

CARE LEAVERS STRATEGIC PLAN

2017 – 2019

Priority	What needs to be done?	What does success look like?	When does this need to be done by?	Who is the lead for this?
1. Corporate Parenting Responsibilities				
1.1. Developing the Care Leavers Contract	<ul style="list-style-type: none"> Worcestershire's Local Offer and Pledge was launched in October 2016. This needs to be re-launched as the Care Leavers Contract This will include details of services and help every care leaver can expect from the county council and partners It will also include what support is available for care leavers who go into further or higher education can expect (such as bursaries and help with accommodation) The Setting Up Home Grant (SUHG) was increased to £1,500 in 2016. This is being increased We will sign up to the national Care Leavers Charter 	<ul style="list-style-type: none"> Care Leavers Contract agreed and launched Care Leavers are informed about the range of receive services available and receive this help SUHG to be increased to £2,000 in April 2017 Worcestershire signed up to the national Charter 	<p>Care Leavers Contract launched in April 2017</p> <p>SUHG increased from April 2017</p> <p>National Charter signed in April 2017</p>	<p>Stuart Watkins / Jake Shaw / Corporate Parenting Board / Adult Social Care / local Housing Providers / Department for Work and Pensions / Health</p>
1.2. Strengthening the	<ul style="list-style-type: none"> Develop a Corporate Parenting 	<ul style="list-style-type: none"> Corporate 	<p>April 2017</p>	<p>Corporate</p>

<p>Corporate Parenting Board's oversight of care leavers provision and outcomes</p>	<p>Pledge that members, officers and other partners can sign up to. This will ensure that all understand what being a corporate parent means</p> <ul style="list-style-type: none"> • Corporate Parenting Training to be rolled out to all members, officers and partners • The CPB to oversee the implementation of the Care Leavers Strategy • To receive regular updates on the effectiveness of provision for care leavers 	<p>Parenting Pledge signed and all using this</p> <ul style="list-style-type: none"> • Training Programme in place and partners attending • CPB receives progress reports and holds all to account for the effectiveness of the Care Leavers Strategy Looked After Children and Care Leavers are active members of the CPB 	<p>June 2017</p> <p>Six monthly</p>	<p>Parenting Board / Worcestershire County Council / local Housing Providers / Department for Work and Pensions / Health / Care Leavers</p>
<p>2. Developing the Care Leavers Service</p>	<p>What needs to be done?</p>	<p>What does success look like?</p>	<p>When does this need to be done by?</p>	<p>Who is the lead for this?</p>
<p>2.1. Allocate a Personal Advisor to all eligible care leavers when they reach 16</p>	<ul style="list-style-type: none"> • Introduce a Practice Lead role. Part of their role will be to ensure all eligible young people have a Pathway Plan Assessment and robust Pathway Plan by their 16th birthday • Personal Advisors to be allocated when a YP reaches 16.5 or when they become eligible if later • Start sooner, build up the relationship earlier so by time YP 	<ul style="list-style-type: none"> • Practice Lead appointed and in post • All eligible young people have an up to date Pathway Plan • All eligible young people have a Personal Advisor 	<p>April 2017</p> <p>April 2017</p> <p>May 2017</p>	<p>Stuart Watkins / Sam Thornton / Zarina Goodwin</p>

	<ul style="list-style-type: none"> Working Agreement to be devised to set out social worker and PA roles and responsibilities 	<ul style="list-style-type: none"> by the time they are 16.5 Roles and responsibilities clearly defined 		Justine Bishop / Rachel Betteridge / Carol Stewart
2.2. Reduce Personal Advisor caseloads to 20 - 22	<ul style="list-style-type: none"> Currently about 28 too high Additional resources are being provided for up to 8 extra PAs. Once appointed this will significantly reduce the number of Care Leavers each worker supports and provide the additional capacity to allocate YP at an earlier age PA support no more than 20 – 22 care leavers Consider appointing Peer Mentors and a Volunteer Coordinator Develop a Practice Lead role to oversee the monitoring and tracking of provision for all care leavers Work alongside allocated worker – co-worker 	<ul style="list-style-type: none"> All new posts are appointed to No PA has a caseload greater than 22 young people The service is in touch with all care leavers Statutory visits are all on time 	<p>May 2017</p> <p>May 2017</p> <p>May 2017</p> <p>April 2017</p>	Sam Thornton / Zarina Goodwin / Stuart Watkins
3. Improving Pathway Planning	What needs to be done?	What does success look like?	When does this need to be done by?	Who is the lead for this?
3.1. Improving the Effectiveness of Pathway Planning	<ul style="list-style-type: none"> A new more task-focused Pathway Plan is being developed. Ensure that social care teams complete comprehensive pathway plans on time and that these inform planning for eligible young people 	<ul style="list-style-type: none"> New Pathway Plan implemented All Care Leavers have an up to date Pathway Plan Assessment, Risk 	<p>April 2017</p> <p>May 2017</p>	Sam Thornton / Zarina Goodwin / Justine Bishop / Senior IRO

	<ul style="list-style-type: none"> • Pathway Plan Training is provided for all relevant professionals • The role of IRO needs to be strengthened to ensure that all young people have effective Pathway Plans 	Assessment and Pathway Plan which ensures that young people are properly prepared for adulthood		
3.2. Preparing young people for independence	<ul style="list-style-type: none"> • Training to be provided for Foster Carers, Residential Workers, Education professional and social workers to help them to understand what they need to do to prepare young people for independence • Consider training programme for agency residential homes • Commission 'training accommodation' to enable YP to experience living on their own for short periods prior to actually leaving care • Provide drop-in facilities for care leavers where they can meet with their Personal Advisor, make a drink, use the internet and do their washing • Work with IROs to ensure that preparing young people for independence is a key focus of their care plan. • Submit expression of interest to Children's Social Care innovation Programme to test the use of social investment to improve support for care leavers • Consider using to provide volunteers 	<ul style="list-style-type: none"> • A Care Leaver Training programme is available for workers across agencies and carers • A range of accommodation training facilities are in place for young people so that they can experience brief periods of caring for themselves • EOI submitted and accepted. • Full bid being worked up 	<p>June 2017</p> <p>June 2017</p> <p>February 2017</p> <p>March 2017</p>	<p>Sam Thornton / Zarina Goodwin / Justine Bishop / Senior IRO</p> <p>St Basil's and</p>

	for care leavers to address NEET and provide accommodation support			YMCA
3.3. Tracking and Monitoring System for all eligible young people	<ul style="list-style-type: none"> • A Tracking System for all eligible young people aged 16 plus is being developed to improve oversight and planning for all eligible young people • This will link into existing data collected by the Post 16 Participation and Tracking Team in the IYSS system which tracks all Year 11 to Year 13 young people resident in Worcestershire and provides monthly reports to the DfE. The team also has access to sources of data that could provide information on older individuals or individuals no longer resident in Worcestershire as well. • All eligible young people have an effective Personal Education Plan post 16 	<ul style="list-style-type: none"> • Good quality management information is available for all eligible, relevant and former relevant young people • EPEP tracks all eligible young people up to the age of 18 	<p>March 2017</p> <p>May 2017</p>	<p>Sam Thornton / Zarina Goodwin / Gwen Fennell</p>
4. Ensuring all care leavers have suitable accommodation	What needs to be done?	What does success look like?	When does this need to be done by?	Who is the lead for this?
4.1. Preventing care leaver homelessness	<ul style="list-style-type: none"> • Some care leavers have ended up in B&B as no other accommodation was available. We will work with the local housing providers to prevent this happening. • Safe Base / Crash Pad emergency accommodation to be used for care leavers who are at immediate risk of 	<ul style="list-style-type: none"> • The county council does not place any young person in B&B • Safe Base / Crash Pad facilities in place to prevent 	<p>Immediate</p> <p>July 2017</p>	<p>Stuart Watkins / 6 District Councils / Debbie Herbert</p>

	<p>becoming homeless</p> <ul style="list-style-type: none"> • More vulnerable care leavers will be encouraged to remain in supported accommodation until they are much older (i.e. beyond 19) • Work will be undertaken with the local Housing Providers and Housing Associations to put in place plans to prevent care leavers becoming homeless • Jointly recommission Floating Support for young people in rented properties 	<p>the use of B&B</p> <ul style="list-style-type: none"> • Vulnerable care leavers remaining in more suitable accommodation for longer (i.e. up to 21 in some instances) 	<p>May 2017</p>	
4.2. Expanding Staying Put provision	<ul style="list-style-type: none"> • Make Staying Put the expectation for all looked after young people • Review the Staying Put financial arrangements to ensure that these provide sufficient incentive for foster carers 	<ul style="list-style-type: none"> • Most young people who are in foster care remain with their ex-carers under a staying put arrangement • New Staying Put guidance in place 	<p>April 2017</p> <p>May 2017</p>	<p>Stuart Watkins / Barbara Carter / Senior IRO</p>
4.3. Review Independent Living accommodation	<ul style="list-style-type: none"> • Most 16 year olds will not be ready for Independent Living. In instances where this is being considered there must be a detailed assessment that demonstrates that this is right for the young person and takes into account their views and wishes • Review the current age-range for in-house independent living accommodation and consider moving 	<ul style="list-style-type: none"> • A range of internal and externally provided accommodation is available that meets the support needs of care leavers up to the age of 21 	<p>April 2017</p>	<p>Justine Bishop / Rachel Betteridge / Stuart Watkins / Department for Work and Pensions / Placement Team / Debbie Herbert</p>

	<p>this up to 19 or possibly 21</p> <ul style="list-style-type: none"> Once 18 young people will need to pay rent on their accommodation and claim benefits if not working Develop summer independence camps (possibly using university accommodation) Outreach to provide transitional support for care leavers when they leave independent living. This service could be funded through rent income Review the use of external independent living accommodation to ensure that young people receive the same level of service 11 additional units of accommodation are being actively sought 	<ul style="list-style-type: none"> Agreement with Housing and DWP that care leavers can claim Housing Benefit once they are 18 Revised framework in place New units operational 	<p>April 2017</p> <p>Summer 2018</p> <p>Immediate</p> <p>May 2017</p> <p>June 2017</p>	
4.4. Recommission Supported Lodgings	<ul style="list-style-type: none"> To review current Supported Lodgings contracts to ensure they are able to provide this up to the age of 21 Review current level of provision and consider commissioning additional accommodation 	<ul style="list-style-type: none"> Current provider contracts extended to 21 Recommission supported lodgings to enable more care leavers up to remain with their carers until they reach the age of 21 	<p>Completed December 2016</p> <p>September 2017</p>	<p>Stuart Watkins / Justine Bishop / Placements Team</p>
4.5. Staying Close	<ul style="list-style-type: none"> Once the DfE announce the details to explore the possibility of implementing 	<ul style="list-style-type: none"> Young people in residential care 	<p>TBC.</p> <p>Dependent on</p>	<p>Stuart Watkins / Steve</p>

	<p>this locally</p> <ul style="list-style-type: none"> • This will require agreement with the local housing providers to maintain the young person's local connection and eligibility for social housing 	<p>have the choice of staying close accommodation near to their current children's home</p>	<p>DfE announcement</p>	<p>Orchard / Jake Shaw / District Councils</p>
5. Health and Emotional Wellbeing	What needs to be done?	What does success look like?	When does this need to be done by?	Who is the lead for this?
5.1. Improve the Health and Wellbeing of care leavers	<ul style="list-style-type: none"> • There is a need for targeted Health Worker input for eligible young people • Targeting CAMHS to meet the specific mental health needs of care leavers • All eligible and relevant young people to have an up to date health Assessment • Reintroduce a Health Passport for all care leavers • Work closely with Adult Services, CAMHS and AMHS to close gaps and improve transitions between CAMHS and Adult Mental Health • Develop proposals for Prevent / 'Breaking the Cycle' approach for care leavers who are not able to care for their own children with the aim of 	<ul style="list-style-type: none"> • Care leavers receive the physical health and mental health services they need when they need them • 16+ and Transitions Nurse role to be re-introduced • For those care leavers who need adult services, that there is a smooth and seamless transition at 18 • Proposals to be worked up 	<p>March 2017</p> <p>March 2017</p> <p>May 2017</p> <p>September 2017</p> <p>September 2017</p>	<p>Stuart Watkins / Liz Altay / Children's Commissioners</p>

	enabling more to be successful parents			
6. Education, Employment and Training (EET)	What needs to be done?	What does success look like?	When does this need to be done by?	Who is the lead for this?
6.1. Young People Not in Employment, Education and Training	<ul style="list-style-type: none"> • Consider expanding of the Virtual School Head responsibility for care leavers • Work with the NEET Strategy team to develop proactive strategy and delivery plan for Education and Careers planning for young people in care • Review current Care Leavers Education and Careers Planning service to young people. • Consider the need for Education / NEET Mentor role within the Care Leaver Service • Consider having Personal Education Plans post 18 if the young person agrees • Make pathways and support mechanisms clearer to Social work teams including Care leavers • Provide full Staff training on Education and Careers Planning for Care leavers team • Care leavers team to attend Careers and Education Conference in Worcestershire on annual basis • Care leavers team managers to 	<ul style="list-style-type: none"> • Care leavers have a range of suitable education, employment and training options • Most care leavers are in Employment, Education and training • Fewer Worcestershire care leavers are NEET • Target to be set 	April 2017	Stuart Watkins / Virtual School Head / Carys Ingham / Zarina Goodwin / Sam Thornton / Steve Larkin / Kim Wattie / Judy Chadwick

	<p>attend and where appropriate invite Care Leavers to attend Worcestershire annual skills show.</p> <ul style="list-style-type: none"> • Consider strategies to improve liaison between Schools Careers Advisers and Personal Advisers to ensure young people in care have better EET options. • Consider the development of a Careers Passport • Work with WCC Learning and Development teams to implement an apprenticeship programme for care leavers as well as other WCC connected organisations such as :- <ul style="list-style-type: none"> ○ Green Fingers ○ Liberata ○ Districts ○ Suppliers to WCC • Consider need for a summer school working with Care leavers before leaving school offering employability, careers support and other key skills for young people. Consider incentivising attendance 			
7. Transitions	What needs to be done?	What does success look like?	When does this need to be done by?	Who is the lead for this?
7.1. Transition into Adult Social Care provision	<ul style="list-style-type: none"> • Work with all Adult Services that affect Care Leavers to ensure that assessments take place in a timely manner so there is a smooth 	<ul style="list-style-type: none"> • There is no disruption to the services care leavers need when 	March 2018	Stuart Watkins / Adult Social Care / DC and DCS /

	transition	they reach the age of 18 <ul style="list-style-type: none">• The transition to adult services is smooth and seamless		CAMHS and AMHS / YAT
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