

# Action Plan

## SPS1 – HEALTH

To improve the physical and emotional health, and well-being of children in care. This includes the timely completion of health checks, dental checks, Strength and Difficulties Questionnaires and immunisations. In addition, we will to reduce young pregnancy and substance misuse.

What We've Done So Far	What We Plan To Do Next
<ol style="list-style-type: none"> <li>1. We ensure children over the age of two years are registered with a dentist.</li> <li>2. We ensure children have appropriate and timely health checks.</li> <li>3. We ensure children have appropriate and timely immunisation.</li> <li>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.</li> <li>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.</li> <li>6. The CAMHS team scrutinises the process for managing the completion of the Strengths and Difficulties Questionnaire and to actively addressed issues where necessary</li> <li>7. We ensure appropriate sex &amp; relationships support &amp; advice is available to young people.</li> <li>8. Residential staff work to ensure children and young people in their care are educated in the dangers of substance misuse.</li> <li>9. We have implemented a referral pathway between Compass and General Practitioners (GPs). The implantation of the programme is being supplemented by ongoing training of GPs.</li> </ol>	<ol style="list-style-type: none"> <li>1. To ensure that children and young people have access to dedicated CAMHS support tailored to their needs by the end of June 2014.</li> <li>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.</li> <li>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.</li> <li>4. The content of the substance misuse screening tools will be agreed between Compass and Commissioners by the end May 2014.</li> <li>5. To identify ways in which we can ensure our young people are prepared for healthy relationships considering the impact of domestic violence, loss and trauma by the end of September 2014.</li> <li>6. To establish if there is a need for a parenting programme for care leavers by the end of August 2014.</li> </ol>

## SPS2 – PERMANENCY

**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**

<b>What We've Done So Far</b>	<b>What We Plan To Do Next</b>
<ol style="list-style-type: none"> <li>1. Place children in a placement that best meets their needs.</li> <li>2. We monitor the progress of children in the adoption process to help ensure children are adopted in a timely manner.</li> <li>3. Adoption Placement Advisors (APAs) work closely with social workers to actively seek appropriate placements for children in the adoption process.</li> <li>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.</li> <li>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.</li> <li>6. We closely monitor information on the quality and outcomes of placements.</li> <li>7. We regularly convene Placement and Permanency Panels.</li> <li>8. We closely monitor the placements of children placed outside the authority.</li> <li>9. We seek the views of young people when carrying out our statutory visits.</li> <li>10. We hold Strategy Meetings for all young people in care who go missing.</li> </ol>	<ol style="list-style-type: none"> <li>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 March 2014.</li> <li>2. By the end of May 2014 IROs will chair and review Child Sexual Exploitation Strategy Meetings to ensure robust plans are in place to safeguard young people.</li> <li>3. To develop a subgroup of the CSECAG (Child Sexual Exploitation Cross Authority Group) that will provide additional information by the end of May 2014.</li> <li>4. Work to procure regional framework of quality placements by April 2015.</li> </ol>

## SPS3 – RESILIENCE AND INDEPENDANCE

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
<ol style="list-style-type: none"> <li>1. We encouraged young people to attend meetings that affect them.</li> <li>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.</li> <li>3. We encouraged and prepare young people to chair meetings that affect them.</li> <li>4. IROs meet with children and young people both before and between reviews will be embedded by the January</li> <li>5. We convene monthly Children in Care Council (CiCC) meetings who are consulted on service developments their support.</li> <li>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.</li> <li>7. We monitor the completion &amp; quality of Pathway Plans.</li> <li>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.</li> <li>9. Every care leaver has an allocated Personal Advisor who will support them until they reach 21 years (or 25 years if in education).</li> <li>10. We complete statutory visits to care leavers.</li> <li>11. We refer young people to our pre-employability programme (RISE) and also through our Economic Development Team onto apprenticeships and employment opportunities.</li> <li>12. We work closely with the Futures Service to identify opportunities for young people.</li> <li>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</li> </ol>	<ol style="list-style-type: none"> <li>1. 'Your IRO' leaflet to be distributed to children and young people in care by the end of April 2014.</li> <li>2. By the end of March 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.</li> <li>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.</li> <li>4. To develop a system through which children in care and care leavers can access identified work experience and volunteering opportunities. The system through which this is achieved will be embedded by the end of December 2014.</li> </ol>

## SPS4 – EDUCATIONAL ATTAINMENT

To improve the educational attainment of children in care and ensure care leavers engage in employment, education or training, including voluntary and work experience opportunities.

What We've Done So Far	What We Plan To Do Next
<ol style="list-style-type: none"> <li>1. We closely monitor the completion and implementation of Personal Education Plans (PEPs).</li> <li>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.</li> <li>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.</li> <li>4. We are working to ensure that school admission of children happens in 20 days or less.</li> <li>5. We monitor school attendance of children on a weekly basis.</li> <li>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.</li> <li>7. We monitor and challenge the use of the Pupil Premium and support schools to commission appropriate services</li> <li>8. Local authority and partners apprenticeship programme for care leavers.</li> <li>9. We have made available a range of activities that will enhance educational outcomes e.g. Duke of Edinburgh, Sports Leadership, homework support and one-to-one tuition.</li> <li>10. We have an Education Progress Grant allocation process in place that clearly identifies educational outcomes. An agreed process has been embedded.</li> </ol>	<ol style="list-style-type: none"> <li>1. IROs will ensure that PEPs are discussed and presented at each LAC review. This will be implemented by the end of May 2014.</li> <li>2. We are exploring if PEPs could be incorporated into our CareFirst system which will allow closer monitoring of educational plans and provision. This will be completed by the end of June 2014.</li> <li>3. To increase the capacity of the Virtual School team end of July 2014.</li> <li>4. To develop a system through which children in care and care leavers can access identified work experience and volunteering opportunities. The system through which this is achieved will be embedded by the end of December 2014.</li> </ol>

# SPS5 – 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
<ol style="list-style-type: none"> <li>1. Compass Workers signpost young people to appropriate support agencies into education and employment e.g. Futures</li> <li>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.</li> <li>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.</li> <li>4. We ensure young people who are seeking housing within the city area are prioritised following a recommendation to Nottingham City Homes (NCH).</li> <li>5. Monthly meetings are held with NCH to ensure support and housing issues are addressed.</li> <li>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.</li> <li>7. Support and guidance is provided through contingencies identified within the pathway plan e.g. Housing Aid.</li> <li>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.</li> <li>9. We will continue to work with NCH, Housing Aid and other housing providers to ensure our care leavers have access to suitable accommodation.</li> </ol>	<ol style="list-style-type: none"> <li>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.</li> <li>2. We will implement our Independent Living Skills Programme for all children, including those placed with external providers by the end of September 2014.</li> <li>3. We will review and promote our Staying Put Scheme by the end of May 2014.</li> <li>4. We will review the placement strategy for NCC and a new framework will in place by end of March 2015.</li> </ol>

# SPS6 – OFFENDING BEHAVIOUR

To reduce offending behaviour through strong collaborative partnership work.

What We've Done So Far	What We Plan To Do Next
<ol style="list-style-type: none"> <li>1. We have a dedicated Children in Care Police Officer (CiCPO) whose expertise and service we will continue to use.</li> <li>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.</li> <li>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.</li> <li>4. We use Restorative Justice (RJ) and provide training on RJ to staff and external providers.</li> <li>5. We are currently trying to establish if low level sexual offending can be dealt with by means of RJ.</li> <li>6. We offer training regarding reducing the risk of Sexual Exploitation to staff and external providers.</li> <li>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.</li> <li>8. We use an eight-point checklist that ensures all other strategies have been exhausted before a young person is 'criminalised'.</li> <li>9. We hold bi-monthly Concerns Network meetings where low level sexual exploitation concerns are shared and addressed.</li> </ol>	<ol style="list-style-type: none"> <li>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</li> <li>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.</li> <li>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.</li> </ol>