

## Strategic Plan for Looked After Children: Corporate Parenting Strategy Action Plan 2016/17

Our children and young people achieve their educational and employment potential					
Outcome statement	What do we want to do?	How we are going to do it?	Performance Managed by?	By When	Our Promise
<i>North Tyneside will support our children and young people to...:</i>	<i>North Tyneside will support and develop our staff to...:</i>	<i>North Tyneside will support and develop our staff to...:</i>	<i>Who is responsible to monitor plans and impact on practise...</i>		
Develop their Personal Education Plans	Engage children and young people in developing and recording their PEPS in a more inclusive way  Ensure all PEPs are current and up to date and current to circumstances	Work directly with young people at least four times a year on planning for education  Engage with designated teachers, virtual head and young people to develop young people's PEPS.  Ensure all reviews are provided with up to date education plans and if age appropriate support IROs to review			<b>Education</b>
Attend the best education or learning environment that best suits their needs and are properly supported to remain and attend.	Ensure all our children and young people are in the most appropriate education or learning environment first time.	Work with virtual head and relevant colleagues to take on a clear corporate parent responsibility and ensure young people meet with prospective schools to assess the best fit.			<b>Education</b>

	Ensure children and young people are supported to stay in the education environment most suited to their needs	<p>Ensure that children's voices influence the education placements</p> <p>Ensure the virtual head becomes a member of the placement panel and to oversee that care and educational needs are planned for</p>			
Make best progress each year in their education and ability to learn	Ensure that all children and young people, who are looked after, can properly engage in their education and are supported to achieve good results and life skills appropriate to their ability	<p>Provide direct support to young people in education by attending parents nights, events etc and ensuring that education is discussed, where age appropriate in all visits</p> <p>Support staff, foster carers, virtual head and residential staff agree a 'life skills' program with each young person that is updated throughout their time in care</p> <p>Work with virtual head, schools and relevant colleagues to regular 'development clinics' to look at young people's educational progress, issues, aspirations and plans.</p> <p>Understand and work directly with schools and virtual head to highlight any attachment issues impacting on young people's education and have a clear plan to</p>			<b>Education</b>

		impact. To be delivered by up to date and evidenced Personal Education Plans			
Have the skills to succeed in education and learning environments.	Develop our children and young people throughout their time in care to attend, manage and grow, appropriate to their abilities, in all learning environments	Support staff, foster carers, virtual head and residential staff to agree an 'education development' program with each young person that is updated throughout their time in care			<b>Education</b>
Are supported to have the skills and experience to find work and develop a career	Develop and educate our workforce and carers to understand the best way to support and encourage children and young people to attend and thrive in education and work settings.	Support staff, foster carers, virtual head and residential staff to agree a 'life skills' program with each young person that is updated throughout their time in care  Ensure an extensive programme of support is in place for all Secondary Schools to inform pupils of the options available to them, including vocational pathways.			<b>Leaving Care</b>
Are given the opportunity to access services via Care2Work	The Care2Work Partnership comprises a number of agencies and organisations that have a stake-hold with influencing, supporting and providing positive outcomes for young people who come into Care.	Support all NEET Care Leavers by providing an identified Connexions Adviser, Generation NE Employment Adviser and/or a Starting Point Key Worker  Provide additional support in addition to the above for preparation for adulthood and independence e.g. life skills, keeping a home, financial and			<b>Leaving Care</b>

	<p>Ensure that looked after children receive the same opportunities and outcomes as their peers. The partnership will continue to focus on improving educational attainment, health and emotional wellbeing, increasing the number of looked after children finding a permanent and stable home and ensuring a successful transition to adulthood, including sustainable employment.</p>	<p>digital literacy etc.</p> <p>Ensure all CiC/LC NEET young people to be registered and receive support via the Apprentice Talent Pool.</p> <p>Work alongside Connexions to engage of private sector businesses and provide Care4Me Training delivered to employer engagement staff in NTC and partner organisations</p>			<b>Leaving Care</b>
<p>Remain in education, training or work post 16</p>	<p>Young people are encouraged to develop skills and abilities and encouraged and supported to remain involved in education and learning post 16</p>	<p>Ensure pathways plans are agreed at the second reviews from LAC and if not happened, by age 16 at the latest. This to be monitored at each review by IRO's from 16</p> <p>The age where Pathway Plans is first considered is to be reviewed from its current 16 to a more appropriate measure</p> <p>With regards to children and young people with disabilities, , this will be reviewed to consider a different measure for pathway and other plans</p>			<b>Leaving Care</b>

<b>Our children have a stable home and are safe</b>					
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<i>North Tyneside will support our children and young people to...:</i>	<i>North Tyneside will support and develop our staff to...:</i>	<i>North Tyneside will support and develop our staff to...:</i>	<i>Who is responsible to monitor plans and impact on practise....</i>		
<p>Have an appropriate placement first time.</p> <p>Permanency Plans that are considered at the earliest opportunity and implemented quickly if appropriate</p>	<p>Ensure better matching of potential placements with children and young people.</p> <p>Improved development of foster carers, independent living and residential options to better meet the needs of young people placed.</p>	<p>Make evidenced and appropriate assessments of children and young people due to be placed by better evidencing risk, background issues, attachments, education needs</p> <p>Ensure all initial and subsequent young people who become looked after, have a clear permanency plan or reasons why not. To be monitored by IRO's at appropriate reviews and in staff supervision</p>			<b>Being in Care</b>
<p>Have meaningful Pathway Plans that children and young people have developed with their social worker and carers.</p>	<p>Staff and carers have sufficient skills, to meaningfully and age appropriately, work with children and young people to develop plans</p> <p>Ensure our children and young people's</p>	<p>Ensure Pathways Plans evidence transition from the young person's care plan and outline actions to be taken and persons responsible within 6 months of the young person's 16<sup>th</sup> birthday.</p> <p>To be monitored at each review by empower IRO's to ensure that from</p>			<b>Leaving Care</b>

	<p>involvement in developing their Pathway Plan is properly recorded and agreed by them and contributes to their life story</p> <p>Remain as live documents that represent progress and aspirations for young people</p>	<p>age 16 pathway planning actions are monitored by the named worker with regular oversight from team managers</p> <p>The age where Pathway Plans are first considered will be reviewed from its current 16 to a more appropriate measure</p> <p>With regards to children and young people with disabilities, , this will be reviewed to consider a different measure for pathway and other plans</p> <p>Work directly with children and young people to look at their development and future pathways that ensure meaningful involvement from young people.</p> <p>Ensure the Pathway Plan process is regularly reviewed and monitored and encourages joint work between the permanence Team, Leaving Care Team and Participation Team, including the Children in Care Council</p>			<b>Leaving Care</b>
Have Pathway Plans that ensure our	Ensure plans are suitable to the needs and abilities	Highlight a route through care for each young person within their			<b>Leaving Care</b>

<p>children only move into their own home when they are ready</p>	<p>of the young person</p>	<p>Pathway Plan, identifying their individual aspirations and plans for the future, recognising that for some young people this may include a return to the family home          Ensure the responsible key worker and care team aspire to pathways for the young person that they are confident in, using the 'would it be good enough for my children' test in any plans to transition the young person into their own home.</p> <p>Be skilled in working with young people to develop aspirations while recognising young people's rights to make informed choices</p> <p>Ensure progress is made to find suitable accommodation which is to be, highlighted and monitored in review and considered by the IRO (or Team Manager Post 18)</p> <p>Ensure all children and young people will have access to Advocacy support if the need arises</p>			
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<p>Have Pathway Plans that ensure our children have a safe home that meets their needs when they leave care</p>	<p>carers and independent living agencies are offering safe and appropriate placements</p> <p>Implement and ensure appropriate and safe shared tenancies</p> <p>Ensure accommodation supports education, employment and training</p>	<p>Provide accommodation for young people and care leavers is monitored through the commissioning tender which highlights standards requirement in accommodation settings, levels of support for young people and aims of placements to progress achievements</p> <p>Ensure the quality assurance of private and voluntary sector placements will be routine</p> <p>Starting Point to monitor in house placements and report to senior management and the Corporate Parenting Committee issues and themes</p>			<p><b>Leaving Care</b></p>
<p>Age appropriately understand the issues and are safe from sexual exploitation and radicalisation</p>	<p>Staff and carers are clear about the issues, understand the signs and symptoms and are sufficiently trained and developed to work directly with young people to ensure their safety</p> <p>Staff, carers and young people are fully aware of the councils policies and strategies to address</p>	<p>Provide information and plans to the Multiagency Sexual Exploitation and Trafficking group about all young people subject to or at risk of CSE and trafficking. The group to monitor and advise on all cases and measure risk, safety and progress</p>			<p><b>Being in Care</b></p>



	<p>sexual exploitation</p> <p>Safeguard and promote the welfare of children and young people who are sexually exploited is the responsibility of all professionals; intervention should be child centred and focus on the child's welfare.</p> <p>Provide additional safeguards to children and young people in residential care who have been particularly targeted by perpetrators of CSE and may be vulnerable due to their disrupted life experiences.</p>	<p>Properly understand and respond to issues of CSE and trafficking by ensuring is a standing item at operational team meetings.</p> <p>Identify specialists to attend team meetings on an agreed timeframe, to help raise awareness of CSE and work directly with staff to improve our understanding and better plan how to respond and safeguard</p> <p>Work with our young people within residential care about the issues around CSE and trafficking to try to reduce risk. This is to be done with young people individually by Social workers and residential staff and collectively with whole units</p> <p>Ensure that external providers of residential and foster care are asked for their CSE and trafficking policies and procedures and our commissioning service looks at the effectiveness of these services</p>			
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<p>Are encouraged not to go missing from care</p>	<p>Staff and carers understand the issues and dangers when young people go missing and are trained and developed to work directly with young people to encourage them to remain in placements</p>	<p>Further develop and train foster carers, residential staff, and education colleagues to better identify triggers that impact on young people become missing from placement.</p> <p>Ensure where a young person has gone missing, workers involved complete the return to home interview within 24 hours and have an agreed plan to reduce future occurrences.</p>			<p><b>Being in Care</b></p>
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<b>Our children are healthy and well</b>					
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Be healthy	Encourage children and young people to have healthy lifestyles and better eating habits	<p>Work with our health colleagues and LAC nurse to ensure all assessments, routine checks and appointments are completed on time and that issues are resolved within 3days.</p> <p>Work with the LAC health team to ensure all health passports for children and young people aged 14+ in care are completed.</p> <p>Alongside the RHELAC team, insure IHA summaries are provided to all children. This to be monitored by audit and at LAC reviews.</p> <p>Support health assessments and pathway planning to provide action points for carers and staff around young people developing healthier lifestyles to be discussed in all LAC reviews.</p>			<b>Health</b>

		<p>Support the LAC health team to provide drop in services to all residential placements on a monthly basis.</p> <p>Develop s consultation service is provided by LAC nurse and psychologist to all carers.</p> <p>Ensure All health concerns raised in a CTM or LAC Review will be directed to a named health professional and these will be reviewed at subsequent meetings.</p> <p>To ensure with the RHELAC team, the distribution of important signposting to be included in the health action plan summary for children and carers. (RHELAC leaflet)</p>			
Enjoy good emotional wellbeing	<p>Support children and young people though the challenges of being looked after, particularly around attachment.</p> <p>Help young people manage the challenges and dynamics of long-term and short-term interpersonal relationships</p>	<p>Ensure that all looked after children and young people have their emotional well being assessed (partly by SDQ). The results of this assessment will be available to the child’s care team to better meet their mental health needs.</p> <p>Ensure that attachment work will be delivered by carers/social workers/teachers (with support from RHELAC) and with</p>			<b>Health</b>

		<p>appropriate referral and work from CAMHS and the third sector for some children.</p> <p>With RHELAC team, deliver SDQ and other work to be monitored via QA audits and via LAC reviews.</p> <p>Ensure attachment training strategies will be implemented.</p>			
Have appropriate support managing mental health issues	<p>Staff and carers are developed and trained to work directly with young people to recognise and manage mental health issues.</p> <p>Children and young people have access to appropriate mental health services that are proactive and reactive in working with young peoples</p>	<p>Be trained to use the Mind Your Head lesson plan to support young people to manage mental health issues</p> <p>Develop a clear link to CAMHS pathway plan and RHELAC leaflet signposting where services and support is available.</p>			<b>Health</b>

<p>Have good sexual health and access to contraception.</p>	<p>Staff and carers are developed and trained to work directly with young people around appropriate sexual health</p> <p>Children and young people have access to appropriate sexual health and contraceptive advice that are both proactive and reactive in working with young people</p>	<p>Continue to work with RHELAC and children and young people to maintain the reductions in teenage pregnancy and sexually transmitted infections.</p> <p>Provide outreach and drop in sessions by PHSN and 1:1 service. These will include local services where the child is placed out of area.</p>			<p><b>Health</b></p>
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<b>Our children build positive relationships</b>					
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Keep their social worker for longer	Better match children and young people with social workers skills, experience and abilities  Ensure teams are structured to reduce inappropriate transfer points	Develop and use a casework matching tool with all children and young people to better complement their needs with SW's  Fully implement team changes that continue to reduce children and young people moving workers at the wrong points in their placement and development			<b>Social Workers</b>
Have good quality care plans that ensure all care plans are evidenced, accurate and up to date	Have sufficient skills, to meaningfully and age appropriately, work with children and young people to develop plans	As appropriate to the young persons wishes, work directly with young people every 3 months to update, improve and evidence their current situation that is then outlined in their care plan Audit all care plans throughout the year by supervisors who ensure strategies outlined and acted on and delivered			<b>Social Workers</b>

	<p>Ensure our children and young people are involved in developing their Pathway Plan are properly recorded and agreed by them</p> <p>Make sure plans are updated at least every 6 months to ensure currency of information and actions.</p> <p>Ensure all meetings and reviews are appropriately child and young people centred. To ensure this, children and young people are properly prepared for reviews and their views sought and recorded</p>	<p>Audit care plans by using the Child's Voice Audit Tool</p> <p>Ensure pathways plans are agreed at the second reviews from LAC and if not happened, by age 14 at the latest. To be monitored at each review by IRO's from age 14 and any actions raised with team managers</p> <p>With regards to children and young people with disabilities, , this will be reviewed to consider a different measure for pathway and other plans</p> <p>Undertake Care4 Me training to fully understand issues from children's perspective</p> <p>attend Children's Workforce Learning Forums re children's voices</p> <p>Work directly with children and young people to look at their development and future pathways that ensure meaningful involvement from young people.</p>			
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		Ensure pathway Plan audits are undertaken by Participation & Advocacy Team using the Childs Voice Audit Tool			
Have life stories that are completed in a timely way	<p>All children and young people have their time in care properly recorded and documented.</p> <p>Staff and carers have sufficient skills, to meaningfully and age appropriately, work with children and young people to develop life stories</p> <p>Ensure our children and young people are involved in developing their life story and their understanding of their time looked after</p>	<p>Ensure that all looked after children and young people have an age appropriate life story undertaken that is updated regularly and monitored by IRO's and supervisors</p> <p>Finalise the electronic life story project within 6 months, agree the development and training needed by staff to undertake this and start rolling out to all appropriate children and young people stories</p> <p>Work with children, young people and to be monitored by IRO's, to identify the those who would benefit from life story work and to use the participation team to assess impact and progress through the Life Story Work audit tool. Social workers to specifically comment on the impact and outcomes of this work</p> <p>Deliver children's rights packs developed by the Participation Team so all children understand what they are entitled to including life story work</p>			

<p>Are supported to maintain meaningful contact with their birth families (where appropriate)</p>	<p>All looked after children and young people have an agreed contact plan</p> <p>To have a good understanding of impact of family contact and subsequent attachment issues.</p>	<p>Work directly with children, young people, IRO's and other appropriate colleagues to ensure that where appropriate, a contact plan is completed</p> <p>Use the outcome of the contact review to shape supervised contact with families</p>			<p><b>Contact with families</b></p>
<p>Have a consistent, on-going relationship with an agreed person, throughout their time in care and beyond.</p>	<p>Implement fully the Centre for social Justice 'Enough is Enough' mentoring young people pilot where adults connected to the young people, provide appropriate support</p> <p>See <a href="http://www.centreforsocialjustice.org.uk/UserStorage/pdf/Pdf%20reports/enough.pdf">http://www.centreforsocialjustice.org.uk/UserStorage/pdf/Pdf%20reports/enough.pdf</a></p>	<p>Develop steering group to ensure and monitor that all looked after children have an appropriate agreed 'person', ensuring that children and young people know about the options and that the group monitors this.</p>			<p><b>Being in Care</b></p>

<b>Our children are listened to and respected</b>					
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Have the opportunity to influence decisions made in a way appropriate to the issue and their age.	<p>Put children and young people at the centre of the work. They need to appropriately ask the views of young people, record this and ensure it appears in plans and reviews</p> <p>Empower our IRO's to engage with young people prior to meetings and reviews and ensure their views are considered and appropriately appear in plans and outcomes</p>	<p>Ensure that children and young people are seen and engaged at every visit.</p> <p>Work with the Participation team and QA manager to audit that IRO's are looking at casework and plans to ensure young people have participated in the work</p> <p>Deliver direct work with children and young people that better engages them in participating in their care planning</p> <p>Support the Participation &amp; Advocacy Team to undertake Children's Voice audit on case files</p> <p>Ensure that children and young people are offered</p>			<b>Having a say on what you think</b>

		<p>advocates to support having their views heard where appropriate</p> <p>Undertake Care4Me training ensuring that they understand issues from the child's perspective. Participation Team to monitor number of staff undertaking this</p> <p>Ensure that reports and plans are appropriately updated and provided to IRO's prior to all meetings and reviews</p> <p>Make sure that children and young people are able to work with IRO's prior to all reviews and appropriate meetings to ensure their views are outlined.</p>			
<p>Have all decisions made about them fully explained in a way appropriate to their age.</p> <p>Share views about their care</p>	<p>Be appropriately trained and developed to put children and young people at the centre of the work. As a result, decisions and are explained clearly, views sought and appear in plans</p> <p>regularly ask children and young people and the child in care council, about their care</p>	<p>Further support all young people have age appropriate life story work undertaken to help them with future plans and decisions</p> <p>Ensure that children and young people are offered advocates to support</p>			<p><b>Having a say on what you think</b></p>

	<p>experiences and their involvement in plans and decisions.</p> <p>Undertake named and anonymous surveys are undertaken with all children and young people and they are encouraged and supported to complete</p> <p>Ensure our participation &amp; Advocacy Officers take responsibility for undertaking regular consultation events about quality of care, care issues etc. that are used to impact on staff and carers practise</p>	<p>having their views heard</p> <p>Support the Participation &amp; Advocacy Team to undertake Children's Voice audit on case files</p> <p>Work with the participation team to undertake questionnaires via survey monkey and paper where all children, young people and carers are asked to outline their care experiences and ways to improve our service</p> <p>Provide annual report on what children are telling us</p> <p>Provide quarterly reports to MALAP &amp; Corporate Parenting Committee on key themes</p>			
<p>Tell us as Corporate Parents how we are doing</p>	<p>Support our Children in Care Council and Participation, Advocacy &amp; Engagement service undertake twice yearly scrutiny activities to consider the effectiveness of the authority as a corporate parent</p>	<p>Asses this plan against the Council's promise to looked after children</p> <p>Revitalise the 'Champion' project in line with the promise to ensure that services are progressing their actions.</p> <p>Provide a quarterly report</p>			<p><b>Having a say on what you think</b></p>

		to Corporate Parenting Committee about what children and young people are telling us			
Implement 2016 Promise to Looked After Children and young people	<p>Fully engage in the corporate pledge with 2 key actions</p> <p>Children in Care Council to take a lead on the 'Champion Project'</p> <p>Participation team to lead on an annual consultation to check delivery of the corporate pledge</p>				<b>Having a say on what you think</b>
Have their successes celebrated	<p>Ensure that looked after children and care leavers feel that we value them and their achievements</p>	<p>Deliver annual celebration events for all looked after children and care leavers</p> <p>Twice yearly Corporate Parenting events between the CiCC and Corporate Parenting Committee and the council Senior Leadership Team</p> <p>Write personalised letters to every child in year 11 from Director of Children's Services acknowledging their achievements in school and wishing them good wishes for next steps</p> <p>Support children to find something they are good</p>			<b>Being in Care</b>

		<p>and at engage in that</p> <p>Be encouraged to acknowledge things that children are proud of no matter how small and share these with relevant parties</p> <p>Ensure that positive stories about looked after children are shared</p>			
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