been launched at the time of the Focused Visit, the Director for Children's Integrated Services and Heads of Service have engaged with all social work teams to develop detailed Practice Standards and to identify priority actions to create an environment where social work can flourish.• Partner in Practice (PiP) Diagnostics have been conducted in Duty, Fieldwork and in relation to Public Law Outline. Improvement priority

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.

actions have been addressed in Practice Conferences with Essex. Circa 150 Nottingham City colleagues attended the Practice Conferences, which covered systemic/cultural genograms, assessment skills and safety planning. The Chief Executive, Corporate Director, Lead Member, Director for Children's Integrated Services and Heads of Service also attended a Strategic Workshop with Helen Lincoln, DCS at Essex. In December 2021, Essex PiP colleagues completed a review of the impact of their work with us which was reported to the Children at the Heart Improvement Board.

- We have launched Practice Guidance and an Identification Toolkit to support good assessment practice in relation to neglect. The launch event was attended by 114 colleagues, with a video and other resources created to support ongoing roll-out and embedding of the tools. We continue to share good practice examples and a 'thinking tool' through our Practitioner Resources intranet page. We have launched a Neglect Toolkit dashboard to help with monitoring and oversight of compliance. We also have a plan for Autumn 2021, to roll out Action Learning Sets, with Senior Practitioners as key practice champions in their teams.
- Safety Planning workshops were reintroduced in December 2020 and to date have trained 164 student social workers, ASYE social workers, social workers, Senior Practitioners and Team Managers. Workshop content is supported by resources developed and delivered by peer practitioners across the Directorate.
- We have worked with Nottinghamshire County colleagues to develop a cross-authority Neglect Strategy. This will form the basis of a stronger partnership action plan and governance around neglect through both Safeguarding Partnerships.
- Colleagues and Designated Safeguarding Leads were able to access a jointly delivered (Research in Practice and Council) training session on Child Neglect and Poverty Aware Practice. As part of this training, we also developed and shared additional tools and resources to support the completion of the Toolkit and a Goal Attainment Evaluation tool.
- Workforce have been provided with comprehensive set of resources to support them in delivery of good quality direct work with children and families.
- We have improved performance in relation to Child in Need Reviews and issued strengthened guidance to improve management grip and oversight of these cases. A practice review of Child in Need cases, conducted independently by Nottinghamshire County Council, is informing a robust plan for further improvements in this area.
- Case file audit and moderation processes have been strengthened to ensure that the quality of practice and the impact for the child is understood, to ensure that judgements are not over-optimistic and to secure practice improvement through the communication of thematic learning to the workforce.
- A Practice Forum was established in June 2020 to support practice-led improvement and provide opportunities for regular engagement to

	<p>ensure the experience of the frontline is visible to senior leaders. Meetings take place fortnightly and are regularly attended by circa 15 frontline social work colleagues.</p> <ul style="list-style-type: none"> • Membership of Research in Practice (RiP) provides the workforce access to evidence-informed practice tools and resources, to support their work with children and families. 242 colleagues have signed up to the RiP website and are utilising the resources available. • We have used our tailored support package from RiP to focus on priority actions, prioritising training packages on Neglect and Analysis and Critical Thinking in Assessment. 36 colleagues attended the training on Critical Thinking in Assessment session on 9th September 2020 and 37 colleagues attended the Neglect training on 9th March 2021. • The Council has strengthened opportunities for young people's voices to be heard and to inform their plan and wider service developments (e.g. Mind of my Own relaunch, direct work toolkit, Corporate Director engagement to scope next steps). • The Supervision Policy has been refreshed to reflect the more recent developments in the practice model (e.g. group supervision model) and to reflect learning from the PiP Diagnostic and audit findings.
<p>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.</p>	<ul style="list-style-type: none"> • New social work progression and pay model implemented to improve permanent recruitment and retention. In 2019/20 Q4, 31 colleagues leave children's social work teams and this reduced to 18 in 2020/21. (Data represents a rolling 12 month period). • Ongoing involvement with successful programmes – ASYE programme, Grow Our Own, Step Up to Social Work and this year, an investment in three Frontline Student Units to grow our workforce. Since the introduction of the Grow Our Own scheme we have supported three cohorts of students, totalling 33 Children's Integrated Services colleagues to qualify as social workers. The Frontline programme has added 11 students into three Units across our services and this initiative will continue for 21/22. There are currently have seven Step up to Social Work students. • Securing a permanent workforce is a priority and active recruitment takes place, however there remain gaps and as a result agency social work staff are recruited whilst these ongoing efforts to fill posts with permanent staff take place. There are some long standing agency colleagues, who thereby maintain relationships with children and their families. Some agency staff have successfully moved into substantive posts. In 2020/21, 32 social workers were recruited through rolling recruitment, ASYE programme and agency conversions. • Investment in additional resources to create capacity for improving social work e.g. Permanence Workers, Child in Need Reviewers, Business Support, Contact Workers and an agency social work team). <ul style="list-style-type: none"> - Three additional Child in Need Reviewers were added to Fieldwork Teams between March and July 2020, reviewing 170

	<p>Child in Need cases and securing an improvement in performance in relation to the percentage of Child in Need Reviews completed within six months (from 90% in January 2020, to 99% in September 2020).</p> <ul style="list-style-type: none"> • Management and leadership capacity added temporarily to support improvement and address performance challenges – Director-level Practice Improvement Lead, additional management capacity in Duty, additional Child Protection Chair capacity). Targeted additions have been made to address performance challenges to good effect. <ul style="list-style-type: none"> - Two additional managers in C&FD MASH and Children’s Duty Teams has reduced the average duration of screening referrals (from 16 days in December 2019 to 5 days in April 2021) and supported improvements in the timeliness of assessment (with 45.5% of assessments completed within 45 days of referral in Jan 2020, to 74.8% in March 2021) - Additional Child Protection Chair capacity has improved performance in relation to the percentage of Initial Child Protection Conferences taking place within 15 days of the strategy discussion (from 53.4% in Jan 2020, to 95.9% in March 2021). • We have invested in a in a full time, permanent and suitably senior Principal Social Worker (PSW) role.
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3. Current Position

The second Focused Visit of June/July 2021 can be considered to have been positive: Nottingham has received no further Priority Actions and no further Areas for Improvement (the existing ones cannot be stood down until the next full graded inspection.)

The report recognises the exceptionally difficult year for Nottingham and notes in spite of this improvements have been made. Whilst direction of travel is validated, concerns were voiced about capacity to maintain the pace of improvement and scale up improvement focus to a wider set of services.

Improvements in practice were noted by Inspectors, but there was more to do to evidence consistency in core social work practice. There remains a very substantial list of practice improvement requirements.

Improvements in staffing stability and capacity were recognised. The reduction in caseload for some staff was recognised, although noting other caseloads remain too high.

The report explicitly notes that improvements have been made *‘from a very low starting point’* indicating the extent of improvement still to be achieved.

4. Next Steps

Nottingham's next step is a full inspection. It is important to note the scale of a full inspection. The Focused Visit and focused improvement work has been targeted on a section of the statutory Children's Services and the full inspection will encompass the full extent of the authority's services for children. In addition, the Focused Visit takes place over two days with 2 - 3 inspectors, whereas the full inspection will be over three weeks with potentially six or more inspectors. Therefore it will be a significantly more testing process. It will result in a graded outcome for Nottingham City Council Children's Services. (The 4 point Ofsted rating is; Outstanding/Good/Requires Improvement/Inadequate).

Appendix A: the published Ofsted report of Focused Visit of Nottingham City Council (June/July 2021)

9 August 2021

Catherine Underwood
Corporate Director for People
Nottingham City Council
Loxley House
Station Street
Nottingham
NG2 3NG

Dear Ms Underwood

Focused visit to Nottingham children's services

Her Majesty's Chief Inspector of Education, Children's Services and Skills is leading Ofsted's work into how England's social care system has delivered child-centred practice and care within the context of the restrictions placed on society during the COVID-19 (coronavirus) pandemic.

This letter summarises the findings of a focused visit to Nottingham children's services on 30 June 2021. Her Majesty's Inspectors for this visit were Rachel Griffiths and Victoria Horsefield.

Inspectors looked at the local authority's arrangements for children in need and those subject to a child protection plan.

This visit was carried out in line with the inspection of local authority children's services (ILACS) framework. However, the delivery model was adapted to reflect the COVID-19 context. This visit was carried out on site, though with video calls for discussions with social workers. The lead inspector and the director of children's services agreed arrangements to deliver this visit effectively while working within national and local guidelines for responding to COVID-19 and meeting the needs of the local authority's workforce.

Headline findings

Nottingham City children's services were last inspected in November 2018 and were judged to require improvement to be good. At a subsequent focused visit in February 2020, inspectors found that the experience of children in need of help and protection had declined, resulting in two priority actions and four areas for improvement being set. Despite the unprecedented challenges of the pandemic, inspectors found evidence of improvements in these areas, albeit from a very low starting point. Leaders are realistic about the progress they have made, and about the large scale of change still required in order to embed workforce stability, raise the quality of

social work practice, and ultimately improve the lives and experiences of children living in Nottingham in need of help and protection.

Areas for priority action

The areas for priority action set at the last focused visit in February 2020 remain. There are no additional priority actions.

What needs to improve in this area of social work practice?

The areas for improvement set at the last focused visit in February 2020 remain. There are no additional areas for improvement.

Main findings

It has been an exceptionally difficult year for Nottingham. The impact of the pandemic has been significant. High rates of infection, prolonged periods of lockdown, and staff at all levels experiencing bereavement and loss have been very challenging. The local authority's response to COVID-19 has been proactive. Staff have adapted to working from home and children who are in need of help and protection have continued to be seen throughout the pandemic. Alongside the management of the pandemic, leaders have pushed ahead with their improvement plans, with some progress evident. However, embedding change and new ways of working with children and families at a time when visits have had to be adapted in response to COVID-19 restrictions has been a challenge, and has had an impact on the pace of change taking place.

The workforce in Nottingham has been stabilised over the last year. Most social work vacancies in the fieldwork teams have been filled. Most team managers are now permanent. There is a reduced reliance on agency staff. While still too high for some experienced social workers, caseloads have reduced, meaning that while some social workers are starting to have more time to spend with children and families, this is not yet the case for all practitioners.

Staff are positive about working in Nottingham. They report feeling well supported by managers and value improved communication with senior leaders via a practice forum. This is enabling them to share their experiences and contribute to improvement plans.

Staff reported positively about the training they have received in relation to relaunched practice standards and Nottingham's chosen practice model. Inspectors saw some effective examples of this training being put into practice. However, this is not yet consistent or embedded across the fieldwork service in order to have a positive impact for all children. The model of practice is not being consistently used in all aspects of practice or in supervision.

Social workers visit children regularly to monitor their welfare and safety. Unless there are exceptional circumstances, visits are always undertaken on a face-to-face basis. Most children now have a consistent social worker, providing greater opportunities for trusting relationships to develop and for children to have someone they can share their worries with.

Although children are being seen regularly, the quality and frequency of direct work being undertaken with them varies. Inspectors saw an example of excellent, creative direct work with a young child, which informed their assessment and plan. However, this is not happening for enough children, resulting in their life experiences not always being understood and their views not being central to assessments, plans and reviews.

The quality of assessments remains variable. In better ones, social workers demonstrated an understanding of the child's experiences and the impact of issues such as domestic abuse, substance misuse and parental mental ill health have on them. Weaker assessments do not fully analyse all needs and risks. Some assessments are not updated when children's circumstances significantly change. Some parenting assessments are significantly delayed, which has an impact on the effectiveness of planning for children.

There is a lack of consideration of some children's culture and heritage and how their specific identity needs can be met within assessments and plans, thus missing analysing crucial aspects of their lives. This is something leaders are aware of and, in consultation with the practice forum, plan to address.

Assessments in respect of children who are suffering from neglect are improving. Use of a recently launched neglect toolkit is helping staff to better analyse the impact of neglect. It is also helping parents to better understand the concerns and what needs to change. This is a relatively new development and it is too early to see the full impact of this for children who have been subject to long-term neglect.

Children's plans continue to vary in quality. Many have actions that are vague and not specifically targeted. As social workers tend to update plans, rather than rewrite them when actions have been completed or things have changed, it is difficult to see who is doing what, and what needs to change, by when.

Previously used 'contracts of expectations' have been replaced with the use of safety plans, with an aim of working with families to agree a way to protect children. While this is a positive development, safety plans are not yet being consistently written in partnership with families and they are not always updated to reflect progress and change.

Child protection reviews, core groups and child in need reviews are held regularly, with good attendance and information-sharing between professionals and parents. Although scaling is used in child protection reviews to measure children's progress

against their plans, this is not routinely happening in core groups and child in need reviews. Consequently, progress or decline in relation to children's experiences is not being fully captured. Minutes of meetings are not always shared promptly with parents. A parent spoken to during the visit advised that as a result, it is hard to have a clear understanding of what is required of them, and by when, to help ensure that their child's life improves.

Too many children in Nottingham continue to be the subjects of repeat or long periods on a child protection or child in need plan, often for the same reasons. Interventions in these plans have not been successful in bringing about sustained positive change for some children, resulting in them living in neglectful situations for too long. Leaders have now recognised that long and repeat plans are areas that need more robust management oversight. In response, a pilot panel, chaired by the head of service, has been established to review children on repeat plans or plans exceeding 15 months more thoroughly to prevent drift and delay. It is too soon to see the impact of this.

When risks to children increase, and children become subject to the Public Law Outline (PLO) process, service managers and the head of service closely monitor their progress in this process to protect them, and prevent any further delay for them. A recently developed electronic performance reporting system is due to go live in respect of PLO cases to enable more robust analysis of the quality and impact of pre-proceedings work and to help inform development and improvement.

When children's circumstances do improve and their child protection plan ends, the majority of children then become subjects of child in need plans. While children continue to be seen by their social worker regularly in these circumstances, their plans are not always adapted to reflect the change in status. This means that it is unclear what work will be undertaken with children and their families and how progress will be evaluated after stepping down from child protection plans.

All social workers now receive regular supervision and those spoken to were largely positive about this. Supervision records are, however, largely descriptive, and lack reflection and challenge. Actions on cases are often repeated without exploration of what the barriers are to completing them, or reflection of how things could be done differently. This does not drive case progression. In respect of assessments and plans, managers review and authorise these but do not routinely record any constructive feedback as to the strengths and areas for development, thus missing an opportunity for learning.

Quality assurance systems have been developed since the last focused visit. There is now an embedded audit process that includes collaborative audits, moderation and dip sampling. This is enabling senior leaders to have a better understanding of the quality of practice. Leaders recognise that there is more to do and are now focusing on improving the quality, consistency and impact of audits to help drive

improvements. Leaders also plan to seek more feedback from children and families to inform their improvement journey.

Having sufficient capacity in relation to quality assurance has been a resource challenge for the local authority and in response to this, support from a neighbouring authority has been welcomed and used with positive impact. It is not clear that there is sufficient internal capacity to maintain the necessary momentum in quality assurance work, once the current external assistance ends.

Ofsted will take the findings from this focused visit into account when planning your next inspection or visit. I am copying this letter to the Department for Education. It will be published on the Ofsted website.

Your sincerely

Rachel Griffiths
Her Majesty's Inspector

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**Children and Young People Scrutiny Committee
30 September 2021**

Early Years Entitlements

Report of the Head of Legal and Governance

1 Purpose

- 1.1 To review uptake of early years entitlements and progress in delivery of the commitment originally set out in the Council Plan 2019-2023, and subsequently the Strategic Council Plan 2021-2023 to ensure that at least 75% of eligible 2 year olds access free nursery provision.

2 Action required

- 2.1 The Committee is asked to identify if any further scrutiny is required and, if so, the focus and timescales.

3 Background information

- 3.1 The Council Plan agreed by Council in 2019 included a commitment that at least 75% of eligible 2 year olds access free nursery provision. The new Strategic Council Plan 2021-2023, agreed by Council on 13 September, retains this commitment, and states that the Council will encourage take up of funded childcare and nursery places to support early years development and help children achieve their potential through ensuring children are ready for school when they start. The Plan states that the take up of childcare places for eligible two year olds/ free nursery education will be a measure of improvement.
- 3.2 In November 2020, while reporting on progress with commitments in the Council Plan 2019-2023, the Portfolio Holder for Children and Young People informed the Committee that, at that time, the expected outcome for this commitment was 'amber' and that anecdotally childcare providers had reported negative impacts of the Covid-19 pandemic such as a reluctance by parents to take up places for reasons such as concerns about Covid-safety or parents becoming unemployed or working at home and therefore not sending children to early years settings. Concerns were also raised about the sustainability of early years providers and the impact that this could have on access. The Portfolio Holder informed the Committee that there would be targeted campaigns about the importance of early years provision for child development, socialisation and school readiness.
- 3.3 Given that improving take-up of early years provision is a stated priority for the Council, as articulated in the Strategic Council Plan 2021-23, and one that has previously been reported to the Committee as challenging, the Committee decided to explore the issues in more detail.

- 3.4 The Portfolio Holder for Children and Young People, Corporate Director for People and Director for Education have submitted a report (attached) detailing uptake of early years entitlements in the City, access and sustainability of providers in light of the Covid-19 pandemic. The Childcare Sufficiency Statement for Summer 2021 is also attached. The Portfolio Holder for Children and Young People will be attending the meeting to answer questions about this and, progress in delivering the Council's commitment regarding the percentage of eligible 2 year olds who access free nursery provision. The Committee will want to use this information to consider whether it is satisfied with levels of uptake or if further scrutiny is required, and if so the focus for that scrutiny.

4 List of attached information

- 4.1 'Early Years Entitlements Funding' report from the Corporate Director for People, Director for Education and Portfolio Holder for Children and Young People
- 4.2 'Childcare Sufficiency Summary Report Card' Summer 2021

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

- 5.1 None

6 Published documents referred to in compiling this report

- 6.1 Council Plan 2019-2023
- 6.2 Strategic Council Plan 2021-2023
- 6.3 Minutes of the meeting of the Children and Young People Scrutiny Committee held on 26 November 2020

7 Wards affected

- 7.1 All

8 Contact information

- 8.1 Jane Garrard, Senior Governance Officer
Jane.garrard@nottinghamcity.gov.uk
0115 8754315



Meeting Title	Children and Young People Scrutiny Committee
Report Title	Early Years Entitlements Funding
Meeting Date	30 th September 2021

Corporate Director(s)/Director(s):	Catherine Underwood Nicholas Lee
Portfolio Holder(s):	Councillor Cheryl Barnard
Report author and contact details:	Kathryn Bouchlaghem, Early Years Manager. Tel - 0115 87 64531 Email - Kathryn.bouchlaghem@nottinghamcity.gov.uk

Background:

The Local Authority has a range of Statutory Duties* and the duties regarding the provision of early years entitlements funding for 2, 3 and 4 year olds and the production of an annual Childcare Sufficiency Assessment (CSA) and interim updates sit within the Council's Early Years Team.

The administration of the early years entitlements funding is governed by a legally binding Provider Agreement, which is refreshed and agreed to annually, with all providers offering funded places. In the 2021/22 financial year there are a total of 163 Private, Voluntary and Independent (PVI) childcare settings signed up to the Provider Agreement to offer early years entitlements places to 2, 3 and 4 year olds and to receive the associated funding. This equates to 88 childminders and 75 group-based settings.

Furthermore, 73 City schools with nurseries, also offer universal funding of 15 hours per week to 3 and 4 year olds, with a smaller number of schools offering 15 hours a week to eligible 2 year olds the term before they turn 3 and also to 3 and 4 year olds of working parents who are eligible for up to 30 hours of funded early years entitlements provision per week.

The quality of childcare remains high in Nottingham, with 99% of Day Nurseries and Pre-schools and 95% of Childminders in the PVI sectors graded as good or outstanding by Ofsted. The Early Years Team work closely with partners and colleagues such as Small Steps Big Changes (SSBC), Early Help and Families Information Service to support participation in the early years entitlement.

Purpose of Report

This report has been requested by Children and Young People's Scrutiny Committee to review uptake of the early years entitlements, with particular regard to;

- Access to early years provision
- Take up of early years entitlement, with a focus on awareness of opportunities and cultural issues
- Sustainability of early years providers in light of the COVID-19 pandemic

The Early Years Team have recently completed an update of the CSA information for the Summer Term 2021 and the information for this report has been drawn from this document, which is attached for further information.

Access to early years provision

Early years providers had the opportunity to remain open throughout the pandemic, at the height providing places for vulnerable children and children of key workers only. As restrictions have lifted over recent months, many families have returned to early years provision and based on the current CSA and the number of vacancies available, there are sufficient childcare places across the City for all age groups for families seeking early years provision.

There has been a small decrease in the overall number of childcare places available in the City compared to

the Autumn Term 2020, however this decrease is significantly lower than the national picture and working with colleagues in the Families Information Service, early years providers and direct correspondence with parents, there is no indication that parents have been unable to access a required childcare place at their preferred or local provider.

Take up of early years entitlements, with a focus on awareness of opportunities and cultural issues

Overall, the uptake of childcare places across the city has increased slightly compared to participation in the Autumn Term 2020. The greatest increase was in uptake of childcare places for 3 and 4 year olds and the only decrease has been in participation in after school childcare provision, much of which can be attributed to a change of parents working arrangements as a result of the pandemic.

- Uptake of 2 year old early years entitlement (15 hours) by ward
 - 12 wards have seen an increase in take up since Autumn 2020, with overall participation across the City increasing by 2% since Autumn 2020 (see CSA, page 10). Ward take up varies between 51% - 80% and there is a Key Performance Indicator for a target of 75% take up across all wards, which measures are being taken towards with targeted marketing and engagement work (see CSA, page 15).
- Uptake of 3 and 4 year old universal early years entitlement (15 hours) by ward
 - 13 wards have seen an increase in take up since Autumn 2020, with overall participation across the City increasing by 8% since Autumn 2020 (see CSA, page 11). Ward take up varies between 41% - 89%.
- Uptake of 3 and 4 year old extended early years entitlement (30 hours) by ward
 - As with the other early years entitlements, there has been an increase in participation of this early years entitlement compared to Autumn 2020, with an additional 300 children accessing 30 hours provision during the Summer Term 2021 (see CSA, page 12)

A building of uptake across all early years entitlements is expected as our communities move forwards after the height of the pandemic and participation levels are formally measured through the CSA updates, which take place in the Autumn and Summer Terms, historically the lowest and highest participation points within the academic year.

There is no evidence to suggest that there are, or have been, concerns from parents/carers regarding accessibility to early years provision. Approximately a third of settings are based in the wards of highest deprivation and close working relations are established with partners supporting parental engagement, such as SSBC, who work within these wards and encourage participation in local initiatives, for example SSBC ward-based family mentors support with participation of 2 year olds.

Through our extensive [continuing professional development](#) offer, which is available online to all early years providers, we are working with local partners, Equation, who will be delivering training on the identification and impact of Domestic Abuse, Liz Pemberton (the Black Nursery Manager Ltd.) on exploring race in an early years setting, in addition to an offer of English as an Additional Language and other statutory training, such as Prevent and Safeguarding Children.

There are over 92 children across the city currently benefitting from [Early Years SEND funding](#) (EYSF) and on average 15 children per term are in receipt of [Disability Access funding](#) (DAF) in the Private, Voluntary and Independent Sector. Both the EYSF and DAF provide financial support to childcare providers and schools to include a child with SEND. Special Educational Needs Co-ordinator's (SENCO's) have access to continuous professional development via the Local Authority or other training providers, with 81% of all lead SENCO's having completed the LA SENCO training in the PVI Sector. 40% of group settings have joined the LA SENCO Network where they receive relevant local and national information on SEND agenda's and ongoing training to update their skills and knowledge.

We continue to work on agendas and strategies consulting with, and engaging providers, to improve children's outcomes and reduce inequalities such as the forthcoming Speech, Language and Communication Strategy for the City.

Sustainability of early years providers in light of the COVID-19 pandemic

Childminding remains the most transient type of provision within the City and the closures represent some natural churn (moving out of the area). The LA host briefing sessions for those planning to register as a childminder, with 2 sessions delivered since January 2021 to 10 prospective childminders working towards Ofsted registration.

When comparing Summer 2021 data to the previous year, the net difference in pre-school provision was a loss of 2 providers, due to lack of parental demand which had started to decrease before the pandemic. Since producing the Summer 2021 CSA, 1 new provision has opened.

The Early Years Team work closely with providers to support the early identification of any sustainability concerns so corrective measures can be implemented and the Early Years Website hosts a range of tools, resource, vodcasts and information to aid business sustainability to ensure our childcare sufficiency duty continues to be met.

The LA also regular meetings with the DfE to raise any sustainability concerns and seek additional support as required.

It should be noted that information contained within this report relates to data collated during the Summer Term 2021. The impact of the pandemic on childcare in general continues to emerge and will do so for many months to come. The gradual return to the workplace by parents/carers is positive for childcare demand, though situations can change rapidly. Close working with the sector will support the Local Authority to be aware of such changes and will ensure that current data is used at all times when planning sufficiency intervention.

Attachments:

- Childcare Sufficiency Assessment, Summer 2021

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Nottingham City Council

Childcare Sufficiency Summary Report Card

Summer 2021

Introduction

Childcare Sufficiency: Local Authority responsibility

Sufficient, accessible and high quality childcare is an essential factor to promoting school readiness; widening access to employment and study for parents; as well as maximising opportunities for families to benefit from the economic, social and health benefits of employment.

The Childcare Act 2006 (updated 2016) places a duty on all Local Authorities to secure free provision for eligible 2, 3 and 4 year-olds and ensure that there is sufficient childcare for working parents. Whilst the Local Authority is not responsible for providing childcare itself, it is responsible for managing the market to ensure that these duties are met.

Monitoring Childcare Sufficiency

Nottingham City Council publishes a full Childcare Sufficiency Assessment (CSA) report on a three yearly cycle, considering demand, supply and accessibility in order to identify any gaps in sufficiency. This is followed by bi annual refreshes of the data. The full CSA is an in-depth ward level review that includes a survey of both parents and providers.

Ongoing childcare monitoring data is available from the Early Years Profile on Nottingham Insight. This is a set of ward level profiles refreshed bi-annually to reflect current eligibility, places and participation in full-time childcare by age group. The profile also includes population and health data to provide a more complete view of the Early Years age group.

Methodology

As this is a summary report, only childcare providers and schools in Nottingham were consulted as part of the summer term 2021 CSA using online surveys. The views and feedback from parents and employers were collated and reported on in the autumn term 2020 CSA. Ofsted statistics and local intelligence, including Early Years Headcount data, form the content of this report and help draw conclusions on childcare sufficiency.

Please Note: Information contained within this report relates to data collated during the summer term 2021. The impact of the pandemic on childcare in general continues to emerge and will do so for many months to come. Situations can change rapidly therefore we acknowledge that some of the information within this report may already have changed and be outdated. The Local Authority will be aware of such changes and will ensure that current data is used at all times when planning sufficiency intervention.

Key Findings and Executive Summary

Childcare Sufficiency: current context

Sufficient, accessible and high quality childcare is significant in promoting school readiness; widening access to employment and study for parents; as well as maximising opportunities for families to benefit from the economic, social and health benefits of employment.

The Local Authority's statutory duty around childcare sufficiency, as detailed in The Childcare Act (2006) remains unchanged. The pandemic has had a significant impact on the childcare sector and it has never been more important to assess sufficiency. The pandemic has made supply and demand of the childcare market difficult to predict. It continues to be an ever changing picture for the sector as restrictions lift and the full effect of the past 18 months start to emerge. Business and employment play a significant role in childcare sufficiency. Some businesses have fared better throughout the pandemic than others and it is predicted that for some sectors, pre-pandemic business levels will not fully recover until at least 2022. Retail and hospitality are among the primary employers of Nottingham citizens and those worse hit by the pandemic. This will need to be considered in the context of sufficiency as we consider demand for childcare services in the coming months. Current demand may not be adequate to keep some childcare business operational however; these business may be needed as the economy recovers and employment rises.

What are the Childcare Sufficiency Assessments telling us?

The quality of childcare remains high in Nottingham with 99% of Day Nurseries and Pre-schools and 95% of Childminders in the private, voluntary and independent (PVI) sectors graded as good or outstanding by Ofsted.

Based upon the current return there are sufficient childcare places across all age groups. This is based on the number of vacancies which currently exist. We have received no indication that parents are, on the whole, unable to secure childcare at their preferred or a local provider.

There has been a small decrease in the overall number of childcare places in the city compared to the autumn term 2020 however, this decrease is significantly lower than the national picture. Overall, the uptake of childcare places across the city has increased slightly compared to autumn term 2020. Uptake of childcare places for 3 and 4 year olds has increased the most and the only decrease has been in the after school childcare provision. There are variances in the age ranges and across wards which means further detailed analysis of the data will be necessary in order to build a clearer picture over any emerging trends over the next few months.

As detailed further on in this report, one of our main concerns is around the sufficiency of out of school provision in the coming months. This is a concern nationally as well as locally. Whilst we are currently seeing sufficiency of places, demand is dropping. Further decline in demand may see some provision becoming unsustainable with potential closures. As the reasons for this are emerging and could be temporary, we need not be complacent of the risk of closure (deeming it natural wastage due to lack of demand), as the demand may increase at any point as employment rises, parents return to places of work (following temporary working from home arrangements) and infection rates fall.

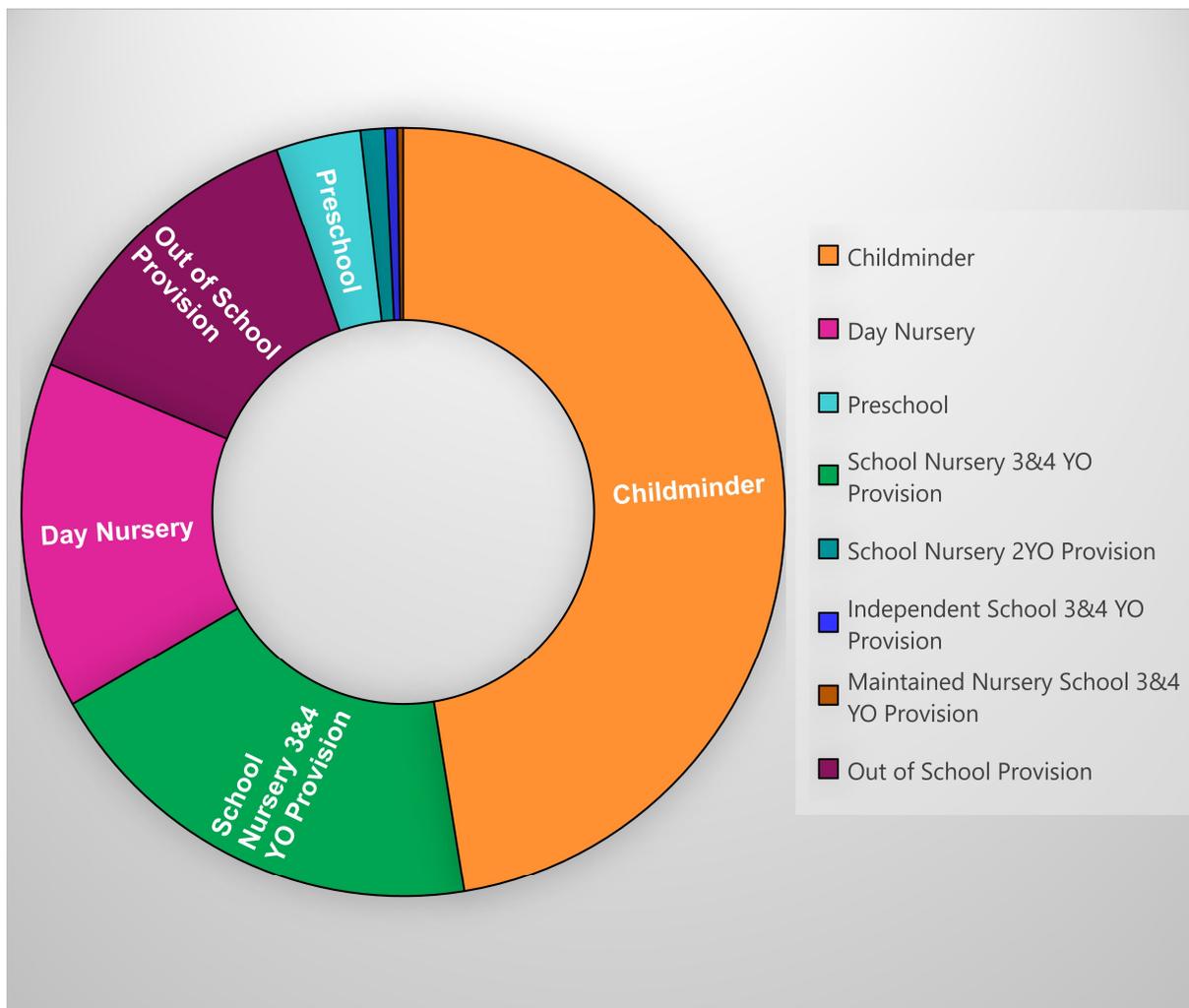
We continue to monitor and support early years and childcare provision during these challenging times. Ofsted has resumed their graded inspections and the new Early Years Foundation Stage will be launched in September – so there is a lot for providers to be thinking about along with managing their businesses and the continuing effects of the pandemic.

Childcare Sufficiency Report

The following Report is the summer term 2021 Childcare Sufficiency Assessment which covers an overview of quality of provision, supply, participation and vacancy information broken down into age groups.

All queries should be directed to Catherine Smith, Early Years Programmes Manager, at: catherine.smith@nottinghamcity.gov.uk

Overview of childcare services in Nottingham



In Nottingham there are a total of 385 registered early years and childcare providers. This includes childminders, day nurseries, preschools and school nurseries. This data is based on information held within the Council's [ASKLiON](#) website, which is maintained by the FIS Team ([Families Information Service](#))

Out of 385 registered providers and primary schools in Nottingham, a total of 231 (60%) responded to the Early Years Provider Survey. Much of the data within this report is based upon this survey. We must therefore exercise a degree of caution when scrutinising the data within this report due to missing data from 45% of the childminder sector and 16% of city schools.

Childminders	178
Day Nurseries	57
Preschools	14
School Nurseries 3&4 YO Provision	75
School Nurseries 2 YO Provision	4
Independent Schools 3&4 YO Provision	2
Maintained Nursery School 3&4 YO Provision	1
Out of school provision	54

Ofsted inspection and quality of childcare *(sourced from local Ofsted data and Childminder Agency data)*

Ofsted inspection grades as of 27.07.2021	Outstanding	Good	Met	Requires Improvement	Inadequate	Not Met	Newly Registered	Total	Proportion Good/Outstanding/New
Childminder	5	95	27	3	0	5	28	163	95%
Day Nursery/Preschool	3	55	0	0	1	0	13	72	99%
School	10	56	0	6	1	0	2	75	91%

98% of funded 2 year-olds accessed early years provision in settings graded as good or outstanding by Ofsted (Provision for children under 5 years of age in England: January 2021) . 91% of 3 and 4 year-olds accessed early years provision in settings graded as good or outstanding by Ofsted (Provision for children under 5 years of age in England: January 2021)

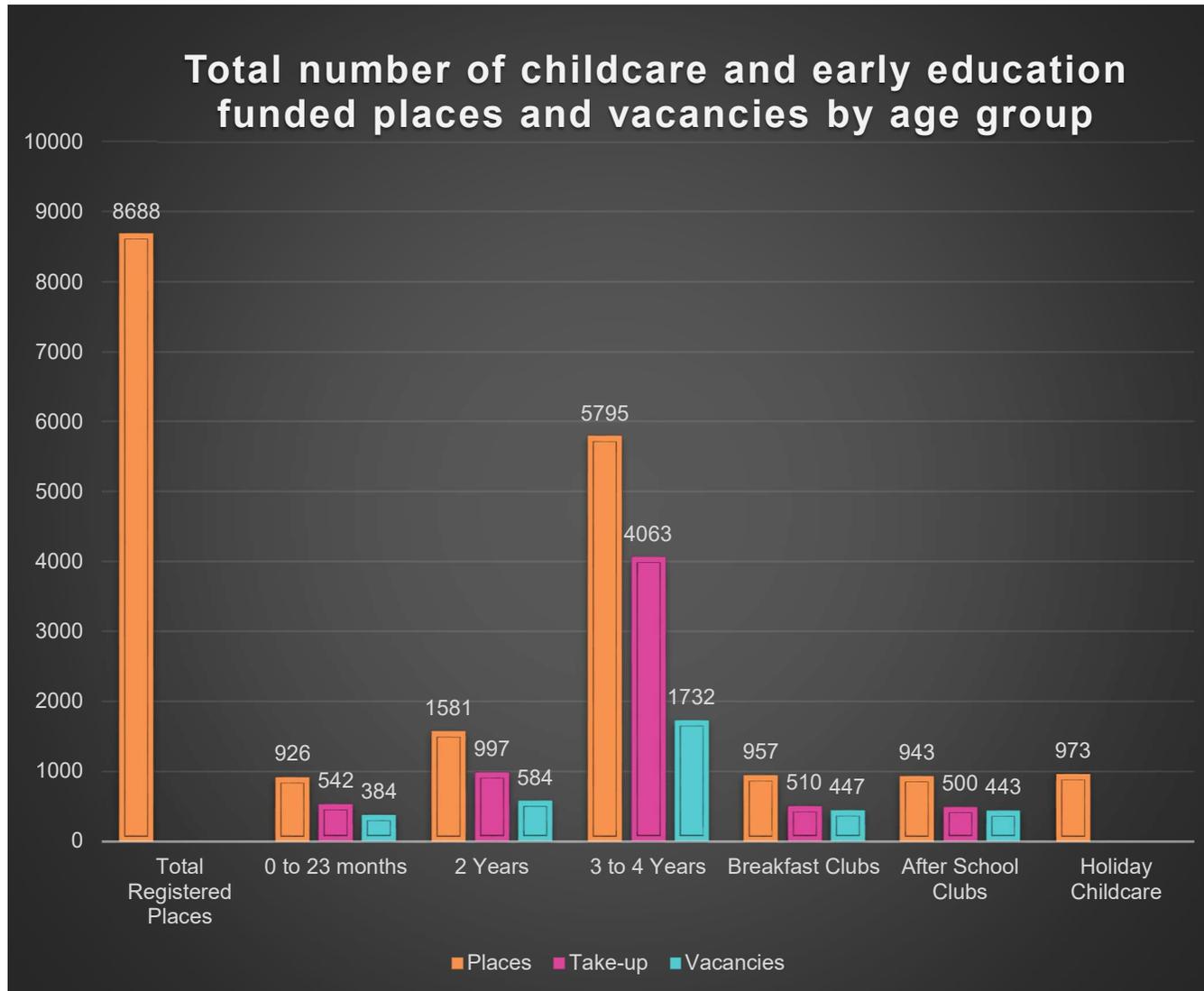
Current context – Ofsted Inspection Framework (EIF)

Ofsted suspended routine Early Years inspections in March 2020 due to the pandemic. On-site EIF inspections of registered early years providers recommenced on the 4th May 2021. Ofsted are prioritising providers:

- Judged less than good at their last inspection
- That registered recently but have not been inspected
- Whose first inspection is overdue
- That were not inspected in the last inspection cycle due to the pause in routine inspection
- Ofsted will continue to carry out urgent inspections if they have significant concerns about a provider.

Once Ofsted return to routine graded inspections, all early years providers will be inspected in a 6-year window from the date of their last inspection. Some arrangements will not change. Ofsted will still aim to inspect all new childcare providers within 30 months of registration. Childcare providers judged to require improvement will be inspected within the year and inadequate childcare provision will be inspected within 6 months. If there are concerns about any childcare provider, Ofsted can use its regulatory powers between inspections and bring forward an inspection following a risk assessment.

Supply of childcare places (taken from the Childcare Sufficiency Assessment Provider Survey summer 2021)



SUMMARY

Citywide:

- On average 1 childcare place for every 6 children
- 36% of childcare places are currently vacant (this figure does not include holiday care provision).
- 77% of schools are not currently offering breakfast club provision.

Birth to two year old places and uptake (sourced from the Childcare Sufficiency Assessment Provider Survey summer 2021)

		A	B	B / A x 100	Autumn 2020 comparison	
	Number of children in ward (0 to 2 yrs.)	Number of registered childcare places	Uptake of childcare places	Uptake Rate		
Aspley	731	20	8	40%	49%	
Basford	492	105	69	66%	47%	
Berridge	538	32	8	25%	27%	
Bestwood	592	16	9	56%	34%	
Bilborough	471	24	9	38%	54%	
Bulwell	562	25	12	48%	44%	
Bulwell Forest	345	51	28	55%	39%	
Castle	128	36	27	75%	75%	
Clifton East	430	37	22	59%	29%	
Clifton West	277	14	6	43%	60%	
Dales	612	30	23	77%	54%	
Hyson Green & Arboretum	566	75	36	48%	56%	
Leen Valley	215	21	12	57%	65%	
Lenton & Wollaton East	300	128	109	85%	65%	
Mapperley	391	45	18	40%	35%	
Meadows	270	12	2	17%	65%	
Radford	272	60	28	47%	53%	
Sherwood	406	112	82	73%	18%	
St Ann's	539	25	6	24%	21%	
Wollaton West	387	58	28	48%	55%	
Nottingham	8,524	926	542	59%	47%	

Two year old places and uptake (sourced from the Childcare Sufficiency Assessment Provider Survey summer 2021)

Places and uptake for children aged two years (funded and non-funded provision)

		A	B	B / A x 100	Autumn 2020 comparison	
	Number of children in ward (2 yrs.)	Number of registered childcare places	Uptake of childcare places	Uptake Rate		
Aspley	405	94	51	54%	56%	↓
Basford	253	138	88	64%	57%	↑
Berridge	257	75	36	48%	51%	↓
Bestwood	285	51	26	51%	68%	↓
Bilborough	234	61	39	64%	33%	↑
Bulwell	225	72	60	83%	36%	↑
Bulwell Forest	167	105	52	50%	63%	↓
Castle	43	40	28	70%	42%	↑
Clifton East	203	59	43	73%	38%	↑
Clifton West	132	38	31	82%	70%	↑
Dales	314	57	43	75%	59%	↑
Hyson Green & Arboretum	271	155	75	48%	57%	↓
Leen Valley	100	56	31	55%	70%	↓
Lenton & Wollaton East	161	110	88	80%	52%	↑
Mapperley	193	70	47	67%	60%	↑
Meadows	150	31	20	65%	73%	↓
Radford	133	103	58	56%	52%	↑
Sherwood	201	132	107	81%	19%	↑
St Ann's	265	57	31	54%	52%	↑
Wollaton West	200	77	43	56%	71%	↓
Nottingham	4,192	1581	997	63%	52%	↑

Three and four year old places and uptake – All providers *(sourced from the Childcare Sufficiency Assessment Provider survey summer 2021)*

Places and uptake for children aged three and four years old (funded and non-funded provision)

	Number of children in ward (3 and 4 yrs.)	A	B	B / A x 100	Autumn 2020 comparison	
		Number of registered childcare places	Uptake of childcare places	Uptake Rate		
Aspley	790	327	222	68%	59%	↑
Basford	484	556	458	82%	73%	↑
Berridge	481	352	228	65%	53%	↑
Bestwood	580	309	184	60%	49%	↑
Bilborough	516	290	186	64%	48%	↑
Bulwell	515	340	238	70%	54%	↑
Bulwell Forest	326	333	153	46%	54%	↓
Castle	64	56	40	71%	41%	↑
Clifton East	480	412	325	79%	60%	↑
Clifton West	268	82	71	87%	64%	↑
Dales	542	349	226	65%	51%	↑
Hyson Green & Arboretum	536	369	255	69%	50%	↑
Leen Valley	191	198	105	53%	49%	↑
Lenton & Wollaton East	328	323	234	72%	56%	↑
Mapperley	380	226	153	68%	54%	↑
Meadows	260	146	134	92%	52%	↑
Radford	240	244	155	64%	67%	↓
Sherwood	421	320	278	87%	65%	↑
St Ann's	563	316	236	75%	50%	↑
Wollaton West	427	247	182	74%	79%	↓
Nottingham	8,392	5795	4063	70%	57%	↑

Out of school places and uptake (sourced from the Childcare Sufficiency Assessment Provider Survey summer 2021)

	Number of children in ward (4-11)	Holiday Scheme Places	Breakfast Club Places	Breakfast Club % Uptake	After School Club Places	After School Club % Uptake
Aspley	3,171	29	83	↓ 55%	33	↑ 64%
Basford	1,934	72	52	↓ 23%	84	↓ 27%
Berridge	1,815	35	10	↓ 40%	20	↓ 15%
Bestwood	2,049	60	62	↑ 39%	51	↓ 55%
Bilborough	2,059	13	12	↑ 25%	12	↑ 25%
Bulwell	2,035	103	51	↓ 33%	54	→ 46%
Bulwell Forest	1,328	125	140	↑ 64%	159	↑ 65%
Castle	211	0	0	→ 0	0	→ 0
Clifton East	1,788	67	92	↑ 62%	57	↓ 28%
Clifton West	959	20	30	↓ 67%	28	↓ 64%
Dales	2,037	26	37	↑ 57%	26	↓ 46%
Hyson Green & Arboretum	2,014	24	12	↓ 67%	54	↑ 57%
Leen Valley	791	17	10	↓ 70%	18	↓ 83%
Lenton & Wollaton East	1,072	134	46	↑ 54%	60	↓ 70%
Mapperley	1,415	37	29	↑ 34%	26	↑ 50%
Meadows	1,010	16	44	↓ 73%	22	↓ 59%
Radford	853	65	60	↓ 58%	50	↓ 40%
Sherwood	1,508	51	45	↓ 47%	37	↓ 41%
St Ann's	1,757	29	90	↓ 72%	90	↑ 72%
Wollaton West	1,718	50	52	↓ 27%	62	↓ 55%
Nottingham	31,524	973	957	↑ 48%	943	↓ 48%

Early Years FUNDED provision - two year old uptake *(sourced from the summer term 2021 Early Years Headcount, matched against the associated DWP data of potentially eligible children)*

	Number of potentially eligible children in ward	Take-up PVI	Take-up schools	Take-up %	Autumn 2020 comparison	
Aspley	190	134	6	74%	72%	
Basford	109	55	3	53%	59%	
Berridge	129	55	14	53%	53%	
Bestwood	130	67	5	55%	64%	
Bilborough	118	71	3	63%	58%	
Bulwell	148	104	5	74%	72%	
Bulwell Forest	75	43	2	60%	61%	
Castle	5	4	0	80%	78%	
Clifton East	111	45	25	63%	54%	
Clifton West	30	20	4	80%	71%	
Dales	114	63	4	59%	54%	
Hyson Green & Arboretum	144	72	4	53%	51%	
Leen Valley	49	24	1	51%	68%	
Lenton & Wollaton East	53	35	1	68%	58%	
Mapperley	78	33	8	53%	49%	
Meadows	52	33	1	65%	76%	
Radford	67	43	0	64%	77%	
Sherwood	55	32	0	58%	58%	
St Ann's	136	61	13	54%	46%	
Wollaton West	24	17	1	75%	64%	
Nottingham	1817	1011	100	62%	60%	

Early Years UNIVERSAL FUNDED provision - three and four year old uptake *(sourced from the summer term 2021 Early Years Headcount)*

	A	B	C	B+C/A x 100	Autumn 2020 comparison	
	Number of children in ward (3 and 4 yrs.)	Uptake in Private, Voluntary and Independent Providers	Uptake in Schools	Uptake Rate		
Aspley	790	214	276	62%	46%	↑
Basford	484	88	192	58%	51%	↑
Berridge	481	110	209	66%	69%	↓
Bestwood	580	95	279	64%	67%	↓
Bilborough	516	137	222	70%	48%	↑
Bulwell	515	117	300	81%	63%	↑
Bulwell Forest	326	54	164	67%	83%	↓
Castle	64	30	8	59%	56%	↑
Clifton East	480	42	234	58%	57%	↑
Clifton West	268	37	74	41%	28%	↑
Dales	542	115	176	54%	40%	↑
Hyson Green & Arboretum	536	117	203	60%	71%	↓
Leen Valley	191	66	104	89%	73%	↑
Lenton & Wollaton East	328	70	121	58%	40%	↑
Mapperley	380	89	133	58%	46%	↑
Meadows	260	48	115	63%	66%	↓
Radford	240	56	111	70%	70%	→
Sherwood	421	104	108	50%	53%	↓
St Ann's	563	88	281	66%	49%	↑
Wollaton West	427	150	135	67%	42%	↑
Nottingham	8,392	1827	3445	63%	55%	↑

Early Years EXTENDED FUNDED provision (30 hours) - three and four year old uptake *(sourced from the summer term 2021 Early Years Headcount)*

	Take-up PVI	Take-up schools	Total	Autumn 2020 comparison	
Aspley	64	19	83	22	↑
Basford	42	55	97	66	↑
Berridge	52	30	82	23	↑
Bestwood	40	65	105	63	↑
Bilborough	66	33	99	46	↑
Bulwell	48	52	100	42	↑
Bulwell Forest	26	47	73	72	↑
Castle	8	0	8	14	↓
Clifton East	24	71	95	58	↑
Clifton West	18	14	32	20	↑
Dales	34	14	48	25	↑
Hyson Green & Arboretum	23	19	42	56	↓
Leen Valley	33	4	37	29	↑
Lenton Abbey & Wollaton East	31	4	35	98	↓
Mapperley	47	13	60	44	↑
Meadows	17	14	31	-	-
Radford	11	8	19	36	↓
Sherwood	62	28	90	134	↓
St Ann's	30	26	56	34	↑
Wollaton West	105	26	131	121	↑
Nottingham	781	542	1323	1023	↑

Registered childcare provision: openings and closures *(sourced from local Ofsted data and Childminder Agency data)*



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Context

- Overall Nottingham has seen a 0.5% decrease in the number of registered childcare providers since January 2021, compared to a 3.65% decrease nationally in the same period <https://www.gov.uk/government/publications/joiners-and-leavers-in-the-childcare-sector>.
- Childminding remains the most transient type of provision of the City and the closures represent some natural churn (moving out of the area). The LA host briefing sessions for those planning to register as a childminder. Since January 2021 there have been 2 childminder briefing sessions delivered to 10 prospective childminders working towards Ofsted registration.
- The net difference in last years' pre-school provision was a loss of 2 providers. In the past 6 months there has been 1 loss. Again, this was due to lack of parental demand which has started to decrease before the pandemic.
- The number of childcare providers closing to those opening remains greater. However, the net difference is less than the previous year.
- Numbers of children returning to the childcare sector are slowly starting to grow. We remain cautious as to whether the full effect of the pandemic has yet to be felt by the sector.

Services for children who have Special Educational Needs and Disabilities (SEND) *(sourced from the Childcare Sufficiency Assessment Provider Survey summer term 2021)*

Local provision of SEND funding support

There are over 92 children across the city currently benefitting from [Early Years SEND funding](#) (EYSF) and on average 15 children per term in receipt of [Disability Access funding](#) (DAF) in the PVI sector. Both the EYSF and DAF provide financial support to childcare providers and schools to include a child with SEND. There is scope to increase the number of children in receipt of DAF and the Local Authority is working with childcare providers and schools to identify eligible children and gain consent from parents to make a funding application.

The Local Authority is currently in consultation with the Early Years sector including both schools and PVI settings in relation to the High Level Needs fund banding levels and the current application system. The proposal will see the current three funding bands (A, B and C) increase to 9. This will provide a more proportionate level of funding to providers that reflect support costs based on a child's attendance. By increasing the bandings it will provide more flexibility to support changing need and assist with effective transitions. The EYFS Reforms focus on reduction in paperwork and a shift of looking at children's development within set age bands. The proposed application system will move away from a specific assessment tool to focus on what practitioners are observing and the child's specific individual needs.

CONTEXT

There are 210 Special Educational Needs Coordinators (SENCO's) in city schools and childcare settings. Most undertake the role in addition to their substantive post. 80% of SENCO's have been issued a SENCO specific job description to support with their understanding of the role and associated responsibilities.

SENCO's have access to continuous professional development via the Local Authority or other training providers. In the PVI sector, 81% of all lead SENCO's have completed the LA SENCO training. 40% of group settings have joined the LA SENCO Network where they receive relevant local and national information on SEND agenda's and ongoing training to update their skills and knowledge.

[Ask Lion](#) is an online directory of community services and organisations. The directory includes information about Children and Families Services, Social Care, Health, Housing and Money. Parents can access online guidance on the City's Local Offer for children and adults with SEND including what services each childcare provider has to offer in order to be an inclusive and accessible service.

Parental Engagement

Over the past 18 months, there has been a notable decrease in the number of families returning to or enrolling their children in early years provision. This is despite the majority of early years providers remaining open to some or all families throughout the pandemic. The reasons for this vary and include among others:

<ul style="list-style-type: none"> • Fear of infection 	<ul style="list-style-type: none"> • School closure 	<ul style="list-style-type: none"> • Redundancy
<ul style="list-style-type: none"> • Self-isolation 	<ul style="list-style-type: none"> • Working from home 	<ul style="list-style-type: none"> • Furlough

To counteract this decline and support the rebuilding of parental confidence and engagement, the following strategies have been developed and implemented across the city:



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1. Contact us to find out if you're eligible
2. We'll help you to find a place at a childminder or nursery
3. Then it's time to play, make friends and have fun!

Apply online/search for childcare provider needs:
www.asklion.co.uk/frechildcarefor2s
Or alternatively call 0800 458 4114



Impact of COVID-19 on childcare services

Since the pandemic hit in March 2020, the country has experienced a roller coaster of lockdowns, restriction, rises and drops in infection rates, tiers, lifting of restrictions, more lockdowns.....As we are still experiencing high rates of infections, parents remain understandably cautious and many are making the decision, if they can, to keep their younger children at home. We can see that in some areas, numbers of children accessing childcare provision are starting to grow. In others recovery is much slower. Anecdotally, we are aware that some childcare providers are scaling down their businesses in order to recover and regrow. This is a sensible approach and one we would recommend where possible. What we may see therefore, is a reduction in the number of childcare places but not necessarily a reduction in the number of childcare providers. Once the economy starts to recover along with renewed parental confidence, childcare providers will hopefully be in a much better position to expand in order to meet demand.

From data gathered through the CSA Provider Survey Summer 2021, we have extracted the following as an indication of the current childcare business position:

- 39% of providers have seen an increase in occupancy. 32% have seen a decrease compared to 60% in the autumn term 2020.
- 35% of providers have concerns about their business with occupancy and financial sustainability being the main concerns.
- Only 19% of providers have staffing concerns however, with the current rise in infection and Test and Trace, providers are beginning to struggle with maintaining ratios which will affect participation.

SUPPORT TO THE CHILDCARE SECTOR

The Local Authority Early Years team offer support, challenge, advice and guidance to the local childcare sector. Our methods of engagement with the sector are currently in-line with government and local restrictions and guidance. We adapted our strategies throughout the pandemic to maintain connection with the sector in the safest possible ways. This included online provider networking, online 1 to 1 discussions, daily bulletins, newsletters and adapting our Continuous Professional Development (CPD) offer to be delivered virtually. Our strategies have been successful and we have received positive feedback from the sector.

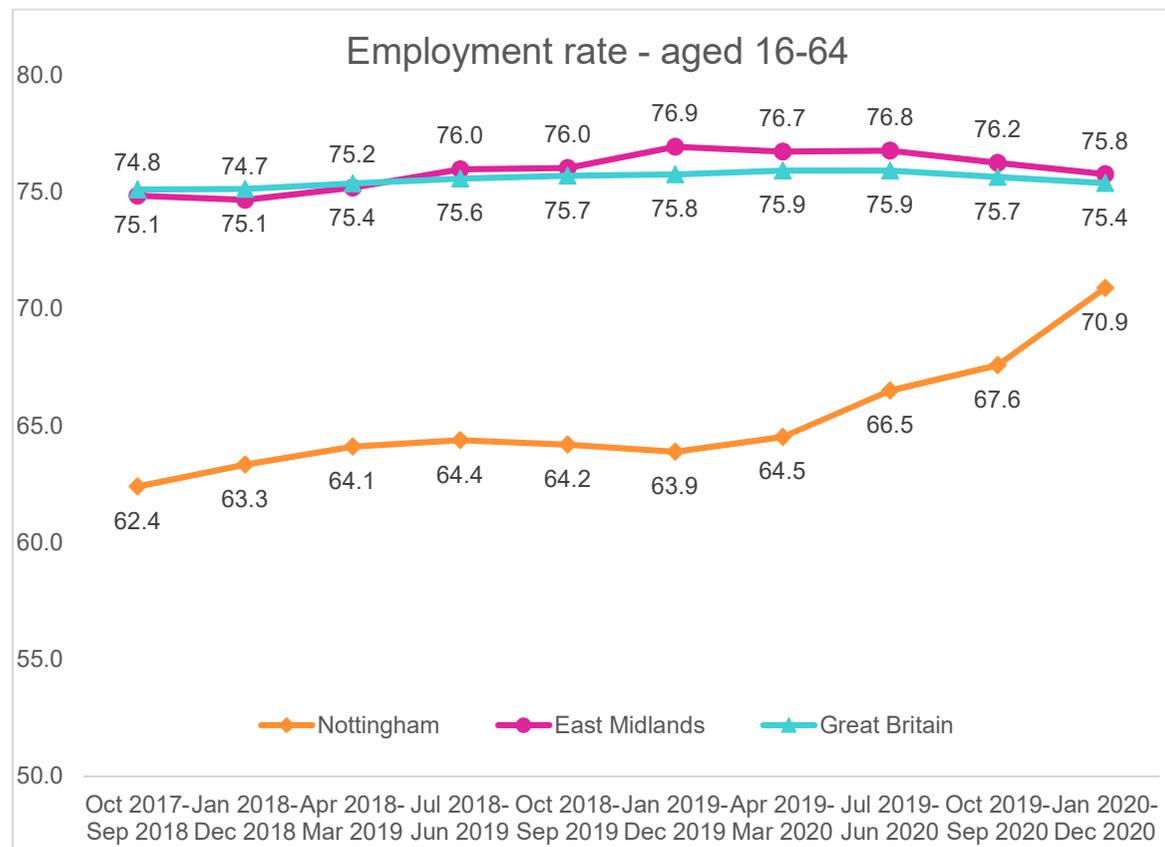
As restrictions lift we remain cautious but optimistic. Our CPD plan from September continues to be offered online however, we will adapt and progress as restrictions allow. We will follow the same principle with our 1 to 1 support to childcare providers and our networking opportunities.

Priorities for the sector during the autumn term 2021 include: implementation of the revised EYFS, Ofsted resuming graded inspections, occupancy and business recovery and managing any future COVID infections, guidance and restrictions.

Working families (sourced from: ONS Employment and Labour Market statistics Jan-Dec 2019)

Children by combined economic activity status of household members

	Households where all parents work		Households with one working parent and one non-working parent		Households with no working parents	
	Number	Percentage	Number	Percentage	Number	Percentage
Nottingham (Jan-Dec 2020)	NOT YET AVAILABLE					
Nottingham (Jan-Dec 2019)	31,000	48.5	20,000	32.6	12,000	18.9



The following extract has been taken from: [Covid-19's Local Economic Impact on Nottingham - an updated assessment \(April 2021\)](#)

Key Economic Indicators

Sectors across the City which may have experienced significant net falls in jobs over last year are Accommodation and Food Services (-2,200); Administration and Support Services (-1,700); and Wholesale and Retail (-1,600); Manufacturing (-900); and Health and Social Work (-900). The latest figures show 17,900 jobs furloughed in the City (38,000 in Greater Nottingham) at the end of January 2021.

With the onset of the Covid-19 pandemic unemployment rose quickly between February and May 2020 at both the City and national levels. The rates then tailed off and had gradually declined by November 2020 as the Coronavirus Job Retention Scheme became more widely rolled out. The most recent estimated figures for February 2021 show an increase of 670 people claiming unemployment benefits since November, with all of the increase occurring in the last month, giving a total of 18,939 (8.2%).

Additional factors to consider

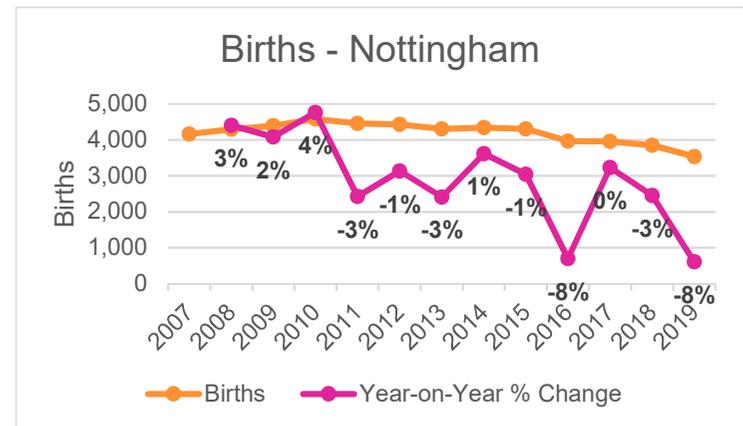
Birth rate (Public Health England)

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Nottingham	4,627	4,609	4,563	4,441	4,359	4,400	4,381	4,232	3,861	3,698	3,470

Falling birth rate

The number of births in Nottingham has been reducing year on year for a few years, as is the case nationally.

It is possible that the birth rates could rise again or that outward migration could fall, which would lead to a higher demand for childcare places. It is therefore crucial that demographic trends are closely monitored.



Educating at home and working from Home

There has been a significant rise locally and nationally in parents opting to educate their children at home. This is also the case with parents working from home who have adapted their working hours to enable them to manage their own childcare arrangements. Whether these trends continue is dependent on many factors including when and if businesses resume pre-pandemic operations. Some business may decide to continue to support their employees to work from home which may have a sustained detrimental impact on out of school provision.

Hong Kong British Nationals (BN)

In April 2021, the Government launched a support package to enable Hong Kong BN status holders and their families to settle in the United Kingdom. Nottingham has been identified as a potential destination for visa holders who will arrive over a five year period. The support package includes access to free early years entitlement funding in schools and childcare settings. We are not aware at this time how many families this may involve however, the Local Authority will have a duty to ensure accessible early years provision as part of our Childcare Sufficiency duty.

Additional factors to consider continued

Housing

The information below has been sourced from Nottingham City Council Planning and Building Control. Further details can be found here:

<https://www.nottinghamcity.gov.uk/information-for-business/planning-and-building-control/building-a-better-nottingham/housing-developments/>

Bestwood: Padstow Development	500 homes. Development to start in 2021
Meadows: Arkwright Walk	Various sites across the Meadows
Nottingham City Homes:	
Tunstall Drive in Basford	Building 17 new homes - five two-bed houses and 12 one-bed apartments
Knights Close in Top Valley	Transforming a former shopping precinct into 20 family homes, a retail unit and a parsonage for the local church
Aldgate Close in Bulwell	Building 13 two, three and four-bed family homes at the former Marlstones care home site
Meadows: Clifton Miners' Welfare Club	Planning 20 homes

Significant housing growth in some areas of the City, e.g. Waterside and Island site. Developer interest expected to be stimulated further on other sites as the new pedestrian bridge linking north and south bank of the river is delivered.

Government's requirement for 35% uplift in the planned housing delivery figures for Nottingham. However, there are often protracted and lengthy timescales and limited information on tenure, size of houses and occupation rates.

Childcare Sufficiency Implications – headlines to be taken forward to action or further investigation

Sufficiency of childcare places

There are vacancies reported across each age range across every ward in the city. There needs to be an element of caution taken with the data presented. Measuring sufficiency is complex, particularly as the full extent of the impact the pandemic will have on the sector is yet to be seen.

When we compare data in this report to data collected autumn 2020, we can identify where demand for childcare provision continues to fall and to what extent. We can also see that in some areas recovery has started to have an impact on the childcare sector as occupancy is on the rise, which is great news. There may not be a need to expand provision currently however, maintaining existing childcare places is a priority to ensure availability of service as part of the city's economic recovery.

Out of School places

Comparing summer 2021 data to autumn 2020 data, there are a number of concerns relating to out of school childcare provision. 12 out of the 20 wards have seen a drop in take up of after school provision. 11 out of the 20 wards have seen a drop in take up of breakfast club provision. There has been a 6% drop in the number of holiday scheme places, 12% drop in after school places and 22% drop in breakfast club places across the city.

The out of school sector has been hit particularly hard during the pandemic. A recent [report](#) published by Coram Family and Childcare, based on feedback from 122 Local Authorities, identifies the following:

Responses were unanimous from many LAs that out-of-school (wrap-around) provision had been substantially down and this part of the sector was typically reported as having had the greatest reductions in numbers. Suggested reasons included reduced demand due to home working and children not being in schools, but other explanations included a lack of school premises or schools wanting to reduce multiple contacts. A few LAs suggested that lack of government guidance and financial support was also a factor.

As mentioned previously in this report, as restrictions lift some businesses, where they are able, may choose to keep some practices adopted during the pandemic. This may be that fewer employees return to the 'office' and continue to work from home. This could impact on demand and risk out of school provision sustainability. There will be a need to closely monitor the out of school sector over the coming months.

Funded places for 2, 3 and 4 year-olds

Participation rates across all of the free entitlements are rising slowly but are still some way from pre-pandemic levels. There is still an element of caution among families potentially fuelled by the recent rise in infections and the onset of school summer holidays. Parents could be holding off applying for funded childcare provision until the start of the new term.

Nottingham City Early Years, Early Help and Families Information Service continue to review and develop the joint parental engagement strategy which identifies systems and approaches to maximise take-up of the early year's entitlements. This includes strategies connected to our partners which includes, among others, Small Steps Big Changes and parent partnerships. As restrictions lift, and face to face activities with parents resume, a greater emphasis and worker time will be spent talking to families about the free entitlement. This is by all means the most effective method of engagement.

For further information please contact:

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**Children and Young People Scrutiny Committee
30 September 2021**

Work Programme

Report of the Head of Legal and Governance

1. Purpose

- 1.1 To consider the Committee's work programme for 2021/22 based on areas of work identified by the Committee at previous meetings and any further suggestions raised at this meeting.

2. Action required

- 2.1 The Committee is asked to:
- a) note that the work programme is in the process of being reviewed in line with the recommendations of the Centre for Governance and Scrutiny's review of the scrutiny function; and
 - b) comment on how the work programme could be amended in line with these recommendations.

3. Background information

- 3.1 The purpose of the Children and Young People Scrutiny Committee is to provide robust scrutiny of issues and services relevant to the wellbeing and safeguarding of children and young people, in the light of recommendations from the Council's Ofsted Inspection April 2014, and the Jay and Casey Reports (Child Sexual Exploitation in Rotherham).
- 3.2 The Committee is responsible for setting and managing its own work programme to fulfil this role.
- 3.3 In setting a programme for scrutiny activity, the Committee should aim for an outcome-focused work programme that has clear priorities and a clear link to its roles and responsibilities. The work programme needs to be flexible so that issues which arise as the year progresses can be considered appropriately.
- 3.4 Where there are a number of potential items that could be scrutinised in a given year, consideration of what represents the highest priority or area of risk will assist with work programme planning. Changes and/or additions to the work programme will need to take account of the resources available to the Committee.
- 3.5 The current work programme for the municipal year 2021/22 is attached at Appendix 1. The Centre for Governance and Scrutiny (CfGS) recently carried out a review of the Council's scrutiny function and its report was accepted by Council on 13 September. An action plan to address the issues raised in the report will be considered by the Overview and Scrutiny Committee on 8 October. The recommendations included that scrutiny should be repurposed and focused on the financial and commercial challenges confronting the Council, service delivery within a tighter financial envelope and the risks involved achieving this at pace. The CfGS recommended that the scrutiny committee work programmes should be almost exclusively focused on topics that address and support the Council's recovery plan and any additional items

should only be added where councillors are confident of scrutiny making an impact through its recommendations. In addition, it was also recommended that agendas are limited to two substantive items. Therefore, the Committee's work programme is in the process of being reviewed in line with these recommendations. Committee members may wish to comment/ make suggestions for how the work programme is amended to accord with these agreed principles.

4. List of attached information

4.1 Appendix 1 – Children and Young People Scrutiny Committee 2021/22 Work Programme

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

5.1 None

6. Published documents referred to in compiling this report

6.1 None

7. Wards affected

7.1 All

8. Contact information

8.1 Jane Garrard, Senior Governance Officer
Tel: 0115 8764315
Email: jane.garrard@nottinghamcity.gov.uk

Children and Young People Scrutiny Committee 2021/22 Work Programme

Date	Items
27 May 2021	<ul style="list-style-type: none"> • Terms of Reference To note the terms of reference for the Committee • Primary School Exclusion and Family Support To review current data on school exclusions of primary aged children, the impact on families and support provided, the education provision for those excluded from school and what more can be done to reduce the number of permanent exclusions. • Overview of Children in Care/ Child Protection Reviewing Services To consider performance in Children in Care/ Child Protection, with headlines of progress made, changes undertaken, challenges that remain. • Work Programme 2021/22
29 July 2021	<ul style="list-style-type: none"> • Scrutiny of Portfolio Holder for Children and Young People To focus on improvement and recovery and present in detail on the budget for CYP services and how resources are being managed to reduce spend but achieve positive outcomes for CYP. Budget and spend is touched on in most items the Committee discusses and this will pull everything in relation to resources together in one item. • Independent Inquiry into Child Sexual Abuse To review progress in implementing outstanding actions from the action plan arising from the Independent Inquiry into Child Sexual Abuse • Work Programme 2021/22
30 September 2021	<ul style="list-style-type: none"> • Early Years Entitlement To review: <ul style="list-style-type: none"> - Sustainability of Early Years providers in light of the Covid-19 pandemic - Access to Early Years provision - Take up of Early Years entitlement, with a focus on awareness of opportunities and cultural issues

Date	Items
	<ul style="list-style-type: none"> • Update on progress to implement the Children’s Integrated Services Improvement Programme To: <ul style="list-style-type: none"> - review progress in implementing Improvement Programme - consider findings of the Ofsted focussed visit and response to those findings • Work Programme 2021/22
25 November 2021	<ul style="list-style-type: none"> • Discussion with the Regional Schools Commissioner and local Academy Trusts to cover the following secondary school issues: <ul style="list-style-type: none"> - Exclusions (particularly the high level of permanent exclusions) and alternative provision - The impact of Covid-19 on attainment - Educational outcomes/ academic attainment of specific groups eg white working class boys, BAME pupils and gypsy/ Roma children - Engagement with wider partners and services in the city • Children’s Services financial pressures and transformation activity To scrutinise action being taken to address in-year financial pressures in relation to Children’s Services; consider proposals related to Children’s Services in the draft MTFP (as part of the consultation on the MTFP); and review progress in undertaking longer term transformation activity. • Work Programme 2021/22
27 January 2022	<p style="text-align: center;">PROVISIONAL AGENDA FOR THIS MEETING TO BE REVIEWED IN LINE WITH RECOMMENDATIONS OF THE CFGS REVIEW OF SCRUTINY</p> <ul style="list-style-type: none"> • Children with no recourse to public funds To review arrangements in the city for children and young people with no recourse to public funds and to explore support for registering citizenship for children and young people • How the Council engages with children and young people from Traveller families To review how the Council’s provides support and works with partners to meet the range of needs of children and young people from Traveller families • Virtual School Peer Review

Date	Items
	<p>To review progress in addressing the areas identified for consideration in the Virtual School Peer Review, carried out in 2021</p> <ul style="list-style-type: none"> • Work Programme 2021/22
31 March 2022	<p>PROVISIONAL AGENDA FOR THIS MEETING TO BE REVIEWED IN LINE WITH RECOMMENDATIONS OF THE CFGS REVIEW OF SCRUTINY</p> <ul style="list-style-type: none"> • Speech, Language and Communication Services Progress Update To review progress in delivering a city-wide shared strategy which underpins a clear offer of embedded support for speech, language and communication services, with measurable impact, including looking specifically at issues of SLC in older young people and adults. Follow up from presentation and discussion to meeting 25 March 2021. • Work Programme 2022/23

Reserve items to Schedule:

1. Children's Safeguarding

To review specifically (a) the Council's awareness of where children reside in order to ensure children are safeguarded and receive appropriate support and services and (b) Child Sexual Exploitation (referral from Chair of O&S Committee)

2. How the Council works to support children and their parents

To review how well the Council co-ordinates, support for children and their parents across services and the impact on their lives (to include Children's Centres, Small Steps Big Changes, Public Health)

3. County Lines, particularly from an education focus

To consider the impact of County Lines on education (referral from Chair of O&S Committee)

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