

Worcestershire County Council

# Agenda

## Corporate Parenting Board

**Thursday, 7 June 2018, 2.00 pm**  
**County Hall, Worcester**

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## **Corporate Parenting Board**

### **Thursday, 7 June 2018, 2.00 pm, County Hall, Worcester**

**Membership:** Mr A C Roberts (Chairman), Ms P A Hill, Mrs L C Hodgson, Dr C Hotham, Cllr Mike Johnson, Mrs F M Oborski, Cllr. Gerry O'Donnell, Mrs J A Potter, Cllr Gareth Prosser, Cllr Margaret Sherrey, Cllr Juliet Smith and Cllr David Watkins

### **Agenda**

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All the above reports and supporting information can be accessed via the Council's website

Date of Issue: Friday, 25 May 2018

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## Corporate Parenting Board

Thursday, 22 March 2018, County Hall, Worcester - 2.00 pm

### Minutes

**Present:**

Mr A C Roberts (Chairman), Cllr Joe Baker, Ms P A Hill, Mrs L C Hodgson, Dr C Hotham, Mrs F M Oborski, Mrs J A Potter and Mr David Watkins

**Also attended:**

Adam Benkalai, Justine Bishop, Thomas Bourne, Sally Branchflower, Rhys Davis, Victoria Hylan, James McDonald, Selena Rawicz, Celena Rossano, Tina Russell, Elaine Salter, Jake Shaw, Richard Stevenson, Hannah Whittle

**127 Apologies**

Apologies were received from Marc Bayliss, Nicky Gale and Margaret Sherrey.

**128 Confirmation of the Minutes**

The minutes were agreed to be a correct record of the meeting held on 8 February 2018 and were signed by the Chairman.

**129 Review of Previous Action Points**

Minute 120: Care Leavers Housing and Accommodation update – It was confirmed that joint working would continue with housing and any updates would be brought back to the Corporate Parenting Board.

With regard to District Councils agreeing that Care Leavers should be exempt from Council tax; four District Councils had agreed and 2 were taking the proposal through their governance processes. Generally District Councils were agreeing that the Care Leaver would need to be in receipt of Council Tax benefit to be eligible and the issue would be referred back to the Local Authority if the District Councils were finding the scheme was causing them financial difficulty.

Minute 121: Consultation with Looked After Children – The powerpoint on the Perdiswell activity day had been distributed to Board Members on 6 March 2018.

The IRO annual report was scheduled for the July meeting of the Board.

Minute 122: Children and Young People who had become Looked After – An update would be brought to a future meeting.

Minute 124: Leisure Passes – Cllr Bayliss was not present at the meeting so would feed back at the next

**130 Through Care Services**

meeting.

Tina Russell explained that Through Care Services was a new service which had been created as part of the Children's Services restructure. Smaller social work teams had been created which allowed for more management oversight and smaller workloads for Team Managers oversight.

The Through Care Service would be responsible for one of the work-streams within the Children's Social Care Improvement Plan and would deliver effective 'Through Care' in five areas:

1. Through Care Experience for Children and Young People in care and leaving care
2. Sufficiency
3. Improving quality of care plans
4. Permanency – Care Proceedings
5. Embed corporate parenting strategy

Tina Russell explained she had led a workshop with Through Care Managers in February to look at what we wanted to achieve as a service, what we wanted Children and Young People to experience and how we would measure this.

The commitments and pledge made to Children in Care and Care Leavers was important and the aim was for young people who had been through the care system to feel that they had been supported when they needed to be and that they had been fully involved in their care plan. Young people needed to know that the Council cared, that someone fought their corner and they needed to feel as though they belonged. Young people needed a stable home and then at the appropriate time ensure that they were ready for independent living arrangements.

(see power point presentation)

Selina Rawicz, Manager of the Through Care Services introduced the Team Managers. It was explained that the Council was working with around 450 young people and the Social Work Teams had started with caseloads of around 20-22 per social worker and were now at around 17 in the new Through Care Service. Social workers in the new service were now more permanent and there was less reliance on agency workers. New social workers now had more support with the Assessed and Supported Year in Employment (ASYE) and higher numbers were choosing to stay in Worcestershire following their ASYE. Advanced Social Workers also

**131 Planning for April's Keep in Touch visits**

offered support to social workers.

The Team Managers all gave a good news story from their area. These included case examples of:

- pupils who had achieved excellent academic results
- foster carers adopting the children they had fostered and therefore being able to provide a child with a permanent home
- support workers who had achieved good outcomes for children despite very challenging circumstances.

The Care Leavers Team Managers explained that all 16-18 year olds were assessed to see if they wished to move out of their placement. They explained that sometimes young people were more vulnerable as a teenager than when they were younger. Pathway plans were developed but subsistence would be provided until they were 18 and support was provided up to the age of 25 if it was needed or requested.

It was clarified that there were no specific qualifications for PAs (Personal Assistants) they just needed a good understanding of the needs of young people in general and Looked After Children in particular.

**ACTIONS**

- 1. The Chairman asked the Team Managers to take back to the individuals involved how impressed the Board had been.**

Keep In Touch is part of the Corporate Parenting programme to enable members to meet and understand some experiences of children in care and staff working with them.

Sessions were to include visits, reviews, pathway meetings or supported living placements. The visits had been organised to take place on 3-6 April. It was pointed out that the visits were due to take place in the run up to local elections so it may be difficult for some Councillors to take part so other opportunities in the year would be arranged.

**ACTIONS**

- 1. The list of options for visits should be distributed to Councillors who were requested to respond by 28 March about which ones they**

would be available for.

**132 Work Plan**

The future work plan was considered.

**ACTIONS**

1. The meeting takeover by Youth Voice Groups would be moved to July as the original June date would be within the exam period.
2. Jake Shaw would continue his round of visits to attend District Council meetings to give a presentation on Corporate Parenting.
3. Workshops to explain Corporate Parenting to District Councillors had been proposed. They would be led by the LGA and there would be one for the North of the County and one for the South.

**133 Future Meeting Dates**

All at 2pm at County Hall

- 7 June 2018
- 12 July 2018
- 11 October 2018
- 29 November 2018

The meeting ended at 3.40pm

Chairman .....



**CORPORATE PARENTING BOARD  
7 JUNE 2018**

**Not in Education, Employment and Training Update**

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**Recommendation**

1. The Corporate Parenting Board is asked to:
  - a) Note the approach taken to working with young people who are Not in Education, Employment and Training, and
  - b) Consider any support that could be offered to young people in care and leaving care to improve their outcomes post 16.

**Background**

Statutory guidance and legislation – our obligations

**2. Education and Skills Act 2008** (sections 10, 12 and 68)

The DfE provides the framework to increase participation and reduce the proportion of young people NEET, but the responsibility and accountability lies with local authorities.

**3. Local Authorities have existing duties to encourage, enable and assist young people to participate in education or training. These duties are to:**

- *Secure sufficient suitable education and training provision for all young people who are over compulsory school age but under 19 and for those up to age 25 with a Learning Difficulty Assessment (LDA) or Education, Health and Care (EHC) plan in their area. To fulfil this, local authorities must have a strategic overview of the provision available in their area and to identify and resolve gaps in provision.*
- *Make available to all young people aged 13-19 and to those up to age 25 with an LDA or EHCP, support that will encourage, enable or assist them to participate in education or training.*
- *Local authorities must promote the effective participation in education and training of young people aged 16, 17 years old in their area with a view to ensuring that those persons fulfil the duty to participate in education or training. A key element of this is identifying the young people in their area who are covered by the duty to participate and encouraging them to find a suitable education or training place.*
- *Local authorities must make arrangements to identify those aged 16, 17 years old and up to their 18<sup>th</sup> birthday who are not participating in education or training.*

4. Local authorities also have a duty to provide strategic leadership in their areas to support participation in education, training and employment - working with and influencing partners by:

- *Ensuring a focus on participation is embedded and communicated throughout the authority's services for children and young people;*
- *Ensuring the services for young people in the local area come together to meet the needs of young people – including funding for education and training places and re-engagement provision;*
- *Agreeing ways of working with other partners such as Local Enterprise Partnerships (LEPs), Jobcentre Plus, employers, voluntary and community sector organisations, health services, police, and probation services; and*
- *Working with neighbouring authorities, especially where young people routinely travel out of the area to access education and training, for work or other services.*

### **The current picture of NEETs in Worcestershire**

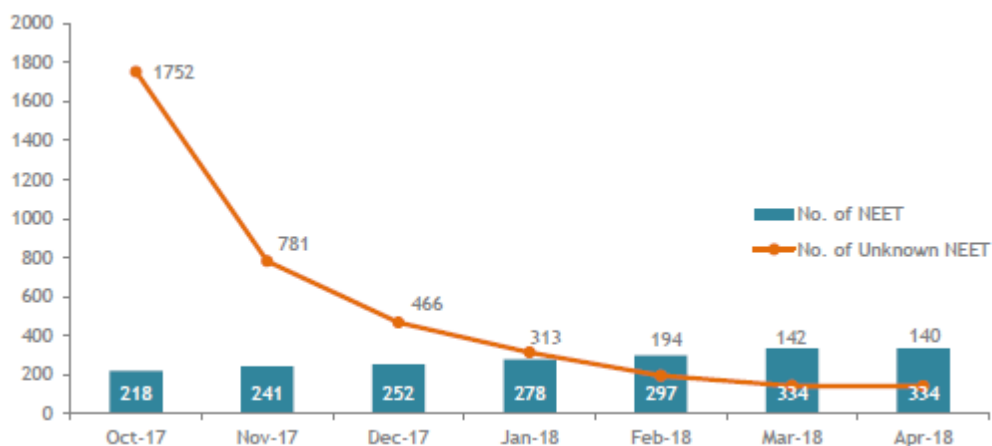
5. The DfE publishes data submitted by local authorities through the Client Caseload Information System (CCIS). CCIS contains data on a variety of linked identifiers used by the DfE for comparison including Participation, September Guarantee, Intended Destinations, Special Educational Needs, Vulnerable Groups and Youth Contract with a particular focus on NEETs and those whose status with regard to their participation in education, employment and training is "Unknown".

6. Local authorities with high rates of NEETs and Unknowns are subject to increased scrutiny and pressure from central government to show improvement.

7. Following significant work between 2013–2016, the proportion of identified "true" NEETs in Worcestershire has remained low, down to 2.8% in April 2018 with an Unknown figure of 1.3%, resulting in a combined unknown NEET figure of 4.1%.

8. This figure compared to a NEET combined NEET unknown figure of 6.7% across England and 7.7% in the West Midlands shows the investment made by Worcestershire County Council since March 2014 has supported improving outcomes for young people.

9. However whilst these figures suggest low numbers of young people in the county finding themselves NEET, Worcestershire County Council recognises that those people currently in this group are amongst the county's most vulnerable often involving care leavers, young people with SEN needs or those with mental health problems which can have long term economic consequences on our public services and our economy.



## Looked after Children in the NEET group

**10.** Based on residents of Worcestershire (not necessarily under Worcestershire's care services)

Years 12-13 (statutory obligation)

- No of Looked After Children who are NEET - 19
- Percentage of County wide Looked After Children who are NEET - 15.7 %

**11.** Based on Young People in and out of county who are in Worcestershire's care services.

Year 12-13 (statutory obligation)

- No of Looked After Children who are NEET – 23\*
- Percentage of Young People in Worcestershire's care who are NEET - 20.2%\*

\*NB a young person out of area cannot be taken off the NEET register until the local authority within their resident address confirms the transfer of responsibility

## Worcestershire County Council Education Services for NEETs

**12.** In October 2015, WCC contracted a number of Education Services to Babcock Prime, our education delivery partner which included the then titled Post 16 team whose role it is to work with and support our young people aged 16-18 who find themselves NEET back into Education, Employment and Training.

**13.** In May 2017, the team was charged with reporting on barriers to inclusion that were faced by these young people in the NEET group, at this time Prime reported that there were over 24 young people who were resident in county who were looked after. This exercise highlighted that our most vulnerable young people were not accessing the service as the service was not structured to support them. Therefore in December 2017, a decision was made to restructure this service and to change the focus. Whilst this process has not concluded, the expectation is that there will be case workers and one of those will have a role to focus on Looked after children and to ensure the service works with our social work colleagues to secure positive outcomes for our young people.

## **Worcestershire County Councils in house programmes for NEETs**

**14.** Worcestershire County Council has a number of programmes that support the outcomes for young people who are looked after:

**15.** Study Programmes – WCC Education and Skills team offers a study programme for young people who struggle with large establishments and big class sizes; this programme offers a vocational offer mixed with English, Maths and Employability. Predominately aimed at young people whose educational level is around Level 1 (GCSE D-E)

**16.** Get ahead - Funded through the Careers and Enterprise Company targeting those most at risk of becoming NEET in schools within year 11 and therefore our looked after children, supporting them to access intensive mentoring and careers planning support. This programme has varied success due in the main to schools and their ability to release young people to the sessions.

**17.** Skills4Worcestershire.co.uk – This website launched in March 2018 brings together careers resources, local employment information and online support for young people, parents, employers and schools. This website is due to have a section specifically aimed at young people who are looked after in Phase 2, due for go live in July 2018.

**18.** Worcestershire Apprenticeships – WA the impartial apprenticeship brand has been linked to the care leaver's team to work with young people who are looking at apprenticeships and accessing opportunities around the county.

**19.** Worcestershire County Council Work Experience for Care leavers – As part of our corporate parenting role, the Council offers work experience which can range from a two hour taster session/shadowing to a six month traineeship. We also offer tailored qualifications such as employability skills and the progression award. To date we have four young people doing traineeships in Children's Services and Adult Social Care. We have had eight other work experience placements in various departments and teams and four more booked for June and July. We also have one young person completing her personal progression award and another two who are exploring these options.

**20.** Worcestershire County Council Apprenticeship Programme – Worcestershire's HR team supports care leavers to apply for our vacancies in house, every vacancy is flagged with the care leaver's team and support is offered as needed. Every care leaver is then automatically offered an interview and skills scan for the post. To date we have 2 care leavers working in WCC through this process.

### **Activity to be launched**

**21.** Business Mentoring – Programme aimed to offer each care leaver a mentor from business. Planned to launch in autumn 2018, matching 10 young people with mentors who will offer advice, guidance on employment and where possible work shadowing in their workplaces.

## **Bidding Activity**

**22.** It is worth noting that WCC also has a number of bids into European Social Funding that have a focus on NEETs and our most vulnerable. We are waiting the outcome of a bid submitted to cover 16-24 year olds who are NEET and add support to North Worcestershire; this will allow us to place additional resources to support looked after children /care leavers in North Worcestershire for the next three years.

## **The future**

**23.** Greater linkages need to be made between both preventative programmes operated by Education and Skills and social care, as well as reactive programmes designed to support vulnerable young people. There is also a need to look at duplication of services between external and internal programmes as well as being able to design appropriate solutions from the wider skills community as needed to support our young people. Current conversations are ongoing to support this work, however resource is low.

## **Contact Points**

### County Council Contact Points

County Council: 01905 763763

Worcestershire Hub: 01905 765765

### Specific Contact Points for this report

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## **Supporting Information**

- Appendix A – NEET Reduction and Prevention Strategy 2017-21
- Appendix B- NEET delivery plan 2017-21

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# NEET Reduction and Prevention Strategy 2017 -2021

Draft Version 2 – 2<sup>nd</sup> November, 2017

Status: V2

Date: 2<sup>nd</sup> November 2017

Document Location:

Contact: Judy Chadwick , Skills and Investment Group Manager, Education and Skills ,  
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## Introduction

Young people who are not in education, employment or training (NEET) are at risk of not achieving their potential, economically or socially. Engagement in learning and educational attainment is critical if young people are to make a success of their lives.

In 2013, The Government introduced under the Raising the Age of Participation Policy, new guidance issued under the Education and Skills Act 2008 that requires all young people to continue in education until their 18<sup>th</sup> birthday. In practice this tends to be the end of the academic year in which they turn 18. Most young people already continue in education or training after they finish year 11, because it gives them the best chance to get the skills and qualifications that employers and higher education look for. However, the smaller group of young people not participating includes some of the most vulnerable. Worcestershire County Council is committed to ensuring that all young people have the opportunity to develop the skills they need for adult life and to achieve their full potential.

Participating in education or training for longer means young people are more likely to attain higher levels of qualifications and have increased earnings over their lifetime, better health and improved social skills. This in turn contributes to a more highly skilled, and productive workforce for the county.

The cost of being NEET between the ages of 16 to 18 is estimated to be around £56,000 in public finance costs and £104,000 in resource costs (lost labour market potential), over the working lifetime of each person who has been NEET at this age. This equates to circa £12 billion for all young people who are NEET, with the total associated loss to the economy, individuals and their families judged to be circa £22 billion. In Worcestershire within the current cohort of 16-18 year olds in July 2017 this equates to £22.5 Million lifetime cost to public finances.

Evidence suggests there are a number of wider benefits to learning, which include:

- Physical and mental health: those educated to level 2 or below are 75% more likely to be smoking at age 30 compared to a similar individual educated to degree level or higher. Increasing the qualification level of women without qualifications to level 2 could reduce their risk of depression at age 42 by 15%.
- Teenage motherhood: 47% of young women who did not obtain any GCSEs in year 11 had a child by 19, compared to 3% of those achieving 5 or more GCSEs A\* to C.

This strategy and the associated action plans provide focus and direction to the various and cross cutting workstreams that already exist in County Council directorates and services and in stakeholder organisations and institutions.

Worcestershire County Council's commitment to reduce the number of young people that are NEET and improving the outcomes for Worcestershire's Young people forms a key objective of both the *Open for Business* agenda and the Children and Young Peoples Plan priorities. Whilst ensuring that the local authority meets its statutory obligations to :

- Ensure all young people remain in education until their 18<sup>th</sup> birthday or up to age 25 for those young people with an Education Health Care Plan (EHCP) or Learning Difficulty Assessment (LDA).
- Make available support for all young people until their 18<sup>th</sup> birthday or up to age 25 for those young people with an Education Health Care Plan (EHCP) or Learning

[Document details/information]

Difficulty Assessment (LDA) that will encourage, enable of assist them to participate in Education and training.

- Promote participation in education and training of young people in Worcestershrie, particularly to those young people identified as not participating.

This strategy seeks to be aspirational yet practical in challenging the Council to continuously improve performance in identifying, engaging and effectively supporting those that are NEET, or at risk of becoming so to achieve their full potential, especially those who are most vulnerable and those for whom the Council has a corporate parenting responsibility.

## Vision

Worcestershire is ambitious for all children and young people and has set out a challenging agenda through its Children and Young People's Plan (CYPP) 2017-2021: Putting children at the heart of everything we do. Taking the lead from the CYPP, the vision is for

### **Worcestershire to be a wonderful place for all children and young people to grow up.**

We believe it is important that all children and young people:-

- Are safe from harm
- Reach their full potential
- Make a positive contribution in their communities
- Live healthy, happy and fun filled lives

Worcestershire County Council recognises that Worcestershire's young people have the potential to make a great contribution to the economic development of the county in the future. The Council is committed to supporting them to reach their full potential and wherever possible, to remain in the county to make their individual and collective contributions to the prosperity and quality of life of their families and communities.

Prevention of NEET remains the strategic ambition whilst focusing on resolving those young peoples situations within the current year 12 and 13 cohort. Whilst prevention of NEET supports Worcestershire's young people to reach their full potential, the Council recognises the positive impact on communities and health that employment and educational achievement delivers.

Worcestershire County Council aims to reduce its NEET cohort to zero, this will be achieved this through delivery of effective programmes and challenging the education system to develop an inclusive education offer , ensuring the county provides the right education to support its young people. The strategy also recognises that a number of young people will have challenges such as health, that mean they are unable to enter the education system at this time but WCC will work towards ensuring those young people recognise a pathway and a plan back into education, employment and training.

**Worcestershire County Council wishes to ensuring that no young person is outside of education, whilst committing to working with the Counties young people and recognising those within vulnerable groups who are at greater risk of becoming NEET and ensuring that they have the same opportunity as their peers and that all our children thrive in Worcestershire.**

# National and Local Policy Framework and Context

## Statutory guidance and legislation – our obligations

### **Education and Skills Act 2008** (sections 10, 12 and 68)

The DfE provides the framework to increase participation and reduce the proportion of young people NEET, but the responsibility and accountability lies with local authorities.

Local Authorities have existing duties to encourage, enable and assist young people to participate in education or training. These duties are to:

- *Secure sufficient suitable education and training provision for all young people who are over compulsory school age but under 19 and for those up to age 25 with a Learning Difficulty Assessment (LDA) or Education, Health and Care (EHC) plan in their area. To fulfil this, local authorities must have a strategic overview of the provision available in their area and to identify and resolve gaps in provision.*
- *Make available to all young people aged 13-19 and to those up to age 25 with an LDA or EHCP, support that will encourage, enable or assist them to participate in education or training.*
- *Local authorities must promote the effective participation in education and training of young people aged 16,17 years old in their area with a view to ensuring that those persons fulfil the duty to participate in education or training. A key element of this is identifying the young people in their area who are covered by the duty to participate and encouraging them to find a suitable education or training place.*
- *Local authorities must make arrangements to identify those aged 16 , 17 years old up to their 18<sup>th</sup> birthday who are not participating in education or training.*

Local authorities also have a duty to provide strategic leadership in their areas to support participation in education, training and employment - working with and influencing partners by:

- *Ensuring a focus on participation is embedded and communicated throughout the authority's services for children and young people;*
- *Ensuring the services for young people in the local area come together to meet the needs of young people – including funding for education and training places and re-engagement provision;*
- *Agreeing ways of working with other partners such as Local Enterprise Partnerships (LEPs), Jobcentre Plus, employers, voluntary and community sector organisations, health services, police, and probation services; and*
- *Working with neighbouring authorities, especially where young people routinely travel out of the area to access education and training, for work or other services.*

## The September Guarantee

The DfE also publishes information regarding the proportion of 16 and 17 year olds who were made an offer of suitable provision in education or training by the end of September in each year. This is known as the September Guarantee.

The September Guarantee forms the start point for tracking and identification of NEETs in Worcestershire, this data is used to verify the status of a young person in the county and commence an offer of support to those young people who find themselves outside of Education, Employment and Training.

This is used as an indicator by the DfE of the County's NEET figures and the DfE expect this to sit at over 90% before challenge will be made. Worcestershire has faced challenges with this. In 2013 this figure was just above 62%. However performance has been greatly improved since 2015, currently the combined offer sits at 92.5%.

	2015	2016	Unknowns
<b>Yrs 11 &amp; 12 % Combined Offer Made Worcestershire</b>	92.9%	92.5%	6.4%
<b>Yrs 11 &amp; 12 % Combined Offer Made West Midlands</b>	94.6%	93.1%	5.4%
<b>Yrs 11 &amp; 12 % Combined Offer Made England</b>	94.1%	94.5%	3.5%

September Guarantee figures as submitted to DfE

This figure has decreased primarily due to the establishment of more effective and positive working relationships with schools and colleges alongside improving processes and the work of the County Council's NEET prevention team with those young people most in need of support to identify and secure positive destinations.

## Worcestershire County Council's data collection

To enable Worcestershire County Council to be able to identify young people who are not participating, and assess their needs. WCC maintains a database – known as CCIS (Client Caseload Information System) on which to record young people's current activity. To do this the data team draws heavily on the following sources of data, through building/rebuilding relationships with key individuals, and often more than one piece of information is required to identify/confirm those who are NEET:

- Education and Training providers
- Personal contact eg Phone, Text, Email, Social Media
- ESFA
- DFE
- Other LAs
- Youth services
- Jobcentre Plus/DWP
- Other WCC teams eg Social Care, SEN
- Commissioned services eg Babcock Prime, Connecting Families/Early

[Document details/information]

These organisations send the county council data on destinations and enrolments of our counties young people , following analysis of this information, then informs the data on all the young people in the county whose destinations are unknown. The County Council then through existing contact methods and social media will track those missing young people and once identified as NEET, this is then passed to the Post 16 team at WCC's education delivery partner, Babcock Prime to commence the process of contact with the young people and resolution.

## Local Context - the local picture

### NEETs & Unknowns

The DfE publishes data submitted by local authorities through the Client Caseload Information System (CCIS). CCIS contains data on a variety of linked identifiers used by the DfE for comparison including Participation, September Guarantee, Intended Destinations, Special Educational Needs, Vulnerable Groups and Youth Contract with a particular focus on NEETs and those whose status with regard to their participation in education, employment and training is "Unknown".

Local authorities with high rates of NEETs and Unknowns are subject to increased scrutiny and pressure from central government to show improvement.

Following significant work between 2013–2016, the proportion of identified "true" NEETs in Worcestershire has remained low, down to 3.4% in July 2017 with an Unknown figure of 0.9%, resulting in a combined unknown NEET figure of 4.3%.

This figure compared to a NEET combined NEET unknown figure of 6.3% across England and 6.9% in the West Midlands shows the investment made by Worcestershire County Council since March 2014 has supported improving outcomes for young people.

However whilst these figures suggest low numbers of young people in the county finding themselves NEET, Worcestershire County Council recognises that those people currently in this group are amongst the county's most vulnerable often involving care leavers, young people with SEN needs or those with mental health problems which can have long term economic consequences on our public services and our economy.

### Staff investment in the NEET Agenda for Worcestershire

In March 2014 Worcestershire County Council invested in staffing to track and identify the NEET cohort. This accurate tracking and identification has supported the improvement in our NEET figures alongside improved choice in education for NEET young people and prevention programmes.

Alongside this in October 2015, Worcestershire County Council contracted a variety of schools services to Babcock Prime, our education delivery partner which included the Post 16 team whose role it is to work with and support our young people aged 16-18 who find themselves NEET, back into Employment, Education and Training.

Since November 2016, WCC has also invested in a strategic lead to look at the work completed around NEETs and bring together partners and teams to complete the local authority's statutory duty and focus on solutions for those most vulnerable.

### Funding

Whilst Worcestershire County Council has funded staff and resource towards this agenda, funding activity and programmes have relied on external investment and bidding activity.

Worcestershire County Council's NEET prevention team has an Education and Skills Funding Agency contract to deliver Traineeships and Study programmes to young people

[Document details/information]

who have Level 1 educational needs within the cohort, this programme recruits around 160 young people a year to its vocational programmes. The challenge for this funding being that the better the Council is at preventing NEET and supporting and challenging external education provision, the more complex the needs of those in the NEET cohort are and therefore the harder to engage in any type of classroom based activity. This results in lower numbers into the WCC provision which then makes it more challenging for Worcestershire County Council to provide the variety of provision needed.

The Council also has a number of European Social Fund programmes aimed at this cohort. "Springboard" is aimed at engaging those young people not ready for a study programme in a short term programme. This programme engages them in learning and then transitions them into an appropriate programme. "Seek and Reach" offers a youth work/mentor approach to a young person and supports them to overcome their barriers, seeking to help them push through and engage back into learning or employment. This funding is short term as with all European funding but through the UK's intention to exit Europe, may not exist moving forward.

Prevention activity for vulnerable groups including those young people deemed to be at risk of being NEET has been funded through short term projects from sources such as the Careers and Enterprise Company, as well as through financial commitment to the programme from schools, who are seeking to improve their intended destination measures for Ofsted.

Whilst the Council recognises that short term funding is not necessarily a bad thing, it does challenge the successes that can be offered through more flexible and different approaches and fitting into the funding agenda.

WCC are committed to continuing to seek funding and resources for the prevention and cure of NEET across County and as such will continue to apply for bids as it can find.

## **Governance**

### **NEET Strategy Group**

Worcestershire County Council intend that this strategy will underpin the maintenance and further development of mutually beneficial working relationships with schools, colleges, other providers of education and training and our partner organisations such as DWP, health etc. This will result in shared ownership of these priorities and that responsibility for NEET prevention and reduction does not become too narrowly focused on particular services, agencies or individuals.

There is already a strong focus on improving partnership working across Worcestershire County Council and its directorates, for this reason a NEET Strategy Working Group has been formed which involves representatives from Social Care, Special Educational Needs, Looked After Children Team including the Virtual Head, Early Help, Health and Education. This team will lead on the delivery plan formed through this strategy. This group will then look to have a phased approach to include outside agencies over the length of this plan, looking to embrace further health, involve FE colleges, school consortia, DWP, Babcock and Youth Offending Service etc.

Alongside this group, The Worcestershire Training Provider Association will lead a NEET provider forum to share and encourage best practice and joint working.

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[Document details/information]

It will be through these working together that the greatest impact in reducing NEETs and Unknowns will be made.

The NEET Strategy Group has informed the development of this strategy and associated plans and will act as a steering group and in a monitoring role. This strategy and plans are dynamic working documents and additional actions will be added as required in order to support NEET prevention and reduction going forward.

This group will report to the relevant strategic groups (e.g. Children, Families and Communities Performance Board, Open for Business Board, WLEP Employment and Skills Board, Corporate Parenting Board, etc.).

## Right Provision in the right place at the right time – developing an inclusive education system.

Worcestershire is committed to help all young people ‘achieve whatever they are capable of achieving, irrespective of socio-economic background, gender, race or levels of ability and disability’. In defining ‘achievement’ to encompass a wide range of talents and abilities, in targeting resources towards particular groups of learners, and in constantly improving the Education offer in the county.

The NEET strategy reflects the need for an inclusive education system and support in identifying gaps within the county for our most vulnerable young people, this includes where appropriate identifying solutions that support the break down of young peoples barriers to entering education in the first place such as physical health, mental health, family circumstances, rural locations and behavioural challenges.

This also includes the need for preventative measures to ensure young people do not become NEET through improved support in schools both in careers advice and guidance and employer experiences but also in the challenge of decisions made in educational establishments that can affect a young persons education pathways.

## Strategic Priorities

This Strategy is owned by Worcestershire County Council and focuses on continuously improving performance in identifying, engaging and effectively supporting those that are NEET or at risk of becoming so that all young people can reach their full potential. There will be a particular focus on more vulnerable groups. The strategy aims to :-

- Develop and maintain a corporate focus, sense of ownership and accountability for achieving ambitions for the NEET group.
- Further develop multi-partner ownership of the achievement of key aims of this strategy and contribution to the achievement of key objectives of both *Open for Business* and the Children and Young Peoples plan.
- Understand the NEET cohort better, through effective data gathering and performance monitoring to support achievement of key aims.
- Continue to develop and maintain robust and joined up identification and tracking arrangements to support improved performance.
- Ensure right provision is available at the right time to meet the needs of NEET young people.
- Influence the development and commissioning of provision for NEET groups.
- Work with partners to unblock the barriers young people have to Education and Employment.
- Reduce the inequality between vulnerable groups and their peers.

## Priority 1 : Focus on the most vulnerable

- Develop a good understanding of the most vulnerable young people and facilitate the development of pathways that ensure that those most in need of targeted interventions are identified and supported in the most appropriate, timely and effective way.
- Ensure that all our Looked after children and Care leavers receive individually tailored, on going support, information and guidance.
- Understand the needs of our SEN young people in the future to facilitate appropriate provision locally.

Young people who, due to a variety of reasons and circumstances are most vulnerable are also most likely to become NEET.

Worcestershire County Council are continuously increasing our understanding of the cohort of most vulnerable young people and facilitating the development of operational pathways that ensure that those most in need of targeted interventions are identified and supported in the most appropriate and effective way. Due to the success of more creative and targeted approaches to identification and tracking, the number of young people requiring such intervention and support is now more accurately known. However there is still work to be done in improving the way our teams work with that support and how we interact with the education providers to improve the experiences of our young people.

Many, but not all of these risk indicators are included in the components of the Risk of NEET Indicator (RONI) tool already in use and inform targeting of work by the Babcock Post 16 team, NEET Prevention teams and local Parenting and Family support service providers.

However, there are multiple factors and characteristics that need to be recognised in order to ensure that the right support is made available to those who need it most and to improve outcomes.

Vulnerable groups include those who are:

- Looked After , leaving Care or on the edge of Care
- With Special Educational Needs / Learning Difficulties and Disabilities
- Being excluded or at risk of exclusion from school
- Attending a school that is in an "Inadequate" category of concern
- From a minority ethnic background, including those from the Gypsy, Roma, Traveller community
- Arriving in the UK and having English as a second language
- Missing education
- Being Electively Home Educated
- In ill health, including hospitalisation affecting school attendance
- Already NEET
- Involved in or affected by Drug or alcohol abuse
- Teenage Parents

[Document details/information]

- Offenders or at risk of offending
- Young Carers
- Affected by their own or their parents/carers mental health issues
- Living in inappropriate or inadequate accommodation
- Refugees

Worcestershire has a corporate parenting responsibility for many children and young people and it is very important that they are prioritised for preventative support as a vulnerable group. From the current population of the county's care leavers over 42% become NEET, therefore as part of the governance and reporting structure supporting this strategy, progress against priorities will be a regular item on the agenda of Corporate Parenting Board meetings.

This work will be taken forward through the county working to build an inclusive education offer, recognising that every young person has the opportunity to thrive in our county.

## Priority 2 : Linking with Business and the Economy

- Continue to strengthen links and identify interdependencies with the *Open for Business* agenda and the *Local Enterprise Partnership (LEP)* and ensure that strategic and operational fit is achieved and duplication or competition avoided.
- Deliver the Connecting School and Business programme in co operation with the LEP and its Employment and Skills Agenda
- Ensure that synergies are achieved and duplication or competition avoided in developing new initiatives and making external funding bids.
- Widening the awareness of social value and its role for vulnerable groups, expanding the reach and appeal of such opportunities and encouraging employers and stakeholders to "go the extra mile".

The business community and related stakeholders have a key role to play in providing opportunities for work placements, traineeships, apprenticeships and long term employment for young people. Worcestershire County Council are working to strengthen these links through our procurement and contracting ,it is therefore important that the interdependencies between the County Council's *Future Fit* and *Open for Business* agendas, the Local Enterprise Partnership (LEP), District Councils and other local partnerships are identified, and collaborative working enhanced further.

Worcestershire County Council through its' partnership with the LEP on the Connecting Schools and Business programme is also seeking to identify the employment needs of the labour market in Worcestershire. This will support young people and their parents in planning their future careers planning and ensuring that the needs are met of our employers in county.

This strategy and its associated action plans and governance arrangements has the potential to establish and maintain an overview of the priorities and current or potential contributions of the wide range of stakeholders that can make a difference to the opportunities available to Worcestershire's young people and the counties economy.

## Priority 3 : Right service provision

- Continued emphasis on September Guarantee and the tracking and identification of all young people aged 16-18 in Worcestershire.
- Understand the NEET cohort better, through effective data gathering and performance monitoring to support achievement of key aims.
- Mapping of all educational services available to young people in Worcestershire for 16- 24 year olds.
- Support Educational establishments to provision plan and support future cohorts through building effective working relationships with post 16 providers with particular emphasis around vulnerable groups.
- Continue to develop the Counties NEET Solutions Panels, work towards one in every district offering a young person centered approach that identifies positive solutions and moves young people forward.
- Work with Health and the Community Trusts to support the delivery of a range of programmes and ensure that these services are visible and available to our NEET young people.

In addition, focussed activity by local service delivery partners is being increased. Multi-partner task groups known as "NEET Solutions Panels" are in place across the County including a focused quarterly panel to look at the county's looked after children. Based on a model that has already been successfully operating at a county level, these are bringing together key stakeholders such as schools, colleges, Early Help providers, local social housing providers, district councils, health, Babcock Prime team and voluntary sector organisations to prioritise interventions with specific individuals and groups of young people – converting data into names and enabling appropriate support to be planned and actioned with regard to which agencies are best placed to achieve positive outcomes.

### Management of service risks

Some key aspects of the current arrangements for data gathering and analysis, identification and tracking remain too dependent a few on individuals with specific expert knowledge or sole responsibility for crucial functions and short term budgetary commitment. These potential "single points of failure" will be addressed in particular service areas in order to avoid disruption of the positive progress being made and ensure that the related statutory reporting obligations are met.

## Monitoring and Evaluation

The delivery plan for this strategy will be wholly owned by Worcestershire County Council's NEET strategy group and has informed the development of this strategy and associated plans. The group will act as a steering group and in a monitoring role. This strategy and plans are dynamic working documents and additional actions will be added as required in order to support NEET prevention and reduction going forward.

The strategic objectives and priorities will be delivered through a series of activities which will form part of the detailed delivery plan which will be developed after the approval/adoption of the Strategy by the Governing body. Many of the envisaged actions are already taking place contained within the existing or developing programmes / initiatives. The NEET strategy delivery plan will form an umbrella for the current and new activities to be integrated within it. Monitoring and evaluation will be on the basis of identified measures, enabling the impact of the overall strategy to be assessed by the NEET Strategy group.

'If you need help understanding this document in your own language, please contact Ethnic Access Link. Tel: 01905 25121' *(English)*

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Ethnic Access Link (ایٹھنک ایکسس لنک) سے رابطہ کریں۔ ٹیلی فون: 01905 25121 (Urdu) 'اگر آپ کو اس دستاویز کو آپ کی اپنی زبان میں سمجھنے میں مدد کی ضرورت ہے، تو براہ کرم



# NEET Reduction and Prevention Delivery Plan 2017 - 2021

Draft Version 1 – 3<sup>rd</sup> November, 2017

Status: V2

Date: 3<sup>rd</sup> November 2017

Document Location:

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# Implementation Plan

Priority	Key Actions	Expected Outcomes	Lead	Milestones	Progress RAG	Review / Progress issues
<b>WCC NEET Strategy Group</b>	Broaden representation to include coverage of all vulnerable groups and WCC CFC services	Increased shared ownership, buy-in and strategic & operational collaboration	Skills and Investment Group Manager	new members invited Spring 2018		
<b>Focussing on the most vulnerable</b>	Establish <i>NEET Solutions Panels</i> in each district	Improved multi agency joint working to support identified young people	Skills and Investment Group Manager	By December 2017		
	Address data sharing barriers between key stakeholders (e.g. DWP)	Improved identification and tracking to "turn numbers into names" to enable targeted support	16~+ Co ordinator	On-going		
	Ensure programmes in place & standards of teaching, learning and qualification are high for vulnerable young people	WTPA NEET Provider Group formed	Skills and Investment Group Manager	June 2017		

	Secure continued funding for NEET activity	Map and Gap Exercise to be completed, including discussion on European funding options.	Skills and Investment Group Manager			
	Complete review of WCC internal provision	WCC Internal provision - Implement post Ofsted improvement plan ref 16-18 alternative provision	Skills and Investment Group Manager			
		Review effectiveness of Post 16 contract with Babcock Prime	Commissioning Manager – Schools and Settings			
	Develop proactive pathways for Red Ronis and Looked after Children	Improved outcomes for young people who are at risk or Looked After children ( including those in CP)	Looked After children and Care leavers teams			
<b>Focussing on the most vulnerable cont.</b>		Virtual School Careers Planning and Mentoring Pilot for all Looked after children.	Virtual School Skills and Investment Group Manager			

	Work with other agencies to improve working practices with vulnerable groups	Improved working practice with Looked After Children and SEN young people between agencies and WCC	Skills and Investment Manager SEND/Care teams			
		Care leavers Strategy Working Group delivery plan completion	Care Leavers Group Manager			
<b>Corporate Parenting</b>	Raise awareness of corporate parenting responsibilities ref Looked After Children NEETs and develop WCC offer to our young people across organisation	Greater acknowledgement of corporate parenting responsibilities and being acknowledged as the "family firm"	Skills and Investment Manager/ Care leavers Manager	On-going		
	Needs of Looked After Children and Care leavers and targeted approaches are prioritised	Delivered Care leaver promises activity	Assistant Director Children Services	Ongoing		
		Proactive solutions found around Looked After children and careers planning support	Virtual School Head	Ongoing		

<b>Making NEET prevention everybody's business</b>	Roll out of NEET Strategy to WCC SLT, Council Members and staff in CFC	Raised awareness, ownership and buy-in to joint working	CFC SLT	Dec 2017		
		Map Internal Services in WCC role in NEET	Skills and Investment Manager	December 2017 ongoing		
		Increased operational collaboration between stakeholders county-wide and in localities	Skills and Investment Manager	2017 - 2021		
<b>Linking with business and the local economy</b>	Develop closer and stronger working relationships with key stakeholders	Improved understanding and joint working with LEP and DWP (Job Centre Plus)	Skills and Investment Group Manager	On-going		
	Connecting Schools to Business	Better links with Worcestershire businesses and schools	Skills and Investment Group Manager	Ongoing – Contract till August 2020		
		Improved quality careers planning support in schools – CEC programme	Connecting Schools and Business Programme Manager	Ongoing – Contract till August 2020		
	Apprenticeship	Wider range and accessibility of	Skills and Investment Group	ESF Stage 2 bid in Dec		

	Clearing House	apprenticeship opportunities	Manager	17 – Launch March 2018		
	Careers Hub	Develop web based one stop shop on careers for young people in Worcestershire.	Skills and Investment Group Manager	Launch March 2018		
	Fusion Consortium of Housing providers	Potential for partnership approach towards housing solutions and apprenticeships for vulnerable learners	Assistant Director CFC	Spring 2018		
<b>Right Service, Right Provision</b>	Prioritise capacity for identification and tracking in service transformation / commissioning	Sustainable resources identified for key Identification & tracking functions	Skills and Investment Group Manager	On-going		

	decisions					
	Map delivery and support services for young people who are NEET aged 16-25	Multi Agency joint working approaches to enable better and more effective solutions for young people	Skills and Investment Manager	Annual update - September 2017 Mapping		
	Harness potential to increase targeted support through improved joint working	Multi-agency joint working approaches and (e.g. NEET Solutions Panels) enable better targeting and agreed planned interventions that maximise capacity and recognise service strengths.	Commissioning Manager / Babcock Prime	On-going		
<b>Managing service risks</b>	Identify and address potential "single points of failure"	Identify and implement mitigating actions to ensure continuity of support for data gathering and reporting, identification and tracking	16+ co ordinator	Ongoing		
		Effective Performance Management and Monitoring of Babcock Contract to ensure LA statutory duties are	Skills and Investment Group Manager/ Babcock Commissioning team	Review in October 2017		

		completed		Ongoing		
<b>Listening to and involving young people</b>	Share strategy and work with representative groups e.g. Youth Cabinet, UK Youth Parliament, Who Cares, We Care, Speak Out, Young Carers Focus Group	Young people are consulted engaged and involved young in developing, delivering and monitoring the effectiveness of the NEET Strategy and its actions.	Participation & Engagement Team  Commissioning Manager: Young People	On-going		



# Combined Percentage of Years 12 to 13 NEET and Unknown

4.4%

**Increasing**

## Percentage of Years 12 to 13 NEET

May 2017  
3.4%

402 young people

(Available to Labour Market = 284)

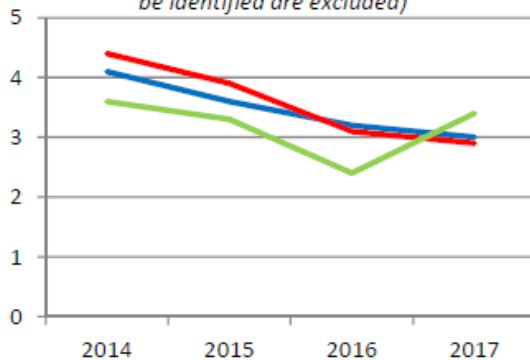
DISTRICT	NEET %	NEET	RONI	Vul. Gps
Bromsgrove	2.3	45	20	4
Malvern Hills	3.8	57	31	4
Redditch	3.5	65	48	11
Worcester City	5.3	108	67	21
Wychavon	2.7	64	29	8
Wyre Forest	2.6	54	29	8

Year	NEET %
12	3.2
13	3.5

Year	AVG (Wks)
12	21
13	29

(NB: 9 Young people whose district cannot be identified are excluded)



NEET Joiners	22
From Positive	18
NEET Leavers	11
To Positive	11

(NB: Only shows Joiners and Leavers for current month)

	2014	2015	2016	2017
England	4.1	3.6	3.2	3.0
West Mids	4.4	3.9	3.1	2.9
Worcestershire	3.6	3.3	2.4	3.4

## Percentage of Years 12 to 13 Unknown

May 2017  
1.0%

122 young people

(total cohort = 11,956)

DISTRICT	Unknown	Unknown %
Bromsgrove	14	0.7
Malvern Hills	12	0.8
Redditch	23	1.2
Worcester City	24	1.2
Wychavon	23	1
Wyre Forest	19	0.9

Year	Lapsed AVG (Wks)
12	6
13	13

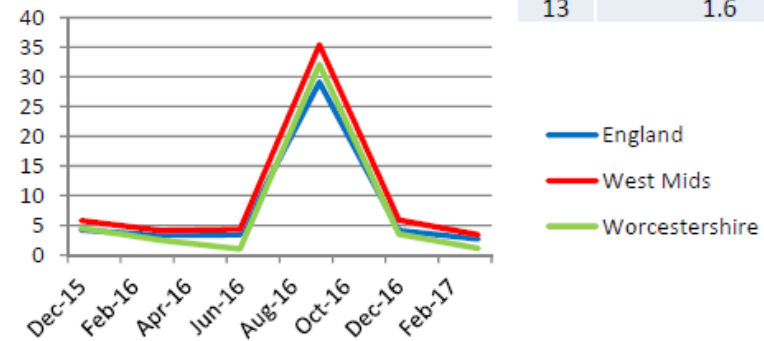
  

Year	Unknown AVG (Wks)
12	25
13	54

Year	Unknown %
12	0.5
13	1.6

(NB: 7 young people whose district cannot be identified are excluded)



	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
England	4.2	3.3	3.4	29.1	4.1	2.7
West Mids	5.8	4.1	4.3	35.4	5.9	3.4
Worcestershire	4.5	2.5	1.0	32.1	3.5	1.1

## Key Contacts:

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NEET Solutions Panels Cross County

Redditch

Bromsgrove

South Worcestershire

Wyre Forest



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**CORPORATE PARENTING BOARD  
7 JUNE 2018**

**Corporate Parenting District Events**

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**Recommendation**

- 1. The Board is asked to continue with annual District based Events following the recommendation of the Cross Party Working Group.**

**Background**

- 2. Cllr Anne Hingley, who was Chairman during 2017/18 had chaired the Cross-Party Corporate Parenting group, which was attended by an elected member from each district across Worcestershire. Elected Member attendance was as follows:**

Cllr Fran Oborski – Wyre Forest  
Cllr Stephen Mackay – Worcester City  
Cllr Charles Hotham – Bromsgrove  
Cllr Pattie Hill – Redditch  
Cllr Lucy Hodgson – Malvern Hills  
Cllr Rob Adams – Wychavon

- 3. The group was also attended by Officers from the Children, Families and Communities Directorate including Jake Shaw (Assistant Director), Paul Finnemore (Commissioning Manager, Young People), Sally Clewes (Participation and Engagement Co-ordinator) and Katie Beddows (Project Support).**
- 4. The purpose of this group was to raise awareness of Corporate Parenting among Elected Members and to arrange events in each district across Worcestershire to enable Looked After Children, their carers and Care Leavers to come together and meet their local Members.**
- 5. 7 events have taken place so far:**
  - Wychavon - an archaeological test-pit dig
  - Wyre Forest - an afternoon children's party that included face painting, bouncy castle, disco, indoor archery, pizza, ice cream and a magician
  - Worcester - Tea with the Mayor Steve Mackay and a Tour of the Guildhall and Commandery
  - Fire Station Activity Afternoon – this included a tour of station, rides in a fire engine, smoke room, car cutting and yard drills from the Young Firefighters. This was in association with PRIME Fire Mentor Service and Herford and Worcester Fire Rescue Service

- Thanksgiving Service at Worcester Cathedral, which had hymns and intercessions for all our Looked after Children and Care Leavers. Youth Voice Groups in attendance and introduced one of the hymns
- Malvern Tea Party, crafts and activities at Malvern Cube
- Redditch - Abbey Stadium sport activities, athletics track and bouncy castle
- Final District event - Farm Event hosted by Rob Adams 3<sup>rd</sup> June  
Trailer ride around farm, feeding lambs, cows, pigs, ducks, crafts and activities, food and refreshments.

## **Role of Corporate Parenting Board**

6. The meetings have been really well received by children and young people as well as carers. The events have also raised the profile of Corporate Parenting with elected members. The recent Cross Party Working group felt strongly that the events should continue annually but widen to include other corporate parents represented within the Board.

7. The group considered that the work would fit within the remit of the Corporate Parenting Board and allow a greater buy in from districts, different partners and agencies.

## **Funding and Resources**

8. All events in 2017/18 were funded through member's divisional funds and any surplus has been formally agreed by each member to go towards the Looked After Children and Care Leavers Fun Day this summer.

9. Events so far have averaged at approx. £300. The costs have remained low due to support locally and good will from services and suppliers.

10. If the Board took over these events there would be the need for each district event to plan how funding would be raised and what local support would be on offer.

## **Contact Points**

### County Council Contact Points

County Council: 01905 763763

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### Specific Contact Points for this report

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**CORPORATE PARENTING BOARD  
7 JUNE 2018**

**WORK PROGRAMME**

	Agenda Item	Lead
<b>7 June 2018</b>		
	Unaccompanied Asylum Seeking Children	Adam Benkalai
	Update on NEET, work experience and apprenticeships	Judy Chadwick and Babcock
<b>12 July 2018</b>		
	Meeting takeover by Youth Voice Groups (Agenda TBC by Youth Voice Groups) - Survey - Work of Youth Voice Groups - Future work and support required -	Sally Clewes, Alison Brill and Youth Voice Groups
	Corporate Parenting Board 2016/17 Annual Report	Andy Roberts and Jake Shaw
	Quarter 4 Data (papers only for circulation) - Looked After Children, Care Leavers and Placements - District Data – Looked After children and Care Leavers	Jake Shaw and Tina Russell Tony Leak / Donna Duggan
<b>20 September 2018</b>		
	Social Tenancy Rents	Rhys Davies
	Quarter 1 Data - Looked After Children, Care Leavers and Placements - District Data – Looked After children and Care Leavers	Jake Shaw and Tina Russell Tony Leak / Donna Duggan
	Healthy Care Steering Group Annual Report	Barbara Carter
	IRO annual report 2017/18	Sally Branchflower
<b>11 October 2018</b>		
	Virtual School - Annual Virtual School Report	Gwen Fennell

## AGENDA ITEM 7

	<ul style="list-style-type: none"> <li>- Worcestershire Virtual Self-evaluation Summary 2016/17</li> <li>- Virtual School Improvement plan 2017/18</li> </ul>	
<b>29 November 2018</b>		
	Quarter 2 Data <ul style="list-style-type: none"> <li>- Looked After Children, Care Leavers and Placements</li> <li>- District Data – Looked After children and Care Leavers</li> </ul>	Jake Shaw and Tina Russell
January 2019		
March 2019		
	Placements and Sufficiency <ul style="list-style-type: none"> <li>- Fostering, Residential and Outreach</li> </ul>	Jake Shaw and Barbara Carter
	Quarter 3 Data <ul style="list-style-type: none"> <li>- Looked After Children, Care Leavers and Placements</li> <li>- District Data – Looked After children and Care Leavers</li> </ul>	Jake Shaw and Tina Russell
April 2019		
May 2019		
	Quarter 4 Data <ul style="list-style-type: none"> <li>- Looked After Children, Care Leavers and Placements</li> <li>- District Data – Looked After children and Care Leavers</li> </ul>	Jake Shaw and Tina Russell
To be scheduled		
Health Assessments update		
Housing and transitions		
Care leavers updates		