



**NOTTINGHAM CITY COUNCIL**  
**CORPORATE PARENTING BOARD**

**Date:** Monday, 20 July 2015

**Time:** 2.30 pm

**Place:** Ground Floor Committee Room - Loxley House, Station Street, Nottingham,  
NG2 3NG

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

**Acting Corporate Director for Resources**

**Governance Officer:** Catherine Ziane-Pryor **Direct Dial:** 0115 87650364298

**AGENDA**

**Pages**

- |          |   |         |
|----------|---|---------|
| <b>1</b> | <b>APOLOGIES FOR ABSENCE</b>  |         |
| <b>2</b> | <b>DECLARATIONS OF INTERESTS</b>  |         |
| <b>3</b> | <b>MINUTES</b><br>Of the meeting held on 1 June 2015 (for confirmation).  | 3 - 10  |
| <b>4</b> | <b>INDEPENDENT REVIEWING SERVICE ANNUAL REPORT 2014 - 15</b><br>Report of Director for Vulnerable Children and Families and Children's Social Care. | 11 - 18 |
| <b>5</b> | <b>PATHWAY PLANNING</b><br>Report of Director of Children's Social Care, Vulnerable Children and Families.  | 19 - 24 |
| <b>6</b> | <b>MUNICIPAL JOURNAL APPRENTICESHIP AWARD</b><br>Verbal report by the Head of Business Support  |         |
| <b>7</b> | <b>VIRTUAL SCHOOL GOVERNING BODY UPDATE</b><br>Verbal update by the Chair   |         |

**8 CHILDREN IN CARE COUNCIL ACTIVITY UPDATE AND FORTHCOMING EVENTS**

Verbal presentation by members of the Children in Care Council.

**9 FORWARD PLAN AND SUGGESTED FUTURE ITEMS**

25 - 26

Members of the Board are invited to suggest topics for future consideration.

IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ON THE AGENDA, PLEASE CONTACT THE GOVERNANCE 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

CITIZENS ARE ADVISED THAT THIS MEETING MAY BE RECORDED BY MEMBERS OF THE PUBLIC. ANY RECORDING OR REPORTING ON THIS MEETING SHOULD TAKE PLACE IN ACCORDANCE WITH THE COUNCIL'S POLICY ON RECORDING AND REPORTING ON PUBLIC MEETINGS, WHICH IS AVAILABLE AT [WWW.NOTTINGHAMCITY.GOV.UK](http://WWW.NOTTINGHAMCITY.GOV.UK). INDIVIDUALS INTENDING TO RECORD THE MEETING ARE ASKED TO NOTIFY THE GOVERNANCE OFFICER SHOWN ABOVE IN ADVANCE.

**NOTTINGHAM CITY COUNCIL**

**CORPORATE PARENTING BOARD**

**MINUTES of the meeting held at Ground Floor Committee Room - Loxley House, Station Street, Nottingham, NG2 3NG on 1 June 2015 from 2.33pm- 4.12pm**

**Membership**

Present

Councillor Glyn Jenkins  
Councillor Sally Longford  
Councillor David Mellen (Chair)  
Councillor Wendy Smith

Absent

Councillor Liaqat Ali  
Councillor Sue Johnson  
Councillor Ginny Klein  
Councillor Marcia Watson  
Councillor Sam Webster

**Colleagues, partners and others in attendance:**

Kay Sutt	- Service Manager for Residential and Targeted Support
Kwesi Williams	- Project Officer, Children in Care
Helen Blackman	- Head of Children's Social Care, Vulnerable Children and Families
Steve Comb	- Head of Children in Care
Clive Chambers	- Head of Children's Safeguarding and Quality Assurance
Tracey Nurse	- Child Protection, Head of Children's Social Care
Evonne Rogers	- Head of Business Support
Jeren Artykova	- Children in Care Council member
BB	- Foster Carer Representative
Heather Walker	) NYAS (National Youth Advocacy Service)
Mary Lewis	)
Catherine Ziane-Pryor	- Governance Officer

**1 APPOINTMENT OF VICE CHAIR**

Councillor Ginny Klein is appointed Vice Chair for the 2015-16 municipal year.

**2 APOLOGIES FOR ABSENCE**

Councillor Ginny Klein – Personal  
Councillor Sam Webster – Leave  
TM - Foster Carer Representative  
Heidi Watson – Business in the Community  
Paul Clark – NYAS  
Elise Ashworth

**3 DECLARATIONS OF INTERESTS**

None.

#### **4 MINUTES**

The minutes are confirmed as a true record and signed by the Chair.

#### **5 SPECIALIST SERVICE UPDATE**

The Directors and Heads of Service involved with Children in Care briefly outlined their roles and responsibilities as follows:

##### Steve Comb - Head of Children in Care

- responsible for the 585 children in care in city currently;
- responsibility for adoption and fostering teams and social work teams for children in care;
- 7 children's homes, which are registered with OFSTED;
- and semi-independent living support properties to help prepare young people in care for independence;
- the Targeted and Support Teams and Educare Teams.

The service aims for the best possible outcomes for children in care are trying to ensure the best start possible. The service is currently trying to bring away children in care who are placed outside of the city back inside the city as this will not only require less external foster carers, where appropriate, it will enable young people to retain connections with friends and family and the city.

Last year's 70 children successfully adopted, this is the best result ever for the city and the young people concerned.

##### Clive Chambers - Head of Children's Safeguarding and Quality Assurance

As lead for the Safeguarding Children Board, Clive has three key areas of responsibility in his service area:

- 1 Ensuring that agencies in the City are working together to achieve the best possible safeguarding outcomes and ensuring effective mechanisms to support and enable this. This work is led by the Nottingham City Safeguarding Children Board, which has on a range of functions, including serious case reviews. The NCSCB has a scrutiny and challenge role in ensuring safeguarding is as good as it can possibly be;
- 2 Independent Reviewing Officers chair Child Protection Conferences and make decisions about whether should be subject to a protection plan. They also chair Looked After Reviews and have a wider responsibility for ensuring that plans for Children in the care of the the local authority are appropriate, properly implemented and achieved in a timely fashion. Each individual child's plan is examined and considered.
- 3 The shared Social Care Complaints Team which covers both adult and child social care.

##### Tracey Nurse, Head of Child Protection

The role includes responsibility for:

- the Duty and Screening Services management were referrals come into the city;
- Emergency Duty Services between 8 pm and 8 am for out of hours services for children at risk;
- 12 field work teams of social worker services for children in need, at risk and in care.

Helen Blackman, Director for Children's Social Care

All Heads of Service within the Directorate work together to try to support young people within their own families but if this cannot be achieved, unless inappropriate, the aim is to enable young people and the families to reconnect at a later date.

The achievement of targets for the following year, in each section include:

- more local foster carers within Nottingham City;
- to support and enable safeguarding quality assurance and to build on the work already achieved to enable safeguarding practices or lack of them, to be challenged;
- to continue to provide a safe service and where possible prevent children entering care where it is safe to do so;
- to further strengthen the partnership 'front door' early years work with whole families;
- to improve workforce stability as this will increase the sense of stability for young people in care.

## **6 REGULATION 44 VISITS**

Kay Sutt, Service Manager for Residential and Targeted Support, presented the update on Regulation 44 Visits, which were formally known as Regulation 33 Visits until the change in legislation in April 2014.

Regulation 44 visits have to take place unannounced at least once a month for all children's homes and units run by Local Authorities. The Independent visitor, who is not employed by the home, nor directly responsible for it, inspects the home associated paperwork, speaks with the young people living at the home and writes report which are submitted to the Service Manager for Residential and Targeted Support and OFSTED. If OFSTED feel there are issues of concern, they can approach the service manager and even undertake their own assessment of the home, but this rarely happens.

The purpose of the visits to ensure that all children and young people within the placement being appropriately cared for and that their individually assessed needs are being met in line with their care plans and (England) regulations and standards 2015.

The current OFSTED ratings for the seven Nottingham City Council run registered homes include:

- one as outstanding,
- three as good with outstanding features,
- two as good and
- one is adequate but which is working towards good.

During the past three months visitors have identified the following issues to be addressed;

- i. various documents need to be updated and signed by staff;
- ii. staff require refresher training in food hygiene and first aid;
- iii. all staff need to have internet and computer awareness training;
- iv. and staff need to be more creative in encouraging young people to pursue hobbies and interests.

Nottingham now has a total of four supported semi-independent homes and although some were registered with OFSTED it is not a requirement and the decision has been made to de-register to enable more flexibility and a more suitable environment for young adults seeking independent living. Regulation 44 visits are not required for supported semi-independent homes but independent visitors continue to assess and quality assure these homes.

It was recognised that young people were leaving care early as they were ready to assert their independence and did not want to be treated like a child in a children's home but the regulation of children's homes does not provide appropriate flexibility for them to do this. Young people who leave care early often do not have good experiences and outcomes were often poor. The semi-independent homes enable 16 to 18 year-old children in care to develop skills in preparation for leaving care. Generally young people enter the semi-independent homes at about the age of 17 following a referral. Assessments ensure that semi-independent supported living would be the best option for each individual. Young people then visit the home, often with their carer or guardian, before they decide if they wish to accept the opportunity.

## **RESOLVED**

- (1) to support continued involvement and recruitment of relevant independent professionals undertaking Regulation 44 visits and to welcome members involvement in quality assurance visits of unregulated semi-independent homes for care leavers;**
- (2) for the Corporate Parenting Board to continue to receive regular updates in respect of outcomes of visits;**
- (3) for any Corporate Parenting Board member wishing to have a tour of semi-independent homes, to contact the Service Manager for Residential and Targeted Support.**

## **7 PERFORMANCE REPORT OCTOBER 2014 - MARCH 2015**

Steve Comb, Head of Children in Care, presented the performance report for the last quarter year to the end of March 2015.

The following points were highlighted;

- (a) during the last quarter 575 Nottingham's children were in care, this equates to 90 children per 10,000 population, which is very close to statistical neighbours and as a result of a lot of hard work to, where appropriate, try and keep children living with their family or family members. However there is still room for improvement;

- (b) 70 children were adopted during last year which is a great achievement, and will continue to be built on with 35 to date being discharged from care as a result of a permanent outcome, such as adoption, a residence order, or a special guardianship order;
- (c) the preparation for independence through semi-independent living is proving valuable for young people leaving care;
- (d) employment challenges continue to be an issue for young people in and leaving care, but this is receiving attention;
- (e) at the end of April, 3 young people were in custody, two in secure accommodation. The Police are working with the local authority including a jointly funded post, to prevent the criminality of children and young people in care, and to achieve restorative penalties in preference to custody wherever appropriate;
- (f) retaining communication with care leavers continues to be an issue as although these young people have no obligation to maintain contact, the local authority is required to maintain performance indicators regarding suitable accommodation and employment until the age of 25;

## **RESOLVED**

- (1) to note the performance report;**
- (2) for further information to be provided to a future meeting regarding Special Guardianship Orders.**

## **8 CHILDREN IN CARE COUNCIL UPDATE**

Kwesi Williams, Project Officer for Children in Care, presented the report.

In addition to the children in care Council, members are informed of the establishment of a Corporate Children in Care Council (CCiCC) which will operate later in the year. The purpose of this meeting is to facilitate better communication between children in care and senior management on issues affecting children in care through focused, face to face dialogue.

**RESOLVED to recognise and support the introduction of the CCiCC meetings and, where possible, endeavour to assist in completing any remedial actions that result from these meetings.**

## **9 CHILDREN IN CARE COUNCIL - 2014 HAVE YOUR SAY SURVEY RESULTS**

Kwesi Williams, Project Officer for Children in Care, presented the report which details the purpose and application of the 'have your say survey' 2014. Jeren Artykoa, Children in Care Council (CiCC) member, delivered a PowerPoint presentation of the survey results, for which the CiCC had analysed and produced 'RAG' ratings.

A copy of the presentation is included within the agenda and the following points regarding the Charter Commitments were highlighted during the meeting:

- (a) 'we will give our children and young people enough time to help to understand and be happy with their circumstances' received an amber rating reflecting a 1.8% improvement on the perception of social workers achieving this commitment, and a 1.9% improvement for carers. 78% of young people felt that their carers had enough time for them. This figure could be improved;
- (b) 'we will make sure they know about the advocacy and complaint services in case they want help to have their views heard or unhappy with us' produced a red rating compared to the 2013 amber rating. This was a result of a decrease of numbers of children in care who felt they could talk to social workers, carers, school or the advocacy service, with 8.8 % of young people in 2014 finding it hard to talk to anyone, compared to 7% in 2013;
- (c) 'we will listen to our children and young people and involve them in planning for their care' was downgraded in 2014 from green to amber with nearly 11% of children either not attending or contributing to their LAC (Looked After Children) review in 2014 which is an increase from 8.6% in 2013. Approximately 90% of children felt that their voices were heard in their LAC and pathway plan reviews;
- (d) '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' was downgraded to red in 2014 from green in 2013 with a 10% drop in young people who felt that they were living in a place right for them;
- (e) 'we will keep our children and young people safe and well by making sure that this home is stable and keeps them safe' this rating was reduced from a green in 2013 to amber in 2014 as fewer children felt safe in their home, at school, or in their neighbourhood;
- (f) 'we will keep our children and young people safe and well by giving them the right support to be as healthy as possible' retained an amber rating is 88% of young people felt healthy all of the time or often Although this figure is reducing year on year from the 97% achievement in 2011. The CiCC did not rank this response is red as members of the council believed that popular worries including the future, finding jobs, courses and education is to be expected in the current climate (although such concerns are often unfounded);
- (g) 'we will help our children and young people to enjoy themselves' overall achieved a very positive response;
- (h) 'we will help them to achieve at school and elsewhere to the very best of their ability' achieved a green rating against 2013 rating of amber. This was as a result of an 8% increase in the number of young people who feel they're doing very well or well at school. There was also a reduction in the number of young people who did not know about their PEPs (Personal Education Plans);
- (i) 'we know that change of home, carer, social work or school can easily cause problems for a child or young person so we promised to do all we can to prevent



such changes unless they are absolutely necessary to keep the child or young person safe and well' continues to be awarded a red rating with only 17.4% of young people feeling stable and without changes, which is a 7% drop from 2013;

- (j) 'we will help them to achieve at school and elsewhere to the best of their ability' achieved a green rating following an 8% increase of children and young people who felt they were doing well or very well at school;
- (k) '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 well-being' only half of the respondents were in touch with their families as much as they wanted to be but satisfaction is growing regarding the ability to spend time with old friends;
- (l) 'we will help our children and young people to plan for and achieve successful journey into independent adulthood' achieved a green rating as 86.4% of young people were happy or very happy with the support they were receiving for their future;
- (m) the overall rating the way in which Nottingham city council is taking care of children in care and care leavers is rated as amber.

The following comments were made by the committee:

- (n) it's good to see that our young people in care are doing so well academically and are happy at school;
- (o) a change in social worker causes a huge problem for young people and as far as possible is avoided;
- (p) it's really important that young people are aware and understand that the advocacy service is available to them;
- (q) it's a concern that there are three red rated issues highlighted in the survey on topics which have been raised previously and for which every effort is made to resolve, as of yet, in the view of our children and young people in care, with little progress, but work will continue;
- (r) it is disappointing that so many young people do not feel they are living in the right place for them. The authority is trying to recruit more foster carers from within the city and we are aware that many young people want supported accommodation near to the city;
- (s) Nottingham is not alone in having difficulties retaining social workers, however measures are being taken to recruit and retain more social workers which will provide more stability for young people. This is not a problem solely for Nottingham and other authorities have similar issues.

## **RESOLVED**

- (1) for the findings of the survey and 'RAG' rating assessment results to be used to inform the strategic action plan (which the board endorsed) of the 2014-16**

**Children in Care and Care Leavers Strategy, with priority given to areas highlighted as red;**

- (2) to note that the Board recognises the hard work done by the Children in Care Council in the planning, delivery and analysis of the have your say survey, and acknowledges their vital role in the co-production of services across children's social care.**

**Corporate Parenting Panel – 20<sup>th</sup> July 2015**

<b>Title of paper:</b>	<b>Independent Reviewing Service Annual Report 2014 – 15</b>	
<b>Director(s)/ Corporate Director(s):</b>	Helen Blackman, Director – Children's Social Care, Vulnerable Children and Families. <a href="mailto:Helen.Blackman@nottinghamcity.gov.uk">Helen.Blackman@nottinghamcity.gov.uk</a>	<b>Wards affected: ALL</b>
<b>Report author(s) and contact details:</b>	<b>Stephen Harley – Principal Manager, Independent Reviewing Service</b> <a href="mailto:stephen.harley@nottinghamcity.gov.uk">stephen.harley@nottinghamcity.gov.uk</a> 0115 8764266	
<b>Other colleagues who have provided input:</b>	<b>Eve Hailwood – Principal Manager, Independent Reviewing Service</b> <a href="mailto:evelyn.hailwood@nottinghamcity.gov.uk">evelyn.hailwood@nottinghamcity.gov.uk</a> 0115 8764148	
<b>Date of consultation with Portfolio Holder(s) (if relevant)</b>	6 <sup>th</sup> July 2015	
<b>Relevant Council Plan Strategic Priority:</b>		
Cutting unemployment by a quarter		<input checked="" type="checkbox"/>
Cut crime and anti-social behaviour		<input checked="" 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 checked="" type="checkbox"/>
Deliver effective, value for money services to our citizens		<input checked="" type="checkbox"/>
<b>Summary of issues (including benefits to citizens/service users):</b>		
<p>The report summarises the work of the Independent Reviewing Service during the course of 2014 – 15. The service has three core functions, two of which directly relate to the Corporate Parenting function of the City Council:</p> <ul style="list-style-type: none"> <li>• Oversight of the implementation of the care plan for looked after children</li> <li>• Annual reviews of Foster Carers.</li> </ul>		
<b>Recommendation(s):</b>		
<b>1</b>	That Corporate Parenting Board members note the activity of Independent Reviewing Service over the 2014 – 15 financial year.	

## **1. REASONS FOR RECOMMENDATIONS**

1.1 The report from the Independent Reviewing Officer Service provides an important insight into the experience of highly vulnerable children and young people. It is also reported to the Nottingham City Safeguarding Children Board and will inform the Boards Annual report, which is a published document.

## **2. BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)**

2.1 The report summarises the work of the Independent Reviewing Service during the course of 2014/15. The service has three core functions

- Children looked after – The primary focus of the Independent Reviewing Officer (IRO) with Children Looked After is to critically examine and quality assure the Care Planning and interventions of the Local Authority in respect of each child or young person looked after. Central to this is ensuring that the child's wishes and feelings are given full consideration in planning and enabling by their role, improved outcomes. Work in this area is based on national guidance contained within the IRO Handbook.
- Child Protection – In this context IRO's chair Child Protection Conferences, which make decisions about whether children should or should not be subject to a protection plan. IROs also chair meetings which look at specific risks to children and young people, e.g. Child Sexual exploitation.
- Fostering – The role of the Independent Reviewing Officer (fostering) is to ensure that the Departments foster carers provide suitable care to Looked After Children and to a standard that meets or exceeds the Departments legal responsibilities.

2.2 The report provides an update on the key achievements during the course of the year. This includes

- Increased capacity in the service, albeit not all of which is permanently established
- Work with the Business Support Service to improve the administration of the unit
- Further work to embed Signs of Safety and the production of reports in a timely fashion
- Increase the use of monitoring of the IRO caseload to ensure a balanced distribution of the work]
- The introduction of a system to provide an overview of outcomes for looked after children

2.3 The report also identifies issues which require further attention and sets these out in an action plan (see appendix 1). Key issues in this plan are:

- Achieving compliance with the IRO handbook.
- Greater participation of children and young people in decision making and planning
- Improve performance evaluation and oversight to contribute to service improvement
- Ensure outcome focussed planning leading to timely interventions from children and young people.

**3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

3.1 None

**4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY/VAT)**

4.1 None

**5. RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS AND CRIME AND DISORDER ACT IMPLICATIONS)**

5.1 None

**6. EQUALITY IMPACT ASSESSMENT**

Has the equality impact been assessed?

Not needed (report does not contain proposals or financial decisions)

No

X

Yes – Equality Impact Assessment attached

Due regard should be given to the equality implications identified in the EIA.

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

7.1 None

**8. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

8.1 None

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Committed to improve

## IRO Service Plan for 2015 - 2016

### MAIN DRIVERS FOR THE SERVICE

1. Achieving IRO Handbook compliance
2. Greater participation of children and young people in decision making and planning
3. Improve performance evaluation and oversight to contribute service improvement
4. Produce outcome focused planning leading to timely intervention for children and young people

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### Achieving IRO Handbook compliance

Build upon and extend activity in areas that facilitate increased monitoring of cases and involvement ensuring improved critical challenge and each child progress is supported in a timely manner.

Action	Timescale	Evidence
1. For each review IRO's to continue to complete the IRO Handbook Tracker to assist in monitoring performance.	By December 2015	Analysis of the tracker on as part of the Quarterly Performance Report
2. Increase current performance by 70% percent in activity across all elements	By December 2015	Analysis of the tracker on as part of the Quarterly Performance Report



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### Greater participation of children and young people in decision making and planning

Whilst a sample consultation indicates service graded 4 out of 5 by children and young people. Greater participation and engagement meets the children's need identified by themselves.

Action	Timescale	Evidence
1. Automated letter sent to each Child upon entry to Care introducing their IRO and contact details	By July 2015	Template established and Business Support process established sending letters out.
2. Introduce feedback forms for the child or young person about their review	By August 2015	Template established and results tracked per review
3. Progress Permanent Recruitment of IRO's	By September 2015	Increased in Permanent staff allocated a consistent caseload
4. Develop a service protocol maintaining consistency where possible	By September 2015	Protocol produced and agreed, protocol implemented in managing allocation and how to manage cover.

### Improve performance evaluation and oversight to contribute service improvement

Systems and frameworks are now in place producing information for the three months in operation this needs to be consistently applied to ensure a total oversight of monitoring of all the Child in Care cohort.

Action	Timescale	Evidence
1. Maintenance of tracking tools across the year	Ongoing	Performance provided in detail via the Quarterly Performance Reports
2. Meet with NCSB to change the tool for more effective activity analysis	By September 2015	Agreed alternate tool in place by the end of September 2015





## Committed to improve

Produce outcome focused planning leading to timely intervention for children and young people

Work has started on adjusting service formats to focus upon outcome focused planning this to be completed and ensure the planning is embedded.

Action	Timescale	Evidence
1. Care Plan, LAC Review Report and LAC Minutes to be consistent in structure and outcome focused applying signs of safety structure.	BY June 15	Production and implementation of revised form formats supporting the agenda
2. Complete Audit of IRO's minutes to inform on consistency regarding the application of planning based on outcomes.	By July 15	Audit Report produced, guidance re standards produced to inform practice and presented at Team Meeting
3. Initiate Review Observations to examine the exploration of outcomes in meetings	Start by August 15 and complete October 15	Observation tool produced, completed forms held as part of supervision and discussed

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**ADDITIONAL INFORMATION**

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**Corporate Parenting Board Report 20<sup>th</sup> July 2015**

<b>Title of paper:</b>	<b>Pathway Planning</b>	
<b>Director(s)/ Corporate Director(s):</b>	Helen Blackman, Director – Children's Social Care, Vulnerable Children and Families. <a href="mailto:Helen.Blackman@nottinghamcity.gov.uk">Helen.Blackman@nottinghamcity.gov.uk</a>	<b>Wards affected: All</b>
<b>Report author(s) and contact details:</b>	<b>Sharon Clarke, Service Manager, Children in Care and Leaving Care Service</b> <a href="mailto:Sharon.clarke@nottinghamcity.gov.uk">Sharon.clarke@nottinghamcity.gov.uk</a> (0115) 8765032	
<b>Other colleagues who have provided input:</b>	Lynn Pearce (Senior Personal Advisor) <a href="mailto:lynn.pearce@nottinghamcity.gov.uk">lynn.pearce@nottinghamcity.gov.uk</a> (0115) 8762464  Alan Monaghan (Senior Personal Advisor) <a href="mailto:alan.monaghan@nottinghamcity.gov.uk">alan.monaghan@nottinghamcity.gov.uk</a> (0115) 8762508  Tina Thurley (Principal Analyst) <a href="mailto:tina.thurley@nottinghamcity.gov.uk">tina.thurley@nottinghamcity.gov.uk</a> (0115) 8764846	
<b>Date of consultation with Portfolio Holder(s) (if relevant)</b>	6 <sup>th</sup> July 2015	
<b>Relevant Council Plan Strategic Priority:</b>		
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"/>
<b>Summary of issues (including benefits to citizens/service users):</b>		
This report includes the current issues in relation to the legislative duties required by Nottingham City Council. It focuses on the work required by social workers and Personal Advisors in relation to the assessment, planning, implementation and reviews of Pathway Planning in order to ensure young people have a robust plan to aid transition into adulthood.		
<b>Recommendation(s):</b>		
<b>1</b>	The Board continues to support and understand the required duties of corporate parents in relation to Pathway Planning for children in care and Care Leavers.	

## **1. REASONS FOR RECOMMENDATIONS**

- 1.1 Nottingham City has a legislative duty to ensure all young people have a robust plan that is recorded and reviewed on their file.
- 1.2 Nottingham City implemented a new E-Pathway Plan to ensure plans are specific, measurable, achievable, realistic and timely. The new plans better measure outcomes and provided clear evidence of young people's wishes and feelings.

## **2. BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)**

- 2.1 In April 2011, guidance was issued by the Government to Local Authorities/ Agencies who provide services to Care Leavers. This was updated in May 2014 to include further duties in respect of Staying Put arrangements.
- 2.2 The updated guidance also included direction on providing young people access to their records, and further guidance in respect of Personal Advisors' assisting and supporting young people with access to training: "Young people do not need to have decided what education or training they would like to pursue. They can get in touch if they are wanting to pursue education or training and in such cases, the Personal Advisor should help the young person identify the best options suited to them" (3.56).
- 2.3 The main aim of this guidance is to ensure Care Leavers are provided with support so they can achieve.
- 2.4 For all young people, the transition to adulthood can be a turbulent time. However, the transition time can be eased by living with carers / parents until they are emotionally and / or financially ready. However, for young people leaving care, this may not be an option. Therefore, as corporate parents, we need to provide support for our Care Leavers in the same way as reasonable parents provide support for their own children.
- 2.5 It is the responsibility of the Local Authority to assess, plan, implement and review Pathway Plans, and support young people as they transition into adulthood. This applies irrespective of other services provided, e.g. if they are disabled, in custody or they are unaccompanied asylum seeking children (UASC).
- 2.6 The Children Act, 1979, requires that a Pathway Plan must be prepared for all eligible children and continued for all Relevant and Former Relevant Children.

The Pathway Plan is derived from their Care Plan and sets out the necessary actions to be taken by the Local Authority, the young person, their carers and agencies so that each young person has an individual plan that provides them with the services required to support a successful transition to adulthood.

- 2.7 The new E-Pathway Plan addresses the requirements of the Act. It includes:
  - Young person's health and development

- Education, training and employment
- Contact, supports and networks
- Young person's financial capabilities and money-management capacity
- Young person's views
- Input from parent / carers, providers of housing, Personal Advisor, health, education and Independent Reviewing Officer (IRO)

2.8 Young people leaving care will have a Health Passport (referred to as Important Health Information) which will give their full medical history in consultation with a Looked After Nurse, if the young person wishes to co-operate.

2.9 The Care Leavers' team employ a qualified social worker who acts as a dedicated Transitions Worker to work with young people, Adult Services, Carers, Social Workers and Personal Advisors to input into Pathway Planning for young people who require adult services or further support in their transition.

The Disabled Children's Team retain responsibility for formulating Pathway Planning on their caseload.

2.10 Unaccompanied asylum seeking children have both a leaving care and immigration status which means Pathway Planning can be complex. This requires a triple planning model, i.e. planning for young people to remain in the UK; for those who have been refused permission to remain; and those who may want to return to their country of origin.

Nottingham City Council have a legal duty to support UASC young people post 18 who are in an appeal regarding their immigration status. These duties include the allocation of a Personal Advisor, providing accommodation and financial support.

2.11 The LASPO (Legal Aid, Sentencing and Punishment of Offenders) Act 2012 means Nottingham City Council has a legal duty to extend Looked After status to all young people remanded into custody. Therefore, once eligible, there is an expectation these young people have a Pathway Plan.

2.12 All young people, from 15 <sup>3</sup>/<sub>4</sub> years of age, are required to have a Pathway Plan up until they are 18 years of age. These are formulated, implemented and reviewed by their allocated social workers. Post 18 Care Leavers are allocated a Personal Advisor who is then the key professional responsible for the continuation and review of the young people's Pathway Plans up until they are 21, or 24 if in full-time education.

2.13 Performance in respect of Pathway Plans has remained a challenge in ensuring all young people have a compliant and authorised Pathway Plan, which incorporate the views of the Personal Advisor. Despite challenges, much work has been undertaken to ensure good performance is maintained and poor performance is improved.

2.14 This is illustrated in our year to date (July 2015) performance figures, see Appendix 1. Performance is broken down according the legal definitions of our young person (i.e. eligible, relevant and former relevant) and measures performance against the percentage of young people who have

(a) ever had a Pathway Plan commenced

(b) had a Pathway Plan commenced in the last 6 months

(c) ever had a Pathway Plan completed and authorised in the preceding 6 months

2.15 Performance has either improved or good performance has been maintained in all areas over the last 12 month.

2.16 Monthly Performance Reports are produced by the Analysis and Insight Team to monitor and provide a tool for improving performance. A tracker has also been devised to enable an alert to social workers, PA's to inform them when a Review Pathway Plan is required

### **3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

3.1 None

### **4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY/VAT)**

4.1 None

### **5. RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS AND CRIME AND DISORDER ACT IMPLICATIONS)**

None

### **6. EQUALITY IMPACT ASSESSMENT**

Has the equality impact been assessed?

Not needed (report does not contain proposals or financial decisions)

No

Yes – Equality Impact Assessment attached

Due regard should be given to the equality implications identified in the EIA.

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

None

### **8. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

8.1 Leaving Care Act (2000)  
<http://www.legislation.gov.uk/ukpga/2000/35/contents>

8.2 The Children Act 1989 Guidance and Regulations – Volume 3: Planning Transitions to Adulthood for Care Leavers (2010)  
[https://www.princes-trust.org.uk/pdf/PS\\_The%20Children%20Act\\_Nov2012a.pdf](https://www.princes-trust.org.uk/pdf/PS_The%20Children%20Act_Nov2012a.pdf)

The indicator 'Percentage of [cohort] CiC who have ever had a PWP completed and authorised' has been replaced by 'Percentage of [cohort] CiC who have had a PWP completed and authorised in the preceding 6 months'. This is to ensure we can monitor compliancy in regards to timely 6 month reviews of pathway plans.

**ELIGIBLE CYP**

**Definition:** The Children (Leaving Care) Act 2000 defines an eligible young person as one who is aged 16 or 17, who has been looked after by the local authority for a total of 13 weeks since the age of 14, and remains looked after.

	03/07/14	05/08/14	03/09/14	08/10/14	11/11/14	09/12/14	06/01/15	09/02/15	15/03/15	06/04/15	10/05/15	12/06/15	06/07/15	Inc/Dec on Prev Mth
Total number of <b>Eligible CiC</b> Number aged under 16 1/4	140 21	140 20	138 22	141 22	138 19	137 21	137 21	139 26	137 23	135 20	130 21	131 21	134 20	
Percentage of <b>Eligible CiC</b> who have ever had a PWP assessment commenced	96.4%	95.0%	94.2%	93.6%	92.0%	90.5%	89.1%	89.2%	92.7%	94.1%	96.2%	95.4%	97.0%	
Percentage of <b>Eligible CiC</b> who have had a PWP commenced in the last 6 months	68.1%	65.0%	73.3%	69.7%	68.9%	60.3%	58.6%	60.2%	67.5%	86.1%	83.5%	85.5%	93.9%	
<b>*NEW*</b> Percentage of <b>Eligible CiC</b> who have ever had a PWP completed and authorised in the preceding 6 months				45.4%	44.5%	41.4%	47.4%	50.4%	56.1%	68.7%	72.5%	61.8%	68.4%	

**RELEVANT CYP**

**Definition:** The Children (Leaving Care) Act 2000 defines a relevant young person as aged 16 or 17 who has already left care, and who was looked after for (a total of) at least 13 weeks from the age of 14, and has been looked after at some time while 16 or 17.

	03/07/14	05/08/14	03/09/14	08/10/14	11/11/14	09/12/14	06/01/15	09/02/15	15/03/15	06/04/15	10/05/15	12/06/15	06/07/15	Inc/Dec on Prev Mth
Total number of <b>Relevant CYP</b> Number aged under 16 1/4	13 0	12 0	15 0	14 1	15 0	15 0	16 1	15 0	15 0	13 0	12 0	12 0	9 0	
Percentage of <b>Relevant CYP</b> who have ever had a PWP assessment commenced	100.0%	100.0%	100.0%	92.9%	93.3%	93.3%	93.8%	93.3%	93.3%	92.3%	100.0%	91.7%	100.0%	
Percentage of <b>Relevant CYP</b> who have had a PWP commenced in the last 6 months	76.9%	58.3%	66.7%	84.6%	80.0%	60.0%	60.0%	60.0%	73.3%	84.6%	100.0%	91.7%	88.9%	
<b>*NEW*</b> Percentage of <b>Relevant CiC</b> who have ever had a PWP completed and authorised in the preceding 6 months				76.9%	66.7%	60.0%	53.3%	53.3%	46.7%	38.5%	66.7%	75.0%	77.8%	

**FORMER RELEVANT CYP**

**Definition:** The Children (Leaving Care) Act 2000 defines former relevant young person as aged 18 – 21 who has been an eligible and/or relevant CYP. They will have been looked after by a Local Authority either through a compulsory Care Order or remanded or accommodated by voluntary agreement including accommodation under section 20 of the Children Act.

	03/07/14	05/08/14	03/09/14	08/10/14	11/11/14	09/12/14	06/01/15	09/02/15	15/03/15	06/04/15	10/05/15	12/06/15	06/07/15	Inc/Dec on Prev Mth
Total number of <b>Former Relevant CYP</b>	201	203	201	201	202	198	196	201	203	206	209	204	204	
Percentage of <b>Former Relevant CYP</b> who have ever had a PWP assessment commenced	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Percentage of <b>Former Relevant CYP</b> who have had a PWP commenced in the last 6 months	84.6%	87.7%	87.1%	82.1%	77.2%	83.8%	74.0%	78.1%	84.7%	83.0%	86.6%	89.7%	100.0%	
<b>*NEW*</b> Percentage of <b>Former Relevant CiC</b> who have ever had a PWP completed and authorised in the preceding 6 months				49.8%	59.4%	63.1%	60.7%	59.2%	59.1%	61.2%	59.8%	65.7%	84.3%	

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## Corporate Parenting Board Reporting Schedule: Forward Planner 2015 - 2016

Report (Corresponding Strategic Priority Statement (SPS))	Report Lead	Corporate Parenting Board
<ul style="list-style-type: none"> <li>▪ Quality Assurance Visits of Regulated and Non-regulated Residential Provision</li> <li>▪ Have Your Say Survey Result Summary</li> <li>▪ Performance Report (Q3 and Q4 2014/15)</li> <li>▪ Children in Care Council (Verbal Update)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Kay Sutt</li> <li>▪ Kwesi Williams</li> <li>▪ Steve Comb</li> <li>▪ Kwesi Williams</li> </ul>	1 <sup>st</sup> June 2015
<ul style="list-style-type: none"> <li>▪ Independent Reviewing Officer Service Annual Report (3)</li> <li>▪ Pathway Planning (3)</li> <li>▪ Children in Care Council</li> <li>▪ Apprentice Scheme (Verbal Update)</li> <li>▪ Children In Care Council (Verbal Update)</li> <li>▪ Virtual School Governing Body (Verbal Update)</li> <li>▪ Report Forward Planner</li> </ul>	<ul style="list-style-type: none"> <li>▪ Clive Chambers</li> <li>▪ Sharon Clarke</li> <li>▪ Jon Rea</li> <li>▪ Evonne Rogers</li> </ul>	20 <sup>th</sup> July 2015
<ul style="list-style-type: none"> <li>▪ Children in Care Placements(2)</li> <li>▪ Care Leavers Annual Report (4)(5)</li> <li>▪ Fostering and Adoption Panel Chairs Report</li> <li>▪ Advocacy and Independent Visitor Annual Report</li> <li>▪ Complaints Service Report</li> <li>▪ Children in Care Council (Verbal Update)</li> <li>▪ Report Forward Planner</li> </ul>	<ul style="list-style-type: none"> <li>▪ Anne Partington</li> <li>▪ Sharon Clarke</li> <li>▪ Sonia Cain</li> <li>▪ Paul Clark</li> <li>▪ Patrick Skeet</li> <li>▪ Jon Rea</li> </ul>	21 <sup>st</sup> September 2015
<ul style="list-style-type: none"> <li>▪ Educational Attainment of Children in Care (4)</li> <li>▪ Emotional Health (1)</li> <li>▪ Statement of Purpose Fostering Service and Adoption Agency</li> <li>▪ Adoption and Permanency (2)</li> <li>▪ Performance Report (Q1 and Q2 2015/16)</li> <li>▪ Children in Care Council (Verbal Update)</li> <li>▪ Report Forward Planner</li> </ul>	<ul style="list-style-type: none"> <li>▪ Malcolm Wilson</li> <li>▪ Tania Mcdonald</li> <li>▪ Sonia Cain</li> <li>▪ Sonia Cain, Sharon Clarke</li> <li>▪ Steve Comb</li> <li>▪ Jon Rea</li> </ul>	16 <sup>th</sup> November 2015

Report (Corresponding Strategic Priority Statement (SPS))	Report Lead	Corporate Parenting Board
<ul style="list-style-type: none"> <li>▪ Fostering and Adoption Panel Chairs Update</li> <li>▪ Child Sexual Exploitation and Grooming (1)</li> <li>▪ NCSCB Missings Update Report</li> <li>▪ Reducing Offending Behaviour (6)</li> <li>▪ Children in Care Council (Verbal Update)</li> <li>▪ Report Forward Planner</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sonia Cain</li> <li>▪ Caroline Riley</li> <li>▪ To be identified</li> <li>▪ Sam Flint, Natalie Pink</li> <li>▪ Jon Rea</li> </ul>	18 <sup>th</sup> January 2016
<ul style="list-style-type: none"> <li>▪ Physical Health (1)</li> <li>▪ Edge of Care Provision</li> <li>▪ Children in Care and Care Leavers Strategy Review</li> <li>▪ Children in Care Council (Verbal Update)</li> <li>▪ Report Forward Planner</li> </ul>	<ul style="list-style-type: none"> <li>▪ Amanda Edmonds</li> <li>▪ Kay Sutt</li> <li>▪ Steve Comb</li> <li>▪ Jon Rea</li> </ul>	21 <sup>st</sup> March 2016

- **SPS 1: Health**
- **SPS 2: Permanency**
- **SPS 3: Resilience and Independence**
- **SPS 4: Educational Attainment**
- **SPS 5: Suitable Accommodation**
- **SPS 6: Reducing Offending Behaviour**