



Nottingham City Council

Corporate Parenting Promise Action Plan



Nottingham
City Council

“Corporate Parenting Promise”

Our vision is that children and young people who come into the care of the local authority are provided with safe and stable care, will be looked after well and prepared for adult life. We want all children and young people in our care to grow into emotionally balanced and resilient young people.

We want Nottingham City Council to be an excellent Corporate Parent that achieves improved and sustainable outcomes for its Children in Care¹.

We want all Nottingham City Council services to know about their Corporate Parenting responsibility and to acknowledge this in their business planning.

We want all partner agencies to recognise the Corporate Parenting commitment of Nottingham City Council and to support this as fully as possible.

We want Nottingham City Council and partners to co-ordinate responses to new legislation and other changes that affect the lives of our Children in Care.

We want our children and young people in care to know about our Corporate Parenting promise.

We will report on the delivery of this promise every three months.

¹ This document uses the term ‘children in care’ to include all children being looked after by a local authority, including those subject to a care order under section 31 of the Children Act 1989 and those looked after on a voluntary basis through an agreement with their parents under section 20 of that Act. (As with “Care Matters: Time to deliver for children in care”).

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1. Be Healthy

Headline Priority: Better health outcomes for Children in Care (CiC) and Care leavers, including completion of health and dental checks and promotion of healthier lifestyles.

We know:

"The health of looked after children is good." (Inspection of safeguarding & looked after children services 2010)

Objective	Actions	Evidence	Lead	Date to complete
1.1) All health indicators will be fully embedded into the "Annual Health Assessment" and Corporate Parenting Board performance reporting processes.	1.1.1) <i>Implement the agreed process for managing use of SDQs.</i>	<p><i>Reported rate of SDQ completion (data quality report).</i></p> <ul style="list-style-type: none"> • <i>Baseline (Feb 2011) – 52.8%</i> • <i>Target (March 2012): not yet determined</i> • <i>Supervising Social Workers to support Foster Carers to complete SDWQ's prior to annual health assessment</i> <p><i>New outcome measure to be agreed and developed focusing on outcomes of SDQs and referrals to CAMHS</i></p>	PTO/HB/EP/EF/SR	1/3/12
	1.1.2) <i>Improved use of data system to facilitate performance monitoring & management</i>	<ul style="list-style-type: none"> • <i>% registered with a GP</i> • <i>SDA 903 annual statutory return - For CiC for 12 months+</i> • <i>% immunisations up to date (87.9% - March 2010)</i> • <i>% receiving regular health assessment (83.6% - March 2010)and dental checks (83.9% - March 2010)</i> 	Service Manager CiC Service/HB/ED	1/3/12
1.2) Health Action Plans for children in care and care leavers will all be regularly	1.2.1) <i>Quality assurance process to ensure H.A.P.s are of high quality (through regular</i>	QA reports to Corporate Parenting Board	MW/Service Manager	1/4/2012

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updated to facilitate accurate monitoring of physical and emotional health.	<i>auditing).</i>		<i>CiC Service</i>	
	<i>i) Ensure appropriate sex & relationships support & advice for CiC – Care Plan ii) with particular focus on CiC & CL who conceive/are becoming parents – i.e. through CarePlan or <u>Pathway Plan</u></i>	<i>Records of LAC Reviews note appropriate provision/intervention.</i>	<i>MW/SR/EP</i>	<i>1/4/2012</i>
	<i>1.2.3) Emotional wellbeing to be effectively addressed.</i>	<i>LAC CAMHS performance information. Records of LAC Reviews.</i>	<i>EP/MW</i>	<i>1/4/2012</i>
	<i>1.2.4) Physical activity opportunities to be promoted and take-up increased.</i>	<i>Sport & Leisure data & reports</i>	<i>SP/SC</i>	<i>1/4/2012</i>
	<i>1.2.5) Substance misuse needs to be effectively addressed.</i>	<i>COMPASS performance information. Records of LAC Reviews.</i>	<i>CG</i>	<i>1/4/2012</i>
	<i>1.2.6) All CiC & CL to have appropriate and timely immunisations</i>	<i>Improved rate of immunisations.</i> <ul style="list-style-type: none"> • <i>Baseline: 83.6% (March 2010)</i> • <i>Target: not yet determined</i> 	<i>EF/SR</i>	<i>31/3/2012</i>
	<i>1.2.7) Improved dental health for CiC & CL</i>	<i>Reduction in “missing, filled etc” teeth for CiC & CL.</i> <i>Improved rate of dental assessments.</i> <ul style="list-style-type: none"> • <i>Baseline: 83.9% (March 2010)</i> • <i>Target: not yet determined</i> 	<i>EF/SR</i>	<i>31/3/2012</i>

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2. Staying Safe

Headline priority: Safe environments and stability in placement and education.

We Know:

“Arrangements for safeguarding children in care and care leavers are good.”

Objective	Actions	Evidence	Lead	Date to complete
2.1) Ensure the permanency policy clearly states the intent of the partnership to provide children below 10 years of age with permanent homes within a tight timescale and that joint components of services are suitably integrated within this policy.	2.1.1) Develop a clear “Permanency Policy” – through Tri.X Childcare contract.	Policy exists in revised “Social Care Policy & Procedures Manual”	PTO/SM F&A	30/5/11
	2.1.2) Ensure all relevant staff (and partners) are aware of and working to this Policy	Case audits LAC Review records	PTO/HB	1/9/11
	2.1.3.) Closely monitor information on the cost, quality and outcomes of placements (to ensure services are cost effective.)	Weekly CiC placements report in circulation which highlights type and cost of placements Six monthly reports to CPB to focus on quality and outcomes	JC	1/9/11
2.2) Evaluate the effectiveness of the current arrangements for the independent review of cases to ascertain whether quality control processes are robust.	2.2.1) Undertake a review of participation of CiC (& children with a child protection plan)	Records of reviews – and other defined outputs Participation is reported within the Monthly Performance Report. (65.3% March 10)	JR/MW	1/7/11
	2.2.2.) Fully embed guidance from “IRO Handbook - Statutory guidance for Independent Reviewing Officers and local authorities on their functions in relation to case management and reviews for looked after children”.	Review reports. QA activity.	MW	1/4/11
	2.2.3.) Closely monitor children placed outside the authority:	Six monthly reports to CPB	PTO/HB	1/9/11

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	<ul style="list-style-type: none">• <i>why they are outside the authority,</i>• <i>how well they are doing against the performance indicators</i>• <i>what plans are in place to return them to the home locality.</i>			
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3. Enjoy & Achieve

Headline priority: Educational Attainment – ensure that more CiC attend and achieve at school and out of hours learning and increasingly make progress in their learning, personal development and attainment in line with their peer group.

We know:

“Local arrangements to promote enjoyment and achievement are good. The attainment of looked after children and young people is at least comparable to similar areas and improving.”

Objective	Actions	Evidence	Lead	Date to complete
3.1) All children in care will have a high quality “Personal Education Plan” that drives improved educational attainment.	3.1.1) <i>Improve PEP process for CiC in out-of city placements.</i>	<p>PEP completion rate increased.</p> <ul style="list-style-type: none"> • Baseline: 87% - (Jan 2011) • Target: 99% in city • Target: 85% out of city 	LB	1/6/11
	3.1.2) <i>Promote creative, constructive use of Personal Education Allowances...</i>	<p>PEA reporting to CPB 6 monthly</p> <p>Take up across all phases</p> <p>Increased use of funding to purchase laptops, maths tuition, English tuition and other activities to support attainment and well-being</p>	LB/PTO	31/3/12
	3.1.3) <i>Closely monitor PEP completion & implementation.</i>	<p>Records of LAC reviews.</p> <p>Education indicators – NI 99,100 and 101 – July 2010 results from Senior Officers Group performance report</p> <ul style="list-style-type: none"> • Baseline: <ul style="list-style-type: none"> ○ NI 99 – 31% ○ NI 100 – 31% ○ NI 101 – 3% 	LB/MW	1/7/11
3.2) Improve the attainment of children in care at all key stages.	3.2.1) <i>Ensure Admission Policy is fit for purpose.</i>	No CiC experience undue delays in obtaining appropriate educational provision.	MP/LB/AP(GE)	1/9/11

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		Records of LAC reviews		
	3.2.2) Weekly monitoring of CiC attendance at all educational provision.	<ul style="list-style-type: none"> • Baseline: • Target: This measure will require development as numerous data sources will have to be linked.	LB	1/12/11
	3.2.3) Weekly monitoring of CiC without a School Place (WASP).	This measure will require development as numerous data sources will have to be linked.	LB	1/12/11
	3.2.4) Weekly monitoring of CiC exclusions.	This measure will require development as numerous data sources will have to be linked.	LB/MP	1/12/11
	3.2.5) Proactive planning & support to CiC & CL to ensure attendance at GCSEs.	Evidence of PEPs effectiveness/actions completed. Ensure that all SW's support CiC with attending school and sitting GCSE's	LB/MW/Service Manager CiC	1/9/11
3.3) Develop alternative & accredited learning opportunities for CiC in sport, physical activity & leisure related education i.e. leadership. (Also contributes to "Being Healthy").	3.3.1) Work in partnership with Schools and Sport and Leisure by utilising the PEA to secure continued opportunities	PEA reporting: 6 monthly to CPB Out turn figures for opportunities taken up by age and type Feedback from children and young people	LB/SP	1/4/2012
	3.3.2) Ensure that "disability support officers" are available to support those with a disability to access leisure and recreational activities.	Sport & Leisure data & reports: ...	SP/(MH)	1/4/2012

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4. Make a Positive Contribution

Headline priorities: We want children and young people in care and care leavers to be better able to deal successfully with significant changes in their lives. We want them to be good citizens and to demonstrate engagement and active participation. We want every partner agency to listen to children in care.

We know:

“Arrangements to ensure children are able to make a positive contribution are good.”

Objective	Actions	Evidence	Lead	Date to complete
4.1) Ensure that the views of looked after children and young people are recorded in ways that provide them with the confidence they have been heard and their views are being actively taken forward in planning and reviews.	4.1.1) Undertake an annual questionnaire for all CiC & CL – in conjunction with the CiC Council.	Questionnaire developed. Feedback report presented to Corporate Parenting Board. Children and yp feedback that support services are meeting their needs	JR/(GG)/KS	Sept 2011 Dec 2011
	4.1.2) Embed CiC Council arrangements.	CiC Council & CPB minutes. Increased numbers of CiC & CL involved.	JR/PTO	1/4/2012
	2.2.1) Undertake a review of participation of CiC (& children with a child protection plan).	Records of reviews – and other defined outputs	JR/MW	1/7/11
4.2) More children in care and care leavers to be more engaged in positive activities.	4.2.1) Reduction in offending & ASB by CiC & CL.	Police reporting: Children in Care Police Officer YOT outturn report Annual SDA 903 statutory return:: 9.8% of CiC aged 10 years or over were convicted or cautioned during the year 0.8% increase from 2009.	SF/GS/NP	1/4/2012

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	<i>4.2.2) Reduction in CiC "missings".</i>		<i>SF</i>	<i>1/9/2011</i>
	1.2.4) Physical activity opportunities to be promoted and take-up increased.	<i>Sport & Leisure data reports Take up of yp in all residential provision increased – includes yp in external residential provision</i>	<i>SP/SC</i>	<i>1/4/12</i>

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5. Achieve Economic Wellbeing

Headline priorities: i) Employment and Training - Local jobs and work experience for Care leavers; ongoing training and development of Care leavers ii) Independence and Economic Well-Being - suitable accommodation and access to support. More effective preparation for independence & development of resilience and risk skills through activities.

We Know:

"The impact of services to improve economic wellbeing of care leavers is adequate."

Objective	Actions	Evidence	Lead	Date to complete
5.1) Establish a clear strategy to further embed the 15+ service and monitor and formally audit the impact of services in improving economic wellbeing outcomes.	5.1.1) <i>Ensure that processes and support are in place to prepare young people who are expecting a baby for parenthood.</i>	<p><i>Plans, Reviews and other records evidence appropriate support provision.</i></p> <p><i>Relevant young people report feeling confident as parents.</i></p> <p><i>Take up of support and engagement with the Family Nurse Partnership programme</i></p> <p><i>Number of CL's who receive support</i></p>	SR/EP	1/6/11
	5.1.2) <i>All older CiC and care leavers have the opportunity to engage with the review and development of services.</i>	<p><i>Annual questionnaire.</i></p> <p><i>CiC Council membership.</i></p> <p><i>Review records.</i></p> <p><i>Reduced number of 'missing' care leavers at age 19</i></p>	Service Manager CiC /JR	1/7/11
5.2) All eligible young people to have a timely and effective Pathway Plan.	5.2.1) <i>Clarify responsibilities in relation to Pathway Planning (PWP) with emphasis on the implementation of the Transitions Guidance for Care Leavers</i>	<p><i>Performance information indicates that all eligible children have an up to date and compliant Pathway Plan.</i></p> <p><i>New measures to be developed to</i></p>	Service Manager CiC	1/6/11

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		<p>separate all children in care over 15 ½ and care leavers.</p> <p>All eligible yp to have PWP- 90% across total cohort of CiC and CL</p> <p>Baseline: 69% Target: 100%</p>		1/12/2011
	5.2.2) Monitor completion & quality of Pathway Plans	<p>Reviews and QA activity indicate that Pathway Plans are appropriate and effective.</p> <p>IRO's to ensure that all young people have a PWP prior to LAC Reviews(report to CPB as part of the performance report)</p>	MW/ Service Manager CiC	1/8/11
	5.2.3) Establish electronic recording/monitoring of Pathway Plans	Pathway Plans produced/recorded on Carefirst	SM 15+/(JMJ)	1/6/11
5.3) Improved support to older care leavers	5.3.1) Ensure all eligible young people move onto suitable accommodation.	<p>Development of new accommodation services.(16+ Enhancing Accommodation Strategy)</p> <p>Care leavers in suitable accommodation – Baseline: 80.5% - Dec 2010</p> <p>Target: 95%</p>	Service Manager CiC/SA	31/3/12
	5.3.2) Care leavers are offered effective support to access employment, education and training.	<p>Increased numbers of care leavers (as at 19 year old birthday in Education Employment and or Training:</p> <p>Take up of Care leavers accessing the pre-employability workshops as part of the RISE programme increases</p>	Service Manager CiC /Connexions /Business in the Community	1/10/11

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		<ul style="list-style-type: none">• <i>Baseline: 53.7% - Dec 2010</i>• <i>Target: in line with stat neighbours</i>		
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Appendix 1. Lead Officer Initials & contact details.

(brackets => not an existing member of CiC Outcomes Group)

Initials & name	Title/Post	Contact details
CG – Clare Gilbert	Young Peoples Drug & Alcohol Strategic Lead	clare.gilbert@nottinghamcity.gov.uk
ED – Elise Darragh	Intelligence Manager (Targeted & Specialist Services)	elise.darragh@nottinghamcity.gov.uk
EF – Emma Fillmore	Designated Doctor, Looked After Children	emma.fillmore@nhs.net (c/o) leah.stevens@nuh.nhs.uk
EP – Emma Pearce	CAMHS (CiC Co-ordinator)	emma.pearce@nottinghamcity.gov.uk
(GE) – Gill Ellis	Director Schools & Learning	gill.ellis@nottinghamcity.gov.uk
(GG) – Gabrielle Gibney	Team Manager, Fostering & Adoption	gabrielle.gibney@nottinghamcity.gov.uk
GS – Glynis Storer	Intensive Supervision Team Manager - YOT	glynis.storer@nottinghamcity.gov.uk
HB – Helen Blackman	Head of Childrens Social Care	helen.blackman@nottinghamcity.gov.uk
(HL) – Heidi Leung	Intelligence Manager	heidi.leung@nottinghamcity.gov.uk
(JMJ) – Jacqueline Mackenzie Johnson	Senior Practitioner, 15+ Team	jacqueline.johnson@nottinghamcity.gov.uk
JC – Joy Chambers	Placement Service Manager	joy.chambers@nottinghamcity.gov.uk
JR – Jon Rea	Strategic Lead - Engagement & Participation	jon.rea@nottinghamcity.gov.uk
LB – Lorna Beedham	Virtual School Head	lorna.beedham@nottinghamcity.gov.uk
(MH) – Marie Halford	Service Manager, Disabled Childrens Team	marie.halford@nottinghamcity.gov.uk
MW - Morvette Williams	IRO Manager	morvette.williams@nottinghamcity.gov.uk
MWr – Michelle Wright	Operations Manager	michelle.wright@futuresnn.co.uk
PTO – Paulette Thompson-Omenka	Head of Children in Care	paulette.thompson-omenka@nottinghamcity.gov.uk
(SA) – Sharon Ayrey	Commissioning Officer	sharon.ayrey@nottinghamcity.gov.uk
SF – Sam Flint	Children in Care Police Officer	sam.flint@nottinghamshire.pnn.police.uk
SP – Sameer Patel	Active Communities Development Officer	Sameer.patel@nottinghamcity.gov.uk
TF – Teresa Flower	Aspiration & Life Skills Manager	teresa.flower@nottinghamcity.gov.uk
To be appointed (at 1/8/11)	Service Manager CiC	
SR – Sharon Reigal	Head of Service, Looked After Nurse	Sharon.reigal@nhs.net

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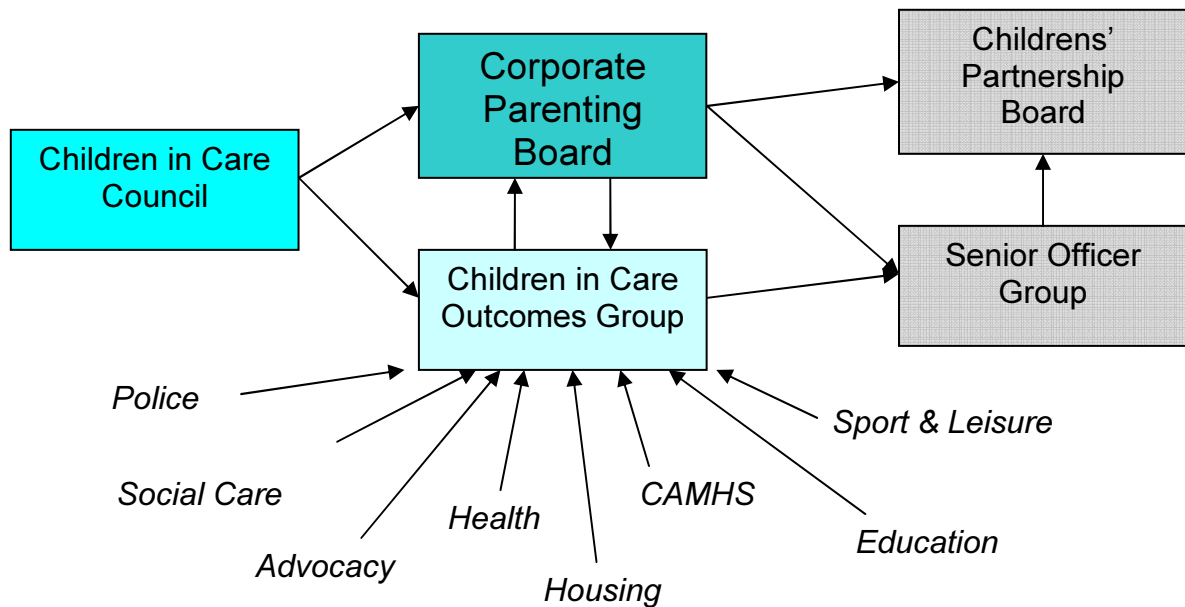
Appendix 2. Glossary of acronyms & abbreviations.

<i>ASB</i>	<i>Anti-social behaviour</i>
<i>CAMHS</i>	<i>Child & Adolescent Mental Health Service</i>
<i>CDP</i>	<i>Crime & Drugs Partnership</i>
<i>CiC</i>	<i>Children in Care</i>
<i>CL</i>	<i>Care Leaver</i>
<i>CPB</i>	<i>Corporate Parenting Board</i>
<i>EET</i>	<i>(in) Employment, Education or Training</i>
<i>GCSE</i>	<i>General Certificate of Secondary Education</i>
<i>HAP</i>	<i>Health Action Plan</i>
<i>IRO</i>	<i>Independent Reviewing Officer</i>
<i>LAC</i>	<i>Looked After Child(ren)</i>
<i>PEA</i>	<i>Personal Education Allowance</i>
<i>PEP</i>	<i>Personal Education Plan</i>
<i>QA</i>	<i>Quality Assurance</i>
<i>SAT</i>	<i>Standard Assessment Test</i>
<i>SDQ</i>	<i>Strength & Difficulties Questionnaire</i>
<i>WASP</i>	<i>Without a School Place</i>

Appendix 3. Corporate Parenting structure in context ...

Delivering the CYPP Strategic Objectives for Children in Care & Care Leavers

- 1 *Safeguarding & Early Intervention*
- 2 *Strong families*
- 3 *Healthy and positive children and young people*
- 4 *Achievement*
- 5 *Economic wellbeing...*



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Appendix 4. Reporting Schedule to Corporate Parenting Board

(ECM) Outcome	CiC Outcomes Group	(Draft Reports)	Chairs Briefing	(Final Reports)	Corporate Parenting Board
	9 th May 2011	10/5/11	18/5/11	25/5/11	06/06/11
		28/6/11	6/7/11	13/7/11	25/07/11
		23/8/11	31/8/11	7/9/11	19/09/11
		25/10/11	2/11/11	9/11/11	21/11/11
		20/12/11	28/12/11	4/1/12	16/01/11
		21/2/12	29/2/12	7/3/12	19/03/11

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Appendix 5. Reporting Process.

- 1. The CiC Outcomes group will routinely report to the Corporate Parenting Board on progress in implementing the “Corporate Parenting Promise Action Plan” – in accordance with the stated reporting schedule (see appendix 4).*
- 2. Each officer responsible for an action (or holding shared responsibility for an action) is asked to provide quarterly updates about these actions using the template overleaf.*
- 3. These updates will be incorporated into an overall Progress Report.*
- 4. The Progress Report will be discussed at the CiC Outcomes Group meeting before being presented to the Corporate Parenting Board.*

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Update report



1. Name:	2. Date of update:
3. Action from Plan:	4. Evidence (data) update:
5. Summary statement: <i>(Is the required improvement being delivered/on track to be delivered? What evidence supports this statement?).</i>	
6. Risks to achieving the required outcome: <i>(What is preventing the improvement being delivered or is likely to prevent this?)</i>	
7. Action necessary to address the risk: <i>(What needs to be done to get back on track? Who needs to be involved in this?)</i>	