



NOTTINGHAM CITY COUNCIL
CORPORATE PARENTING BOARD

Date: Monday, 20 January 2014

Time: 2.30 pm

Place: LB31-32 - Loxley House, Station Street, Nottingham, NG2 3NG

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

Deputy Chief Executive/Corporate Director for Resources

Constitutional Services Officer: Catherine Ziane-Pryor **Direct Dial:** 0115 8764298

AGENDA

Pages

- | | | |
|----------|--|----------------|
| 1 | APOLOGIES FOR ABSENCE | |
| 2 | DECLARATIONS OF INTERESTS | |
| 3 | MINUTES
Last meeting held on 18 November 2013 (for confirmation) | 3 - 8 |
| 4 | FOSTERING AND ADOPTION MARKETING , RECRUITMENT AND RETENTION
Joint report of Acting Director of Children's Safeguarding and Interim Director of Policy, Partnership and Communication. | 9 - 12 |
| 5 | CHILDREN IN CARE AND CARE LEAVERS STRATEGIC PRIORITIES 2013-2015
Report of Acting Director for Safeguarding | 13 - 46 |
| 6 | CHILDREN IN CARE COUNCIL - UPDATE
Verbal Presentation by Children in Care Council members | |
| 7 | EXCLUSION OF THE PUBLIC
TO CONSIDER EXCLUDING THE PUBLIC FROM THE MEETING DURING CONSIDERATION OF THE REMAINING ITEM(S) IN | |

ACCORDANCE WITH SECTION 100A(4) OF THE LOCAL GOVERNMENT ACT 1972 ON THE BASIS THAT, HAVING REGARD TO ALL THE CIRCUMSTANCES, THE PUBLIC INTEREST IN MAINTAINING THE EXEMPTION OUTWEIGHS THE PUBLIC INTEREST IN DISCLOSING THE INFORMATION

8 VALUE FOR MONEY REVIEW OF COMMISSIONED SERVICE ASSESSMENTS OF FOSTERING APPLICANTS AND ADOPTERS

Joint report of Director of Quality and Commissioning and Acting Director of Safeguarding

IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ON THE AGENDA, PLEASE CONTACT THE CONSTITUTIONAL SERVICES OFFICER SHOWN ABOVE, IF POSSIBLE BEFORE THE DAY OF THE MEETING

CITIZENS ATTENDING MEETINGS ARE ASKED TO ARRIVE AT LEAST 15 MINUTES BEFORE THE START OF THE MEETING TO BE ISSUED WITH VISITOR BADGES

NOTTINGHAM CITY COUNCIL

CORPORATE PARENTING BOARD

MINUTES of the meeting held at Loxley House on 18 NOVEMBER 2013 from 2.00 pm to 3.11 pm

- Councillor David Mellen (Chair)
- Councillor Ginny Klein (Vice-Chair)
- Councillor Georgina Culley
- Councillor Emma Dewinton
- Councillor Glyn Jenkins
- Councillor Carole McCulloch
- Councillor Eileen Morley
- Councillor Jackie Morris
- Councillor Wendy Smith

indicates present at meeting

Colleagues, partners and others in attendance:

- Councillor Rosemary Healy - Observing
- Detective Inspector Martin Hillier) Nottinghamshire
- PC Sam Flint -) Police
- Pete Turyoose - NSPCC
- Glynis Storer - Team Manager) Youth Offending
- Kevin Hatherley - PIR Team Assistant) Team
- Lewis Fearon - Children in Care Council Rep
- Anne Partington - NCSCB Performance Manager)
- Kwesi Williams - Project Officer)
- Paulette Thompson-Omenka - Head of Children in Care)
- Dorne Collinson - Head of Safeguarding and)
Quality Assurance)
- Elise Darragh - Insight Manager)
- Sharon Clarke - Children in Care Service)
Manager)
- Kay Sutt - Service Manager Residential)
and Targeted Support)
- Jamie Shrivastava) Business in the Community
RISE Manager
- Jackie Underwalt)
- Rav Kalsi - Constitutional Services - Resources

25 APOLOGIES FOR ABSENCE

- Alison Michalska
- Evonne Rogers

26 DECLARATIONS OF INTERESTS

None

27 MINUTES

Subject to the inclusion of Councillor Klein's and Councillor Morley's apologies, the Board confirmed the minutes of the meeting held on 23 September 2013, as a correct record and they were signed by the Chair.

28 REDUCING OFFENDING BEHAVIOUR

PC Sam Flint, Children in Care Police Officer, Nottinghamshire Police presented the item highlighting progress made in the reduction of criminal behaviour of children in care.

The following points were highlighted:

- (a) performance results for 2013 (at 31 March 2013) shows a reduction in offending, with 8.7% or 20 children of children in care aged 10 or over being convicted or subject to a final warning or reprimand during the year;
- (b) benchmarking data will be published by the Department for Education (DfE) and available in December 2013 which will enable staff to undertake analysis showing ranking positions of local authorities showing how Nottingham City compares to national and regional averages;
- (c) officers of the Children in Care Outcomes Group have developed a new measure which will aim to report updates on the criminalisation of children in care on a quarterly basis. Performance will be reported two months in arrears portraying an accurate picture of offending rates. From the period 1 Sept 2012 – 31 Dec 2012, 8 young people committed an offence whilst in care representing 2.5% of the cohort aged 10-17;
- (d) the total number of offences committed was 48 with the most common offence being violence against the person;
- (e) the use of restorative justice in the care setting continues to expand which enables the diversion of children from the criminal justice system. Training residential staff members on restorative justice has continued and a further course has been secured free of charge for November 2013;
- (f) PC Sam Flint, the Children in Care Police Officer has been authorised to establish a sub group of the Cross-Authority Child Sexual Exploitation meeting, specifically aimed at reducing the risk of sexual exploitation of children in the care system. A Concerns Network meeting has also been established for multi-agencies to attend and feed into about concerns of children in care who might be at risk of sexual exploitation;
- (g) funding has been secured to produce a bespoke theatre production which tackles the issue of sexual exploitation of children and has been presented to both city and county schools and children in care within the city.

Following questions by Board members, the additional information was provided:

- (h) where violence is committed against residential staff, there is an 8 point checklist of reporting is employed prior to engaging the police.
- (i) It is difficult to secure training on restorative justice for all members of staff however, a selection of staff members are adequately trained and will engage with other members of staff to inform them of the overriding principles.

RESOLVED

- (1) to continue to acknowledge the importance of the role of the Children in Care Police Officer and YOT Lead for Children in Care in the drive to reduce the criminalisation of Children in Care and improve their outcomes;**
- (2) to approve the development of a further Safeguarding Children in Care event for 2014;**
- (3) to approve to continuation and Review of multi-agency Network Meetings with care providers;**
- (4) to acknowledge extensive work being carried out to reduce the risk of sexual health exploitation of Children in Care;**
- (5) to circulate to members details of the 8 young people who committed an offence whilst in care including the number of reports from internal staff members of offences against the person.**

29 SEXUAL EXPLOITATION AND THE LOCAL SAFEGUARDING CHILDREN BOARD RESPONSE

Anne Partington, Acting Head of Safeguarding and Detective Inspector Martin Hillier presented the report providing an overview of the partnership work currently underway in relation to Child Sexual Exploitation in Nottingham City.

The following points were highlighted:

- (a) there have been a number of high profile cases which has formed the basis of a public perception of sexual exploitation, such as operation Retriever and Kern in Derby and operation Chalice in Telford. Cases such as these have all involved organised gangs of adult males of British Pakistani origin;
- (b) sexual exploitation can occur through the use of technology and often without the child immediately recognising this. A common feature of child sexual exploitation (CSE) is that a young person does not recognise the coercive nature of the relationship;
- (c) police data indicates that in Nottingham the number of referrals linked to CSE and grooming have increased over the last two years. This can be linked to the increased recognition and response to the indicators by stakeholders;

- (d) children and young people have attended a theatrical production titled 'Chelsea's Choice' aimed at raising awareness of child sexual exploitation among young people in the UK;
- (e) as part of the DfE action plan, a CSE Looked After Children Working Group has been formed. This includes representatives from OFSTED and Nottingham City Council's missing children team;
- (f) There is a collaborative approach to tackling CSE with girls in gangs and this topic will form part of the work of the Child Sexual Exploitation Cross Authority Group. Although in its infancy, Vanguard + have been approach and will input into the plan going forward;
- (g) A CSE Practitioners Forum has been created and the first event will take place before the end of the year. An estimated 40 attendees are expected to participate with the initial stages focussing on gaps in knowledge and understanding resources;

Following questions by Board members, the additional information was provided:

- (h) In terms of sign-posting citizens with concerns over CSE to the appropriate resource, there is the standard number for Social Services but where there is immediate danger to a child, citizens should call 999. If there is no immediate danger, calling 101 would allow members of the public to talk to their local neighbourhood police team in person. A leaflet with appropriate numbers will be circulated to members;
- (i) In reality those subject to CSE does not include Children in Care and the majority of those targeting through the internet are not looked after children;
- (j) In terms of training staff and carers on recognising signs of CSE, carers have been brought together and given a presentation around sign-posting indicators. Experienced staff members are involved in multi-agency information sharing and are keen to improve access to training opportunities for foster carers. Although there are clear difficulties in bringing foster carers together for training opportunities, there is ongoing development though the City Council's Safeguarding Children Information Management Team (SCIMT).

RESOLVED

- (1) to note the report;**
- (2) to note the following details:**
 - **If a child is in immediate danger, call 999. If not, telephone 101, or contact your local neighbourhood police team in person.**
 - **Getting in touch with you local Children's Services:**
 - **Nottingham City area:**
 - **Office hours – 01159 151005**
 - **Out of office hours – 01159 159299**
 - **Nottinghamshire County area:**

- **County (North) office hours - 01623 520520**
- **County (South) office hours – 01158 546000**
- **Out of office hours (North & South) – 0300 456 4546;**

(3) to review the availability of training on child sexual exploitation for foster carers.

30 BUSINESS IN THE COMMUNITY – RISE UPDATE

Jamie Shrivastava, RISE Manager for Business in the Community, presented the report updating the Board on progress made on meeting its ongoing targets and reported where progress had been made since the Board meeting in July 2013.

The following points were highlighted:

- (a) the RISE team have been exploring proposals to provide bridging loans to support young people in their first month of employment between benefits ceasing and receiving their first wage;
- (b) the RISE team will loan the young person £30-£40 a week until they receive their first salary and the local authority will cover the cost of travel. Sharon Clarke, Service Manager for Children in Care has identified funding that could be used to support young people in this way in their first month of employment and will be allocated on a case by case basis;
- (c) details on the support available to single parents could potentially be included with the RISE programme and would enable services to come together in engaging lone parents who have previously struggled to engage with RISE;
- (d) under the Families and Communities Team, the Families Information Service will support any lone parents with childcare and associated benefit issues through Children's Centres across the city. In addition, Job Centre Plus can provide financial assistance regarding childcare for lone parents which would enable the search for sustainable employment.

RESOLVED to note the update.

31 QUARTER 1 & 2 PERFORMANCE

Paulette Thompson-Omenka, Head of Children in Care, presented the report, updating the Board with the most up to date performance information from 1 April 2013 to October 2013. Whilst performance has improved in many areas, significant focus is being placed on areas where performance is weaker and robust action plans are being implemented to drive performance.

The following points were highlighted:

- (a) the number of children in care requiring accommodation within Nottingham City has increased however, this increase mirrors a national trend and is lower than most of our statistical neighbours;
- (b) the number of children discharged from care as a result of a permanent outcome is increasing and within quarter 1 and 2 thirty six children were discharged;
- (c) the percentage of children in care reviewed within the appropriate timescales remains consistently strong with over 97% of reviews being held with timescales. This is in line with the previous year;
- (d) the performance of health assessments is dipping due to capacity issues of Health Doctors and Named CLA Nurses. Additional resources have been sought from the Clinical Commissioning Group to address this trend. Additional resources have been secured to support the CAMHS CLA Team with a new psychiatrist joining the team in October 2013;
- (e) the percentage of care leavers in suitable accommodation at 19 years old has been set an ambitious target of 95% and although the Council's current position is at 76.1% there is some confidence that the target will be achieved by quarter 4. From 1 April 2013 the Department for Education requires councils to report the same measure for 20 and 21 year olds;
- (f) a multi-agency approach is targeting an improvement to the percentage of care leavers in employment, education or training at 19 years old. Despite the current economic situation on youth unemployment, a multi-agency approach has resulted in an increase to 25% care leavers accessing training, education and employment;

Following questions by Board members, the additional information was provided:

- (g) each young person in care is allocated a worker to assist with health checks and appointments and although the statutory duty rests with the Local Authority to ensure that children attend health checks, there is a joint working approach to achieving this.

32 ADDITIONAL ITEM – CARE LEAVERS EVENT

The Chair was of the opinion that this item, although not included on the agenda, should be considered as a matter of urgency in accordance with Section 100(b)(4)(b) of the Local Government Act 1972, to allow for a timely consideration of the item.

Sharon Clarke, Service Manager for Children in Care presented the item verbally updating the Board on the success of the Care Leavers Event where a number of children were taken to London for a conference on 29 October. A number of stalls were available offering advice on what care leavers can expect in terms of pre-leaving care.

This was the first event held by the 15+ Team and future events will be publicised earlier to maximise attendance amongst care leavers.

Corporate Parenting Board - 20 January 2014

Title of paper:	Fostering and Adoption Marketing, Recruitment and Retention	
Director(s)/ Corporate Director(s):	Helen Blackman, Acting Director Children’s Safeguarding Claire Richmond, Interim Director Policy, Partnership and Communication	Wards affected: All
Report author(s) and contact details:	Esme MacAuley, Business Partner, Children and Families Esme.MacAuley@nottinghamcity.gov.uk Kirstie Gee, Fostering and Adoption Marketing and Communications Officer, Kirstie.Gee@nottinghamcity.gov.uk	
Other colleagues who have provided input:	Michael Edwards, Communications and Marketing Foster Carers, Adopters and colleagues (Focus Groups)	
Date of consultation with Portfolio Holder(s) (if relevant)		

Relevant Council Plan Strategic Priority:

Cutting unemployment by a quarter	<input type="checkbox"/>
Cut crime and anti-social behaviour	<input type="checkbox"/>
Ensure more school leavers get a job, training or further education than any other City	<input type="checkbox"/>
Your neighbourhood as clean as the City Centre	<input type="checkbox"/>
Help keep your energy bills down	<input type="checkbox"/>
Good access to public transport	<input type="checkbox"/>
Nottingham has a good mix of housing	<input type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs	<input type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events	<input type="checkbox"/>
Support early intervention activities	<input type="checkbox"/>
Deliver effective, value for money services to our citizens	<input checked="" type="checkbox"/>

Summary of issues (including benefits to citizens/service users):

A strategy has been developed to set out a new direction for the fostering and adoption service to achieve the best possible outcomes for the children in our care.

Its focus is on how marketing can help generate more enquiries from potential foster carers and adopters into the system and the role the Customer Service Officers play in turning enquiries into applications as well as improving the customer experience of making an application. The retention of fosters carers post panel approval is a key element of the strategy. This will reduce Nottingham City Council’s dependence on Independent Fostering Agencies who currently look after 53% of the children in the Council’s Care, bringing a significant financial benefit to the Authority.

The strategy aims to take an evidence based approach, sets out SMART objectives with mechanisms for monitoring and evaluation. It also reflects feedback from existing foster carers and adopters.

The strategy has been developed in response to a new directive from the Department for Education (DfE) to speed up adoption processes to avoid drift and delay in placing children for adoption. To support local authorities to meet these new target timescales, the DfE has introduced the Adoption Reform Grant. Nottingham City Council’s allocation totals £1.186 million from April 2013.

Recommendation(s):	
1	The Board to approve the direction of travel which will ensure that Nottingham City Council is able to deliver a new way forward for the service to ensure that children are matched to suitable carers in a more timely manner.
2	The Board to acknowledge the importance of the role of marketing and Customer Services Officers in the drive to recruit more foster carers and adopters and improve outcomes for children in care.
3	To acknowledge the work being carried out to put systems in place to reduce dependence on Independent Fostering Agencies in order to achieve significant cost savings for the council.

1. BACKGROUND

- 1.1 As of 7 January 2014, Nottingham City Council had 20 children with placement orders but without any links or matches to adoptive parents (out of a total of 71 children in the home finding system). Panel are currently approving on average three adopters per month; this means Nottingham City Council could find 36 placements within 12 months. In 2012/13 33 out of 310 enquiries were turned into approvals giving a conversion rate of 9:1.
- 1.2 The majority of children these 20 children are White British but there are three children of Black African / Caribbean heritage and half comprised of sibling groups of two or more. More than two thirds of the group are male. Ages range from 0 months to 8 years.
- 1.3 As of 6 January 2014 Nottingham City Council had 127 foster carer households looking after 139 children. In 2012/13 Nottingham City Council converted 16 enquiries out of a potential 625 enquiries, giving a conversion rate of 39:1.
- 1.4 As of 7 January 2014, 47% of children in the care of Nottingham City Council were placed with NCC foster carers and 53% with Independent Fostering Agencies (IFAs). This has significant cost implications to the Authority. Nottingham City Council wants to redress this balance over the next three years so that the proportion is 80% with NCC and 20% with IFAs.
- 1.5 Nottingham City Council's data shows increasing numbers of the Polish, Dual heritage and Black Caribbean children needing to be placed with foster families, as well as a large proportion of teenagers, disabled children and sibling groups which are typically more difficult to place. There is also a need to recruit more respite carers.

2. REASONS FOR RECOMMENDATIONS (INCLUDING OUTCOMES OF CONSULTATION)

- 2.1 The focus on time targets within the Government's adoption policy means there is a greater need to recruit adopters to help ensure a speedy match is possible for the children in the care of Nottingham City Council. The ambition is to halve the time to find 36 placements to within 6 months, not 12 months.

- 2.2 A more targeted approach to marketing will increase numbers of carers who can be matched to children in care, especially Polish, Dual heritage and Black Caribbean origin.
- 2.3 There are significant costs savings attached to increasing the number of Nottingham City Council foster carers as it will reduce the dependency on using IFAs.
- 2.4 The Customer Service Officers will give a fast response to enquiries that come through the various channels then monitor and quality assure the process throughout the customer journey to Panel approval. This will help reduce the number of people who drop off and will also improve the experience of those that become approved foster carers so they are more likely to recommend the service to others.

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

- 3.1 None

4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY)

- 4.1 Redressing the balance from a 47:53 ratio between NCC carers and IFAs to an 80:20 ratio over a three year period has a significant financial benefit to the Authority.
- 4.2 The additional marketing support and Customer Service Officer posts in place to deliver the strategy have been funded through the Adoption Reform Grant and has no cost implications to the Local Authority.

5. RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS, CRIME AND DISORDER ACT IMPLICATIONS AND EQUALITY AND DIVERSITY IMPLICATIONS)

- 5.1 It is proposed that dedicated marketing support and Customers Service Officers minimise risks to both the organisation and young people in care. These roles are considered instrumental in setting a new direction for the service, in an effort to strive for better outcomes for children in care in Nottingham.

6. EQUALITY IMPACT ASSESSMENTS (EIAs)

No equality impact assessment has been carried out as this report does not propose changes to policies or procedures.

7. LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION

- 7.1 Fostering and Adoption Recruitment, Retention and Marketing Strategy.

8. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

- 8.1 None

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Corporate Parenting Board – 20 January 2014

Title of paper:	Children in Care and Care Leavers Strategic Priorities 2013 - 2015	
Director(s)/ Corporate Director(s):	Helen Blackman, Acting Director – Safeguarding	Wards affected: All
Report author(s) and contact details:	Kwesi Williams, Project Officer – Children in Care, Nottingham City Council kwesi.williams@nottinghamcity.gov.uk (0115) 876 2684	
Other colleagues who have provided input:		
Date of consultation with Portfolio Holder(s) (if relevant)	6th January, 2014	

Relevant Council Plan Strategic Priority:		
Cutting unemployment by a quarter		<input type="checkbox"/>
Cut crime and anti-social behaviour		<input type="checkbox"/>
Ensure more school leavers get a job, training or further education than any other City		<input type="checkbox"/>
Your neighbourhood as clean as the City Centre		<input type="checkbox"/>
Help keep your energy bills down		<input type="checkbox"/>
Good access to public transport		<input type="checkbox"/>
Nottingham has a good mix of housing		<input type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs		<input type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events		<input type="checkbox"/>
Support early intervention activities		<input type="checkbox"/>
Deliver effective, value for money services to our citizens		X

In order to fulfil it's obligation as set out in Annex A of Ofsted's 'Framework and evaluation schedule for the inspection of services for children in need of help and protection, children looked after and care leavers' (2013), local authorities are required to produce a strategic plan for looked after children that includes corporate parenting objectives.

It is therefore recommended that the Corporate Parenting Board ('Board') agrees the Strategic Priorities and accepts the six corresponding Strategic Priority Statements as 'corporate parenting objectives'.

This report outlines how the strategic priorities were identified.

Recommendation(s):	
1	To agree the Strategic Priorities and corresponding Strategic Priority Statements. By doing so the Corporate Parenting Board will accept the Strategic Priority Statements as 'corporate parenting objectives' (see paragraph 2.1).
2	That the Board takes this opportunity to provide comments on the strategic document so that, where possible, received comments can be incorporated into the final draft of the strategic document (see paragraph 2.6).

1. **BACKGROUND**

- 1.1 As Corporate Parents we are committed to ensuring that children, who come into our care, experience safe and positive parenting, are helped to achieve their full potential, and obtain the best possible outcomes. We are also dedicated to securing permanency, as quickly as possible for children who are unable to live with their birth parents or extended birth family network, through adoption or other arrangements.
- 1.2 To achieve this, all agencies involved in caring and supporting children in care and care leavers must work together. To work together effectively, a multi-agency approach is needed. This is only possible when all partners understand and accept their respective responsibilities. This in-turn requires a multi-agency strategy that clearly states the areas that require improvement (i.e. strategic priorities), the activities that will be undertaken to achieve the necessary improvements, and the lead person or agency that is responsible for each activity.
- 1.3 A strategic plan for looked after children, which includes corporate parenting objectives, education and housing priorities, planning for permanence and children's futures forms part of the mandatory documents listed in **Annex A** of the 2013 Ofsted inspection framework.¹
- 1.4 The purpose of this report is to sets out our strategic priorities and corresponding strategic priority statements, and to explain how they were identified.
- 1.5 To produce Nottingham's strategic plan it was essential to identify a comprehensive list of strategic priorities which fully represented the assessed and expressed needs of children in care (CiC) and care leavers (CLs).
- 1.6 The strategic priorities described in this report reflect the assessed needs of CiC and CLs as detailed in the Children in Care Joint Strategic Needs Assessment (CiC JSNA) (2013), and the expressed needs of CiC and CLs as detailed in the Children in Care and Care Leavers 'Have Your Say' 2012 Survey Full Report. The strategic priorities also reflect the professional opinion of those involved in caring and supporting children in care and care leavers.

Nottingham Children in Care Joint Strategic Needs Assessment – Assessed Needs of Children in Care and Care Leavers

- 1.7 The CiC JSNA was used in order to ascertain the assessed needs of children in care and care leavers.
- 1.8 JSNAs are local assessments of current and future health and social care needs that 'could be met by the local authority and [partner agencies]' (Nottingham City JSNA, 2012).
- 1.9 JSNAs are used to help determine what actions local authorities and other partners need to take to meet health and social care needs, and to address wider determinants that impact on health and wellbeing. As result, when identifying the strategic priorities, it was necessary to use the finding detailed in the 2013 CiC JSNA.

¹ Annex A (page 40) of the 'Framework and evaluation schedule for the inspection of services for children in need of help and protection, children looked after and care leavers'

1.10 The CiC JSNA (2013) highlighted the following areas as requiring improvement;

- § Educational Attainment
- § Offending Behaviour
- § Substance Misuse
- § Young Pregnancy

Children in Care and Care Leavers 'Have your say' Survey – Expressed Needs of Children in Care and Care Leavers

1.11 It was possible to determine the expressed needs of children in care and care leavers from the results of the 2012 'Have your say' survey. The survey provided children and young people with an opportunity to express what they thought about the quality of care they had experienced. Their individual views were collated for analysis. The analysed data was then interpreted by children in care and care leavers by means of the Children in Care Council.

1.12 The Children in Care Council applied the 'Traffic Light' system to identify areas of care requiring immediate action (red), improvement (amber), and no action as these areas were deemed good (green). Areas identified as red and amber (see below) have been incorporated into the strategic priorities.

(NB: Where 'Our commitment' is stated below, reference is being made to a commitment in the 'Children in Care and Care Leavers' Charter.)

Red

- § Our commitment: we will give our children and young people enough time and help to understand (and be happy) with their circumstances
- § Our commitment: we will make sure they know about the advocacy and complaints services in case they want help to have their views heard or are unhappy with us
- § Giving them the right support to be as healthy as possible

Amber

- § Our commitment: we know that a change of home, carer, social worker or school can easily cause problems for a child or young person so we promise to do all we can to prevent such changes unless they are absolutely necessary to keep the child or young person safe and well
- § Our commitment: we will help our children and young people to plan for and achieve a successful journey into independent adulthood (identified as a Green/Amber)

Consultation with Relevant Professionals

1.13 The Children in Care Outcomes Group is made up of representatives from;

- § The Fostering and Adoption Service
- § The Children in Care Team
- § The 15 Plus Team
- § The Targeted Support Team (edge of care)
- § The Disabled Children Team
- § Residential homes
- § The Placement Service
- § Children's Social Care
- § Independent Reviewing Officers

- § Barnardos (providers of our advocacy and Independent Visitors service)
- § Insight and Analysis (performance management)
- § Health
- § Children and Adolescent Mental Health Service
- § Virtual School (education)
- § Youth Offending Team
- § Police
- § Futures (employability service)
- § Business in the Community (provider of the routes into sustainable employment (RISE) programme)
- § Compass (drug and alcohol advice and information service)

1.14 The views of CiC Outcomes Group members were sought as they represented a wide range of support services and agencies who are involved in improving outcomes for children in care and care leavers. Members were presented with a list of priorities based on the 2013 CiC JSNA, 2012 ‘Have your say’ survey and the existing Corporate Parent Promise Action Plan (CPPAP). They were asked to review the list and decide, using their professional judgement and detailed knowledge, whether the list was comprehensive.

1.15 It was determined that the list was not comprehensive as there was no mention of reducing delays in securing permanency through adoption, special guardianship, residence order, or long term fostering. This now features on the list of priorities – see strategic priority four.

1.16 A summary of the strategic priorities and their origin is provided in appendix one.

2. REASONS FOR RECOMMENDATIONS (INCLUDING OUTCOMES OF CONSULTATION)

2.1 It is recommended that the Board agrees the Strategic Priorities and corresponding Strategic Priority Statements presented in this report. In doing so the Board will accept the Strategic Priority Statements as ‘corporate parenting objectives’.

2.2 Thirteen Strategic Priorities have been identified. The priorities represent areas that require improvement in order to achieve the best possible outcomes for children in care and care leavers, and to meet the commitments set out in Nottingham City Council’s (‘the Authority’) ‘Children in Care and Care Leavers’ Charter’.

2.3 The strategic priorities and corresponding strategic priority statements are as follows:

Strategic Priority		Strategic Priority Statement (SPS)	
1	Reduce substance misuse.	1	To reduce young pregnancy and substance misuse. In addition to ensuring the timely completion of health checks, dental checks, immunisations, and SDQs.
2	Reduce young pregnancy.		
3	To ensure the timely completion of health checks, dental checks, immunisations, and SDQs (Strengths and Difficulties Questionnaires).		
4	To reduce delays in securing permanency through adoption, special guardianship, residence orders and long term fostering.	2	NCC believes that all children should grow up with their birth families. Where this is not able to happen we will secure permanency through
5	Provide safe environments and stability in		

	placement.		adoption, special guardianship, residence orders or long term fostering.
6	Ensure children in care and care leavers are better able to deal successfully with significant changes in their lives.	3	To ensure children in care and care leavers are better able to deal successfully with significant changes in their lives. This includes improving transition into independence, and ensuring there are consultation and participation opportunities.
7	Improve transition into independence.		
8	Continue to seek the wishes and feelings of children in care and care leavers, and use this information to influence the care and support they experience.		
9	Ensure children in care know about the Advocacy, Independent Visitor, and Complaints service.		
10	Improve educational attainment.	4	To improve the educational attainment of children in care and to ensure care leavers engage in employment, education or training.
11	Support children in care and care leavers into employment, and training		
12	Ensure care leavers have access to suitable accommodation and support.	5	To ensure care leavers have access to suitable accommodation and support.
13	Reduce offending behaviour.	6	To reduce offending behaviour through strong collaborative partnership work.

- 2.4 An action plan has been developed by members of the Children in Care Outcomes Group and is included in our strategic document (see pages 15 – 21 of appendix 2). The action plan provides a summary of the activities that are currently being undertaken, as well as those that will be undertaken by the authority and its partners to improve the areas identified as strategic priorities.
- 2.5 The strategy is yet to be approved by the Authority's Children and Families Leadership Team.
- 2.6 Before its approval the Board is being given the opportunity to comment on the content of the strategy. Where possible comments received from the Board will be incorporated into the final draft of the strategic document. Once approved, the strategy will be made available to Board members.
- 2.7 Upon approval of the strategy, Children in Care Outcome Group members will be required to;
- (a) Communicate the Strategic Priorities as set out in the Authority's strategic document to their respective service areas or agency
 - (b) Ensure agreed actions relevant to their respective area are undertaken
 - (c) Produce reports updating group members on activity

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

- 3.1 As previously stated, as an Authority we are required by Ofsted to produce a document that sets out our strategic plan for looked after children. Therefore no

other options have been considered when making the recommendation presented in this report.

4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY)

4.1 None.

5. EQUALITY IMPACT ASSESSMENTS (EIAs)

5.1 An Equality Impact Assessment has not been carried out as this report does not include proposals for new or changing policies, services or functions.

7. LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION

7.1 Children in Care and Care Leavers 'Have Your Say' 2012 Survey Full Report.

8. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

8.1 'Framework and evaluation schedule for the inspection of services for children in need of help and protection, children looked after and care leavers' (2013).

<http://www.ofsted.gov.uk/resources/framework-and-evaluation-schedule-for-inspection-of-services-for-children-need-of-help-and-protectio>

8.2 'Nottingham City Children in Care Joint Strategic Needs Assessment' (2013).

<http://www.nottinghaminsight.org.uk/insight/jsna/children/jsna-children-in-care.aspx>

8.3 'Nottingham City Joint Strategic Needs Assessment' (2012).

<http://www.nottinghaminsight.org.uk/insight/jsna/jsna-home.aspx>

Appendix One – Strategic Priorities and source from which they derived

Strategic Priority		Source				Strategic Priority Statements	
		CiC JSNA	'Have your say' Survey	CPPAP	Professionals		
1	Reduce substance misuse.	✓				1	To reduce young pregnancy and substance misuse. In addition to ensuring the timely completion of health checks, dental checks, immunisations, and SDQs (Strengths and Difficulties Questionnaires).
2	Reduce young pregnancy.	✓					
3	To ensure the timely completion of health checks, dental checks, immunisations, and SDQs (Strengths and Difficulties Questionnaires).			✓		2	NCC believes that all children should grow up with their birth families. Where this is not able to happen we will secure permanency through adoption, special guardianship, residence orders or long term fostering.
4	To reduce delays in securing permanency through adoption, special guardianship, residence orders and long term fostering.				✓		
5	Provide safe environments and stability in placement.			✓		3	To ensure children in care and care leavers are better able to deal successfully with significant changes in their lives. This includes improving transition into independence, and ensuring there are consultation and participation opportunities.
6	Ensure children in care and care leavers are better able to deal successfully with significant changes in their lives.			✓			
7	Improve transition into independence.		✓				
8	Continue to seek the wishes and feelings of children in care and care leavers, and use this information to influence the care and support they experience.		✓				
9	Ensure children in care know about the Advocacy, Independent Visitor, and Complaints service.		✓			4	To improve the educational attainment of children in care and to ensure care leavers engage in employment, education or training.
10	Improve educational attainment.	✓					
11	Support children in care and care leavers into employment, and training			✓		5	To ensure care leavers have access to suitable accommodation and support.
12	Ensure care leavers have access to suitable accommodation and support.			✓			
13	Reduce offending behaviour.	✓				6	To reduce offending behaviour through strong collaborative partnership work.

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Children in Care and Care Leavers Strategy 2013 – 2015



Page 21

**“Valuing the future of our
Children in Care and Care
Leavers”**



Contents

	PAGE
WELCOME	3
INTRODUCTION	4
OUR VISION	5
STRATEGIC PRIORITIES STATEMENTS	6
CHILDREN AND YOUNG PEOPLES' PARTICIPATION IN DETERMINING PLANS FOR THEIR LIVES	7
CHILDREN IN CARE AND CARE LEAVERS CHARTER	8
OUR TEAM	9
ACTION PLAN	15
GOVERNANCE AND STRATEGIC FRAMEWORK	22
APPENDIX 1	23
CHILDREN IN CARE AND CARE LEAVERS STRATEGY CONTACT AND FEEDBACK	26

Page 22

Welcome

Welcome to Nottingham City Council's children in care and care leaver strategic document. As the title suggests, we value the future of every single child and young person who comes into our care.

It is our intention to help our children and young people achieve their full potential and to live fulfilling and successful lives.

This document details how we, and partner agencies, will work together to make this aspiration into a reality for children in care and care leavers

At the time of producing this strategy Nottingham had 575 children in care as at November 2013 and 356 care leavers, and 126 fostering households. Our fostering households are broken down into 14 connected person carers, 14 contract carers and 98 mainstream carers.

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

We would like thank all our partners who have contributed to the development of the action plan that accompanies this strategy.



Photos and Signatures of Corporate Director and Cllr DM to be added.

INTRODUCTION



Nottingham City Council recognises the value of prevention and early intervention and works to do all it can to support children in need and their families. We believe that in most cases children achieve their potential and thrive best within their families of origin.

Sometimes children cannot be cared for in their birth families and have no other networks in the community. For this group of children and young people we have a responsibility, as Corporate Parents, to provide care and to work with partner agencies to best meet their needs.

Where possible the longer term plan for any child coming into care should be for them to return to their family.

As Corporate Parents we are committed to ensuring that children, who come into our care, experience safe and positive parenting, are helped to achieve their full potential, and obtain the best outcomes possible. We are also dedicated to securing permanency, as quickly as possible for our children, through adoption, special guardianship, residence orders or in some circumstances long term permanent fostering. We also ensure that wherever possible the child's ethnic, religious and cultural heritage are reflected. Guaranteeing that this happens is an objective we are determined to achieve.

To achieve this all agencies involved in caring and supporting children in care and care leavers must work together. To work together effectively a cohesive multi-agency approach is needed, and this is only possible when all partners understand and accept their respective responsibilities.

This document sets out how we, and partner agencies, will work together to address our six Strategic Priority Statements. Our Strategic Priority Statements represent areas which require improvement if we are to meet the commitments set out in our 'Children in Care and Care Leavers' Charter', and improve the outcomes for children and young people.

The Strategic Priorities Statements in this document bring together areas for development as identified by;

- The 'Children in Care Joint Strategic Needs Assessment' (JSNA)
- Our children in care and care leavers as ascertained through the annual 'Have Your Say Survey', and
- Professionals who support children in care and care leavers

OUR VISION



Page 25

Our vision is that children and young people who come into our care 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, well educated and resilient young people who know how to cope with some of the demands of life after in care and after care.

STRATEGIC PRIORITY STATEMENTS

To determine the Strategic Priorities Statements (SPS) described in this report, we took into consideration the assessed needs of children in care and care leavers as detailed in the Children in Care Joint Strategic Needs Assessment (2013). We also listened to the views of children in care, care leavers and professionals involved in caring and supporting our young people. The SPS are as follows:

Strategic Priority Statement One (SPS1)

To improve the health of children in care, including the timely completion of health checks, dental checks and immunisations. In addition to reducing young pregnancy and substance misuse.

Strategic Priority Statement Four (SPS4)

To improve the educational attainment of children in care and to ensure care leavers engage in employment, education or training.

Strategic Priority Statement Three (SPS3)

To ensure children in care and care leavers are better able to deal successfully with significant changes in their lives. This includes improving transition into independence, and ensuring there are consultation and participation opportunities.

Strategic Priority Statement Two (SPS2)

NCC believes that all children should grow up with their birth families. Where this is not able to happen we will secure permanency through adoption, special guardianship, residence orders or long fostering.

Our Six Strategic Priority Statements

Strategic Priority Statement Five (SPS5)

To ensure care leavers have access to suitable accommodation and support.

Strategic Priority Statement Six (SPS6)

To reduce offending behaviour through strong collaborative partnership work.

CHILDREN AND YOUNG PEOPLES’ PARTICIPATION IN DETERMINING PLANS FOR THEIR LIVES

We aim to provide every child and young person with the opportunity to have their say about the services they receive, and we promote a culture of ongoing engagement and participation across the Children’s Partnership.

- We try to work in a way that empowers children and young people to participate so they can have their say in their own pathway plans. We will continue to provide opportunities for those with individual care plans to lead the processes that support their care. A creative way of achieving this has been through supporting young people to chair their own review meetings. This has proved successful and has contributed to our participation performance figures (see Appendix One for our year to date participation figures).
- Annually we send out the ‘*Have your Say*’ survey which has been designed to capture the views of children and young people in relation to their experience of care. The results are analysed and officers are challenged to make improvements to the care and support that children in care and care leavers receive. NCC has undertaken this survey since 2011. As a result of feedback, changes to the way our children and young people and care leavers access our advocacy service have improved.
- The Children in Care Council for young people in care and care leavers form a sub-group of the Corporate Parenting Board and also attend the Board and contribute to the re-design of the annual survey. The Children in Care Council is important in reshaping the way services for children in care and care leavers are provided. Participation is often through supporting Officers in the Council to interview for vacant posts for children’s Residential Registered Managers and at Director level and above.
- The Children in Care Council feeds into the Youth Cabinet, Youth Council, Primary Parliament and from 2014, the Special People Group.



CHILDREN IN CARE AND CARE LEAVERS' CHARTER

The 'Children in Care and Care Leavers' Charter' is a promise made by us and our partners to our children and young people. The charter was developed with our well established Children in Care Council and was designed to let our children in care and care leavers know what to expect from us, as Corporate Parents. We will measure these outcomes as a partnership on a quarterly basis through the Corporate Parenting Board and by holding all partnership members to account through quarterly performance monitoring.

As corporate parents we make the following fifteen commitments:

We will treat all our children and young people with respect and with regard to their age and understanding.

We will help our children and young people to enjoy themselves.

We will ensure that all our children and young people - and the adults working for them - know about these promises

We will let children, young people and everyone else concerned with these commitments know how well we are keeping them by reporting about them

We will keep our children and young people safe and well by:

- Seeing that they have the right place to live as quickly as possible.
- Making sure that this home is stable and keeps them safe.
- Giving them the right support to be as healthy as possible.

We will give our children and young people enough time and help to understand (and be happy) with their circumstances.

We will help them to achieve at school and elsewhere to the very best of their ability.

We will make sure they know about the advocacy and complaints services in case they want help to have their views heard or are unhappy with us.

We will ensure that everyone who shares our responsibility to children and young people in care and care leavers helps us to keep these promises.

We will make sure that we are the best Corporate Parent we can be and achieve improved and sustainable outcomes for children and young people in and leaving our care.

We will listen to our children and young people and involve them in planning for their care.

We will help our children and young people to plan for and achieve a successful journey into independent adulthood.

We will make sure that a child or young person stays in touch with their birth family and friends as much as possible, considering their safety and wellbeing.

When there are changes to the law or other things that affect the lives of children and young people in and leaving our care, everyone involved will respond together, for the benefit of our children and young people.

We know that a change of home, carer, social worker or school can easily cause problems for a child or young person so we promise to do all we can to prevent such changes unless they are absolutely necessary to keep the child or young person safe and well.

OUR TEAM

The Children in Care Social Work Team

The local authority and its partners are clear that every child does matter and that all children have the right to a safe, secure and loving environment so that they can achieve their very best.

The Children in Care Team work with children from 0-15 years of age with children in a variety of settings that meet their individual needs. The Team work on achieving permanence for every child through Adoption, Special Guardianship, Residence Orders and Long Term Fostering.

Nottingham city is committed to support families who have children and young people on the edge of care through providing targeted support.

Page 29



15 Plus Team and Personal Advisors Leaving Care

The 15 Plus Team are dedicated to ensuring young people are fully supported in the journey to adulthood so that they can become successful adults.



The 15 Plus Team ensures all young people between the ages of 15 and 25 years get the best support possible in their preparation for moving on into adulthood.

Every young person will be given the opportunity to explore their independence with an individual support package that allows them to develop, learn, or re-learn the skills that will be needed for successful independent living.

We have supported a number of young people through further and higher education, with some going on study at a post-graduate level. We are very proud of our young people who have gone on to achieve huge educational successes.

The 15+ Team also incorporates a service for unaccompanied asylum seeking young people. Many of these young people have had a difficult life and continue to need regular support through immigration, accommodation, education, emotionally and financially.



Fostering and Adoption Service (Including post order support)

We recognise how important it is to listen to children in care, and are dedicated to playing its part in representing the views of children and young people and encouraging them to voice views on how they are cared for.

The Fostering and Adoption Service aims to provide high quality family based care that ensures that children in care receive a positive experience of home and family life.



Page 31

Children placed for adoption.

To achieve this we recruit, assess, train and support foster carers and adopters to support children in achieving well in all aspects of their physical, emotional and intellectual development. A variety of foster carers and adopters are recruited and trained to meet the diverse needs of children and reflect the ethnic and cultural background of the community we serve.

All foster carer and adoption applicants are rigorously screened, thoroughly assessed and carefully trained so that they can provide safe and supportive homes for children in care,

Support is available to adopters after the adoption order is granted to enable them to learn and adapt to the changing needs of children. We offer a range of support including a designated Adoption Support Services Adviser (ASSA) who is there to help adopters access adoption support and other specialist services. (Our full range of post order support is included in our Adoption Passport which is available from our website, <http://www.nottinghamcity.gov.uk/adopt>). Our performance in relation to placing children for adoption is detailed in Appendix One.



Children's Homes

We are dedicated to provide children and young people with the necessary support and nurture needed to for them to achieve the best outcomes possible.

Nottingham City Council has nine small residential homes offering care and accommodation for children and young people between the ages of 12 - 25 years. A wide range of care and support including;

- short term emergency care and long term care (17 beds)
- semi-independent accommodation for young people who are 16 years and over (12 beds)
- short breaks unit for children and young people with learning disabilities, physical disabilities and a range of associated challenging behaviours (11 beds)

All our homes are safe and welcoming and we are proud to provide high quality care with 2 of our homes judged as 'OUTSTANDING' by Ofsted.

Every effort is made to provide children and young people with the necessary support and nurture needed to for them to achieve the best outcomes possible.

We quality assure all private and charitable run Residential Children's Homes and semi-independent provision in an effort to ensure all young people receive the same high quality care.

Some of our children are placed away from Nottingham city in residential children's homes and where this is the case we give our assurance to our young people and their families that we rigorously monitor the homes and extend all support and services to our children.



A team that is supportive, dynamic, relevant and beneficial to the children and families with whom we work with on a daily basis.

Targeted Support Team

Supporting Children on the Edge of Care

This service works with approximately 200 families in a year to maintain the family unit.

The Targeted Support Team provides a range of interventions which help achieve the following:

- The prompt return home of children in care, where appropriate.
- The stabilisation of fostering, adoption or special guardianship placements which risk breakdown.
- The successful move of a young person to a new placement.
- The reduction of children entering care.

An extended service is also offered during the evenings and weekends.



Virtual School

The Virtual School team supports the educational progress of children in care so that they can achieve the best possible results for them.



Page 34

Our children often have a poor start in schools and sometimes are playing catch up. We have a 'Virtual School' that works with a network of Designated Teachers who are dedicated to ensuring that our children achieve the best they can in line with all other children. The Virtual School aims high for our children.

The role of the Virtual School is to monitor, support and provide interventions to ensure that children in care achieve their best possible educational outcomes. The school reports on the completion of Personal Education Plans and audits the quality. It also supports schools to fulfil their statutory duties to children in care.

The Virtual School will track academic progress, attendance and exclusions of children in care and encourage our young people to have high aspirations about their futures and remove barriers to attending further education.

The school supports colleagues in identifying educational placements for children in care who are moving from a residential or foster care placement and those who are vulnerable to exclusion.

The Virtual School is led by a 'Virtual School Head Teacher' and has two Achievement Consultants. More information on the Virtual School can be found here <http://www.nottinghamcity.gov.uk/article/23128/Educational-Support-for-Children-in-Care>.

ACTION PLAN

SPS 1 - HEALTH (SPS1)

To improve the health of children in care, including the timely completion of health checks, dental checks and immunisations. In addition to reducing young pregnancy and substance misuse.

What We've Done So Far	What We Plan To Do Next
<p>Page 35</p> <ol style="list-style-type: none"> 1. We ensure children over the age of two years are registered with a dentist. 2. We ensure children have appropriate and timely health checks. 3. We ensure children have appropriate and timely immunisation. 4. We work to ensure that a percentage reduction in children in care scoring 14 or higher in Strengths and Difficulties Questionnaire year on year based on the previous year's Outturn. 5. We work to ensure that all children who have been in care for three months or more have an up-to-date Strengths and Difficulties Questionnaire. 6. The CAMHS team scrutinises the process for managing the completion of the Strengths and Difficulties Questionnaire and to actively address issues where necessary 7. We ensure appropriate sex & relationships support & advice is available to young people. 8. Residential staff work to ensure children and young people in their care are educated in the dangers of substance misuse. 	<ol style="list-style-type: none"> 1. To ensure that children and young people have access to dedicated CAMHS support tailored to their needs by the end of June 2014. 2. By the end of June 2014 we will ensure the CAMHS team contributes to the collection and monitoring of Strengths and Difficulties Questionnaire data and to ensure that they work with children and young people with the highest Strengths and Difficulties Questionnaire scores. 3. To utilise the professional substance misuse advice and consultation service available from Compass by ensuring staff and primary carers are aware of the early intervention services offered to those 'at risk' of substance misuse and risk taking behaviours by the end of April 2014. 4. The content of the substance misuse screening tools will be agreed between Compass and Commissioners by the end February 2014. 5. To implement the referral pathway between Compass and General Practitioners by the end November 2013.

SPS 2 - PERMANENCY (SPS2)

NCC believes that all children should grow up with their birth families. Where this is not able to happen we will secure permanency through adoption, special guardianship, residence orders or long fostering.

What We've Done So Far	What We Plan To Do Next
<p>Page 36</p> <ol style="list-style-type: none"> 1. Place children in a placement that best meets their needs. 2. We monitor the progress of children in the adoption process to help ensure children are adopted in a timely manner. 3. Adoption Placement Advisors (APAs) work closely with social workers to actively seek appropriate placements for children in the adoption process. 4. Fast-track Social Workers target those children who are matched or placed for adoption to ensure reports are completed and submitted to court within timescales, support placements to prevent breakdowns and target hard to place children. 5. The authority has commenced a rolling programme of Matching Evenings, as well as participated in Adoption Activity Days. Both provide an opportunity to create matches for our children with adopters. 6. We closely monitor information on the quality and outcomes of placements. 7. We regularly convene Placement and Permanency Panels. 8. We closely monitor the placements of children placed outside the authority. 9. We seek the views of young people when carrying out our statutory visits. 10. We hold Strategy Meetings for all young people in care who go missing. 	<ol style="list-style-type: none"> 1. Our Independent Reviewing Officer (IRO) team will ensure that information regarding training, and research is put into practice across children and families by the end of January 2014. 2. By the end of March 2014 IROs will chair and review Child Sexual Exploitation Strategy Meetings to ensure robust plans are in place to safeguard young people. 3. To develop a subgroup of the CSECAG (Child Sexual Exploitation Cross Authority Group) that will provide additional information by the end of March 2014. 4. Work to reproduce regional framework of quality placements by April 2015.

SPS 3 - LEAVING CARE

To ensure children in care and care leavers are better able to deal successfully with significant changes in their lives. This includes improving transition into independence, and ensuring there are consultation and participation opportunities.

What We've Done So Far	What We Plan To Do Next
<p>Page 37</p> <ol style="list-style-type: none"> 1. We encouraged young people to attend meetings that affect them. 2. We monitor the type and level of participation in LAC reviews to ensure all children and young people have the opportunity contribute to their LAC review in a way that is meaningful to them. 3. We encouraged and prepare young people to chair meetings that affect them. 4. IROs meet with children and young people both before and between reviews will be embedded by the January 5. We convene monthly Children in Care Council (CiCC) meetings who are consulted on service developments their support. 6. We seek the views of children and young people as part of the annual 'Have your Say' survey. Results from the survey are converted into areas for development and prioritised in partnership with the CiCC. 7. We monitor the completion & quality of Pathway Plans. 8. The Independent Living Skills Programme has been introduced for all children placed in internal residential homes and foster carers. Packs will help primary carers to monitor the readiness of children for independence. 9. Every care leaver has an allocated Personal Advisor who will support them until they reach 21 years (or 25 years if in education). 10. We complete statutory visits to care leavers. 11. We refer young people to our pre-employability programme (RISE) and also through our Economic Development Team onto 	<ol style="list-style-type: none"> 1. 'Your IRO' leaflet to be distributed to children and young people in care by the end of February 2014. 2. By the end of January 2014 LAC reviews will be used to verify that the Independent Living Skills Programme is being used for all children aged 11 years and over. 3. To involve children in care and care leavers in the development, implementation and review of an effective mechanism for complaint resolution for children in care by the end of March 2015.

<p>apprenticeships and employment opportunities.</p> <p>12. We work closely with the Futures Service to identify opportunities for young people.</p> <p>13. We hold bi-monthly Employability Meetings with partner agencies to address and discuss what is working and what is available and what is coming up in the future with regard to employment, education and training opportunities</p>	
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SPS 4 - EDUCATIONAL ATTAINMENT

To improve the educational attainment of children in care and to ensure care leavers engage in employment, education or training.

What We've Done So Far	What We Plan To Do Next
<p>Page 39</p> <ol style="list-style-type: none"> 1. We closely monitor the completion and implementation of Personal Education Plans (PEPs). 2. We are working to improve our PEP process to ensure that the wishes and feelings of children and young people are included in their PEP. 3. We are working to ensure school placements are a priority in the event of a placement move, in an attempt to ensure the number of school placement moves is reduced. 4. We are working to ensure that school admission of children happens in 20 days or less. 5. We monitor school attendance of children on a weekly basis. 6. We have a Designated Teacher Network which is used to offer advice and support to Designated Teachers to ensure schools are meeting their statutory duties. 7. We monitor and challenge the use of the Pupil Premium and support schools to commission appropriate services 	<ol style="list-style-type: none"> 1. IROs will ensure that PEPs are discussed and presented at each LAC review. This will be implemented by the end of March 2014. 2. E-PEPs which will allow closer monitoring of educational plans and provision will be introduced by the end of February 2014. 3. To make available a range of activities available that will enhance educational outcomes e.g. Duke of Edinburgh, Sports Leadership, homework support by the end of March 2014. 4. To have an Education Progress Grant allocation process in place which clearly identifies the educational outcomes? An agreed process will be embedded by the end of March 2014.

SPS 5 - SUITABLE ACCOMMODATION

To ensure care leavers have access to suitable accommodation and support.

What We've Done So Far	What We Plan To Do Next
<p>Page 40</p> <ol style="list-style-type: none"> 1. Compass Workers signpost young people to appropriate support agencies into education and employment e.g. Futures 2. We ensure young people in care aged 15 plus receive information regarding events and opportunities and are supported and encouraged to access employment, education, and training. 3. We ensure all older children in care and care leavers have the opportunity to engage with the review and development of services through consultation. 4. We ensure young people who are seeking housing within the city area are prioritised following a recommendation to Nottingham City Homes (NCH). 5. Monthly meetings are held with NCH to ensure support and housing issues are addressed. 6. A Housing Protocol agreement is in place between the 15 Plus Team and NCH. This is reviewed and amended annually, or as and when amendments are identified. 7. Support and guidance is provided through contingencies identified within the pathway plan e.g. Housing Aid. 8. Support and advice is provided to care leavers through an allocated Personal Advisor up to the age of 21 years or 25 if in education. 9. We will continue to work with NCH, Housing Aid and other housing providers to ensure our care leavers have access to suitable accommodation. 	<ol style="list-style-type: none"> 1. We will ensure all eligible young people move onto suitable accommodation through the development of the accommodation service and implementation of the '16 Plus Enhancing Accommodation Strategy' end of September 2014. 2. We will implement our Independent Living Skills Programme for all children, including those placed with external providers by the end of September 2014. 3. We will review and promote our Staying Put Scheme by the end of February 2014. 4. We will review the placement strategy for NCC and a new framework will in place by end of March 2015.

SPS 6 - OFFENDING BEHAVIOUR

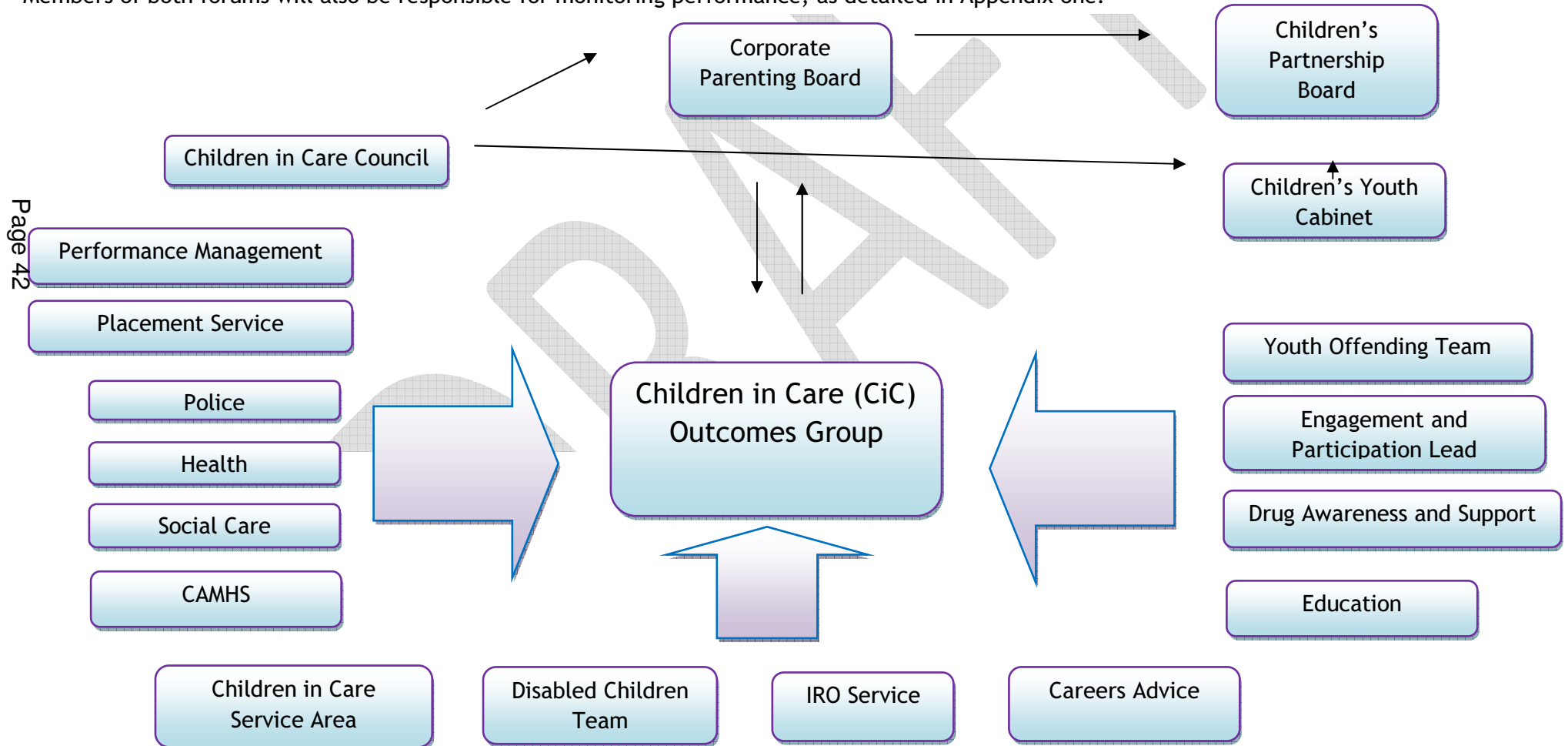
To reduce offending behaviour through strong collaborative partnership work.

What We've Done So Far	What We Plan To Do Next
<p>Page 41</p> <ol style="list-style-type: none"> 1. We have a dedicated Children in Care Police Officer (CiCPO) whose expertise and service we will continue to use. 2. We have a dedicated children in care lead in the Youth Offending Team whose works closely with the CiCPO on reducing the criminal behaviour amongst our children in care and care leaver population. 3. We hold quarterly Multi-agency Network meetings between our Youth Offending Team, Nottinghamshire Police, and private and statutory providers. Meetings are used to share good practice, information, and open up lines of communication. 4. We use Restorative Justice (RJ) and provide training on RJ to staff and external providers. 5. We are currently trying to establish if low level sexual offending can be dealt with by means of RJ. 6. We offer training regarding reducing the risk of Sexual Exploitation to staff and external providers. 7. Our Personal Advisors meet with Probation Officers and Youth Offending Team Case Managers to address offending behaviour; this is dealt within the Pathway Plan. 8. We use an eight-point checklist that ensures all other strategies have been exhausted before a young person is 'criminalised'. 9. We hold bi-monthly Concerns Network meetings where low level sexual exploitation concerns are shared and addressed. 	<ol style="list-style-type: none"> 1. We plan to hold regular Safeguarding Children in Care events. Such events provide an opportunity to discuss activity in regards to reducing offending behaviour, and to share good practice among key stakeholders and young people. A planned schedule of these events will be available by the end of October 2014 2. Subject to availability, we plan to secure further opportunities for young people and staff to attend theatre performances that deal with sexual exploitation and associated risks by the end of July 2014. 3. We plan to develop multi-agency group, which will include representation from Ofsted that will focus on the risk of sexual exploitation. It is anticipated that the group will be established by the end of July 2014.

GOVERNANCE AND THE STRATEGIC FRAMEWORK

This strategy is endorsed by the Corporate Parenting Board. Strategic Priorities Statements and their corresponding actions will be reviewed in response to updates of our Children in Care JSNA, the annual children in care and care leavers ‘Have Your Say’ survey, and priorities set by central government. The annual update of this strategy will take in December 2014.

Progress against actions outlined in the action plan will be monitored by both Children in Care Outcome Group and Corporate Parenting Board members. Members of both forums will also be responsible for monitoring performance, as detailed in Appendix one.



APPENDIX 1 - Our Performance Indicators and Targets

Performance Table		
Metric Details		2013/14 Target
Reference	Indicator	
CC-1a (E)	The number of children discharged as a result of a Permanent Outcome i.e. Adoption Order, Special Guardianship Order and Residence Orders	Target = 85
CC-8 (NI62)	The percentage of Children in Care that have had three or more placement moves in the previous 12 months	Target = 10%
CC-9 (NI63)	The percentage of Children in Care who have lived in the same placement for at least 2 years	Target = 70%
CC-10 (R)	The percentage of Children in Care reviewed within the appropriate timescale	Target = 97%
CC-11 (R)	The percentage of reviews where the child participated	Target = 94%
CC-12 (E)	The percentage of Children in Care with an up-to-date health assessment	Target = 92%

CC-13 (E)	The percentage of Children in Care with up-to-date dental checks	Target = 92%
CC-14 (E)	The percentage of Children in Care with an up-to-date Strength and Difficulties Questionnaire (SDQ)	Target = 92%
CC-18 (R)	The number of children/young people remanded into the Authorities care	New measure introduced 2013/14. Not currently in a position to set appropriate target. National performance and that of statistical neighbours will be monitored
CC-19 (R)	The percentage of eligible young people with a Pathway Plan started within the last 6 months (Eligible : 16/17 year olds in care)	Target = 97%
CC-25 (E)	The percentage of Children in Care with a completed Personal Education Plan (PEP)	Target = 98%
CL-1 (R)	The percentage of care leavers in suitable accommodation at 19 years old	Target = 95%
CL-2 (R)	The percentage of care leavers in suitable accommodation at 20 years old	Target = 95%
CL-3 (R)	The percentage of care leavers in suitable accommodation at 21 years old	Target = 95%
CL-4 (R)	The percentage of care leavers in employment, education or training at 19 years old	As national average
CL-5 (R)	The percentage of care leavers in employment, education or training at 20 or 21 years old	As national average

A-1 (R)	The percentage of adopted children who were placed for adoption within 639 586 days of entering care (adoption scorecard)	75%
A-2 (R)	The percentage of children placed for adoption (PFA) within 639 586of entering care	75%
A-3 (R)	The percentage of adopted children who were matched within 213 189 days of the placement order	85%
A-4 (R)	The percentage of children who are currently matched, placed for adoption or adopted in the year who were matched within 213 189 days of the placement order	85%
A-6A (R)	Home Finding caseload matched (been to/or panel due)	To be set
A-6B (R)	Home Finding caseload not matched (no Placement Order)	To be set
A-7 (R)	The number of children whose adoption plan has been formally revoked	To monitor
A-8 (R)	The average number of days between a Best Interest decision and an Agency Decision Makers approval of a plan	In line with peers
A-9 (R)	The average number of days between an Agency Decision Makers approval of plan and an approval of a match	In line with peers
A-10 (R)	The average number of days between an Agency Decision Makers approval of match and a child being placed for adoption	In line with peers

Children in Care and Care Leavers Strategy

Contact and Feedback

We Welcome Your Views...

Nottingham City Council is committed to providing the best possible services for citizens. We are interested to know what you think about this strategy. If you want to tell us what you think, please do so using our 'Have Your Say' comments, compliments and complaints process. See the link below.

<https://secure.nottinghamcity.gov.uk/haveyoursay/#>

Contact Details

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<p>Service Manager - Children in Care Sharon Clarke Telephone: (0115) 8765032 Email: sharon.clarke@nottinghamcity.gov.uk (Areas of responsibility: Children in Care Team, 15 Plus Team and Personal Advisors)</p>	<p>Customer Service Officers Mo Devlin and Lucy Harrison Telephone: (0115) 8762696 Email: fa.info@nottinghamcity.gov.uk</p>
<p>Service Manager - Residential Kay Sutt (0115) 8765667 Email: kay.sutt@nottinghamcity.gov.uk (Areas of responsibility: Children's Homes and Targeted Support Team)</p>	<p>Service Manager - Fostering and Adoption Graham Puckering (0115) 8762696 Email: graham.puckering@nottinghamcity.gov.uk (Area of responsibility: Fostering and Adoption Service)</p>

You can write to us at:

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Barnardos Advocacy Contact Details

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