

Corporate Parenting Sub-Committee

Monday, 02 March 2015 at 14:00

County Hall, County Hall, West Bridgford, Nottingham, NG2 7QP

AGENDA

1	Minutes of the last meeting held on 1st December 2015	3 - 8
2	Apologies for Absence	
3	Declarations of Interests by Members and Officers:- (see note below) (a) Disclosable Pecuniary Interests (b) Private Interests (pecuniary and non-pecuniary)	
4	Spring Term report for the Virtual School for Looked After Children	9 - 14
5	Support for Looked After Children with self-harming behaviour	15 - 20
6	Provision, achievements and progress of the Children in Care Council and participation of children and young people looked after 2014-15	21 - 24
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10	Foster Carer Items	

<u>Notes</u>

- (1) Councillors are advised to contact their Research Officer for details of any Group Meetings which are planned for this meeting.
- (2) Members of the public wishing to inspect "Background Papers" referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact:-

Customer Services Centre 0300 500 80 80

(3) Persons making a declaration of interest should have regard to the Code of Conduct and the Council's Procedure Rules. Those declaring must indicate the nature of their interest and the reasons for the declaration.

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact Christine Marson (Tel. 0115 977 3887) or a colleague in Democratic Services prior to the meeting.

- (4) Councillors are reminded that Committee and Sub-Committee papers, with the exception of those which contain Exempt or Confidential Information, may be recycled.
- (5) This agenda and its associated reports are available to view online via an online calendar <u>http://www.nottinghamshire.gov.uk/dms/Meetings.aspx</u>



minutes

Meeting CORPORATE PARENTING SUB-COMMITTEE

Date

Monday 1 December 2014 (commencing at 2.00 pm)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

Liz Plant (Chairman)

А

John Allin Alan Bell Boyd Elliott Kate Foale Philip Owen Sue Saddington Andy Sissons Jacky Williams

Foster Carer

Dawn Clements Aleks Jackowska

OFFICERS IN ATTENDANCE

-	Group Manager, Children's Social Care
-	Co-ordinator of the Virtual School
-	Assistant Democratic Services Officer, Policy,
	Planning & Corporate Services Department
-	Team Manager, Education Improvement Service
-	Safeguarding Children Manager
-	Business Support Assistant, Children, Families &
	Cultural Services Department.

MINUTES OF THE LAST MEETING

The minutes of the meeting held on 22nd September 2014, having been circulated to all Members, were taken as read and were confirmed and signed by the Chairman.

APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Philip Owen.

Councillor Alan Bell replaced Councillor Colleen Harwood for this meeting only. Councillor Andy Sissons replaced Councillor Gail Turner for this meeting only.

DECLARATIONS OF INTEREST

There were no declarations of interest.

MEMBERS VISITS TO INDEPENDENT CHILDREN'S HOMES

The Chairman introduced the report and asked the Sub-Committee to seek approval for arrangements to be put in place to enable Members to visit Looked After Children and Young People who are placed in externally provided children's homes and report back on these visits to the Corporate Parenting Sub-Committee.

80 Nottinghamshire Looked After Children and young people are placed in externally provided children's homes. As corporate parents of these children, Members will have the opportunity to ensure that these children are being provided with the best possible care.

Members welcomed the recommendations to the report and expressed their previous experiences visiting children's homes and the relationships that have been built from these visits. Comments were raised regarding the form Members have to fill in and told the committee that it was inappropriate. It was agreed that this issue would get looked into by the department.

A number of members agreed to partake with the visits.

RESOLVED 2014/020

- 1) That arrangement for Members to visit externally provided children's homes from January 2015 be approved.
- 2) That reports on these visits be considered by Corporate Parenting Sub-Committee.

CHILDREN WHO RUN AWAY OR GO MISSING FROM CARE

Terri Johnson provided the Sub-Committee with information regarding children who run away or go missing from care. An annual report with regards to children going missing from both home and care was presented to the Children and Young People's Committee on 14 July 2014.

The following points were raised in the report:-

- The numbers of individual children going missing from care increased from 94 in 2012/13 to 124 in 2013/14. The total number of missing episodes recorded also increased from 281 to 372. This is in contrast to missing from home numbers, which decreased. This LAC increase maybe attributable to improvements in reporting and an ageing LAC population.
- 76% of LAC children received a return interview in Quarter 2 July to September 2014/15; reflecting continued improvement in this area. 81% of these were completed in 72 hours, which is positive.

- 83% of multi-agency meetings are recorded as being held which is also an improving picture.
- 2013/14 data indicated that children were more likely to go missing from independent fostering and residential placements or if placed outside Nottinghamshire. This may be a reflection of the challenges that these young people present with, rather than necessarily a reflection about the quality of the placement.
- The reasons why children go missing from care are varied including relationship difficulties, boundaries, school based or drug or alcohol related issues. Social workers can work to support and address the issues if they know what the problem is.
- The views of young people are being sought in relation to the return interview process. This is through a paper questionnaire, the web based Survey Monkey and face-to-face interviews. Looked after young people were consulted about the design of the questionnaire. As part of this, the viability of an ongoing method to gain young people's views were considered as well as whether or not information could be extracted on a regular basis by means of the social care case audit process.
- The 'hot spots' and multiple missing meetings will also continue to identify and respond to any looked after children that go missing repeatedly. This will include identifying any particular children's homes or foster carers where there are particularly high instances of children going missing as this may reflect standards of practice and care.

Following questions from Members the following points were made:-

In reference to the 76% of children receiving a return interview, members were concerned that it still left 24% without receiving one. The Local Authority are still not happy with that figure but compared to 4 years ago the rate of children receiving a return interview has increased dramatically. A proportion will refuse to engage with the process.

RESOLVED 2014/021

- 1) That the information on children who run away or go missing from care be noted.
- 2) That annual reports on children who run away or go missing from care be brought to the Sub-Committee.

AUTUMN TERM REPORT FOR THE VIRTUAL SCHOOL FOR LOOKED AFTER CHILDREN

An update was provided to members on the virtual school for the autumn term 2014 and the following points were raised from the report:-

The number of statutory school aged young people at the time of writing was 526. Of these, 336 are Nottinghamshire LAC in Nottinghamshire schools; 20 are in

reception, 146 were primary age and 170 were secondary age. 65 were Nottinghamshire LAC placed in Nottinghamshire but educated in other local authority schools with 30 primary and 35 secondary. A further 78 are Nottinghamshire LAC placed out of county and educated in other local authority schools, 28 of primary age and 50 secondary. There were also 28 Nottinghamshire LAC placed out of county but attending Nottinghamshire schools; 11 were primary age and 17 were secondary. 19 were in residential placements with education.

In addition there are 140 LAC from other local authorities educated in Nottinghamshire schools, with 12 in reception, 64 primary and 64 secondary.

Further training opportunities for designated teachers for LAC are currently being explored. Training is also planned for designated teachers new to post, delivered by the virtual school co-ordinator and the team manager for the virtual school. Two events were planned for 2 December 2014 and 15 March 2015. The session covered the role of the designated teacher, information on the virtual school team and their role in support to LAC and schools.

Within the strategy performance paragraph of the report, GCSE levels of attainment were not included. This has risen to 30.8% from 12.5%. In 2013 12.5% was below the national standard of 16%. The up to date national data is not available until January.

Following questions from Members the following points were made:-

- Schools are made aware of LAC through the social worker informing them. A minimum of 10 days PEP has to be in place. The framework team also check whether the LAC requires additional educational or health needs.
- Regarding paragraph 23 of the report, members were informed that there had been a slight dip in ranking compared to other authorities. A detailed analysis of this took place and specific instructions were put in place to help improve the authorities ranking.

RESOLVED 2014/022

- 1) That the update on the virtual school for the autumn term 2014 be noted.
- 2) That the Pupil Premium Guidance document be noted.

WORK PROGRAMME

The updated work programme was considered by Members.

RESOLVED 2014/023

That the Committee's work programme be noted.

FOSTER CARERS ITEMS

A previous issue regarding breast feeding and vitamins had now been raised and following the queries Foster Carer's had at the time, an article had been included in a magazine which gave more information and background on the issue.

The meeting closed at 2.30pm

CHAIRMAN 1 Dec 2014



2 March 2015

Agenda Item: 4

REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND INCLUSION

SPRING TERM REPORT FOR THE VIRTUAL SCHOOL FOR LOOKED AFTER CHILDREN

Purpose of the Report

1. To update the Corporate Parenting Sub-Committee on the virtual school for the spring term 2015.

Information and Advice

Virtual School Senior Leadership Team and Virtual School Improvement Plan

- 2. The senior leadership team (SLT) met on 20 January 2015 and reviewed the 2014/15 virtual school improvement plan and self-evaluation form (SEF).
- 3. Data was shared which is an improving picture once again this year. Writing for boys and mathematics were identified as areas for improvement and the virtual school undertook to explore strategies to support schools to support Looked After Children (LAC) to improve their mathematical and writing skills. This will be discussed at future meetings.
- 4. Numbers of LAC in year groups and Key Stages in 2014/15 are as follows:

Yr1	33	KS1	
Yr2	32		
Yr3	36	KS2	
Yr4	32		
Yr5	43		
Yr6	42		
Yr7	51	KS3	
Yr8	41		
Yr9	48		
Yr10	61	KS4	
Yr11	69		
Yr12	108	KS5	
Yr13	76		

Virtual School Staff

5. A fourth Looked After Achievement Officer was recruited in December 2014. This will allow more capacity for managing out of county children and young people as well as extending to the post 16 sector where appropriate.

Designated Teacher Training

6. Training continues for designated teachers new to post, delivered by the virtual school co-ordinator and the team manager for the virtual school. The first event in December 2014 was well received with excellent feedback and the event on 15 March 2015 has over 20 participants registered to date. The session covers the role of the designated teacher (DT), information on the virtual school team and their role in support of LAC and schools. DTs will receive useful resources, an update on the attainment and progress of LAC from the latest data evaluation and effective use of the pupil premium.

Designated Teacher Memos

7. These continue to be sent out regularly, minimally half termly. The coordinator uses this method to communicate information, news and events to designated teachers across the County. Feedback from designated teachers and head teachers has been positive and encourages contact from all schools with the virtual school.

School Links

- 8. Individual requests continue to be received for training from the virtual school on the needs of looked after children cross phase. The virtual school continues to offer bespoke training sessions to schools and FE colleges as a result.
- 9. Visits to secondary schools which have Nottinghamshire LAC on roll continue. The purpose of these visits is to check on year 7 pupils new to the schools and their transition plans and the progress and attainment of LAC in other year groups. Reports are prepared following the visits and forwarded to the head teacher, designated teacher for LAC and the governing body. Further senior officer visits will take place in the spring/summer term 2015 where any concerns are raised from the reports. Two visits took place to out of county schools in the autumn term and further schools will be visited by the co-ordinator and the team manager for the virtual school during the spring term.

East Midlands Network

10. The East Midlands regional group attended the National Conference for virtual school heads with all colleagues facilitating group discussions on the day. It was a very well received event with a good attendance from across the country.

Social Care Links

11. The team manager and the co-ordinator for the virtual school will be delivering training to district child protection teams across the County. These events will be in the spring and summer terms. The teams will receive the same training on PEPs, the role of the virtual

school and the importance of education as the looked after team received in the autumn term 2014.

Floor Target Schools and schools not yet good

- 12. The virtual school continues to monitor looked after children in below floor target schools.
- 13. It is not the Local Authority's practice to move LAC from their schools if that school moves from outstanding or good judgements to a lower Ofsted category, as this is unsettling and detrimental to LACs' progress. Therefore the virtual school will ensure that, should there be the need, the children/young people will have input from the LAC Achievement Officers to ensure their educational needs are addressed.

LA	PHASE	NONE/ UNK*	OUTSTAND	GOOD	REQ IMPR	INADEQ
Nottinghamshire	Primary	4	17	112	29	3
	Secondary	0	33	75	33	4
	Other	16	5	18	1	6
Other authorities	Primary	1	10	44	15	0
	Secondary	1	8	35	10	8
	Other	5	9	5	1	0
TOTAL		27	82	289	89	21

*Unknown School or Alternative Provision or Academy Convertors with no Ofsted Judgment to date.

Data

14. The Local Authority is preparing a new data tracking system for the virtual school.

LAC Strategy Performance Measures

- 15. The LAC outcomes are based on the DfE's first statistical release for Nottinghamshire looked after children (December 2014):
 - attainment of Nottinghamshire LAC in KS1 (20 pupils) is good in terms of the proportion reaching age related expectations. Performance is above national in reading, writing and mathematics and the gap compares favourably with the national gap in reading, writing and mathematics
 - attainment of Nottinghamshire LAC at KS2 (35 pupils) in terms of the proportion reaching age related expectations (ARE) is good. Performance is above national in reading and mathematics and the gap compares favourably with the national gap in both subjects. Attainment in writing is improving but is below national and the gap is wider than the national gap. This correlates with the high proportion of boys in the cohort (65%) and boys with Special Educational Needs and Disability (SEND) (54% of the cohort are boys with SEND) in this cohort. This is, nevertheless, an area for improvement

- 74% of LAC at KS2 have special educational needs. This has impacted on the proportion of pupils reaching ARE in reading, writing and mathematics combined. The outcome on this measure correlates broadly (40%) with the proportion of pupils with no SEND or who are supported at school action (46%)
- attainment of Nottinghamshire LAC in terms of the proportion reaching ARE (5A*-C including English and mathematics) (61 pupils) requires improvement although in terms of the outcomes for first entry, results have improved and are above national. The gap compares favourably with the national gap.
- attainment of Nottinghamshire LAC in terms of the proportion attaining 5A*-C in KS4 is good. Performance is above national LAC on first and best entry.
- 75% of LAC at KS4 have special educational needs. The 25% with no SEND and the 8% supported at school action correlates exactly with the proportion of LAC attaining 5A*-C. (32.8%). However, not enough of these pupils reach 5A*-C including English and mathematics.

Achievement Event

17. This is going ahead as planned for 25 July at the Albert Hall in Nottingham and Ollie Hynd MBE has confirmed his attendance.

Pupil Premium

18. This is being distributed to all schools with eligible LAC in and out of the Local Authority.

Projects - Letterbox Club 2014

19. The parcels have now all been distributed and an evaluation will be available for the next Corporate Parenting Sub-Committee meeting on 8 June 2015.

Personal Education Plan

20. Completed PEPs will be forwarded to the co-ordinator for quality assurance purposes. This is now embedded in social care practice.

Good News

21. Book tokens continue to be sent out to looked after children who have achieved outstanding grades, attendance, achievements in sport or for any reason that either carers or social workers would like rewarded in relation to education.

Other Options Considered

22. No other options have been considered.

Reason/s for Recommendation/s

23. This report is for noting only.

Statutory and Policy Implications

24. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

1) That the update on the virtual school for the spring term 2015 be noted.

John Slater Service Director, Education Standards and Improvement

For any enquiries about this report please contact:

Linda Foster Team Manager of the Virtual School T: 01623 434149 E: <u>linda.foster@nottscc.gov.uk</u> Sue Denholm Co-ordinator of the Virtual School T: 01623 434149 E: sue.denholm@nottscc.gov.uk

Constitutional Comments

25. As this report is for noting only, no Constitutional Comments are required.

Financial Comments (SS 22/01/15)

26. There are no financial implications arising directly from this report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Autumn term report of the Virtual School for Looked After Children – report to Corporate Parenting Sub-Committee on 1 December 2014

Electoral Division(s) and Member(s) Affected

All.

C0567



2 March 2015

Agenda Item: 5

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE

SUPPORT FOR LOOKED AFTER CHILDREN WITH SELF-HARMING BEHAVIOUR

Purpose of the Report

1. To provide information to the Corporate Parenting Sub-Committee regarding selfharming behaviour in young people and the support they receive.

Information and Advice

- 2. Self-harm is not a new phenomenon, it has always been an expression of emotional pain but the concern is the trend for adolescents and younger children to be coping in this way and the increasing number of cases. We know that there are great cultural and social influences on how distress and mental illness present. At present it seems to be an almost culturally normal way for young people to express distress. Self-harm can mean cutting, burning with lighters or cigarettes, or aerosol sprays (cold burns/frosting), overdosing on prescribed or un-prescribed medications, over the counter drugs, ecigarette liquid or domestic cleaning products like bleach, tying ligatures around the neck, attempted hanging, drowning or other dangerous behaviours such as standing on high buildings.
- 3. We know that self-harm can be 'contagious', once one young person in an environment starts to self-harm other young people adopt the same behaviours. It can become a habitual response to stresses, an unhelpful and maladaptive coping strategy. It is possibly because of social contagion spread by the increase in images of self-harm on social media such as Facebook and Instagram. Young people post their images online for friends to see and see peers in school with self-harm scars. There is also increased access through smart phones to information on how to self-harm. There are parallels with the rise in eating disorders which we are also seeing possibly influenced by online activity. Whilst it can be associated with serious mental illness, the rising incidence is not matched by a rising incidence in psychosis or depression. Children and adults who self-harm tell us that the sight of blood relieves tension and frustration. The act of self-harming can be driven by a sense of isolation, anger, sadness and frustration.
- 4. It should not be assumed that self-harm is only a coping strategy. More concerning behaviours may involve an element of communication about the nature of the distress, for example it is possible that a child cutting or burning areas such as genitals or breasts may be indicating previous serious sexual abuse. Some children clearly tell us they start to self-harm in placements that do not meet their emotional needs or are actively

emotionally abusive to them. Where children continue to self-harm (whether in care or not), it would pay all agencies to attend to what they are trying to communicate to us with this high risk and damaging behaviour about their social and emotional circumstances once mental illness is excluded.

5. Rarely young people who self-harm have a serious underlying mental illness, but this is the exception. Although suicide is a leading cause of death in under 25s, it remains a relatively rare event in those under 18, even in those with significant self-harm. In some cases we might worry more about quietly withdrawn young people who are less obvious about their displays of distress in whom the inability to communicate any of their feelings, even through an inappropriate way like self-harm, may mean that they are at higher risk of suicide or accidental death through serious first attempts at self-harm.

Children/young people in care and adopted children

6. Children in care are more likely to have had adverse life experiences, frequent moves, fractured family and care relationships all of which increase their vulnerability to adopting unhealthy coping behaviours. The most distressed and angry young people in care usually also self-harm, a way of being angry at themselves, an expression of shame or self-punishment. It can be a serious problem for children in care who self-harm chronically as a means of coping since few placements are prepared to take the risks associated with managing this behaviour. Some young people placed in residential placements for behaviour related to anger and non-compliance subsequently start self-harming when in residential care. Very few young people who self-harm remain in foster care.

Numbers

7. Of the 255 young people currently open to Child & Adolescent mental Health Services (CAMHS) CLA & Adopted Team (December 2014), we are aware of 46 young people with active or recent self-harming behaviours. Some of these young people harm on an almost daily basis to relieve stress or tension telling us that the act of self-harm is self-soothing. For many it is driven by anger and distress. There are 31 females and 15 males currently open to the team.

Age range	Number
10 - 13 years	7
14 – 15 years	20
16 – 18 years	19

Table 1 illustrates the age range of this cohort

Impact

8. Of those 46 young people, 19 have been placed in highly specialist residential care, because of their self-harming behaviours and overall 'risky' presentation. Seven of this cohort has been admitted to hospital because of their self- harming behaviour. One young person currently remains in an in-patient setting, one young person moved from an in-patient setting directly to a long term foster placement and five young people moved from a hospital in-patient setting to specialist residential care.

- 9. Case studies from this cohort are as follows:
 - one young person who was involved in a suicide pact via the internet was rescued by emergency services and placed in an in-patient unit for around six months. This young person moved to live in foster care and has made positive progress over the last 18 months to the extent that they are now engaged in full-time mainstream education and no longer involved with CAMHS.
 - One young person who has been known to CAMHS service for most of their life was involved in self-harming behaviour over a two year period via cutting and medication overdose. The young person has now been offered regular respite care from their adoptive placement and has engaged positively with long term individual work with a CAMHS clinician.
 - Three young people who were placed in in-patient units following numerous incidents of self-harm have now moved on to specialist residential placements where their incidents of self harm have been contained and subsequently show signs of decreasing. They continue to be supported by a network of residential and social workers, CAMHS clinicians and education staff and are currently all making progress with the emotional challenges they face.

Status	Number
Foster care	15
Adopted	6
Adopted moved to Residential care	4
Adopted moved to Foster care	1
Foster care moved to Residential care moved to Hospital inpatient	1
Adopted moved to Foster care moved to Residential care	2
Residential	5
Living independently	1
Foster care moved to Residential care	6
Hospital inpatient moved to Residential care	1
Foster care moved to residential care moved to Secure inpatient unit	1
Residential care moved to Hospital inpatient	2
Foster care/Hospital/Residential care	1

 Table 2 illustrates the status of the cohort

Support Following a self-harm episode

10. For young people who present at A&E departments, a self-harm protocol is in place. Young people aged 16 years and under are admitted onto a paediatric ward where they are assessed by the duty CAMHS worker to establish whether there are ongoing risks, establish a safety plan and appropriate follow up in the community. Some of the responses required from the carers may include safety planning e.g. removing the means such as locking up prescribed and over the counter medications (paracetamol etc). On discharge young people and their parents/carers are provided with information leaflets around self-harm.

- 11. Young people 16-18 years who present at A&E following a self-harm episode are initially assessed by staff within A&E and admitted if required, otherwise they are discharged for a follow up appointment in the community. We would expect almost everyone to be discharged after this initial assessment and safety/discharge planning process with a follow up appointment arranged with the appropriate community CAMHS team, some young people will already be known to the CAMHS service and others will be new referrals
- 12. This cohort of 46 young people receive a variety of support from the CAMHS CLA & Adoption Team; this ranges from CAMHS consultations to their foster carers, residential workers, or adoptive parents, and at times this can include young people and their wider networks such as school. Ideally these young people need carers who can provide warmth and empathy and remain neutral and contain their own emotions about the self-harming behaviours. Another focus of the consultations is to facilitate the network's understanding of the potential risks for this young people within this cohort have engaged in a range of individual direct work with a clinician in the team.
- 13. CAMHS CLA & Adoption team is also part of the steering group of the innovative 'Listen Up! Self-harm Project that is currently being supported by both Nottinghamshire Healthcare Trust and Nottinghamshire County Council. The project is encouraging young people who self-harm to get involved; their message to young people is "Please help us complete our research. It's really important for us to understand more about self-harm and help in the future development of services designed to help young people who self-harm".
- 14. Researchers from the Listen Up! Project have presented at the Children in Care Council, Through Care Social Work Team Meeting, IRO Team Meetings and mainstream Residential Team meetings. All young people who self-harm are made aware of the project and the option of accessing support from Harmless a voluntary organisation which offers young people support around self-harm and is also involved in the Listen Up! Project. The Harmless organisation also provides training around self-harm for staff teams working with young people. Residential staff and social workers involved with young people within our (Notts CC) mainstream residential homes have accessed this recently.

Other Options Considered

15. This report is for noting only

Reason/s for Recommendation/s

16. This report is for noting only

Statutory and Policy Implications

17. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such

implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

1) That the information about Looked After Children with self-harming behaviour and the support available to them be noted

Steve Edwards Service Director, Children's Social Care

For any enquiries about this report please contact:

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Constitutional Comments

18. As this report is for noting only, no Constitutional Comments are required.

Financial Comments (SS 06/02/15)

19. There are no financial implications arising directly from this report.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C0577



2 March 2015

Agenda Item: 6

REPORT OF THE TEMPORARY DEPUTY DIRECTOR, CHILDREN, FAMILIES AND CULTURAL SERVICES

PROVISION, ACHIEVEMENTS AND PROGRESS OF THE CHILDREN IN CARE COUNCIL AND PARTICIPATION OF CHILDREN AND YOUNG PEOPLE LOOKED AFTER 2014/15

Purpose of the Report

- 1. To provide an overview of the work of the Young People Looked After (YPLA) Youth Work team, situated within the Youth Service. The YPLA team is responsible for:
 - the Children in Care Council (CiCC) and ensuring that young people looked after are represented at all levels in the Nottinghamshire system of Youth Participation
 - encouraging and enabling young people, who are looked after, adopted or living in residential care to engage in positive activities provided by the YPLA Youth Work team and to independently access mainstream provision
 - engaging with at least 250 unique individuals (children and young people looked after) in more than 1,200 sessions of activity with youth work staff
 - working in partnership with Children's Social Care and the Group Manager for the Access to Resources section.

Information and Advice

- 2. As part of a range of budget savings across the Council it was agreed that the Service would continue to offer strong specialist youth work services, including participation work for children and young people and youth work services for Looked After Children.
- 3. The YPLA team is responsible for the planning and delivery of a range of positive activities outside of the school day for looked after and adopted young people. This is to enable young people to come together to participate and have fun in events throughout the year as well as to have a voice about their life in care through the work of the CiCC. The CiCC structure includes a number of sub-groups, which provide a mechanism for a range of groups of Looked After Young People to be involved in the Nottinghamshire system of Youth Participation. Representatives from each sub group then meet as the formal CiCC board (also known as No Labels). The opportunities on offer for young people to engage are designed to promote and support them to build their confidence and self esteem.

- 4. Young People Looked After are signposted to universal services across the County, as well as encouraged to participate in group work activities. This assists young people to develop positive relationships with other young people and youth workers to help broaden their horizons, learning new skills and experience. Young People Looked After have participated in a wide range of activities throughout 2014, with more events planned for the remaining financial year.
- 5. Activities are designed to help support a holistic assessment of children and young people's needs and to help close the gap in educational attainment through joining in activities outside of the school environment. The positive activities young people participate in provide a platform for young people to share their views about life in care, which helps to promote placement stability, as young people are actively engaged. A number of these young people will go on to be members of the sub-groups of the CiCC and attend No Labels meetings where sub-group representatives come together with a range of senior officers and elected Members to design and shape services available to them.
- 6. The CiCC listens to what children and young people are saying and these views are taken forward and acted upon. There is also an expectation that the membership of the CICC will be encouraged to have an active role in the Young People Board. The strategic development of the CiCC has direct links to the Looked After Strategy and is set within a vision for Children, Families and Cultural Services.
- 7. The work of the CiCC has direct links to the PLEDGE which is a set of promises (set within the Looked After Strategy) that Nottinghamshire County Council has made to Young People Looked After and has strategic commitment from senior management and the Corporate Parenting Sub-Committee. The PLEDGE and the current Looked After Strategy is in the process of being reviewed with involvement of the CiCC sub-groups and No Labels.
- 8. The CiCC sub-groups and No Labels have all met five times since April 2014 with further meetings planned in March 2015. To date young people have been actively involved in a number of events or participated in sharing their views and making decisions on a variety of strategic and business agenda items such as:
 - consultation with young people on the Care Leavers leaflet
 - consultation with young people on the Health Leaflet
 - working together on planning and delivering at the Achievement Event in July 2014
 - participation of young people in the Junior and Fostering sub groups to develop and design the Child and Adolescent Mental Health Services (CAMHS) leaflet for children and young people
 - Care Leavers sub-group has led on the due diligence project which included marking tenders replies and undertaking unannounced inspections of private residential providers, as a part of the block purchase of residential placements more north of the County
 - young people participating in the training of foster carers attending foundation training
 - young people have taken part in interviewing group managers in Children's Social Care in 2015
 - consultation has taken place with young people during September 2014 on the Independent Reviewing Officer's review feedback questionnaire. The questionnaire

was signed off at No Labels in September 2014. A version of the questionnaire is due to be consulted on with children for the age group 3 to 7 years (PLAY) in February 2015

- consultation has taken place with the Junior, Senior and Care Leavers on the missing children's letter and questionnaire in September 2014. The piece of work was signed off by No Labels in September 2014
- consultation with young people on the revised LAC Strategy has started and is due to be completed by the end of February 2015.
- 9. A recent review and development has taken place of the process in how young people are invited to participate in shaping the services available to them. This is to assist young people in:
 - taking ownership of the agenda and their involvement in the design and delivery of services
 - identifying how requests link to the PLEDGE
 - establishing the information required and the time needed to enable young people to actively participate
 - organising and keeping track of individual projects they are involved in.
- 10. Services requesting young people's participation will need to complete and send an expression of interest form (devised by young people) six weeks prior to the published date for the sub-group meeting(s).
- 11. A committee, consisting of the Chair of No Labels, Vice Chair of No Labels, Members of the YPLA Youth Work team and a representative from the Children's Social Care management team will look at all the expression of interest forms and organise when and if it will be possible to participate in the project, based on aims, links to the PLEDGE, and time scales. This process will be in effect from April 2015.

Other Options Considered:

12. As this is a report for noting, it is not necessary to consider other options

Reason/s for Recommendation/s

13. The report is for noting only.

Statutory and Policy Implications

14. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

1) That the overview of the work of the Young People Looked After team be noted.

Derek Higton Temporary Deputy Director, Children, Families and Cultural Services

For any enquiries about this report please contact:

Pom Bhogal Senior Locality Manager, Youth Service: Youth, Families and Culture Division T: 0115 993277 E: pom.bhogal@nottscc.gov.uk

Constitutional Comments

15. As this report is for noting only, no Constitutional Comments are required.

Financial Comments (SS 06/02/15)

16. There are no financial implications arising directly from this report.

Background Papers and Published Documents:

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

The PLEDGE Booklet – Nottinghamshire County Council's promise to children and young people Looked After Nottinghamshire County Council Looked After Strategy Annual Budget 2014/15 – report to Full Council on 27 February 2014

Electoral Division(s) and Member(s) Affected

All.

C0576



2 March 2015

Agenda Item: 7

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE

ADOPTION SERVICES BI-ANNUAL REPORT: SEPTEMBER 2014 TO FEBRUARY 2015

Purpose of the Report

1. This report provides a general update on activity in the Adoption Service from September 2014 to February 2015.

Information and Advice

- 2. The Adoption Service comprises the County Adoption Team responsible for all aspects of recruitment, approval and placement, and the panel advisers, responsible for all matters in relation to panels and agency decisions, and the Support After Adoption team, responsible for assessment of adoption support, and delivery of support to all persons in Nottinghamshire affected by adoption. Until three years after the date of the adoption order, Nottinghamshire retains responsibility for adoption support to children placed by Nottinghamshire outside of the County. After three years, responsibility for adoption support transfers to the local authority of residence.
- 3. The Service remains stable, with some very experienced staff, and newer members of staff becoming established in their roles. There is currently some recruitment to social work vacancies, and Recruitment and Project Officer temporary vacancies.
- 4. The panel adviser team (3 full-time equivalent) will be fully staffed in April, and are progressing to a position of each post holder being able to advise on adoption or fostering matters. The Business Support in this area is now managed by one Business Support Officer and the team are reviewing all processes so that as far as possible, a single process can be agreed.
- 5. The workload of panels is now such that just over two panels a month for each Service (Fostering and Adoption) would meet the need, and therefore we are working towards a position of five panels a month (currently six), one of which would be able to hear adoption or fostering matters.
- 6. This is a complex process due to the different regulations for each, but we expect to achieve this efficiency by August 2015.
- 7. Adoption Reform Grant has been beneficial to the Service in 2013-14 and 2014-15; it has enabled us to place children in interagency placements, thus reducing delay, and has

given us additional capacity to recruit more adopters. Interagency placements occur when Nottinghamshire place children with adopters approved by a voluntary adoption agency, or another local authority. The cost is £27,000 per child, as dictated by national agreement. Other local authorities may place children with Nottinghamshire approved adopters for the same costs. Adoption Reform Grant ceases as of April 2015.

8. The partnership with a local Voluntary Adoption Agency, Adopt Together, continues to be successful both in placing children, and in adoption support. Strong professional relationships have developed which will allow us to work together in the future. The senior managers in each agency are due to give a presentation highlighting the success of the partnership at a national conference.

	2011 - 2012	2012 - 2013	2013 - 2014	2014 – 2015 estimate
Adult Approvals	31	45	58	67
New Adoption Plans	81	104	67	72
Children Placed	51	86	91	79
Children Adopted	42	40	88	96
Special Guardianship Order (SGO)	20	35	80	65

 Table 1 - Year on Year Activity

- 9. Table 1 shows the year on year increase in adopter approvals. The majority meet the six month timescale for approval, and those that do not are due to complexities in the assessment, for example health issues, several previous partners, or adult children to be considered.
- 10. Nationally, there is now a pool of adopters, which theoretically should allow placement choice for children; however, a large proportion of this pool will only consider a single, young child with a relatively non-complex background. Locally, we have approximately 12 families waiting, all of whom have some specific matching criteria, meaning they will wait longer, but will obtain a placement.
- 11. We now only take Registrations of Interest from families able to make a broad placement offer, due to capacity.
- 12. Nottinghamshire County Council adopters will have placed 10 children from other local authorities by April 2015, this offsetting some of the interagency costs of placing children with non-NCC adopters.
- 13. Table 1 shows the high number of children, with new plans in 2012-13 (104) moving through the process, as children placed 2013-14 (91) and adopted 2014-15 (96)

illustrating the length of the process. Improved practice is not reflected in the scorecard measurements due to the reporting of average performance over a three year period.

14. The final line on the table shows the rise in the number of Special Guardianship Orders; these children have the same backgrounds and circumstances as adopted children, but their families do not have the same rights to support assessments.

Table 2

Homefinding Table

Month	Children Waiting*	Match**	Hold***	Total
April 2013	32	49	25	106
June 2013	24	46	23	93
December 2013	20	59	3	82
January 2014	19	46	11	76
February 2014	20	35	10	65
March 2014	13	34	17	64
June 2014	7	37	8	52
August 2014	4	35	16	55
October 2014	7	28	17	52
December 2014	4	33	6	43

January 2015

*Children with no potential match

**Children in a potential match

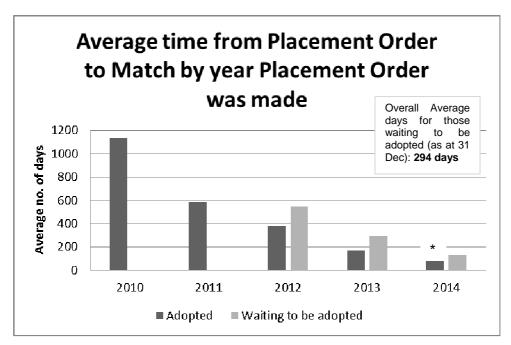
***Children awaiting placement order or possible change of plan

- 15. Table 2 shows the progress made in placing children. The total number of children with an adoption plan, needing a placement, has fallen by over 50% from 2013, to the end of 2014, and the number waiting (i.e. with no potential match) has fallen to single figures. This has been possible due to the national rise in approved adopters, and the consistent approach of the homefinding team which, alongside the quality of work from the permanence team, has resulted in a solid reputation for Nottinghamshire of good, timely practice.
- 16. In the period April 2014 to March 2015, we expect the workflow to have been fairly stable, with approximately six new adoption plans a month, six children placed, six new Registrations of Interest (adults) and six new adult approvals a month. In theory this provides sufficiency, in reality there will not be an exact match for all, due to complex matching considerations.

- 17. Referring back to Table 1, it can be seen that in 2011-12 and 2012-13 the number of new approvals was well below the number of plans, whereas in 2013-14 and 2014-15 it shows that the two figures are closer.
- 18. The latest adoption scorecard is attached as **Appendix 1**.
- 19. In the measurement of days between entering care and moving in with the adoptive family, we have reduced the total number of days from 639 to 606, and are under the national average of 628. However, we are not meeting the ever-decreasing target of 547 days for 2011-14.
- 20. In the measurement of days between obtaining Placement Order, and placing, performance has not improved, and is above the national average, but this is due to placing the children who have been waiting significant periods of time.

Table 3 - Placement Order to Match

Those waiting to be adopted who have been matched have an average number of days of 294 days compared with the latest quarter 3 figure of 338 days (see below related graph).



*Of our 67 children adopted Apr-Dec 14 60% of those were part of a sibling group

- 7% are from ethnic minority backgrounds, this compares with 11% average 2011-14

- 21. Table 3 shows that the number of days, as in paragraph 20 above, is reducing year on year, and therefore performance, when not taken in a three year average against a reducing target, is consistently improving.
- 22. The demands on the Support After Adoption Service have been increasing, coinciding with the numbers of children placed, and also the high profile of adoption in the media, generally encouraging people to access support.

- 23. The Government are making plans to roll out a national adoption support fund, which the Local Authority will access on behalf of adoptive families for specific therapeutic support. The detail of this is not yet clear, but the Support After Adoption team have a sound assessment process which should be a sound foundation.
- 24. Nottinghamshire is a member of the East Midlands Adoption Consortium, and work has started to reconsider the membership and terms of reference of this group, as the Government has expectations of adoption agencies working co-operatively.
- 25. There will be a change of management in April as Shelagh Mitchell, Adoption Service Manager, takes up post as Group Manager. The challenge for the new Adoption Service Manager will be to sustain this positive progress, and bring in any necessary adoption support fund changes.

Other Options Considered

26. This report is for noting only.

Reason/s for Recommendation/s

27. This report is for noting only.

Statutory and Policy Implications

28. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

1) That the bi-annual update on activity in the Adoption Service from September 2014 to February 2015 be noted.

Steve Edwards Service Director, Children's Social Care

For any enquiries about this report please contact:

Shelagh Mitchell Service Manager, Adoption T: 0115 9774169 E: shelagh.mitchell@nottscc.gov.uk

Constitutional Comments

29. As this report is for noting only, no Constitutional Comments are required.

Financial Comments (SS 13/02/15)

30. There are no financial implications arising directly from this report.

Background Papers and Published Documents

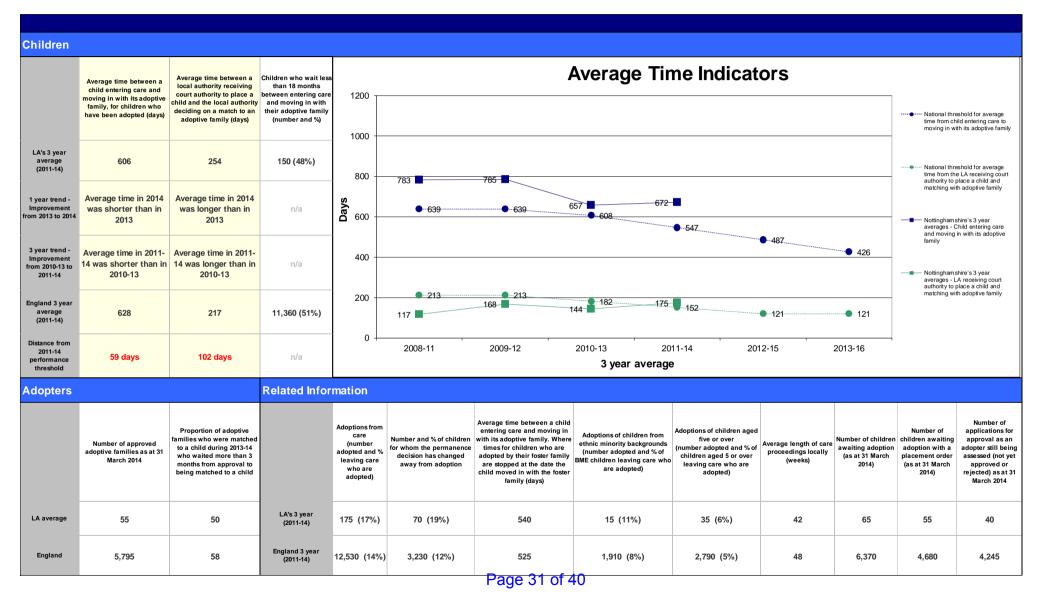
None.

Electoral Division(s) and Member(s) Affected

All.

C0579

Adoption Scorecard





2 March 2015

Agenda Item: 8

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE

LEAVING CARE SERVICE UPDATE

Purpose of the Report

1. To provide Members with an update on the Leaving Care Team. The Team is part of the Throughcare Service and provides advice, support and guidance to young people who have left the care of the local authority and are over the age of 18 years.

Information and Advice

- 2. Young people are introduced to the Leaving Care service at age 17½ years and are supported until 21 years. Should young people remain in higher education or wish to return to education, they are entitled to services up until 25 years. Statutory duties regarding this group of young people are contained in the Children (Leaving Care) Act 2000 and service delivery is subject to guidance and regulations from the Department for Education which was last revised October 2014.
- 3. There has been no change to the team structure or specification since the previous report to this Sub-Committee on 22 September 2014. The staff group of 13 Personal Advisers and 2 Achievement Advisers remains stable. Management cover is provided by 2 Team Managers (1.6 full-time equivalent (fte)) and 1 Children's Services Manager (0.5 fte). In October 2014 one Team Manager moved on a temporary basis to manage a Looked After Children Team and her position has been filled by a Social Worker from the Looked After Children Team on a secondment basis.
- 4. Over the past year the numbers of young people the Team is working with has increased from 290 to 325. An increase had been predicted due to the higher numbers of looked after young people, especially the growing number of 16 and 17 year olds in care. There has also been an increase in young people returning for services after the age of 21 years due to returning to education and requiring support. The average Personal Adviser caseload is now 25. The service has case responsibility for 279 over 18 year olds and offers additional advice to 46 under 18s who remain the responsibility of the looked after children service until they reach age 18 years.
- 5. 81% of the young people we support are White British. This figure has remained consistent over the past year. We work with 32 young people who were unaccompagnied asylum seeking minors and who are waiting for the outcome of appeals. These young people are mostly from Afghanistan or Syria.

6. There is a fairly even gender split of young men and women receiving services with slightly more young men receiving services.

Performance Data

- 7. An annual performance report (National Indicator 148) is provided to the Department for Education relating to accommodation, education, employment and training and whether young people are still supported by the service.
- 8. The 2013/14 report saw a change in how and what is reported. Overall, of 235 care leavers identified in the prescribed cohort (aged 18 to 21 years), 82% were in suitable accommodation and 38% were **not** in education, employment or training. It is not possible to compare these outcomes with previous performance due to the changes made by the Government to the data collection criteria.
- 9. Our latest local data (as of December 2014) indicates that 200 (72%) of our over 18s are engaged in some form of education, employment or training.

Recent Developments

- 10. The North Team has a significant number of young parents. 32 young people have young children or are pregnant. In order to increase their employability in the future, links are being made with Children's Centres to facilitate greater involvement with these young families and nine are now engaging in parenting skills development.
- 11. A training event has been instigated by the Leaving Care Team with local Department for Work and Pensions (DWP) colleagues to ensure that care leavers are flagged up for additional support in terms of accessing the DWP work programmes to support young people in moving off benefits into work and training.
- 12. A Traineeship Programme has been developed in the Leaving Care Team in partnership with NCC Skills for Employment. Young people will be able to have a four week work experience placement in the service followed by, if appropriate, a Traineeship of 100 hours over a six month period to include functional skills study provided by Skills for Employment. Two young people have expressed an interest in the scheme so far.
- 13. We have recently been awarded the From Care2Work Quality Mark for our work in supporting young people with education training and employment. This is a Government approved nationally recognised quality standard which acknowledges work in employability support for young people.
- 14. The availability and affordability of suitable accommodation continues to be a major challenge for the team in ensuring that young people are able to secure housing post care but over the last six months we have maintained a reasonable level of stability in this area.
- 15. The 16+ Accommodation Commissioning Strategy led by the placements team seeks to address the key issues of supported housing and transition to tenancies for care leavers. It is envisaged that a tender will be in place by August 2015.

- 16. The Staying Put policy, which allows young people to remain with foster carers over the age of 18 up to 21 years, continues to be very successful. Placement numbers have increased from 19 to 26 over the last six months. As previously outlined in the March report, the Government Grant for Staying Put does not cover all costs but these have been absorbed by the current Leaving Care budget.
- 17. This is a national issue and various organisations such as the Fostering Network and the Association of Directors of Social Services are lobbying Government for increased funding due to the excellent outcomes that young people achieve due to Staying Put.
- 18. In October 2014, a Personal Adviser from the Leaving Care Service attended the Annual Conference of National Care Leavers' Week 2014 held in Westminster accompanied by two unaccompanied asylum seeking child care leavers from Nottinghamshire. In partnership with The Care Leavers' Foundation and Prince's Trust, the annual conference aims to celebrate and raise awareness about care leavers and opened with a keynote address from Edward Timpson MP, Children's Minister.
- 19. The day was a great experience for all involved; our two care leavers engaged extremely well and did an outstanding job of representing Nottinghamshire's Leaving Care Services. A number of key workshops were attended including *Care leavers and mental health* and *Engaging care leavers in service delivery*.
- 20. In December, three Leaving Care staff led a seminar on the needs of care leavers at Nottingham University for Social Work students. The feedback was extremely positive and we hope that this has raised the profile of the Council with the students in terms of their future employment, and promoted the needs of care leavers to a group of future social workers.
- 21. Two seasonal events were held in December attracting 40 young people. The events gave young people the chance to meet other care leavers and Personal Adviser staff and engage in independence preparation exercises. Feedback is always a focus of these events and young people were positive about services being received. One issue raised was that the Home Establishment Grant of £2,000 is insufficient to furnish a home. This issue needs consideration.
- 22. Links with the Children in Care Council are being revisited. A Personal Adviser has been identified to link with the Leaving Care Sub-Group and we will be asking the group to comment on our leaflets to young people and to contribute to a newsletter that is to be produced for care leavers.
- 23. In January 2015 staff from Barnardo's undertook a peer review of the service in order to support our preparation for Ofsted inspection and initial feedback was positive. One observation they made was that the link between the Corporate Parenting Sub Committee and the service needed to be more robust and this is currently being taken forward and will be reported on at a future Sub-Committee meeting.

Other Options Considered

24. This report is for noting only.

Reason/s for Recommendation/s

25. This report is for noting only.

Statutory and Policy Implications

26. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

1) That the update on the Leaving Care Service be noted.

Steve Edwards Service Director, Children's Social Care

For any enquiries about this report please contact:

Michelle Lee Children's Services Manager, Leaving Care T: 01623 433433 E: michelle.lee@nottscc.gov.uk

Constitutional Comments

27. As this report is for noting only, no Constitutional Comments are required.

Financial Comments (SS 02/02/15)

28. There are no financial implications arising directly from this report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Leaving Care Service update – report to Corporate Parenting Sub-Committee on 22 September 2014

Electoral Division(s) and Member(s) Affected

All.

C0574



2 March 2015

Agenda Item:9

REPORT OF CORPORATE DIRECTOR, POLICY, PLANNING AND CORPORATE SERVICES

WORK PROGRAMME

Purpose of the Report

1. To consider the Committee's work programme for 2014/15.

Information and Advice

- 2. The County Council requires each committee to maintain a work programme. The work programme will assist the management of the committee's agenda, the scheduling of the committee's business and forward planning. The work programme will be updated and reviewed at each pre-agenda meeting and committee meeting. Any member of the committee is able to suggest items for possible inclusion.
- 3. The attached work programme has been drafted in consultation with the Chairman and includes items which can be anticipated at the present time. Other items will be added to the programme as they are identified.
- 4. As part of the transparency introduced by the new committee arrangements, committees are expected to review day to day operational decisions made by officers using their delegated powers. It is anticipated that the committee will wish to commission periodic reports on such decisions. The committee is therefore requested to identify activities on which it would like to receive reports for inclusion in the work programme.

Other Options Considered

5. None.

Reason/s for Recommendation/s

6. To assist the committee in preparing its work programme.

Statutory and Policy Implications

7. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of

children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

1) That the committee's work programme be noted, and consideration be given to any changes which the committee wishes to make.

Jayne Francis-Ward Corporate Director, Policy, Planning and Corporate Services

For any enquiries about this report please contact: Assistant Democratic Services Officer -David Ebbage Tel: 0115 977 3141

Constitutional Comments (SLB)

8. The Committee has authority to consider the matters set out in this report by virtue of its terms of reference.

Financial Comments (PS)

9. There are no financial implications arising directly from this report.

Background Papers

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Electoral Division(s) and Member(s) Affected

All

CORPORATE PARENTING SUB-COMMITTEE - WORK PROGRAMME 2014-15

Report Title	Brief summary of agenda item	Lead Officer	Report Author
8 June 2015			
Summer Term report for the Virtual School for		Steve Edwards	Sue Denholm/ Linda
Looked After Children			Foster
Block Purchase of Residential Placements		Steve Edwards	Mary Jarrett
End of year report for the Independent		Steve Edwards	Izzy Martin
Reviewing Officer Service			
Advocacy Service – NYAS		Steve Edwards	Mary Jarrett
Fostering Service annual report		Steve Edwards	Jayne Austin
County CAMHS Looked After and Adoption		Steve Edwards	Helen Daft
Team – service provision and developments			
2014/15			
Improving health outcomes for children and		Steve Edwards	Sharon Thompson/
young people in the care of the Local Authority			Rachel Coombs
Advocacy Service for Looked After Children		Steve Edwards	Mary Jarrett
Contact Service update		Steve Edwards	Di Brady
Work Programme		Steve Edwards	
To be placed			