



# Care Leaver Strategy Update

## London Borough of Merton

Issue Date	Author	Date Of the Next Review	Lead officer
October 2016	Sarah Daly	January 2017	HoS

## **1. Introduction**

- 1.1 The Care leaver Strategy 2015-18 was launched in January 2015 and has been supported by the strategic oversight of the Care Leavers Task Force. Monthly themed meetings have been held to agree actions and review progress.
- 1.2 The report highlights areas where progress has been made in this first 12 months, such as housing and ongoing support, but also identifies areas where we are still facing some challenges such as ETE and health. In both these areas we have identified additional resource which we are confident will have an impact on the service we deliver and the outcomes that we achieve. We will be convening regular challenge meetings to monitor progress in these areas.
- 1.3 To support an understanding of our current performance in 10 key areas we have completed the Baker and Dixon Leaving Care Services Self Assessment Framework. It is anticipated that this will be reviewed as part of the Care Leaver Task Force Meetings and will inform the future work plan of the group. This is attached as Appendix A.

## **2. Education**

- 2.1 A good standard of education is a key driver towards achieving positive employment outcomes in adulthood. However, there remains a significant gap between the educational achievements of care leavers and their peers.
- 2.2 As part of the SSDA 903 return local authorities provide the DfE with information about the cohort of children who have turned 17-21 this year who were previously looked after.
- 2.3 Table 1 shows that in the past year we have made significant progress with our care leavers cohort engaged in education, however it is important to note that this relates to a broader cohort and further work is being undertaken to consider the performance of different age cohorts. This area continues as a priority focus for us as a significant impact outcome for our young people. A deeper analysis of this data identifies that 10% (14 young people) are NEET due to illness/disability and pregnancy/parenthood and therefore may not be in a position to take up an ETE opportunity.
- 2.4 An ETE worker was recruited to in November 2015 and worked as part of the Virtual School to support a targeted group of care leavers on a one to one basis. Unfortunately the worker left the LA in the summer 2016 and the post still remains unfilled at this time. Once a worker is identified we will be seeking to undertake more detailed analysis to ensure targeted interventions are meeting the needs of all young people.
- 2.5 The Assistant Director has been holding monthly meetings to review the progress of the NEET/ETE work and these meetings will continue as this continues to be an area of focus for all.

**Table 1: The percentage of care leavers who were in education, employment or training**

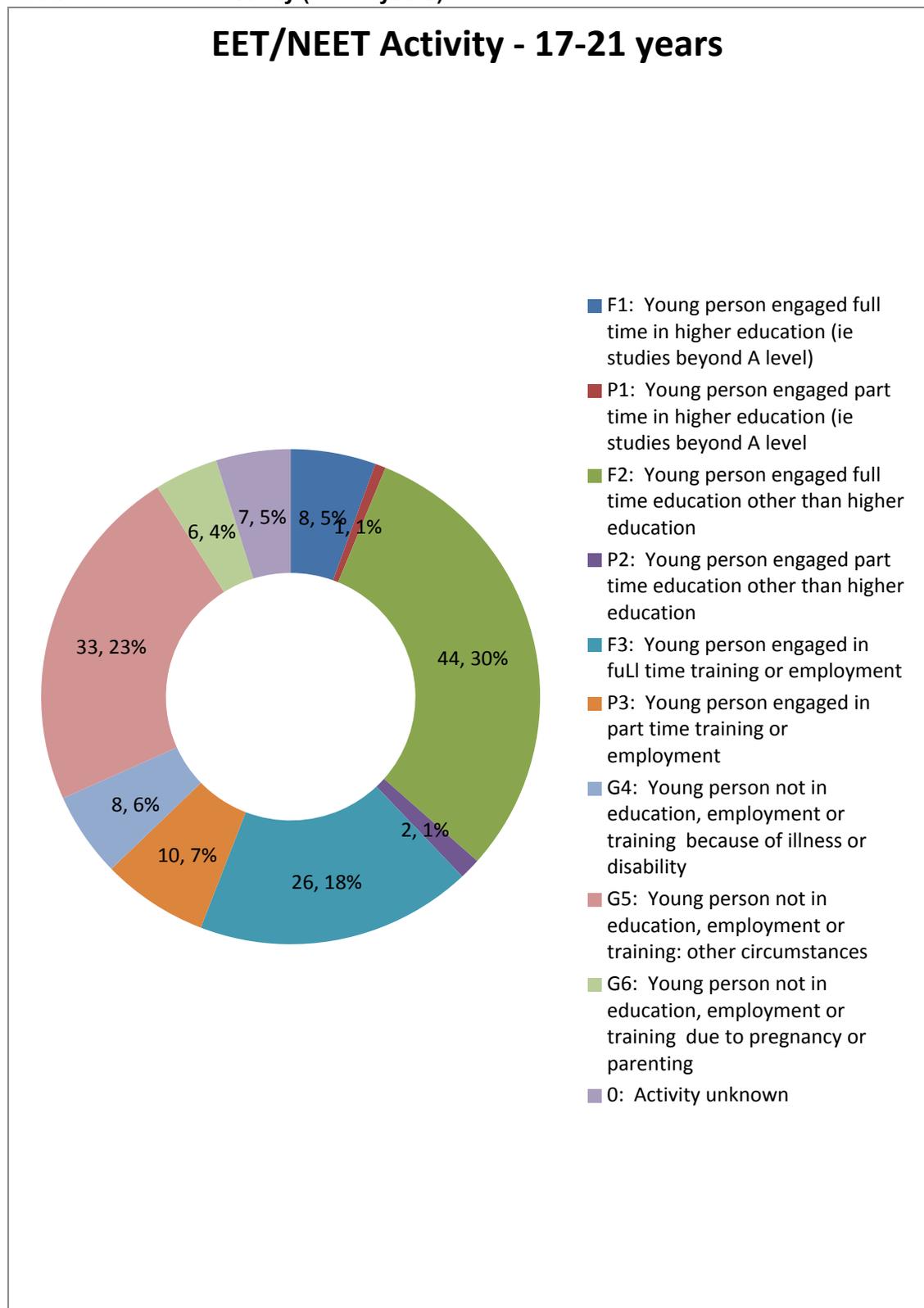
	<b>2012 (31<sup>st</sup> March)</b>	<b>2013 (31<sup>st</sup> March)</b>	<b>2014 (31<sup>st</sup> March)</b>	<b>2015 (31<sup>st</sup> March)</b>	<b>2016 (31<sup>st</sup> March)</b>
Merton	70.6%	60.0%	47.0%	44.1%	65%
Merton's Ranking Against Statistical Neighbours (out of 11)	4 <sup>th</sup>	8 <sup>th</sup>	10 <sup>th</sup>	<i>not available</i>	<i>not available</i>
London	59%	64%	54%	<i>not available</i>	<i>not available</i>
National	58%	58%	45%	48%	
All Merton Young People	96.0%	95.4%	95.7%	<i>not available</i>	<i>not available</i>

Source: SSDA 903

Note: In 2014 the DfE extended the care leaver cohort to include 20 and 21 year olds. As a result the figures for 2012-2013 include only to 19 year olds whilst the figures for 2014 and 2015 include Care Leavers of all ages and in 2016 this extended to 17-21 year olds.

- 2.6 To better support the planned intervention with this cohort of young people we will need to undertake a needs assessment of the young people who are NEET and at risk of becoming NEET. This will identify groups of young people who will be offered targeted support from an agreed local offer (this should include employability programmes, work experience and apprenticeships).
- 2.7 A small cohort of the young people who are NEET are not work/education ready and 1:1 support will be one area for development in 2016-17 when we have the NEET/ETE worker in post.
- 2.8 Table 2 below sets out the ETE activity that young people are engaged in and also identifies the category of non engagement.

**Table 2: EET/NEET Activity (17-21- years)**



Source: SSDA903 2015-16

## What will we do?

Action	Update	RAG
Develop a mentoring scheme for care leavers thinking about going into higher education.	This has not yet been progressed, but it is hoped that the new ETE worker based in the Virtual School will have capacity to develop this scheme later in 2016-17.	
Develop planning pathway for SEN/EHCP	This is being developed as part of the SEN Strategy	
Work with the Virtual School and to develop an ETE Pathways and Entitlements document		

## 3. Employment

- 3.1 The Social Justice Strategy, Social Justice: Transforming Lives sets out the importance of work not just as the best route out of poverty, but as a means of delivering positive change for individuals and for whole communities. The benefits of work are far wider than just remunerative and we know work provides structure, a sense of purpose, progress, achievement, self-confidence and personal responsibility.
- 3.2 As set out in the previous section it is evident that too many of our care leavers are not in education, employment or training (NEET) or are long term unemployed. There are currently significant challenges for many young people taking their first steps into the world of work. However, some local authorities and charitable organisations – working independently and with Jobcentre Plus - have nonetheless increased the number of care leavers they have supported into employment, education and training through focused action and support.

## What will we do?

Action	Update	RAG
Develop and deliver workshops on employability skills, the world of work and what employees are looking for	We are linked with local providers who are delivering targeted programmes. In the coming year we would want to look to improve how measure impact and outcomes in respect of these programmes.	
Local Work Programme Providers will promote the Day 1 Work Programme for Care Leavers.	This has not yet been progressed	
Local Work Programme	An agreement is in place with Mitcham Job	

Providers will record referrals and data relating to Care Leavers as a specific group to support future analysis and understanding of service demand. This will also support us to track outcomes for our care leavers.	Centre to add a care leaver marker against all our young people who present. We have not yet had any data provided in respect of outcomes for our care leavers. It is also of note that many of our care leavers present at Croydon where resource pressures are impacting on the progress that we can make in this area.	
Work with the Virtual School and to develop an ETE Pathways and Entitlements document		

## 4. Financial Assistance

4.1 When you do not have the support of family to fall back on, particularly when having to meet the challenge of independent living at a much younger age than your peers, having access to timely financial help is crucial.

4.2 The London Borough Merton is committed to ensuring that care leavers are adequately supported financially in their transition from care to adulthood to enable young people leaving care to have the same opportunities to fulfil their potential as their peers.

4.3 As part of the Independent Living Skills Workshop programme we run regular My Bnk training (money management sessions) to support young people. We have also developed the Pathway Planning tool to support the development of budgeting skills.

4.4 For those young people who would benefit from additional support referrals can be made to the Benefits Maximisation Officers who are based in the 14+ Team. The BMO's can offer support re budgeting and also advice and guidance to young people and practitioners in respect of benefits.

4.5 In 2016-17 one of our care leavers has worked to review the 'My Guide to Independence' a resource tool given to all care leavers to aid their transition to independence.

4.6 In August 2016 the Child in Care Council reviewed the Financial Provision document and SUHA offer. It was felt that the offer was fair and that it supported young people to continue in education and training. The SUHA was also considered to be reasonable (minimum of £2000).

### What will we do?

Action	Update	RAG
Complete the review of 'pocket money and savings'.	The initial review has been completed and a paper is being produced. At this stage there has been no consultation with young people	

	about their experiences and views regarding pocket money and savings	
We will undertake an annual review of the Setting Up Home Allowance with our Child in Care Council	This process has been started and young people were consulted at the CICC meeting in August.	
We will undertake an annual review of the Financial Provision document.	This process has been started and young people were consulted at the CICC meeting in August.	

## 5. Health

- 5.1 Children often enter the care system with a poorer level of physical and mental health than their peers, and their longer-term outcomes remain worse. Two thirds of looked after children have at least one physical health complaint, and nearly half have a mental health disorder. Care leavers frequently tell us that they encounter a lack of support in accessing appropriate services. They often feel that the professionals working close to them do not have an understanding of their needs, particularly in respect of mental health. Care leavers also face difficulties around the transition from Child and Adolescent Mental Health Services (CAMHS) to adult services.
- 5.2 Additional LAC Nurse capacity has been created to support the sharing of health summaries with care leavers at the time of their final LAC review. To support the monitoring of this we be seeking to put in place a tracking process.
- 5.3 A draft health leaflet for care leavers and practitioners has been developed by health colleagues and will be considered by care leavers at the CICC meeting in October.

### What will we do?

Action	Update	RAG
Review protocol and guidance for transitions to adult mental health	This has yet to be undertaken.	
Consider specific mental health provision for care leavers	We are still working to identify an offer for our care population in respect of their emotional wellbeing (where they do not meet threshold to access adult mental health services).	
Develop a health leaflet for care leavers that provides signposting information on services	This has been developed in draft and has been shared with members of the Child in Care Council. This can now be printed and distributed to young people.	

## 6. Housing

- 6.1 Care leavers are a vulnerable group of young adults who have particular needs in relation to housing and homelessness. Around a quarter of those living on the streets have a background in care.<sup>1</sup> The majority of care leavers leave care by the age of 18 and rising demands on social housing and other accommodation is making it increasingly difficult for young people to find suitable accommodation as they enter adulthood.
- 6.2 Merton now has a much larger proportion of care leavers in suitable accommodation (94%) than national (81%), and this is an area which has seen significant improvement over the past 2 years. The improvement in data reflects a focus on the housing offer to our young people and improved partnership working with ART and Housing colleagues. It is also a reflection of the fact that we have remained in touch with a greater number of our care leavers and therefore have a better understanding of their housing situations. Of the 8 young people not living in suitable accommodation 6 were in custody and 2 were not in contact and we were therefore not able to comment on the suitability of their accommodation.

**Table 3: The percentage of care leavers who were in suitable accommodation**

	<b>2012 (31<sup>st</sup> March)</b>	<b>2013 (31<sup>st</sup> March)</b>	<b>2014 (31<sup>st</sup> March)</b>	<b>2015 (31<sup>st</sup> March)</b>	<b>2016 (31<sup>st</sup> March)</b>
Merton	88%	85%	66%	76%	94%
Merton's Ranking Against Statistical Neighbours (out of 11)	6 <sup>th</sup> ( <i>joint</i> )	8 <sup>th</sup>	10 <sup>th</sup>	<i>not available</i>	<i>not available</i>
London	91%	88%	82%	<i>not available</i>	<i>not available</i>
National	88%	88%	78%	81%	

Source: SSDA 903

Note: The figures for 2012-2013 include only to 19 year olds whilst the figures for 2014 and 2015 include Care Leavers aged 19-21 and for 2016 contains data on 17-21 year olds.

- 6.3 To ensure that young people are prepared to manage their own tenancy we run 'Independent Living Skills Workshops' covering areas such as budgeting, cooking on a budget and DIY. Evidence of the success of these workshops and the support offered to care leavers is reflected in the fact that none have faced eviction from their tenancies in recent years.
- 6.4 We have developed processes to ensure the monitoring of care leavers nominated for tenancies and the designated quota is being utilised.

<sup>1</sup> Source: CRISIS: [The hidden truth about homelessness: Experiences of single homelessness in England](#)

- 6.5 We regularly review the accommodation offer to all care leavers aged 18+ to ensure that their placement continues to meet their needs. Support packages are reviewed and increased and decreased as required. Young people have access to a range of accommodation options and an increasing number are involved in choosing their accommodation.
- 6.6 We hold an accommodation themed CICC meeting on an annual basis which is attended by housing and ART colleagues and this supports young people to give feedback on their experiences.
- 6.7 Care leavers attended a provider forum in May where they answered questions and set out what they would want/expect when first moving into a semi independence unit.

### What will we do?

Action	Update	RAG
Develop information for care leavers re housing options and how to access support	This is still in progress and we are awaiting a full offer information sheet covering both ART and Housing.	Yellow
Review the implementation of 'Staying Put'.	A review of the Staying Put arrangements remains outstanding.	Red
Involve care leavers in the quality assurance of placements	This will be set up once the Participation Manager is in post	Red
Confirm the 'suit of support/offer' for care leavers who return home		Red
Engage young people in the delivery of the ILS Workshops		Red

## 7. Justice System

- 7.1 The Ministry of Justice (MoJ) and Home Office (HO) recognise that young adults who have been in care can be particularly vulnerable as they transition into adulthood, particularly if they are in the criminal justice system. They are also a particularly vulnerable group that are at risk of being drawn into crime. Equally we know that care leavers can be particularly vulnerable to becoming a victim of crime, including in some cases falling victim to grooming and exploitation online or offline.
- 7.2 On 31 March 2015 we had 3 care leavers in custody. In March 2016 we had 6 care leavers in custody (4% of our care leaver cohort).

7.3 We have undertaken a review of the cohort of children and care leavers who were in custody in 2015-16. Overall in the year we had 8 young people who were in custody, 4 were under 18 and therefore became looked after children and the remaining 4 were aged 18-20 years and are open to the LAC service as Care Leavers.

### What will we do?

Action	Update	RAG
Engage with the local probation agency to develop a working protocol for partnership working with care leavers	We are in the process of working with our YOT and local probation to establish whether there recording system can be developed to support the identification of care leavers.	

## 8. Ongoing Support and Voice of the Care Leaver

8.1 Care leavers require support and guidance before and after they turn 18. Care leavers unlike their peers may not have networks of support outside of their local authority. We know that young people leaving care frequently feel isolated, lonely and lacking the safety net of someone to talk to and advise them in a crisis.

8.2 The DfE SSD903 return currently gathers 'in touch' information for all care leavers aged 17-21 years. For this return the definition is that there is 'contact' between your local authority and the young person eligible for care leaver support around 3 months before and one month after the young person's birthday.

Table 4: Care Leavers in Touch (17-21 years)

Merton	Number (2014-15)	Percentage (2014-15)	Number (2015-16)	Percentage (2015-16)
Yes	72	77%	132	89%
No	9	10%	3	2%
Service No Longer Required	7	8%	3	2%
Young Person Refuses Contact	3	3%	7	5%
Young Person Returned Home	2	2%	3	2%

Source: SSDA 903

- 8.3 In addition to this performance measure the 'Care Leaver Regulations' set out that the practitioner must visit the care leavers at no less than 2 monthly intervals. Due to the current reporting limitations of the CSC information system (Carefirst) we are not able to provide a report detailing the regularity of care leaver visits undertaken by the 14+ Team. In order to ensure worker and management oversight of the scheduling of visits each individual practitioner maintains a tracking sheet which is reviewed on a monthly basis. As a result of this increased scrutiny we have already noted an in year improvement in this area of performance.
- 8.4 In 2016-17 we have undertaken the care leaver survey and have held an event to review the LAC and Care Leaver pledge. Both activities have provided our care leavers with the opportunity to give feedback on their experiences and to influence the continuous improvement plan for the 14+ Team.
- 8.5 A Care Leaver Task Force has met regularly to review the progress made on the improvement plan and this will now be supported by the development of a Care Leaver Forum.
- 8.6 We have had a Care Leaver Apprentice based in the team over the past 2 years and this role will continue with a specific focus on establishing the Care Leaver Forum.
- 8.7 Care leavers are involved in recruitment of social care practitioners and the training of foster carers.

### What will we do?

Action	Update	RAG
A Care Leaver Forum is established to support the continuous improvement plan	This will be taken forward now that the Participation Manager is in post.	
Ensure all care leavers have signed their Pathway Plan and have a copy of the plan.	This is an expected practice standard. There is still work required to ensure that signed copies of pathway plans are uploaded onto the CSC Information System.	
Care leavers are involved in the induction workshops for new members of staff	This will be taken forward now that the Participation Manager is in post.	
Care leavers to be involved in the development of information sessions for	This will be taken forward now that the Participation Manager is in post.	

elected members		
Identify a 'drop in/hub' venue that can be used in addition to Tariro	Visits are planned to potential venues in November 2016.	
Review information on what it means to be a care leaver and consider accessibility of this information	This will be taken forward by the HoS LAC in consultation with young people.	
Write to all LAC and Care Leavers to circulate a copy of the Pledge. Clarify the role of all in ensuring that the pledge is implemented and challenge from young people is encouraged	The Pledge document has been circulated to all LAC and Care Leavers. The Pledge has also been recirculated to all practitioners with a request for this to be discussed during statutory visits and LAC reviews	
Review the care leaver mentoring idea	This will be taken forward now that the Participation Manager is in post.	
Print further copies of the complaints leaflet to be given out at every PP review	The complaints leaflet has been sent to all LAC and Care Leavers. Copies have also been circulated to all practitioners	
Ask for update on the LAC/Care Leaver website	The HoS LAC has continued to request meetings regarding the development of a LAC and Care Leaver website. This has been escalated.	
Review information for Care Leavers on volunteering	We will ensure that all young people have information on volunteering opportunities and that this is discussed as part of the pathway plan review	
Review advocacy offer	We have had some discussions with a local provider and need to agree whether there is funding to run a care leaver pilot. The review service specification sets out some provision for care leavers	

## Baker and Dixon – Leaving Care Services Self Assessment Framework

### Services respond to the views of Care Leavers:

		What do we do	What we will do	Who is responsible and timescale
There is a clear commitment from strategic leaders to improving leaving care services		There is a Care Leaver Task Force to review the Care Leaver Strategy	Need to evidence a more effective response form partners	Sarah Daly/Paul Angeli
Care leavers are pivotal in shaping services and influencing how support is delivered		Apprentice previously in post in the service contributed to service delivery review	Development of care leaver forum Recruitment to apprentice	Sarah Daly/Stuart Barker
We have various mechanisms for seeking feedback from care leavers about the support they receive.		CICC Annual Care Leavers Survey Pledge event	Development of a care leaver forum Develop a feedback process	Sarah Daly/Stuart Barker
There are opportunities for elected members to meet, listen to and work alongside care leavers		CICC Events	We need to formalise arrangements for elected members Development of a care leaver forum could assist with this	Sarah Daly/Stuart Barker/Yvette Stanley
Our children in care council (or similar) has a strong care leaver representation and we have examples of the impact they have made.		We have a small but regular group of care leavers attending the CICC. They have supported the review of the Finance Offer	Development of a care leaver forum Develop a feedback process	Sarah Daly/Stuart Barker
Our local authority has ways to celebrate care leavers' achievements		We have an annual event to celebrate the success of our care leavers		
Where complaints have identified deficiencies or gaps in services this has led to positive changes in delivery of service.		Complaints have been dealt with in a sensitive manner and in the majority of cases the Team Manager has met with the young person	We need to ensure that we are collating information and learning from complaints	Sarah Daly/Jigsaw4U
Care leavers are involved in the recruitment, selection and		Care leavers have been trained in interviewing	Need to ensure that we promote the involvement of young people in	Sarah Daly/HR

training of staff and carers.		techniques and have been involved in some interviews Care leavers are involved in foster carer training	interviews where possible Participation Manager will review how care leavers are involved in training	
We have robust management information which meets Annex A (Ofsted) and SSDA903 return requirements and allows managers to track individual young people and also identify collective needs and concerns		We have reports in place to support the management oversight of the care leaver cohort We can identify trends re housing, NEET ETE.	Ensure that Mosaic reports are developed to support ongoing review of care leavers	

### Being informed and supported:

We have information (in a range of formats) on what it means to be a care leaver available to young people, staff and carers		Paper only	Seeking to develop a website to promote e-communication	Sarah Daly/Stuart Barker/Carol Cammiss
Care leavers are aware of the charter/pledge and involved in the design, updating and scrutiny of it		An event for all LAC and care leavers was held in May to review the pledge. Care leavers were agreed in the sign off of the pledge document All LAC and care leavers have been sent a copy of the pledge (Oct 2016)	The Pledge will be reviewed and updated in 2017-18. We will monitor the 'good to have' promises which we are unable to deliver at this time.	Sarah Daly/Stuart Barker
Care leavers have opportunities to get support from, and give support to other care leavers		At this time we have not had capacity to develop a peer mentoring	We will look at good practice models in other local authorities and consider the capacity to take this forward in 2017-18	Sarah Daly/Stuart Barker
Care leavers have clear information on how to make a complaint		Complaints leaflets have been sent to all LAC and care leavers in October 2016		

		Care leavers have access to the advocacy service		
We have developed a range of social media platforms to engage and inform care leavers		Meetings have been held to consider a LAC/Care leaver website but this has not been progressed due to external factors	We will continue to work towards the development of the targeted website.	Sarah Daly/Stuart Barker/Carol Cammiss
We support care leavers to build networks so that they do not feel alone and experience loneliness		We have a monthly drop in for our UASC care leavers and have organised events for this cohort of young people	We will look towards developing a hub which will offer targeted support to vulnerable cohorts of young people including care leavers.	Sarah Daly/Keith Shipman
Care leavers are given and take up opportunities for volunteering in the local authority and community		Care leavers have had this opportunity, but we need to ensure that information is readily available	Ensure leaflets and information is shared with young people Invite Volunteer agencies to support the Hub development	Sarah Daly/Management Team
We have a high quality advocacy service accessible to all care leavers		There is capacity for a limited number of care leavers to access the advocacy service run by Jigsaw4U	Review has agreed that there will now be a limited offer to care leavers within the advocacy specification. 38 LAC and Care Leavers will be able to access advocacy from the commissioned service from April 2017. SD to establish whether funding can be identified for a small pilot to be run by Jigsaw4u with care leavers. Consider whether we want to apply for funding to promote a pilot in this area	Sarah Daly/Stuart Barker/Jigsaw4u
All of our care leavers are provided with all the key documents they need to begin their lives as young adults, e.g. national insurance numbers, birth certificates and passports		<b>Need to check how we monitor this in Merton – meeting booked 9.11.16</b>		Sarah Daly/Management Team
We help care leavers to understand why they were in care		<b>Need to check how we evidence this in Merton – meeting booked 9.11.16</b>	Look at developing the life story work for our older cohort of young people	Sarah Daly/Management Team
Care leavers report that they		The care leaver survey set	Develop offer information on the following	Sarah Daly

are happy with the information that they receive about services and their entitlements		<p>out areas where care leavers would like to have more information/clarity re offer</p> <p>There is clear information on financial entitlements that is being reviewed</p>	<p>areas: ETE, Housing</p> <p>Complete the financial entitlement review</p>	
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### Educated to their potential:

		What do we do	What will we do	Who is responsible and timescale
All care leavers are encouraged, supported and funded to achieve their potential in education		A good quality service is offered by the Virtual School, but we need to ensure that all young people are aware of the offer and services available	Develop a document that outlines the offer in terms of educational support Embed the use of the care leaver PEP as part of the pathway plan review	Kathy Goodman/Virtual School
Evidence shows that the local authority education performance data for care leavers improves year on year		Need to discuss with Kathy		
Our Virtual School head takes responsibility for maximising the learning opportunities for all care leavers up to 25		There is support in place for care leavers engaged in education up to 25 and beyond.	I think that this is an area for further development in terms of aspirations – consider how to word	
We are confident that all of our care leavers understand the support (including financial) available to them in regards to help with education		This was an area for improvement identified in the care leaver survey There is a finance entitlement document in place that was reviewed in 2016	Virtual School to produce an education offer document for care leavers	Kathy Goodman/Virtual School
We have protocols with local colleges/key colleges where care leavers attend and have named lead contacts		The Virtual School has named lead contacts with local colleges.	Protocols to be developed	Kathy Goodman/Virtual School
All care leavers are given information on how to request		Whilst this is explained to Care Leavers in their	Virtual School to produce an education offer document for care leavers	Kathy Goodman/Virtual School

support if they wish to return for support with education or training after 21 (PA to 25 duties)		Pathway Plans it would be good to ensure this is explicit with the offer document		
We gave a clear finance policy outlining the support we offer care leavers attending FE and HE		There is a finance entitlement document in place that was reviewed in 2016		
Education professionals contribute to the Pathway Planning process (assessment, review and actions)		A care leaver PEP has been developed	Thematic audit to be undertaken to check the quality and use of the CL PEP	Kathy Goodman/Virtual School
Feedback from care leavers shows that they are satisfied with the support that they receive for education.		This was not a specific question in the CL survey but 95% confirmed that they had a discussion relation to ETE as part of the pathway plan review	Themed discussion on the ETE offer to be planned with the CICC/Care leaver cohort	Kathy Goodman/Virtual School/Stuart Barker

### Helped into work (employability):

Our local authority provides care leavers with in house opportunities for work experience, training and employment and find opportunities with partners and local employers		There have been a small number of work experience and apprentice opportunities within the council. <b>None are current.</b>	Work with colleagues and partners to develop a local offer in this area	Sarah Daly/Keith Shipman
There are processes in place to ensure all care leavers receive career planning and support		This is discussed in the pathway plan review. The NEET/ETE worker has started this process	Recruitment to the NEET ETE Practitioner post	Kathy Goodman/Keith Shipman
Employability professionals contribute to Pathway Plans				
We track and monitor the needs of our care leaver cohort and actively seek out		This work has started but will need to be picked up through the NEET ETE	Recruitment to the NEET ETE Practitioner post	Virtual School/Keith Shipman

opportunities to match the needs and aspirations of the group		Post		
We have approaches and services to support young people who are less academically able or lacking in motivation		We have the ETE/NEET post but this is currently vacant We have local employability projects who target the care leaver cohort	Recruitment to the NEET ETE Practitioner post Information is shared with practitioners so that they have an awareness of the local offer and targeted provision	Virtual School/Keith Shipman
Care leavers, staff and carers understand the support (including financial) available to them in regards to help with employment		ETE/NEET post (currently vacant) Benefits Maximisation Officers (both currently on sick leave) There is information relating to this in the finance entitlement document	This will be reviewed and a clear offer agreed once the NEET/ETE post and BMO's are back at work	Sarah Daly/14+ Management Team
We have effective local partnership arrangements with Job Centre Plus colleagues		<b>Need an update on this area</b>		
Feedback from care leavers shows that they are satisfied with the support that they receive for education.		The care leaver survey was on the whole positive, but we need to ensure that there is a good awareness of the local offer	Work with colleagues and partners to develop a local offer in this area	Virtual School

### Having good health and wellbeing:

Support is given to care leavers about promoting healthy lifestyles and to take part in health activities		The finance offer includes a small allowance to promote leisure activities	Need to review the current offer and look at good practice examples being implemented by other LA's	Sarah Daly
Effective partnership agreements and protocols have been established between health services and		We have a LAC protocol but nothing specific for care leavers	Identify and address gaps in protocols	Health/Sarah Daly

our local authority				
Care leavers have access to services to help with substance misuse, sexual health and teenage pregnancy		Catch 22 offer substance misuse service Leaflet to signpost health services developed TP pathway in place		
Links are established with CAMHS and community mental health services to ensure care leavers are given priority access to targeted services		This an area for future development	Look at other LA's for best practice models	Health/Sarah Daly
Health professionals contribute to Pathway Plans		This ceases at 18		Health
Care leavers have access to and understand their full health history		This is an area for improvement and we need to agree the process to ensure all young people have access to their health history	The additional LAC Health capacity that will be in place from November will support this area. Need to agree local practice guidance on how this will be delivered	Health/Sarah Daly
We have robust systems in place to help care leavers to recover and heal from past harm and to promote resilience and emotional wellbeing		This is an area for future development	Look at other LA's for best practice models	Health
Care leavers have access to a designated nurse (or equivalent)		This has been discussed with health colleagues and will be revisited when the new LAC nurse starts in post in Nov 2016	We need to agree what the local offer will be to care leavers aged 18+	Health
Joint protocols are in place to provide support for those care leavers transitioning to adult services		This is being worked on by Karla Finikin and Joy Lees		Karla Finikin/Joy Lees
Feedback from care leavers shows that they are satisfied with the support that they		The care leaver survey was positive, but we need to ensure that there is a good	Look at other LA's for best practice models	Health

receive to meet their health and wellbeing needs		awareness of the local offer The pledge event identified gaps regarding emotional wellbeing and mental health		
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### Being in safe and settled accommodation:

Care leavers tell us they have enough information about where they will be living, the options available to them and how they will get help in the future		This was identified in the care leaver survey and strategy and is a piece of work that remains outstanding	The offer/pathway document to be completed	Liz Broughton/Steve Langley
Structures and processes are in place to ensure that all accommodation offered to care leavers is safe and suitable including risk assessments conducted on unregulated accommodation		We need to have agreed QA processes in place.	Develop a QA framework for the monitoring of such placements (to include young people).	Liz Broughton/Stuart Barker
We offer a range of accommodation to our care leavers matched to the needs of our care leaver population		Our offer is limited for care leavers	We need to look at good practice models being implemented by other La'S.	Liz Broughton/Sarah Daly
All relevant services and stakeholders (inc young people) have contributed to a detailed accommodation needs analysis		We have the sufficiency strategy	Need to involve young people in the sufficiency strategy	Liz Broughton/Stuart Barker
Our housing allocation policy prioritises care leavers		We have 15 priority noms per year.		Liz Broughton/Steve Langley/Sarah Daly
Joint protocols and agreements are in place between children's services and housing partners		Homeless protocol in place	Need to review whether other protocols are required.	Liz Broughton/Steve Langley/Sarah Daly
We never use B&B accommodation		This is a practice standard		

Strategies to identify and address risks of tenancy breakdown are in place		We are robust in supporting young people to ensure that they are prepared for their tenancies and there have been no breakdowns in recent years This is supported by regular visits and pathway plan reviews	Where we are seeking to nominate more young people we need to ensure that they can access support when needed.	Sarah Daly/Liz Broughton/Steve Langley
Accommodation is financially sustainable for young people			Review of accommodation costs would be beneficial	
Housing professionals contribute to Pathway Plans		There is evidence in pathway planning of liaison with housing colleagues		
Our Staying Put policy is working well and embedded across our authority		The Staying Put policy needs to be reviewed as it has been in place for approx. 18 months. The take up of SP has not been as high as we would have liked	Review needed to ascertain views of young people and carers Awareness sessions to be run at Team Meetings	Liz Broughton/Team Managers
Staying Put in residential care is available in our LA		We do not have in house residential provision. We are considering this on a case by case basis and for one care leaver it may be agreed to support his transition plan	Agree a process for agreement for this.	Liz Broughton
Services work together to avoid care leavers becoming 'intentionally' homeless		We work closely with housing and ART colleagues to prevent this happening and have had no cases in recent years.		

**Having an adequate level of income:**

Our local authority has in place clear written policies and procedures on the financial assistance available to care leavers		We have a financial entitlement guidance document that is in the process of being reviewed	Review to be completed. The views of young people have been sought through the CICC	Sarah Daly/Stuart Barker
Care leavers pathway assessments and plans include comprehensive assessment of financial needs and how these needs will be met		The pathway plan has a detailed finance element. My Bnk training is available as part of the Independent Living Skills programme Benefits Maximisation Officers support young people and practitioners		
Care leavers, staff and carers are aware of the financial support policies		The guidance has been circulated to all however 30% of young people in the survey stated that they were not aware of their entitlements. Once the review has been completed the document will be re-sent and will be discussed at practitioners meetings	Ensure that information circulated is revisited by practitioners on visits	
Care leavers receive a setting up home allowance that is sufficient to ensure they have all the essentials they need		Current SUHA is £2000 per care leaver with additional contribution for carpets and curtains		
Care leavers have choice and flexibility in how and when they receive and spend their SUHA		Whilst there is some flexibility care leavers are supported to ensure that they are purchasing what they require at good value		Sarah Daly/14+ Management Team
We open savings accounts for children in care and encourage use of these as the child grows		This is not consistent for all LAC	A review of pocket money and savings is currently being undertaken and a paper will be presented to CSMT. Junior ISA's are overseen by HoS LAC	Judy Walsh

			Consideration needs to be given to whether we have the resource to support this	
Young people have access to expert advice to help maximise income and financial support		Benefits maximisation officers are based in the team (both on sick leave)	Need to look at other areas of good practice	Sarah Daly/14+ Management Team
Young people leaving care receive support to manage their money (e.g. to develop their budgeting and financial management skills)		My Bank sessions offered to all care leavers Benefits Maximisation Officers support young people and practitioners	Need to look at other areas of good practice	
Financial assistance is provided to young people when they are in a crisis		Provided on a case by case basis		
Care leavers say they are happy with the support they receive with managing their finances		Feedback from the CICC was positive in terms of the offer. We need to ensure that all information circulated is revisited by practitioners.		

### Having people to count on for emotional support:

Care leavers are supported to maintain relationships that are significant to them (e.g. birth parents, siblings, former carers)		This is evidenced through pathway plans and the work that is undertaken with birth families. Care leavers maintain relationships with carers and practitioners.		
All care leavers have a named allocated worker		No unallocated cases within the team		
Our local authority is more than the resource we provide, we are a source of social and emotional support for care leavers		Stable team and relationship based practice means that care leavers within the service are well supported. There is an excellent team		

		response to the needs of individual young people.		
We have good support in place for care leavers who return home		This is arranged on a case by case basis	Need to look at a more consistent offer	Sarah Daly/Roberta Evans
We visit care leavers regularly and when they ask		Visits take place at least 8 weekly and workers will visit more regularly when required/requested		
We value the expertise of older care leavers who may act as peer supporters/role models			We need to consider good practice models and establish whether we have capacity to develop this.	Stuart Barker/Sarah Daly
Elected members, staff and carers are trained and supported to carry out their roles as corporate parents			We need to look at care leavers and looked after children delivering training to elected members and practitioners	Sarah Daly/Stuart Barker/Yvette Stanley
Care leavers report that they find it easy to get in touch with their worker and we have a very low proportion with whom we are not in touch		We have worked hard to ensure that we are in touch with all of our care leaver cohort and have a good understanding of those with whom we are not in touch We run a robust duty system that ensures young people have someone to contact when their sw is away from the office		
Our leaving care service operates from a venue that encourages care leavers to drop in and attend activities		We do meet in Tariro on a monthly basis	We are looking to identify a 'hub' venue	Sarah Daly/Paul Angeli
We monitor worker 'case loads' to ensure staff have capacity to develop meaningful relationships		Confirm current caseloads of PA's		
Young people have someone to call out of hours		EDT is available but at a recent CICC meeting this	Look at models in place in other LA's.	Sarah Daly

		was raised		
Care leavers tell us that they trust our staff and feel they care for them and know them well.		Lift information from the care leaver survey		

### Being able to manage day to day life:

Young people are supported to develop the skills and confidence they need to maximise their chances of successful maturity to adulthood whilst in foster care, children's homes or supported accommodation		ILS workshops are run Pathway plans are focused on development of ILS.	An independence passport has been developed and will be used with all 16+ LAC and care leavers moving forward – this will be launched following consultation at the CICC meeting in November.	
We are confident that by the time they leave care our care leavers are well prepared in a way that reflects their needs		Care leavers report that they feel well supported. We review cases on an individual basis (through tracking meetings and supervision) to gauge readiness for independence		
Trainer flats (or equivalent are available to provide a supportive environment to 'test out' independence and skills				Liz Broughton/Steve Langley
Our preparation support is designed and run either by, or with young people who have experience of leaving care		Our ILS programme is currently delivered by the Benefits Maximisation Officers	We will consider good practice models and look at the involvement of young people in the delivery and content of these sessions	Stuart Barker/Sarah Daly
Young people have a pathway plan that complies with regulations and that is regularly reviewed and quality assured		Managers are now chairing all Pathway Plan review meetings All Pathway Plans are signed off by managers Pathway Plan audit completed annually		
Generally young people report that they find pathway				

planning helpful in supporting them day to day				
Young people can return to a more supportive environment if they wish		Considered on a case by case basis		

### Services that are used by the more vulnerable care leavers:

Every care leaver receives a service that values diversity, promotes fairness and challenges discrimination				
We work with young people to actively mitigate discrimination and dispel myths about being in care		This is done on an individual level but we need to look at how we take this forward with a more consistent approach.	Look at good practice models. Development of a Care Leaver Forum can support this area of work and look at development of guidance.	Stuart Barker/Sarah Daly
We have strategies in place to ensure that we offer the same level of support to care leavers living out of the authority			Review current strategies and look at gaps/areas for development	Sarah Daly/14+ Management Team
We have policies and procedures which specifically address the particular needs of 'vulnerable groups'.			Review current policies and procedures and look at gaps/areas for development	Sarah Daly/14+ Management Team
Our staff receive appropriate training and support to recognise and engage with care leavers with complex needs		Motivational Interviewing Programme Signs of Safety & Tightrope training UASC Benefits PRSH	Need to review training undertaken in the team	14+ Management Team
We have information on the number and experiences of care leavers who run away, go missing or are at risk of CSE		We hold a central record re Care Leavers at MASE Care leavers receive input from local providers We locally monitor missing care leavers	Look at extended use of 'my story' work with young people at risk of CSE and missing.	Emma Bradley/Sarah Daly
We undertake multi agency risk assessments on all care leavers, involving all agencies		Risk assessments are undertaken along with safety plans but this model is not applied consistently. Managers	Look at development and guidance on use of risk assessment tool for care leavers	Sarah Daly/14+ Management Team

where necessary and have arrangements to escalate to senior managers and DCS		escalate cases of concern via the top 5 template and through case discussion.		
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