

Theme	Number	Action	Owner/s	How will we measure success?			Achievement date	Achieved?	Amended target date	Comment
				Success Criteria	Baseline	Target				
Participation & Joining In	1	Work with older young people to produce a new review booklet to ensure their voices are heard and that they shape their own care plans (LAC Review) (Listen to Me)	Izzy Martin	Booklet will be completed and will be approved by Children in Care Council	N/A	N/A	Jul-12	YES		This booklet has been completed and will be circulated to Social Work Teams.
	2	Ensure reviewing officers use the consultation booklets with children and young people prior to every review to ensure they can shape their own care plans	Izzy Martin	IROs informed of new practice to include utilising booklets -	N/A	N/A	Jun-12			The responsibility for the booklets being sent to children and young people is with the S/W teams prior to each review. IRO's are encouraging young people to complete and to discuss with them however some young people are choosing not to complete the document and are either attending their review or verbally convey their views to the IRO.
	2	Ensure reviewing officers use the consultation booklets with children and young people prior to every review to ensure they can shape their own care plans	Izzy Martin	Monitoring system will be established to raise alert when review booklets aren't used	N/A - New activity	100%	N/A - Ongoing			The responsibility for the booklets being sent to children and young people is with the S/W teams prior to each review. IRO's are encouraging young people to complete and to discuss with them however some young people are choosing not to complete the document and are either attending their review or verbally convey their views to the IRO.
	3	Set up a Facebook page that will mean we communicate and network with young people in a way that is friendly and accessible to them	Jo Down	Facebook page	N/A	N/A	Jun-12		TBA	We have had issues with rolling out the facebook programme across our service due to waiting for the corporate social media policy to be launched. As a service we are now moving forward with facebook sites at all our units.
	4	Continuously review 'The Pledge' to ensure it continues to reflect the priorities of all age groups in care	Sue Hollingworth-Shaw	Annual review at the Children's Care Council	N/A	N/A	N/A - Ongoing		Mar-13	The Pledge promises will be reviewed at the No Labels meeting and completed by summer 2013
	5	Find new and innovative ways of ensuring that care planning decisions such as placement changes are not made outside the review process, and that children and young people are always involved in these decisions	Izzy Martin	Number of placement changes made outside of review process	N/A	N/A	Jun-12	Yes - Ongoing		This will be tracked through dispute resolution process if it is found that placement changes or changes to the care plan have occurred without including or informing the IRO
	6	Enable children and young people who live in independent sector placements to access to the same opportunities and services as those who are placed within Nottinghamshire County Council care	Rachel Coombs/Di Brady	Map out current profile of services on offer	N/A	N/A	Nov-12		TBA	In progress
	7	Ensure care planning is inclusive and reflects the views of parents and carers	Ty Yousaf	New audit tool will ensure that voice of parents and carers are better reflected			Oct-12	YES		Our audit tools ask specific questions as to whether views of parents/carers are reflected in the case and care planning templates/forms also ask for views of parents/carers.
	8	Produce a new guide to adoption for older children and young people to help them understand the opportunities and challenges this presents, and how they can influence the process	Shelagh Mitchell	New guide produced	N/A	N/A	Jul-13			
9	Develop a participation strategy that outlines how agencies will gather and promote the views of children looked after	Dawn & Rachel	Participation Strategy produced	N/A	N/A	May-13		TBA	A fuller review of participation is to be explored on a divisional, departmental and corporate basis. Rachel will liaise with Chris Warren to discuss the remit and work plan of the Participation Team.	

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	10	Ensure that all children looked after will have a link educational psychologist	Charles Savage	All new looked after children and existing LACs with significant changes to circumstance will have a designated Educational Psychologist	TBC (currently low)	100%	Sep-12	YES		A process has been put in place to ensure that this success criteria is achieved. The operation of this process will be reviewed by the end of the Spring term
	11	Monitor LAC in below floor target schools and also those LAC in satisfactory schools	Sue Denholm	Termly monitoring of LAC in below floor target schools	224 schools returned data (Autumn Term)	TBC			On-going	Whilst there are schools below floor target with LAC on roll they will be monitored – this changes academic year to academic year
	12	Improve the timeliness and quality of Personal Education Plans to ensure they have a greater impact on looked after children's educational attainment	Rachel Coombs/ Dawn Godfrey	Incorporate as a measure on the Looked After Children Audit Form	N/A - New activity	TBC	N/A - Ongoing			This is a key performance measure for the newly formed LAC team
	13	Ensure that teacher assessment data is robust and good quality, so that we can respond quickly and effectively to looked after children who need more support in education	Sue Denholm						On-going	On going piece of work with the local authority providing support to ensure a suitable system is in place to collect data from schools. When new system in place work towards 100% return will be the priority
Education	14	Review funding mechanisms that currently support the education of children looked after to ensure these continue to provide added value	Rachel Coombs	Ongoing qualitative monitoring will take place to ensure it is used to give added value that isn't given in the schools	N/A - New activity	N/A	Jul-12	Yes		Enrichment scheme has been introduced
	15	Minimise the number of times looked after children need to move to a different school during their education, by establishing better joint planning between social care and education	Rachel Coombs/ Dawn Godfrey	Performance Indicator: Number of children who move educational facilities more than once each year	TBC	TBC	N/A - Ongoing			This is a key performance measure for the newly formed LAC team
	16	Remove barriers to school admissions for CLA, whether the school be an Own Admitting Authority (OAA), academy, foundation or VA school	Sue Denholm & Scott Hollingsworth	LAC not out of school more than 6 days, with an appropriate school place identified and approached by 6 days	TBC	TBC	Ongoing		On-going	Work with admissions and place planning colleagues on going as the legislation changes
	17	Continue to demonstrate our commitment to the Virtual School by working together to ensure that the staffing and resources available to the Virtual School are sufficient for the work that it does	Marion Clay	Number of additional LAC Achievement Officers recruited	2	TBC	?	YES		2 officers recruited in summer term of 2012. Currently working with 280 cases in total.
	18	Improve the Information, Advice and Guidance (IAG) support to Looked After Children at the end of Key Stage 4 to ensure they make a successful transition into learning, in line with the Raising the Participation Age Strategy	Dennis McCarthy	The proportion of NEETs who were previously LACs	21%	20%	Apr-13			

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Health	19	Work with District Councils across Nottinghamshire to improve children looked after and young people's access to council-run sport and leisure facilities	Rachel Coombs/ Dawn Godfrey	Number of District Councils who grant reduced cost access to leisure centres & sports activities in Nottinghamshire	0	7	Apr-13			
	20	Ensure that social care and health systems work more closely together to provide accurate and timely information, that will assist in identifying health concerns of looked after children and young people	Rachel Coombs/ Dawn Godfrey	New data sharing protocols in place	N/A	N/A	Apr-13	Yes		
	21	Ensure commissioning arrangements for health services for looked after children and care leavers are prioritised and maintained in the light of health reforms	Rachel Coombs/ Dawn Godfrey	Discussion with health to underline future arrangements	N/A	N/A	Sep-12	Yes		
Safe & Stable Placements	22	Undertake consultation exercise to review the experience of children and young people in placements, to understand where we can improve	Di Brady	Consultation exercise ongoing and action plan comes out of it to identify future improvements	N/A	N/A	Ongoing		TBA	In progress
	23	Pilot a Creative Solutions Panel	Rachel Coombs/ Dawn Godfrey (Steven Heales is project manager for this)	Final evaluation report delivered to outline best practice in care admissions - revised care admissions process moves to BAU	N/A - new activity	N/A	Jan-13			The pilot is complete and has been evaluated through CSC Transformation Programme. Now transitioned to Business as usual function with continual review within the service.
	24	Ensure that disruption meetings are held in a consistent way in all types of placement, where a placement ends in an unplanned way. This will mean that learning from disruption is embedded to inform future service and care planning	Rachel Coombs/ Dawn Godfrey	New policy signed-off/ paper taken to outline new approach. Need audit activity to track progress	N/A	N/A	Sep-12		Apr-13	A refresh of the Disruption Policy is required, to review the process and make sure there is rigorous breakdown analysis.
	25	Continue to expand the number of salaried carers for young people in need of foster care	Jayne Austin	Number of additional salaried carers recruited	10	20	May-13			
	26	Explore ways of better managing the challenges that social media bring to the stability and security for placements of children and young people	Jayne Austin/ Shelagh Mitchell	Report that outlines all activities around social media (new policy/ approach)	N/A	N/A	Jul-12			
	27	Maintain our commitment to inclusive adoption planning and support in light of changing national legislation	Shelagh Mitchell	Number of adoptors from protected characteristics at least stays the same	TBC	no decline	N/A - Ongoing			

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	28	Further develop our support to children and young people in permanent kinship placements to ensure that these remain stable and continue to meet their needs	Denise Martin	Number of children in kinship arrangements (delivered through LAC Project)	TBC	TBC	Dec-13		TBA	Business case to promote expansion on hold following Provider Service Review
Relationships	29	Establish a new Family Assessment and Contact Service which will provide a consistent approach to contact across the county	Denise Martin	Number of contact sessions cancelled or re-arranged by the service within 24 hrs of the contact (by district)	N/A - New activity	75%	N/A ongoing	YES		
	30	Develop a training and information pack for social workers within the throughcare team which includes a range of important issues for looked after children including overnight stay guides, and the role of education and health	Dawn Godfrey	Number of complaints received about looked after children not being able to undertake overnight stays	TBC	TBC	N/A - Ongoing	Partial	Mar-13	
	31	Seek to delegate more authority to foster carers to make day to day decisions about contact plans with family and friends	Jayne Austin	Develop a delegated authority to foster carers policy	N/A - new activity	N/A	Sep-12			
	32	Continue to recruit foster carers from a wide range of diverse backgrounds	Jayne Austin	Number of BME foster carers	Jayne Austin to confirm	TBC	N/A - Ongoing		On-going	A business case for a Kinship Support Service has been developed.
	33	Undertake a review of internal and external provider services within the CSC Division to ensure that placements are VFM and are providing the best possible experience for CLA, their birth families and carers	Steve Edwards (through Provider Services Project - Project Manager is Rob Bradshaw)	Provider Services Review project established and completed initial review with recommendations	N/A - new activity	Success of project	Mar-13		On-going	Development of a Permanence Panel is underway to approve matches for non-adoption cases.
	34	Further develop our support to children and young people in permanent placements to ensure that these remain stable and continue to meet their needs	Rachel Coombs/ Dawn Godfrey	Options for Permanency workstream will review levels of support packages and identify improvements	N/A - Workstream to establish baseline	TBC	TBC			
	35	Ensure that all young people with permanent fostering plans have life story work completed with them	Dawn Godfrey	An audit mechanism will be established to establish a baseline and then review progress against this on an ongoing basis	N/A - New activity	TBC	TBC			

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Moving to Adulthood	36	Scope the viability of an integrated transitions service for children with disabilities to embed person-centred planning and ensure the journey from childhood to adulthood is as comfortable as possible	Fran Arnold	A new model for children's disability service is agreed	N/A	N/A	Sep-12	YES		Scoping exercise completed within timescale. Options Paper completed. Implementation phase progressing. In terms of specific Action : Delivered
	37	Continue to recruit foster carers under the 14+ scheme to support the Staying Put Policy	Jayne Austin	Number of additional foster carers recruited excluding those still fostering children over the age of 18	0	5	Mar-13			
	38	Develop supported lodgings and extend accommodation options for care leavers	Laurence Jones (Consult with Chris Jones to confirm if completed)	New protocol and process developed to ensure that young people who are homeless	N/A - new activity	N/A	Apr-13			
	39	Increase availability of apprenticeships within Nottinghamshire County Council for care leavers	Rachel Coombs/ Dawn Godfrey	Number of apprentices employed by NCC who were previously LAC status	1	10	Jun-12		On-going	Apprenticeships: 7 careleavers are engaged in the National Apprenticeship Scheme across a variety of job roles, including construction and social care; 2 careleavers are engaged in NCC apprenticeships in business admin and youth work. Supported Lodgings: the Scheme continues to be delivered by Stoneham Housing and 8 placements are ringfenced for careleavers. In order to increase this type of provision for careleavers, the Staying Put Policy has been developed to enable more young people to remain with foster carers post 18.
Emotional Wellbeing	40	Services to looked after young people will all contribute to the emotional wellbeing of our looked after children and young people	Rachel Coombs/ Dawn Godfrey	Re-design service plans to include a section on how emotional well-being is being achieved	N/A	N/A	Mar-12		On-going	Surgeries & drop-ins are being set up for staff
	41	Identify new ways of measuring positive progress in emotional resilience and wellbeing of our looked after children and young people, including the use of self reporting. This will enable us to identify priority areas and target services most appropriate	Helen Daft	Consolidate existing information reports (BEER, CGAS, BERRI, HONOSCA) in to one easy-to-analyse report	N/A - New activity	N/A	Sep-12		Jan-13	SDQ questionnaire been incorporated into referral process. Working with Social care colleagues to determine routine collection of the SDQ data which enables joint monitoring processes to regularly 'score' the emotional health of each child in care. This data highlights those children and young people who would benefit from CAMHS involvement and allows interagency checks to identify existing service provision or indeed gaps in service
	42	Further assess mental health and emotional needs of Looked After Children through the refresh of the CAMHS needs assessment	Sally Handley	CAMHS needs assessment refreshed	N/A - New activity	N/A	Apr-13			
	43	Increase leave available for Notts CC staff who are taking on the care of a child through a special guardianship order	Gill Elder	Incorporated as NCC Policy	N/A	N/A	Jun-12	YES		Provision for paid time off in certain specified circumstances was introduced in August 2012 for special guardians. This was incorporated in a revised section of the Personnel Handbook and can be found in D28.