

Nottingham City

# Children & Young People's Plan 2010-2014

it takes a city to raise a child



NOTTINGHAM  
CHILDREN'S  
PARTNERSHIP

## THIS PLAN

This Children and Young People's Plan is the single, statutory, strategic, overarching plan for all services which directly affect children and young people in the City of Nottingham. It shows how the local authority and all relevant partners will integrate service provision to improve the wellbeing of every child and focus on specific challenges and priorities. It updates and replaces the Children and Young People's Plan 2008-2011.

The Plan is based on evidence about past performance, needs assessments, consultation with local families and agreed priorities between partners. It also fits within agreed national government policies and reflects recommendations from regular inspections. It sets a clear direction for the Nottingham Children's Partnership and also for the rest of One Nottingham's partners; the welfare of children, young people and families is a collective responsibility for all of us.

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<a href="http://www.nottinghamchildrenspartnership.org.uk">www.nottinghamchildrenspartnership.org.uk</a>	

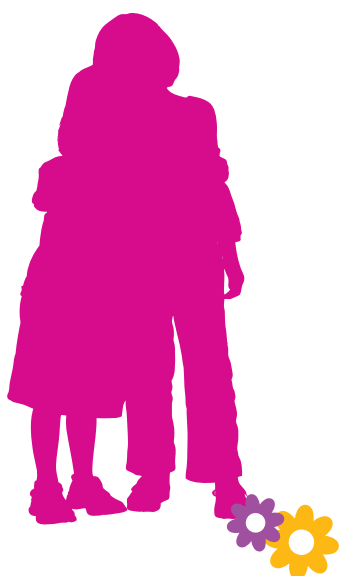
## FOREWORD

### “It takes a village to raise a child.”

This is an old African proverb. It reminds us that children actually grow up within communities and are influenced by lots of people and experiences.

Parents have the primary responsibility for raising their children, but they cannot do it alone. Our wider families, friends and neighbours also help and influence. Government also has an important role in ensuring children are looked after when their parents cannot and in providing education and other services. But we also need to get better at thinking in a more rounded way about families, as their lives are touched by so many more services and wider influences. We might say today in Nottingham – “it takes a city to raise a child”.

This is why we have the Children’s Partnership. It brings together core services relating to children, young people and families in a way that will enable us to make faster progress in integrating and improving our services.



The Partnership is building on good progress that has already been made in the last ten years and which has resulted in a sustained improvement of educational attainment in the majority of our schools – a key indicator of success. We have also gained complete city coverage of Sure Start Children’s Centres and seen our high levels of teenage conception continue to drop. During the recession, we have maintained low levels of 16-18 year olds not in education employment or training. We intend to continue this momentum and add to it.

We are also realistic about our challenge over the next few years. There are a lot of issues that we want to make progress on and there will be less resources available. But we have a good team, willing partners and a new Plan.

This Plan sets a clear direction for the Children’s Partnership and for the rest of One Nottingham’s partners; the welfare of children, young people and families is a collective responsibility for all of us. That is why we will be distributing this Plan far and wide in the city.

This Plan is the basis on which we intend, with your help, to change the lives of every family in Nottingham for the better. We hope you find it useful. We hope you will join us in making the vision a reality.

**Councillor David Mellen**

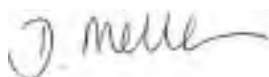
Nottingham City Council

Lead Member for Children and Family Services

Chair of the Nottingham Children’s Partnership Board

## OUR COMMITMENT

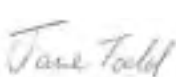
We, the undersigned, as members of the Children's Partnership Board approve this Plan as the strategic framework for developing our services. We will work together to implement its provisions and to improve outcomes for children, young people and their families.



**CLlr David Mellen**  
Portfolio Holder for  
Children's Services



**Nottingham**  
City Council



**Jane Todd**  
Chief Executive of  
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**Nottingham**  
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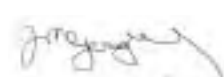
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**Jon Collins**  
Leader of Nottingham  
City Council



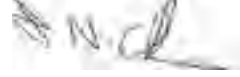
**Nottingham**  
City Council



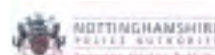
**Jane Geraghty**  
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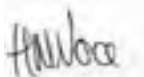

**Graham Sheppard**  
District Manager,  
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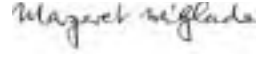
**Jon Collins**  
Chair of  
Nottinghamshire  
Police Authority



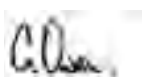

**Mike Butler**  
Chief Executive, Djanogly  
City Academy Nottingham

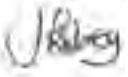
**Helen Voce**  
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**Jane Belinda Francis**  
Head Teacher,  
Springfield Primary School



## SUMMARY

The Nottingham Children's Partnership has agreed this plan as the strategy for children and young people in Nottingham City for 2010-14. Its purpose is to set out the priorities across all partners responsible for providing services to children and young people, our objectives and how we will deliver them, with specified targets.

Our vision is a city where every child and young person can enjoy their childhood in a warm and supporting environment, free from poverty and safe from harm; a city where every child grows up to achieve their full potential.

It also establishes the Partnership's agreed priorities for the first year of the plan. Each year the annual review of the plan will set out the agreed priorities for the next year within the framework of the strategic objectives set out for 2010-2014.

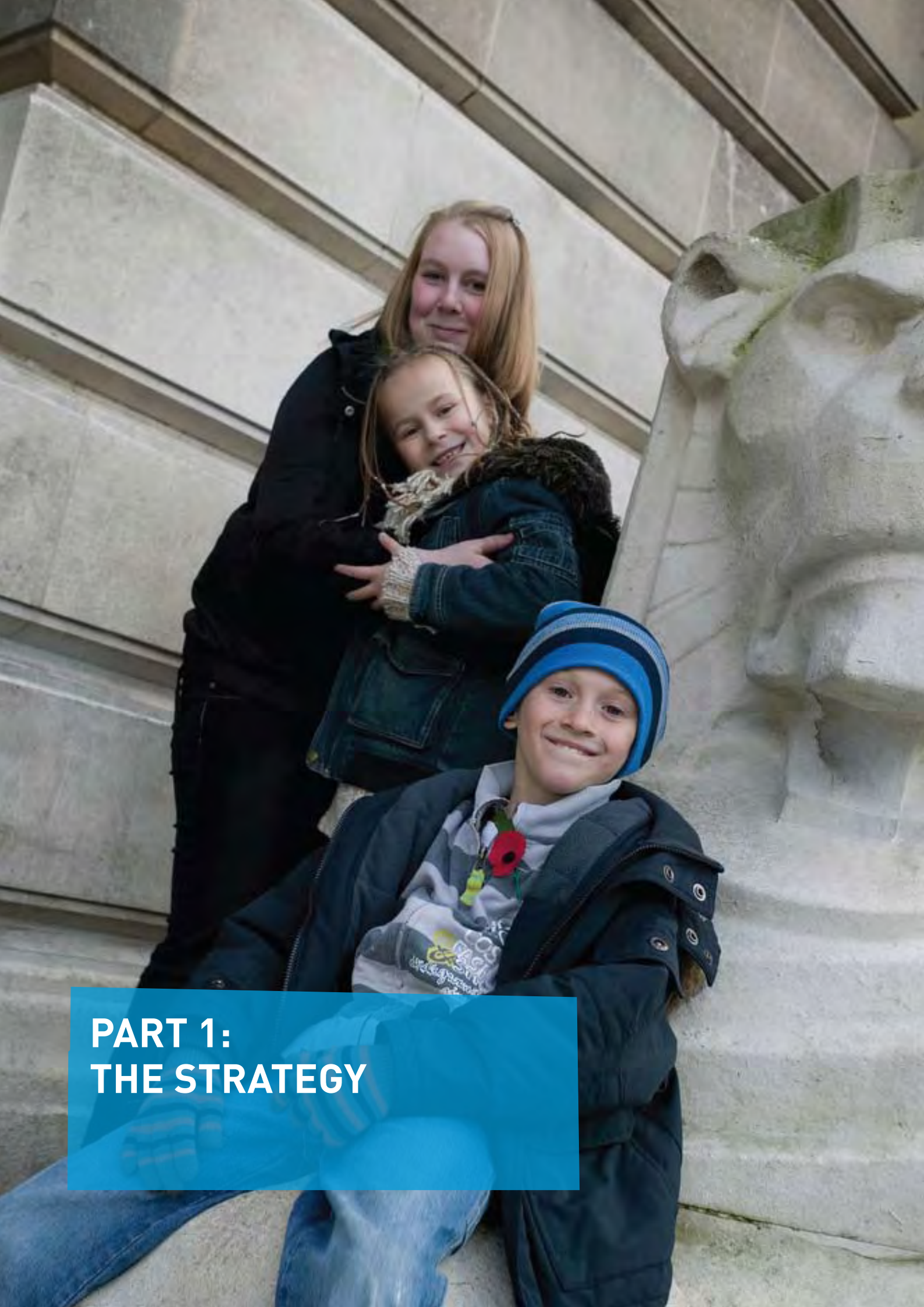


## YEAR 1: PARTNERSHIP PRIORITIES

We intend to establish a set of priorities for each year of the Plan, drawn from our wider set of established objectives. For the first year, our priorities are as follows:

- **Stronger safeguarding** – With a key focus on ensuring that there are high standards of safeguarding across all agencies and that the Partnership takes a pro-active approach to the elimination of domestic violence (Operational Objective 2).
- **Healthy living** – With a key focus on increasing the proportion of children and young people who have a healthy weight (Operational Objective 7).
- **Reducing substance misuse** – Partnership work to lessen the impact on children of parental drug and alcohol misuse and to reduce drug and alcohol misuse amongst children and young people (Operational Objective 9).
- **Raising attainment** – Raising the attainment levels and increasing engagement in employment, education and training (Operational Objectives 11 and 12).
- **Improving attendance** – Improving rates of attendance at both Primary and Secondary as a key foundation of improving outcomes (Operational Objective 11).





## PART 1: THE STRATEGY

# THE NOTTINGHAM CHILDREN'S PARTNERSHIP

The Nottingham Children's Partnership has responsibility for working together to improve services for children, young people and families in Nottingham. It is the statutory Children's Trust for Nottingham, established in April 2009. The partners are responsible, through the Children's Partnership Board, for the development and implementation of the Children and Young People's Plan. Membership of the Partnership Board is set out in Appendix 1; governance arrangements are described in the chapter entitled How We Will Deliver.



NOTTINGHAM  
CHILDREN'S  
PARTNERSHIP

## OUR VISION

### One Nottingham's Vision: The Big Picture

The City of Nottingham has a long and proud history, is home to over a quarter of a million people and has many reasons to be confident about its future. A bold twenty year vision for the city to 2030 has been agreed by One Nottingham, the city's main partnership, together with a strategy for the first ten years to 2020 – all set out in its 'Nottingham Plan to 2020'. The One Nottingham Vision for our city is:

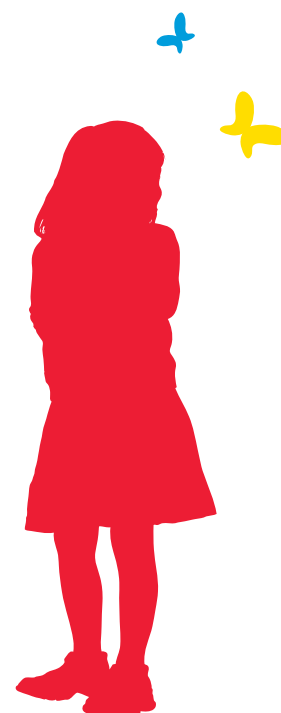
#### Go ahead Nottingham: safe, clean, ambitious, proud

Nottingham in 2030 will be a city which has tackled deprivation and inequality by...

- Being one of Europe's top ten cities for science and innovation, sport and culture
- Making every neighbourhood a great place to live
- Giving the best start in life to all of our children and young people
- Making poverty history

We will do this by being radical, bold and daring to be different.

At the heart of the vision is a strong collective determination to see continued wealth creation in Nottingham go hand in hand with a decisive breaking of the cycle of inter-generational poverty, so that more of our children grow up to benefit from the city's wealth and with higher aspirations. The true test of whether we have succeeded will be how many of our children grow up to achieve more than their parents. For this reason, one of the Nottingham Plan's Strategic Priorities is 'To ensure that children and young people thrive and achieve.' That is the foundation for this Plan.



## The Children's Partnership's Vision: Strong Families

The city's vision and strategy recognise that giving Nottingham's children the best start in life, in strong families, with the earliest and best support that we can offer, must be the city's top priority. It is the only way that we will break the cycle of inter-generational poverty in Nottingham, raise aspirations for the next generation and set a renewed direction for the city. It is a mission for the whole city. It really does take a city to raise a child.

Our role is to chart the path to realising this vision for our children and young people. The Children's Partnership's vision is:

Our vision is a city where every child and young person can enjoy their childhood in a warm and supporting environment, free from poverty and safe from harm; a city where every child grows up to achieve their full potential.

Families come in all shapes and sizes, as they always have done. They vary in aspirations. Some need more support than others, often for many different reasons – sometimes only temporarily, sometimes long term. Our aim is to support all families in bringing up their children in an environment which is as loving, supportive and stable as possible. We recognise the immense value of wider family members and relatives in looking after children and in providing role models for young people. We also recognise the role that neighbours, friends and communities play in shaping the world in which our young people mature. All have a role to play.

We are clear that simply delivering 'business as usual' services to tackle the present level of need in Nottingham is not enough. It is not sustainable. We want to get better at tackling the causes of many of these needs and empowering families to take more responsibility for themselves. This will require more integrated services that can intervene earlier and prevent problems escalating. These are the core features of our strategy in developing our services, as explained here:

- **Intervene earlier, breaking the cycle**

We are committed to a long term shift in our mainstream resources towards greater prevention and early intervention so that we reduce the demand for specialist services. We must improve our ability to identify children with high risk factors and low protective factors – including children and young people in some identified groups who can be especially vulnerable (see appendix 2) or children from families suffering from debt or in poor housing – and intervene early with a more effective and more personalised service. Our aim is to reduce the number of young people growing up to experience behavioural problems, mental illness, substance misuse, teenage parenthood and low educational attainment.

- **Empower families to take responsibility**

The primary responsibility for raising families belongs to those families and their communities. We complement and support this with public services. Yet some in our society have become so dependent on public services that it has undermined their willingness to take responsibility for their own families. We believe that rights must be balanced with responsibilities. In the way that we deliver our services, we will work to promote the empowerment of families, not greater dependency.

- **Integrate services around families**

At the heart of the Nottingham Children's Partnership is Think Family - a commitment to integrate our services to deliver a more holistic impact for families and better value for money. This means integrating health, education and social care services into a seamless service for those in need. We must also co-ordinate with the other Theme Partnerships across One Nottingham in tackling child poverty and transforming neighbourhoods so that all are attractive places for families to live in.

The Plan covers all services for children and young people and their families from birth to their 19th birthday. For young people leaving care, responsibility extends beyond the age of 20. For those with learning difficulties, it extends to the age of 25 to ensure the transition to adult services is properly planned and delivered.



## NOTTINGHAM TODAY: PROGRESS AND CHALLENGES

The following description is based on the Joint Strategic Needs Assessment – an analysis shared by NHS Nottingham City and Nottingham City Council which describes the future health and wellbeing needs of the city population. Further information on this may be found on the Nomad Plus website at

[www.nottinghaminsight.org.uk/insight/jsna/jsna-home.aspx](http://www.nottinghaminsight.org.uk/insight/jsna/jsna-home.aspx)

The 'City of Nottingham' is home to 60,000 children and young people aged 18 and under, almost a quarter of the city's population. Current population projections suggest an additional 5000 children and young people (0-19th birthday) will be living in the city by 2020. The partners within Nottingham Children's Partnership provide universal health and education services to all of these young people.

Increase in student numbers is a major factor in the city's population growth: University students comprise 1 in 9 of the city's population and accounts for major inflows of young people from the age of 18 onwards. Despite its young age structure Nottingham has a higher rate of limiting long term illness or disability. The city's population is becoming increasingly diverse. The Black and Minority Ethnic (BME) percentage is projected to be at least 25% by 2015 – but at least 33% of children will be from BME groups.

Nottingham is ranked 13th most deprived local authority area in England in the 2007 Indices of Multiple Deprivation (IMD) – an improvement on the 7th ranking in the 2004 IMD. Deprivation and underachievement are deeply entrenched in many parts of the city. Many children are not growing up in safe, happy and fulfilled childhoods, nor are they achieving their potential. Some have complex needs. Many will pass on the same challenges to their own children.

Our aim is to improve prospects for all of Nottingham's children and young people, particularly those who need more help: we have identified those groups or children and young people who are generally most vulnerable to impaired outcomes (see appendix 2). Delivering services to so many people with complex needs can be very challenging. But we are making progress. The last decade has seen some significant improvements for children in Nottingham. This section highlights some of those achievements. It then sets out today's challenge.



## 2000-2010: A decade of progress

In Nottingham, we have achieved a sustained improvement in a range of educational and other services over the last decade. In 2009, Children's Services was inspected and commended as 'good', our best rating for 11 years and a sign of how much has changed. Some of the highlights of our progress in the city in the last decade include:

- The infant mortality rate in Nottingham has been falling consistently and is now below the national average.
- The proportion of young children at Foundation Stage achieving the government benchmark is now above the national average, rising from 33% in 2005 to 53% in 2009.
- At age 11 (Key Stage 2), the majority of pupils now achieve the expected standards in English and Maths, closing most of the gap between Nottingham and the national average. (The percentage of pupils achieving a Level 4+ in English has improved from 47% in 1998 to 73% in 2009, with the national rate at 80%. The percentage of pupils achieving a Level 4+ in Maths has improved from 41% in 1998 to 75% in 2009, with the national rate at 79%).
- At age 16, the percentage of pupils achieving 5+ A\*-C GCSEs has almost trebled from 26.2% in 1998 to 67.1% in 2009. This has almost closed the gap to national rates and is now only 3% behind.
- The percentage of 16 to 18 year olds not in education, employment or training has fallen from 9.1% in 2005-06 to 5.2% by 2009-10. This is better than national rates and has continued improving even during the economic downturn of the last two years.
- The number of first time entrants to the Youth Justice System has reduced from 926 in 2000-01 to 487 in 2008-09 and is continuing to fall.
- Anti Social Behaviour (ASB) incidents by young people have fallen over the last few years with a stronger decline more recently. In 2006 anti-social behaviour by young people consisted of 40% of all ASB incidents, latest figures show this has fallen to 28%.
- Participation in post-16 learning has increased across all types of provision and is continuing to grow as new capacity becomes available. The number of sixth form places in Nottingham has increased by 40% to 2,300 due to the new academies, complementing 11,500 FE places.
- In 2009, our local Building Schools for the Future Programme was recognised as the best in the country in national awards.
- Nottingham City now has 18 Sure Start Children's Centres, giving universal access to all under 5's and their families across the city.
- 95% of all schools in the city are offering extended services to children and parents.
- The number of children killed or seriously injured on Nottingham's roads virtually halved between 2007-08 (25) and 2009-10 (13).

These improvements and the strength of the new Nottingham Children's Partnership gives us confidence that we can continue to deliver improvements to the lives of children and young people in this city.



## Our Challenges

The city's long-standing deprivation means that many families do need help. Two thirds of our children and young people live in households that rely on state benefits. For many, this reliance is a pattern that has been repeated for several generations. The links between deprivation, social exclusion and educational underachievement are well documented. On top of this are national trends that affect all families – such as the pressures of working life on families and trends towards less healthy lifestyles.

We have made progress in the last decade in tackling these issues, but a serious challenge remains today for many of our children and young people, as summarised here.



## Safeguarding and Early Intervention

Many of our children are born into difficult and challenging family situations, for example:

- Too many pregnant mothers have poor health, with a high prevalence of poor diets, smoking and low breast feeding rates.
- It is estimated that 7,000 children and young people are living with domestic violence at home. These children are vulnerable to poor outcomes – they are not safe at home, their physical and emotional health suffers and they may underachieve at school. In adolescence, are at higher risk of dropping out and becoming homeless. The estimate suggests perhaps 10% of every class in city schools are coping with domestic violence.
- The number of children with Child Protection Plans today is just over 460. This figure is broadly the same as ten years ago but is now showing a significant upward trend. Referrals of families to social care are consistently higher than the national average. Almost 50% of nearly 5,000 initial referrals each year come from just 5 of our 20 city wards.
- Young carers need more support. The last Census in 2001 identified nearly 1350 young people aged 19 or under providing care for siblings or adults. Given the number of parents with substance or alcohol dependency, this could be much higher, with some estimates putting the figure at closer to 10,000.
- There are 520 children in care today, with many leaving care with no or minimal qualifications. Half of all girls who leave care become mothers within a year. Children in care or leaving care are particularly vulnerable to poor mental health, homelessness, substance misuse, offending and unemployment.
- Over a quarter of pupils in city schools (over 10,000 children) have some form of Special Educational Need, with one third of these requiring active support. This figure has been rising. Over 4,000 children and young people aged 18 or under have disabilities, a number that has also been rising in recent years. A relatively high proportion of our children also have mental health issues.

## Healthy living:

- Nottingham has above average rates for obesity in the East Midlands and England and is ranked 127th out of 152 local NHS areas.
- Obesity prevalence is influenced by age, gender, ethnicity and deprivation. Prevalence of obesity almost doubles between the age of 4-5 years and 10-11 years (from 10.4% to 20% in boys and 8.8% to 16.6% in girls).
- Levels of overweight and obesity are higher in children in deprived populations. In Nottingham where 81% of children fall into the first 3 deprivation deciles, this is a significant contributing factor.
- The National Child Measurement Programme 2007/08, found that children in the Bangladeshi, Black African, Black Caribbean and Pakistani (except Year 6 girls) groups were significantly more likely to be classified as obese than individuals from the White British ethnic group (Ridler et al, 2009).
- Oral Health is poor in many families. Nottingham City's five year olds dental health is at the average level for England 35 years ago. Nottingham City's children have the second highest rate in England for decayed missing and filled teeth (DMFT). DMFT in Nottingham's five year olds has increased from 2.33 per child in 2002 to 3.10 per child in 2006. During the same time the national average has fallen from 1.49 to 1.47 DMFT per child. Within Nottingham, children in the most deprived fifth of schools have four times as many DMFT as the children in the fifth of schools that are least deprived.
- Teenage pregnancy in Nottingham is very high by national standards Latest annual data shows Nottingham had the ninth highest rate by Local Authority boundary nationally at 69.3 per 1,000 females aged 15-17. Some Nottingham wards have under-18 conception rates that are twice the national average; 15 of our 20 wards have rates that are within the highest 20% of wards in England. There has been little change in the teenage conception rate in Nottingham over the last 10 years.
- There is a strong correlation between rates of teenage pregnancy and levels of deprivation and low educational attainment.

## Substance Misuse

- It is estimated that there may be approx 3,700 young people under the age of 18 regularly using Class A drugs, although the number directly involved in substance abuse today is likely to be significantly higher. The proportion of young people drinking alcohol has not risen in recent years but the amount consumed has doubled in the last twenty years, with more young people 'drinking to get drunk'.
- A larger number of children and young people are affected by the substance or alcohol abuse of their parents or carers. Over 4,500 children under the age of 19 may be affected by problematic drug use of heroin or crack by their parents or carers, with a larger number affected by the abuse of other drugs. Estimates of children affected by parental alcohol abuse vary from 10,000 to 20,000.

## Anti Social Behaviour and Young Offenders

- Anti-social behaviour (ASB) by young people in Nottingham has declined in recent years although ASB and youth crime remains high overall in comparison with similar cities.
- There is a large over-representation of young people from black ethnic groups amongst the young offending population and an under-representation of Asian groups compared to the overall population of the city.
- There appears to have been a major fall in youth crime over the last couple of years, accelerating from -17% to -27% year-on-year. This reduction is also consistent with a reduction in youth-related ASB (down from over 40% to around 30%). Data from the Youth Offending Team (YOT) also highlights that the number of first time entrants to the criminal justice system is also down significantly (-29% from 2007-08 to 2008-09) and the rate of re-offending is down 44%. Thus all the indicators are pointing in the right direction and evidence suggests that young offenders with a substantive outcome with the YOT are less likely to offend as they get older.



## Mental and Emotional Health

The exact prevalence of mental and emotional disorder in children and young people in Nottingham and Nottinghamshire is not known, although there is national data to suggest a rising prevalence of emotional problems (with some data to suggest a 100% rise in the last 10 years at a national level). However, it is known that:

- Approximately 1 in 10 children and young people can be diagnosed as suffering from a classifiable mental disorder that requires intervention.
- 10% of 5-15 year olds have experienced a difficulty causing distress or other impact in their lives.
- Some groups are particularly at risk of emotional distress. 45% of children looked after will experience difficulty, particularly those in residential care.
- Boys are more likely to have a mental disorder than girls – among 5 to 10 year olds, 10% of boys and 5% of girls had a mental disorder. In the 11-16 year old age group prevalence is 13% boys and 10% of girls. However, this trend reverses in late teens (14-25 years) when 15% of males and 25% of females are likely to have emotional or behavioural difficulties.

## Achievement

While there have been significant improvements over the last ten years, many children and young people continue to underachieve in our schools:

- There are over 37,500 pupils in more than 100 Nottingham city schools. Over 50% of these live within the national 10% most deprived areas as judged by Index of Multiple Deprivation (IMD). Eligibility for free school meals is around twice the national average.
- Absolute levels of attainment of pupils in Nottingham schools (i.e. the proportions of eligible pupils meeting the 'nationally expected' levels at the end phase of education) are amongst the lowest across all 152 local authorities nationally, particularly in literacy (reading and writing). Each year around 750 (1 in 4) pupils transfer from primary to secondary school without achieving the governments expected standard in English or Maths and over 900 pupils (1 in 3) leave school without reaching 'Level 2' (5 or more 'good' passes at GCSE or equivalent).
- Attainment for those pupils on free school meals and for those with special educational needs has increased but not as fast as their peers, so the gap has widened.
- However, there is a story of steady improvement in children entering the school system at the age of 4. In Early Years the proportion of children working securely within and beyond the early years goals (National Indicator, NI 72) rose by 20 percentage points from 2005 to 2009 and over half (53.6%) of children now reach this standard, above both statistical neighbour (SN) and national averages.
- The key socio-economic factors generally accepted as impacting on educational attainment are gender, ethnicity, free school meals (FSM) and special educational needs (SEN).
- The levels of ethnicity, free school meals and SEN with Nottingham city schools are all significantly higher than national rates.
- Attainment for those pupils on free school meals and for those with special educational needs has increased, but not as fast as their peers, so the gap has widened. Educational attainment varies widely across different areas of the city.
- Progression of young people into Higher Education has improved, but remains low at 23% compared to the national average of 43%.





## Attendance

- At secondary phase, there are around 1200 pupils who are classed as persistent absentees (missing 20% or more of their schooling), with another 800 at primary.
- There is no correlation between absence and ethnicity within Nottingham schools. However there are higher levels of absence for pupils living in the most deprived areas of the city.
- At secondary phase, there appears to be a strong relationship between levels of special need and persistent absence: one third of all pupils in secondary phase who are classified as School Action Plus are also persistent absentees (around 500 pupils). This relationship is not as strong at primary phase but a lot more absence is classified as authorised absence and illness.
- Nottingham's secondary absence rates have been improving strongly for a number of years with a large improvement also seen in persistent absence. Overall absence in secondary phase is now 8.6% against an England average of 7.3%. persistent absence in secondaries is now 8.7% against an England average of 5.7%. The city is ranked around 140 out of 150 on both measures.



## Economic wellbeing

Child poverty in Nottingham remains unacceptably high as the following key data indicates:

- Nearly 38,500 children and young people, nearly two out of three in the city under 19, live in households dependent on state benefits for their income. This compares to 40% in England. Most of these households have incomes below £16,500 pa.
- Over 20,000 of these children (33.7%) – one in three – live in households where no one works.
- Eighteen percent of the city's resident workforce is unqualified (the national figure is 13%).
- In September 2009 there were around 700 young people who were "not in employment, education or training" (NEET) and another 550 whose status was "Not Known".
- There is not a particularly strong relationship between NEET and BME overall, however some ethnic groups such as dual heritage are disproportionately affected and this group also has poor outcomes in other areas such as offending.
- There are also particular vulnerable groups, classified by Connexions as Priority 1, that are much more prone to being NEET or Not Known and make up a large section of this group. These groups include teenage mothers, young offenders, looked after children and care leavers and account for around one third of young people who are currently NEET.
- Areas of higher deprivation also tend to have higher levels of NEET.

Our Partnership has a good understanding of the needs facing our children and young people. The rest of this Plan sets out how we will address these needs.

# STRATEGIC OBJECTIVES AND YEAR 1 PRIORITIES



## Strategic Objectives

To deliver our vision, we have established a set of strategic objectives for the next three years to 2014, together with a more detailed set of operational objectives, clearly defining the direction of our services and investments:

Strategic Objectives 'What We Do'	Operational Objectives
<b>1. Safeguarding and Early Intervention Children</b> - Young people and families will benefit from early and effective support and protection to empower them to overcome difficulties	(1) <b>Stronger safeguarding</b> - Improving safeguarding across all agencies, to keep children and young people safe from physical, emotional and sexual abuse, neglect, and accidental injury. (2) <b>Shifting resources to early intervention and prevention</b> - Achieving a growing shift of mainstream resources towards early intervention and prevention to ensure that families in challenging circumstances are identified early. (3) <b>Reducing infant mortality.</b>
<b>2. Strong families</b> - More families will be strong and healthy, providing an enjoyable and safe place for children to grow up	(4) <b>Improving parenting support</b> - Improving support for parents and carers, particularly younger ones. (5) <b>Supporting children with learning difficulties and disabilities</b> - Providing better co-ordinated care for children and young people with learning difficulties and disabilities, emotional and behavioural difficulties. (6) <b>Improving corporate parenting</b> - Improving the quality of life and outcomes for children living in care and preparing for independent living.
<b>3. Healthy and positive children and young people</b> - Children and young people will be healthier, fitter, more emotionally resilient and better able to make mature decisions	(7) <b>Promoting healthy living</b> - Tackling childhood obesity, improving diets, improving oral health, cutting smoking rates. (8) <b>Reducing teenage conceptions</b> - Reducing the rate of teenage conceptions. (9) <b>Reducing substance misuse</b> - Reducing substance misuse and its impact on children and young people. (10) <b>Strengthening positive behaviour</b> - Diverting children and young people from anti-social and offending behaviour (including homophobic and other forms of bullying) and promoting socially responsible behaviour.
<b>4. Achievement</b> - All children and young people will leave school with the best skills and qualifications they can achieve and will be ready for work or further learning	(11) <b>Engaging learners better</b> - Improving school attendance and improving engagement and progression from age 16 in education, employment and training. (12) <b>Improving attainment</b> - Improving educational attainment and skills. (13) <b>Closing the gap</b> - Closing the gap in attainment and skills between disadvantaged groups and their peers. (14) <b>14-19 reform</b> - Preparing for significant changes for this age group, with a new 14-19 strategy and the raising of school leaving age.
<b>5. Economic well-being</b> - Child poverty will be significantly reduced	(15) <b>Tackling child poverty</b> - Tackling worklessness and supporting adults to gain Level 2 skills or higher so they are able to progress in work and earn more. (16) <b>Science City</b> - Promoting science and innovation in schools, to improve the city's long term competitiveness. (17) <b>Transforming learning</b> - Investing in new and improved schools in every neighbourhood, with schools becoming hubs of wider services.  <b>...in partnership with World Class Nottingham and Working Nottingham</b>

## Year 1 Priorities

Each year of the Plan, we will set out which of the operational objectives are of specific focus for the year. This year (2010-11) the Partnership is focussing on:

### This year (2010-11) the Partnership is focussing on:

**Stronger safeguarding** - With a key focus on ensuring that there are high standards of safeguarding across all agencies and that the Partnership takes a pro-active approach to the elimination of domestic violence (Operational Objectives 1 and 2).

**Healthy Living** - With a key focus on increasing the proportion of children and young people who have a healthy weight (Operational Objective 7).

**Reducing substance misuse** - Partnership work to lessen the impact on children of parental drug and alcohol misuse and to reduce drug and alcohol misuse amongst children and young people (Operational Objective 9).

**Raising attainment** - Raising the attainment levels and increasing engagement in employment, education and training (Operational Objectives 11 and 12).

**Improving attendance** - Improving rates of attendance at both Primary and Secondary as a key foundation of improving outcomes (Operational Objective 11).



# SUMMARY OF PLAN TARGETS

For each of the five strategic objectives, we have set out where we expect to be by the end of the Plan period (2014). In some instances, we can quantify expectations with specific baselines and numerical targets. These are set out here – or in Part 2 of the CYPP and related plans and strategies. In others, numerical targets may not be appropriate but nevertheless expectations can be and are set out. Annual reports will be published and will summarise progress in each strategic objective with particular emphasis on the priority programme for the year.

## Strategic Objectives 1 and 2 – Safeguarding, Early Intervention and Stronger Families

### 1 No child suffers avoidable harm or neglect as a result of agency failure.

### 2 Early intervention will:

- Produce a body of evidence showing which interventions are effective in getting to problems early.
- Equip the children's workforce with the tools and processes to 'think family' and universally using the common assessment framework to ensure the early and effective targeting of resources.
- Demonstrate its impact through accelerating the rate at which targets set out in this plan are achieved.
- Have worked with specific families currently requiring intensive cross-agency support to reduce their dependency, increase their independence and release resources for further developments.

### 3 Stronger healthy families will be evidenced by:

- Reducing the number of children whose parents or siblings are committing offences.
- Decreasing the number of repeat incidents of domestic violence.
- Stemming the rise in obesity and increasing family participation in activities and sport.
- Reducing substance misuse amongst parents and carers.
- Improving mental health.
- Providing the best start in life to children born to teenage parents.

## Strategic Objective 3 – Healthy and positive children and young people

### 4 With a particular focus on looked after children and young people and other vulnerable groups, health and positive children and young people will be evidenced by:

- Reducing alcohol consumption amongst young people under 18.
- Improving aspirations, resilience and life skills.
- Reducing teenage pregnancy and multiple teenage pregnancies.
- Reducing the perceptions of anti-social behaviour to the average for Nottingham's family of similar Crime and Drugs Reduction Partnerships. 2008 Baseline 28.9%; 2014 Target 19.9%

## Strategic Objective 4 – Achievement

### 5 Raise the % of pupils achieving 5 or more A\*-C GCSEs including English and Maths so that Nottingham is in the top 20% of the most improved Local Authorities.

2007 Baseline 34.7% of pupils; 2014 Target 55% of pupils

### 6 Reduce the % of pupils leaving school with no qualifications to 0% .

2007 Baseline 4.8% of pupils; 2014 Target 3% of pupils

### 7 NEETs for 16 and 17 year olds reduced to 0% by 2013, in line with the raising of the participation age legislation. 2010 Baseline 5.5%

### 8 All 14 Diploma lines of learning will be available to all 14-19 year olds across Nottingham by 2013. 2010 Baseline 9%

## Strategic Objective 5 – Economic Well-being

### Key Targets

(Working Nottingham and World Class Nottingham)

### 9 Reduce the proportion of children living in poverty (defined as the % of children living in households dependent on out-of-work benefits). 2006-07 Baseline 64%; 2014 Target 49%

### 10 Increase the city's employment rate.

2007-08 Baseline 63.7%; 2014 Target 69.9%



# HOW WE WILL DELIVER

## Cross Cutting Principles

The Partnership has adopted seven cross-cutting principles – set out below – to guide the future development of its work.

Principle	Explanation
<b>To raise aspirations</b>	This will help children and families value positive things, set ambitious goals for their lives and develop the confidence and personal skills to achieve their full potential.
<b>To manage transitions through all aspects of children's lives</b>	This will increase our understanding that the points of transition in a young person's life – through the educational system, entering or leaving public care for example - can present particular problems and so help us to target additional support, when needed, at these critical transitions.
<b>To ensure that all services are accessible by and take account of the needs of vulnerable groups</b>	This will help us to develop services for all that can be used by children who previously may have needed specialist services e.g. children with disabilities and working across professional boundaries in teams or professional arrangements centred on the child and his or her needs. Groups defined as vulnerable are described in Appendix 1 to Part 2 of this Plan (The Performance Management Framework).
<b>To engage with and listen to service users and stakeholders in developing our services</b>	This will ensure that the voice and influence of children and young people and their parents and carers is reflected in the plans, strategies and standards of the Children's Partnership.
<b>To promote the environmental sustainability of investments and services sustainability</b>	This will maximise opportunities for supporting the Green agenda both in major capital programmes (such as BSF and Primary School re-organisation) and in the organisation of new ways of working.
<b>To gather and use evidence of impact more creatively and intensively</b>	This will help us extend the value and impact of evidence on our decision-making processes.  We will set out our approach in an Evidence and Intelligence Framework for the period of this Plan.
<b>To work with others to build a city for children</b>	We will work with partners in One Nottingham to make the city family-friendly and child-friendly. This principle extends well beyond local neighbourhoods - to the city centre, public transport and Nottingham's parks and attractions. In particular, we want the city to be accessible, affordable and safe for families and children.



## Joint Commissioning and Common Integrated Processes

A key part of our work will be establishing effective joint commissioning arrangements to ensure that we invest our resources in a more integrated way. This will ensure that we are funding the right services to deliver the right outcomes.

The Partnership has agreed increased focus in Year 1 on efficiencies across the partnership with the following objectives:

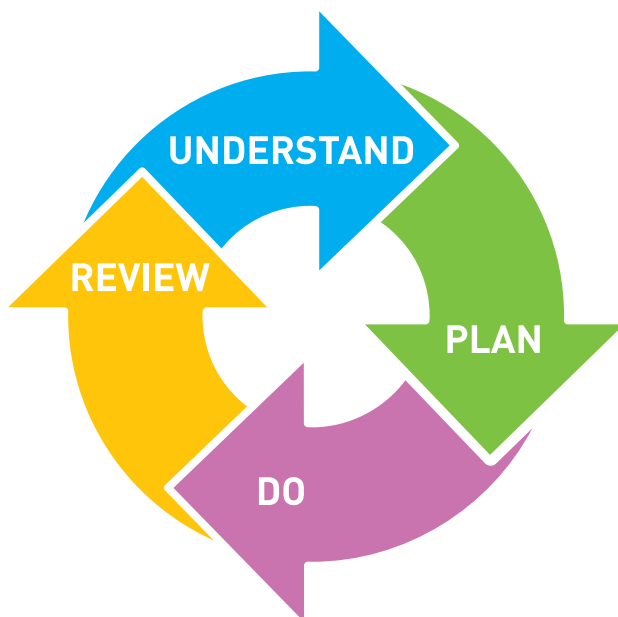
- 1 Optimise use of resources**
- 2 Eliminate duplication**
- 3 Ensure value for money**

Two key elements of work will lead this – Joint Commissioning and Common Processes.

Joint Commissioning will be achieved through the development of:

- 1 Joint budgets, with potential to move to pooled budgets**
- 2 Joint framework through a Joint Commissioning Unit**
- 3 Established Commissioning Process**

**The four phases in our commissioning cycle are:**



Common integrated processes across agencies will ensure that the needs of children and young people are assessed and identified at the earliest possible opportunity and that coordinated multi agency action plans are produced and implemented. They will support the development of a shared language across the agencies and practitioners working with our children, young people and families. Their use will promote seamless service provision across the spectrum of universal, targeted and specialist services. This will reduce duplication, increase the effective sharing of information and ensure that appropriate and responsive services lead to improved outcomes.

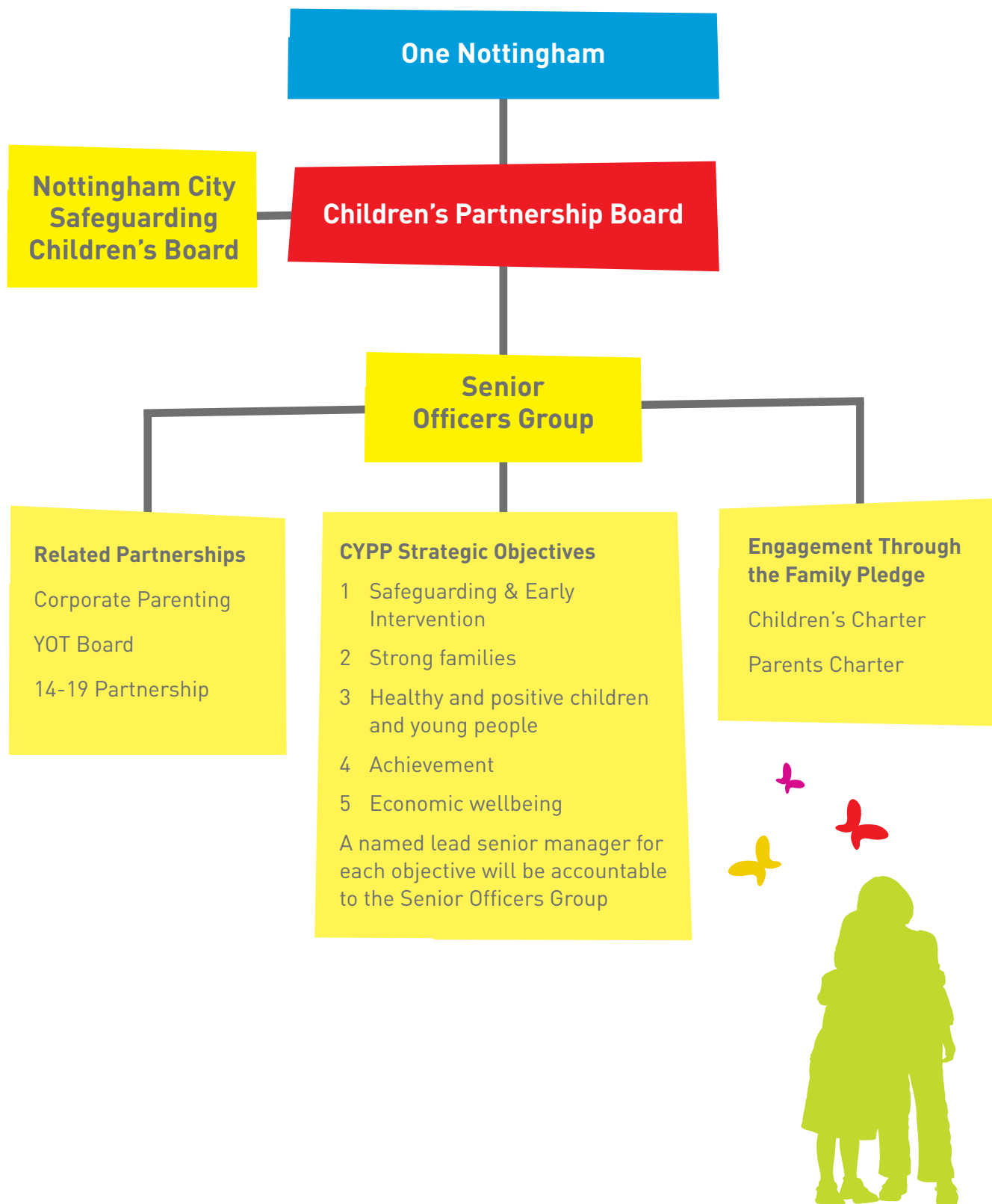
All Nottingham City Children's Partnership agencies have committed to fully embedding the Common Assessment Framework (CAF) and associated Lead Professional processes, including identifying a senior officer who will take lead responsibility for this within the agency and for embedding the CAF and Lead Professional Performance Management Framework.



## Governance

The Partnership has decided to streamline its governance arrangements using named accountable officers for its strategic objectives and minimising the number of groups that need to meet regularly to conduct partnership business.

An overview of how our Partnership will work is illustrated in the diagram below.



## Governance Arrangements

- 1. Children's Partnership Board.** Chaired by the lead member for Children's services with partner representation at chief executive / chairman level, this is the principal decision-making partnership body. It links into One Nottingham (local strategic) partnership as the 'theme partnership' for children, young people and families and also has lead responsibility for the strategic effort to raise aspirations in the city.
- 2. The Senior Officers Group.** Which comprises partner representation at first tier level. The principal source for advice and proposals to the Children's Partnership Board. This includes representation from the voluntary and community sector (VCS) as nominated through the VCS Children's Network.
- 3. Nottingham City Children's Safeguarding Board.** Will continue to communicate directly with Children's Partnership Board to ensure that safeguarding children and young people is prioritised by all the represented partners.
- 4. Related Partnerships.** The various children and young people partnership groups required by law (see diagram) will report to the Senior Officers Group when appropriate.
- 6. The Family Pledge.** Active engagement in Nottingham Children's Partnership decision-making and ownership of services by our users will be enabled through the Family Pledge.

As a cornerstone of the Pledge two charters, the Children's Charter and the Parents and Carers' Charter will set our collective commitments. This will set out the commitments of the Partnership for children and parents and carers, and it will also set out the commitments from children and parents and carers to the Partnership.

Central to this will be the enhancements of mechanisms for people to be involved. Existing mechanisms will be used and developed where appropriate. Governance groups like the Youth Council and Youth Bank, the Children's Council and parent and carer forums will contribute to the Partnership's decision-making processes at citywide level, while locality and area-based participation groups and activities, including schools councils and area youth forums will contribute to neighbourhood decision-making to improve services.

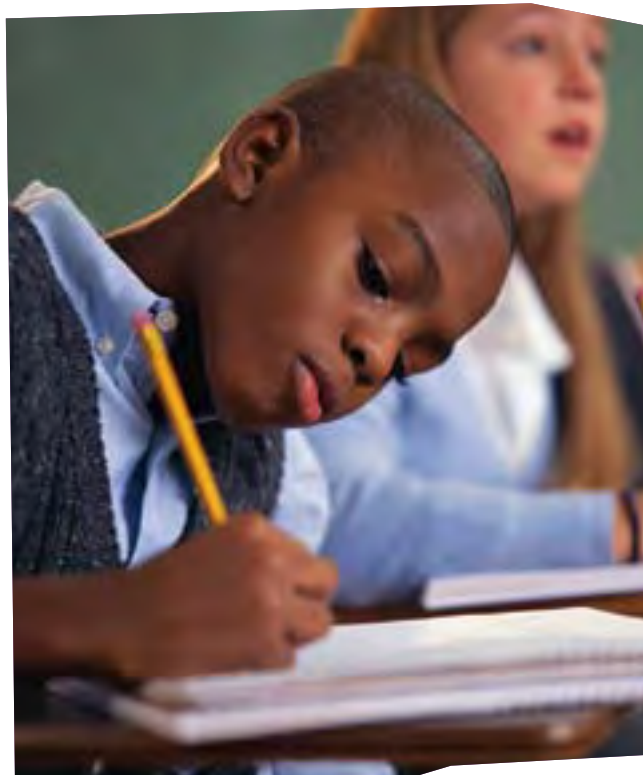
## Developing the Children's Workforce

We can only achieve the vision for the Partnership through recognising the central role the workforce plays through dedication and tenacity to improve outcomes for children and young people in the City of Nottingham. We need to understand and respect individual professional specialisms across the Partnership organisations and combine delivery to its best effect around the child or young person.

"The One Children's Workforce" encompasses everyone who works, paid and unpaid, full time or part-time with children and young people in the city (aged 0-19 and up to 25 if young people have learning difficulties and/or disabilities) and their families.

Our vision is a workforce that is passionate about empowering all children and young people in the city to thrive and achieve.

In order to achieve this, we will need to further engage with the workforce to reinforce integrated ways of working.



We will provide best practice for all organisations and people who work with children and young people so that the workforce:

- Is recruited robustly, inducted and developed to ensure the best possible quality of service to children and young people and reflects the diversity of the community we serve.
- Is lead and managed so that the interests of the children and young people are at the heart of everything we do.
- Is skilled in identifying when children and young people are not achieving their full potential including those who are most vulnerable and engage them as soon as possible to enable them to thrive and achieve.
- Actively promotes involvement of children and young people and parents in service improvement to shape our future.
- Works effectively in multi-agency settings and teams to support child centred/family focused working and deliver integrated practices.
- Understands their responsibilities for safeguarding and welfare.
- Aspirational for themselves and the children and young people and families they support.

The Workforce Strategy Partnership Group has been working together to deliver Nottingham's Joint Children and Young People's Workforce Strategy. The Group includes representatives from across the full range of partners, including the private, voluntary, community and independent sectors. The strategy has four strands:

**1 Recruiting and Retaining** (attract and keep hold of key people)

**2 Modernising** (updating systems, practices, procedures for step changes)

**3 Developing** (to grow skills, knowledge, behaviour)

**4 Deploying** (right place, right time and right skills – capacity to deliver)

(Please refer to the Workforce Strategy for more information).

## Resources

Resources for the Plan's implementation will be made available through:

- Work undertaken by the named lead officers and the Partnership Board to align planning and budget processes within partner agencies to the CYPP objectives;
- Development of the Joint Commissioning Framework and pooled budgets.

The Partnership's Year 1 priorities will have first call on resources where partnership decisions on resource allocation are being made.

## Risks

The Partnership will develop a Risk Register to identify and mitigate risks to the successful delivery of its Plan and will review this regularly in its management of performance. Current identified risk areas are:

- A lapse of inter-agency arrangements resulting in a failure to keep all children and young people safe.
- Inadequate resources to support the Partnerships priorities.
- Inability to align individual partners budgets and resources with the CYPP due to conflicting calls on resources.
- Inability to meet need due to a misunderstanding of trends and changes.
- Failure to develop a strong and well resourced joint commissioning strategy.
- Possible political and legislative changes.
- Failure to engage key groups (children, young people parents and carers) in plan development.

## APPENDIX 1: NOTTINGHAM CHILDREN'S PARTNERSHIP BOARD



Portfolio Holder for Children's Services
Leader of the Council
Chief Executive of Nottingham City Council
Chairman of NHS Nottingham City
Chief Executive, Nottingham City NHS
Corporate Director of Children's Services
Chief Executive, Nottingham Community and Voluntary Service
Director, Quality and Commissioning, Nottingham City Council
Area Director of Nottinghamshire Learning and Skills Council
Children's Services Advisor, Government Office for the East Midlands
Deputy Area Director, Nottingham Learning and Skills Council
Chair of Nottinghamshire Police Authority
Chief Officer, Probation Service
District Manager, Job Centre Plus
Independent Chair, Nottingham City Safeguarding Children Board
Academies representative: Chief Executive, Djanogly City Academy Nottingham
Strategic Health Authority
Chairman, City of Nottingham Governors' Association (CONGA)
Nursery and Early Years representative: Head Teacher, The Nottingham Nursery and Training Centre
Primary Schools representative: Head Teacher, Springfield Primary School
Special School representative: Head Teacher, Rosehill School
Secondary School representative: Head Teacher, Hadden Park High







## APPENDIX 2: VULNERABLE CHILDREN AND YOUNG PEOPLE

**Vulnerable groups are defined as those who are likely to have additional needs and experience poorer outcomes if these needs are not met. Services across the partnership for children, young people and families continue to identify and work with vulnerable groups. An ongoing needs assessment process examines the intelligence supplied by partner agencies in order to develop the depth of our understanding about which groups are vulnerable and the nature of their needs.**

**We have a special concern for the most vulnerable children and young people and their families and will pay particular attention to helping them to achieve their potential. They include:**

### 1. Children in care and care leavers

The expression 'children in care' refers both to children who are the subject of care orders and to children provided with accommodation by a local authority for more than 24 hours, either under section 20 or section 21 of the Children Act 1989, or who have been placed or authorised to be placed with prospective adopters by a local authority (but not a registered adoption society). Care Leavers are young people who have been in the care system and for whom the local authority have an ongoing responsibility once they have formally left care.

### 2. Children with learning difficulties and disabilities and emotional or behavioural difficulties

Disabled Children are more likely to experience abuse and to feel isolated from and unsafe in their communities. National research has shown that disabled children are far more likely to live in poverty. It is estimated that nearly one-third of disabled children live in poverty. The educational attainment of disabled children is unacceptably lower than that of their peers. Families with disabled children report high levels of unmet need and stress, and many reach breaking point. In Nottingham, we want to ensure that disabled children and their families have the opportunities and choices to improve their quality of life and to be respected and included as equal members of society.

### 3. Some Black and minority ethnic groups

The educational attainment of Nottingham's schoolchildren is extensively analysed each year to identify the difference in attainment between ethnic groups. The analysis exposes differences in the rate of attainment but the picture that emerges is both complex and dynamic. Within group variation is often as great as the difference between groups. Outcomes vary by

age, by gender and over time. The Joint Area Review in 2007 identified white British boys and Pakistani boys as groups with poor attainment which required greater recognition. Through the CYPP we will continue to analyse education attainment and develop support policies based upon the needs identified. This will be driven by a personalised approach that identifies the needs of individuals.

### 4. Pregnant teenagers and teenage parents

The poor health, emotional health and well being and economic outcomes for teenage mothers and fathers are well evidenced. Rates of infant mortality are 60% higher compared to parents over the age of 18, and their children have a 25% higher risk of low birth weight. Almost 40% of teenage mothers have no qualifications and 30% of teenage mothers aged 16-19 are NEET compared with 10% of all 16-19 year olds. By age 30, teenage mothers are 22% more likely to be living in poverty than mothers giving birth aged 24 or over.

### 5. Young offenders

A young offender is anyone aged 17 or younger who has committed an offence. In Nottingham, the number of children and young people involved in anti-social and offending behaviour is above national averages. Despite positive, targeted interventions, the number of children in care who are involved in crime is high. A relatively low proportion of young people who have offended are in education, training or employment.

### 6. Children in Offender Families

These are defined as children and young people who have a parent, carer or sibling serving a custodial sentence or subject to the National Offender Management Service. Parents who engage in anti-social behaviour are more likely to raise children who also behave anti-socially. Children who know of their parents' involvement in drug misuse or crime, or whose parents condone such behaviour, are at increased risk of misusing drugs and of engaging in offending behaviour themselves. Reliable data on the number and location is hard to acquire but is currently being developed in collaboration with the Prison and Probation services.

### 7. Young Carers

Several definitions of a 'Young Carer' exist in current legislation, the most recent one is that identified by the Princess Royal Trust for Carers in 2006.

"Young Carers are children and young persons under 18 who provide, or intend to provide, care, assistance

or support to another family member who is disabled, physically or mentally ill, or has a substance misuse problem. They carry out, often on a regular basis, significant or substantial caring tasks, taking on a level of responsibility that is inappropriate to their age or development”.

## **8. Refugees and asylum seekers**

‘Asylum seeker’ is the term for people who have fled from persecution in their own country and are seeking permission from the Home Office to stay in another which they believe to be safer. ‘Refugee’ is the term for people who have been given permission from the Home Office to stay for a period of time.

There are about 1,200 asylum seekers living in Nottingham City. Within this number, there are more than 900 families with children. They face difficult circumstances with no access to money and a reliance upon vouchers. There were 475 refugee children below the age of 16 living in Nottingham City in July 2007. However, this figure was derived from information from a wide range of agencies including schools and is likely to be an underestimate. The true figure may be in excess of 1000.

## **9. Gypsies and travellers and other emerging communities**

Gypsies and Travellers have been described as, ‘one of the most marginalised minorities in society, as reflected by poor health and access to services’, (Common Ground, Commissions for Racial Equality, 2006). Two main groups have Ethnic Minority status under the Race Relations (Amendment) Act 2000. These are Gypsy Roma people including emerging communities of European Roma, English Gypsies, or Romanis; and Travellers of Irish Heritage.

The emerging communities of Eastern European Roma families face difficulties, both locally and nationally, in accessing advice, support and services. Nottingham is facing new challenges in sustaining school attendance at all stages for new arrivals from the Eastern European Roma Communities. Eastern European Migrants experience considerable economic difficulties, particularly those that arrive with their families. We have seen a great expansion in numbers of children arriving in our schools from European Union expansion countries, especially Poland. This has had a dramatic impact on the number of admissions in some Catholic schools in the city in particular.

## **10. Lesbian, gay, bisexual and transgender (LGBT) young people**

Numbers are not known, and assessment of need is hampered by a reluctance to ‘come out’ and face hostility and discrimination. However it is known that Young LGBT people in Nottingham are one of the highest risk groups in terms of self-harm, and are also one of the groups most likely to be bullied in schools.

## **11. Children and young people in substance misusing families**

It is estimated that the number of children in Nottingham affected by the problematic drug or alcohol use of their parents or carers is around 14,000. Children of substance misusing parents make up a substantial proportion of the children on the Child Protection Register, with neglect being the most common reason for social care intervention. However, only a minority of such children will come to the attention of social care services. Much more commonly, children of parents who misuse substances are likely to enter the care of relatives who themselves may require help and support.

## **12. Children and young people experiencing domestic violence**

Domestic violence can be defined as ‘any incident or threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality’ (Home Office). Children and young people may be affected by the impact of domestic violence on their own wellbeing and feeling of safety and by its impact on care and parenting support. Domestic violence is personally and financially costly to individuals, employers, communities and agencies.

## **13. Homeless children and young people**

Under s.179(1) of the 1996 Act, housing authorities have a duty to secure that advice and information about homelessness, and the prevention of homelessness, are available free of charge to any person in their district. The provision of comprehensive advice plays an important part in delivering the housing authority’s strategy for preventing homelessness in the district.

Every child in temporary accommodation is likely to face problems attending school, and school based activities. They may be separated from friends and other family and the parents may experience hardship in accessing transport, even on a temporary basis.



## **PART 2: THE PERFORMANCE MANAGEMENT FRAMEWORK**

Part 2 of this document is available electronically at  
[www.nottinghamchildrenspartnership.org.uk](http://www.nottinghamchildrenspartnership.org.uk)





NOTTINGHAM  
CHILDREN'S  
PARTNERSHIP