



**Nottinghamshire
County Council**

Partnership Strategy for Looked After Children & Care Leavers, 2018-21

Delivery Plan

April 2018 to July 2019



	Children's Integrated Commissioning Hub		Commissioning & Resources, CFCS
	Early Childhood Services		Futures
	Designated professionals for LAC		NTU
	ASCH		
	Leaving Care Service, CFCS		

Ambition 1: LAC and Care Leavers are safe and feel safe

We have committed to:

- embed a nurturing culture which builds resilience in children and young people across all services, settings and partners;
- prepare our children and young people for adulthood by allowing them to take risks in a safe environment;
- support children and young people to remain in contact with their birth family and community wherever it is safe to do so, providing appropriate support when needed;
- support permanence through appropriate use of court processes;
- ensure that young people have access to an independent advocate;
- provide every care leaver with the opportunity to 'stay put' or have regular contact with foster carers and/or children's homes as they move towards adulthood.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Ensure there is a timely response to risk by undertaking Peer Support and external audit activity.	Leaving Care Service Q&I Team	Group Manager, Safeguarding, Assurance and Improvement Group Manager, Service Improvement	January 2019	AMBER: In Progress / development
2. Increase staffing levels and reducing case load sizes in the Leaving Care Service. Including reducing the age at which Leaving Care Service become involved.	Leaving Care Service	Group Manager, Social Work Services	September 2018	AMBER: In Progress / development
3. Consider how "staying put" and "regular contact" provisions for care leavers can be embedded into reviews of contractual arrangements with IFAs and residential providers.	Regional Framework Commissioning Partnership	Group Manager, Commissioning NCC	February 2019	AMBER: In Progress / development
4. Review the effectiveness of our current advocacy contract and undertake any improvements that are required	Contracts and Commissioning Board Service Provider	Service Director, Commissioning and Resources	December 2018	GREEN: On track / Completed
5. Develop a model of consultative support to schools with the aim of enhancing schools' sense of ownership and responsibility for LAC feeling safe and belonging in their educational setting, especially with regard to the use of alternative provision	Virtual School	Service Director, Education, Learning & Skills	July 2019	AMBER: In Progress / development

6. Pilot Designated Teacher (DT) networks to enable further peer support to develop the role of the DT.	Virtual School, Education Psychology Service	Service Director, Education, Learning & Skills	April 2019	GREEN: On track / Completed
7. Use the existing data set to report on the stability of school placements, and use this data in discussions: <ul style="list-style-type: none"> With CSC leadership about how the Virtual School is involved at an early stage when changes in care placement are being considered, and where changes of school placement are being considered 	Virtual School	Service Director, Education, Learning & Skills	July 2019	AMBER: In Progress / development

Ambition 2: LAC and Care Leavers experience good physical, emotional and mental health & wellbeing

We have committed to:

- make timely referrals to education, health and care services, which are followed up, including for Education, Health and Care Needs Assessments where needs are complex, significant and long-term;
- undertake meaningful health assessments with children and young people, including for those who are about to leave care;
- undertake a strategic health needs assessment for looked after children and care leavers
- ensure that children and young people understand their health histories and assessments;
- support carers to develop their understanding and awareness of physical, emotional and mental health needs of young people;
- work with GPs to ensure that they are aware of care leavers registered with their practice;
- ensure that CAMHS consultation is available for providers of 16+ supported accommodation;
- cooperate with health commissioners in other local areas to ensure that the health needs of looked after children are effectively met, wherever they are placed;
- ensure that all children and young people with emotional and mental health needs receive effective support until age 24 if required;
- ensure that children and young people are provided with information and advice about maintaining good physical, emotional and mental health, including information about local services in their area.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Increase multi-agency support in planning for adulthood, building on shared Pathway Plans from age 14 onwards.	Health Schools, Colleges/Universities.	Service Director, Education, Learning and Skills Group Manager, Social Work Services	March 2019	AMBER: In Progress / development

	Leaving Care Service Adult Social Care & Health	Consultant in Public Health, Children's Integrated Commissioning Hub		
1.1 Pilot model for Designated Teacher (DT) training, for LAC and previously in care. 1.2 CPD focus on emotional health and well-being to promote an appreciation of the importance of relationships for CYP, as evidenced in relational interventions. 1.3 Develop the Attachment Aware Schools initiative, including: <ul style="list-style-type: none"> Carrying out an action research project with a group of schools Working with head teachers to draft a Nottinghamshire version of the 'relationship based approach to inclusion' based on the work of Brighton and Hove Promoting 'emotion coaching' in schools 1.4 Work with NTU and others to organise a conference to present and promote the next phase of the Attachment Aware Schools initiative in Nottinghamshire. 1.5 Support the PSED service to reinforce the promotion of Attachment Aware Schools ideas within their own service and in their work with schools.	Virtual School and Education Psychology Service	Service Director, Education, Learning and Skills	March 2019	GREEN: On track / Completed
2. Implement the integrated personal commissioning pilot for LAC and care leavers (aged 0-25) with mental health needs, to identify alternative and timely support arrangements for their mental and emotional well-being needs	NHS England, Nottingham and Nottinghamshire STP	Steve Edwards (Project Sponsor – County); Tasha Wrzesinski (Public Health & Commissioning Manager, Integrated Children's Commissioning Hub)	To be completed by 31 March 2019	GREEN: On track / Completed
3. Deliver 'Different Conversation' Training to health and social care practitioners, to promote person-centred planning in relation to the mental health needs of LAC and care leavers	NHS England, Nottingham and Nottinghamshire STP	Steve Edwards (Project Sponsor – County); Tasha Wrzesinski (Public Health & Commissioning Manager, Integrated Children's Commissioning Hub)	End Q2 18/19	AMBER: In Progress / development
4. Work with local businesses, SMEs and VCS to explore how alternative support arrangements can be delivered for LAC and care leavers with mental and emotional well-being needs	NHS England, Nottingham and Nottinghamshire STP	Tasha Wrzesinski (Public Health & Commissioning Manager, Integrated Children's Commissioning Hub)	To be completed by 31 March 2019	AMBER: In Progress / development
5. Address funding issues so that the LAC CAMHS team is sufficiently resourced	NCC, CCGs	Lucy Peel, (Group Manager, Y,F&SW) CCG Chief Commissioning Officers	To be resolved by 30 June 2018	RED: Not Started or behind Schedule
6. Develop LAC CAMHS offer in light of independent review findings	NCC/NHCT	Lucy Peel, Group Manager, Service Improvement Alison-Newsham-Kent, (Service Lead, Notts HC)	By 30 September 2019	AMBER: In Progress / development

		Nic Reed, (Public Health & Commissioning Manager, Integrated Children's Commissioning Hub)		
7. Implement a robust QA process to ensure all IHA and RHA completed by our commissioned health providers and any external health provider are of adequate standard. This will include those LAC by the short breaks criteria and on remand. The process will include an escalation process led by the Designated LAC Professionals if assessments are of inadequate standard	Health provider organisations (SFHFT, NUH and NHCT, DBTH) and county CCGs (Designated professionals).	Designated professionals for LAC (5 county CCGs). Named LAC Professionals/Senior LAC clinicians (Bassetlaw CCG).	A framework to be devised and implemented by September 2018.	AMBER: In Progress / development
8. Ensure accurate collection and reporting of completed IHA and RHAs in line with national and locally agreed timescales. This information to be shared contractually, with the NSCB and with the Corporate Parenting Board.	Health provider organisations (SFHFT, NUH and NHCT, DBTH) and county CCGs.	Designated professionals for LAC (5 county CCGs). DBTH and NHCT LAC service managers/named professionals	Quarter 1 of 2019-20 (with manual data collection across 2018-19)	GREEN: On track / Completed
9. A decliner pathway to be agreed by the LA and CCGs for when young people do not engage with the health assessments.	Health provider organisations (SFHFT, NUH and NHCT, DBTH) and county CCGs and the local authority.	Designated professionals for LAC (5 county CCGs). Designated Nurse & Doctor for LAC (Bassetlaw CCG).	January 2019	AMBER: In Progress / development
10. To ensure health is discussed at each looked after Review (LAR), undertake an audit of which health representation is invited and / or contributes to each LAR and the extent to which health recommendations are met.	Local authority	Steve Edwards/Clare Sampson / Rachel Stimson Designated Professionals for LAC (5 County CCGs)		AMBER: In Progress / development
11. Raise awareness with GPs around the needs of care leavers (via GP safeguarding website, information in newsletters and through training)	6 CCGs (Designated professionals) NHCT & BCCG	Designated professionals for LAC (5 county CCGs). Named Nurse for LAC NHCT & Named Safeguarding Professionals Bassetlaw CCG.	September 2018.	GREEN: On track / Completed
12. Implement the revised CCG OOA pathway. This is written in accordance with statutory guidance and the recently locally agreed East Midlands notifications protocol.	Health provider organisations (SFHFT, NUH and NHCT, DBTH) and County 5 CCGs and the local authority.	Designated professionals for LAC (5 county CCGs). Named Nurse for LAC NHCT and Designated Doctor LAC DBTH	January 2019	GREEN: On track / Completed
13. Strengthen the process to ensure SDQs are completed and shared in timely manner to inform each RHA.	NCC and NHCT	Service Manager, LAC Service and Named Nurses, Children in Care nursing service	March 2020	AMBER: In Progress / development
14. Ensure health providers accurately collect and reporting the % of SDQs received to inform RHAs.	Health provider organisation (NHCT) and county CCGs	Designated professionals for LAC (5 County CCGs). Named Nurse for LAC NHCT	Quarter 1 of 2019-20 (with manual data collection across 2018-19)	AMBER: In Progress / development

15. CAMHS 16+ LAC CAMHS HAVE BEEN ASKED TO INPUT INTO THIS ACTION PLAN	NHCT and LAC CAMHS Commissioner	NHCT LAC CAMHS Senior Manager (Vanessa Briscoe) LAC CAMHS Commissioner NCC PH (Nic Reed)		Please Select
16. Ensure Care leavers are aware of the service available to them through IAPT (improving access to psychological therapies) including employment support	Futures	Regular updates of information via appropriate NCC teams	Quarterly	AMBER: In Progress / development
17. Ensure that re-commissioned substance misuse services meet the needs of care leavers.		Care Quality, Public Health, Nottinghamshire County Council	April 2020	AMBER - In Progress / development

Ambition 3: LAC and Care Leavers fulfil their potential

We have committed to:

- ensure all children and young people have aspirational education targets supported by bespoke, outcome-based plans for successful adulthood;
- extend the reach of the virtual school into early years and post 16 settings, as well as to previously looked after children in all settings;
- provide opportunities for our children to have new experiences, and access to enriching opportunities to broaden horizons;
- ensure schools provide access to independent information, advice and guidance for all looked after children and young people and those who have been previously looked after;
- aim to reduce offending behaviour and support young people to avoid criminalisation;
- support designated teachers in schools to ensure that our children, including adopted children and those with Special Educational Needs, meet their full potential.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Implement plans to improve engagement in Education, Employment & training	Schools, Colleges/Universities Leaving Care Service	Service Director, Education, Learning & Skills	December 2018	AMBER: In Progress / development
1.1 The Virtual School will implement and evaluate a pilot project to promote EET for 15-19 yr old CYP in the most vulnerable situations. 1.2 The Virtual school will turn the 'lessons learned' from the pilot into proposals to schools and the LA regarding targeted mentoring and coaching support for LAC at risk of becoming NEET. 1.3 The Virtual School will continue to raise attainment and improve progress for all LAC, and consider the measures which are used to report on outcomes, with a particular focus on developing Preparing for Adulthood measures (and name them)	Virtual School	Service Director, Education, Learning & Skills	September 2018	AMBER: In Progress / development

<p>1.4 The Virtual School will agree a more robust relationship with fostering services, described in a service level agreement, to develop a means of:</p> <ul style="list-style-type: none"> • Clarifying respective roles and responsibilities • Providing access to resources whereby foster carers can more effectively engage with schools and other education services <p>1.5 The Virtual School will develop its Pupil Premium statement to provide:</p> <ul style="list-style-type: none"> • evidence-based guidance for schools on the effective • use of Pupil Premium Plus funding the rationale and use of retained monies <p>1.6 The Virtual School will continue to develop guidance and proformas, in partnership with CSC, to support the PEP process (pre-school to age 18), particularly to:</p> <ul style="list-style-type: none"> • make it more strength-based • emphasise the Voice of the Child/Young person • make it more goal focused, including both academic attainment, progress as well as PfA and well-being focused, broadening the range of experiences and opportunities made available to CYP 				
2. Active promotion of funded childcare opportunities for foster carers caring for eligible 2, 3 and 4 year olds.	Early Childhood Services	Irene Kakoullis	January 2019	AMBER: In Progress / development
3. Roll out and evaluate training for all early years providers to enable LAC children to be ready for school.	Early Childhood Services	Irene Kakoullis	March 2019	GREEN: On track / Completed
4. Encourage LAC and Care Leavers to consider a career in early years through targeted recruitment and apprenticeships.	Early Childhood Services	Irene Kakoullis	March 2019	AMBER: In Progress / development
5. Support the Virtual school to embed and look to extend delivery through Careers Local program	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key	September 2018	AMBER: In Progress / development
6. Support IAG to schools through provision of bought services	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key	Ongoing	GREEN: On track / Completed
7. Offer bespoke NEET support to young people post-16 presenting as NEET	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key	Ongoing	GREEN: On track / Completed
8. Secure support for those young people on SEND support levels to access Life Chances Fund "FutureU" program	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key	September 2018 onwards	AMBER: In Progress / development

9. Liaise with ITE colleagues to design and incorporate provision for trainees, to provide better insight into the needs of LAC, care leavers and those at risk (e.g. invite designated teachers to speak to our students)	NTU	Jane Moore/Matt Varley		AMBER: In Progress / development
10. Establish enhanced partnerships with schools that have especially effective provision for LAC & Care Leavers, so we can provide bespoke placements for those students who are interested in 'specialising' in this area.	NTU	Jane Moore/Matt Varley		AMBER: In Progress / development
11. Consult with strategic partnership groups on how best to support trainees and NQTs to achieve the best possible understanding and strategies to support these LAC & Care Leavers.	NTU	Jane Moore/Matt Varley		AMBER: In Progress / development
12. Work with other colleagues in the wider School of Social Sciences who have particular relevant interests and expertise, in order to coordinate our approaches and offer additional support as appropriate and agreed	NTU	Jane Moore/Matt Varley		AMBER: In Progress / development

Ambition 4: LAC and Care Leavers achieve sustained and fulfilling employment & economic independence

We have committed to:

- offer work experience and work placements, within an appropriate bespoke curriculum pathway plan, that supports children and young people, as far as they are able, to aspire to access the most appropriate route into future education, employment or training from Year 9 onwards;
- explore opportunities to exempt care leavers from council tax and maximise their income;
- provide initial work experience from Year 9, leading into work placements and employment from 16 years. This is to ensure that all LAC and care leavers have opportunities for learning and developing the appropriate skills that will support them in their future careers.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Personal Advisors to ensure needs-led plans are developed with Care Leavers which offer work experience and work placements to access the most appropriate route into future education, employment or training.	Schools, Universities/Colleges. Virtual School Leaving Care Service	Service Director, Education, Learning & Skills Group Manager, Social Work Services	March 2019	RED: Not Started or behind Schedule
1.1 Design and develop a Post-16 PEP process and document which incorporates the 3.1.6 and statutory guidance	Virtual School & CSC	Service Director, Education, Learning & Skills Group Manager, Social Work Services	March 2019	RED: Not Started or behind Schedule
1.2 Develop NTU involvement in the Local Authority work experience project.	Virtual School & NTU			

2. Active promotion of recruitment opportunities for young people considering a career in early years or early childhood services.	Early Childhood Services	Irene Kakoullis	Early Childhood Services	AMBER: In Progress / development
3. Continue to explore opportunities for bespoke funding for a work experience and mentoring package of support	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key	December 2018	AMBER: In Progress / development
4. Work with NCC, schools and other colleagues to set up HE 'experiences' here at NTU for LAC and care leavers (e.g. enhanced induction? work experience?)	NTU	Jane Moore/Matt Varley		AMBER: In Progress / development
5. Scope the feasibility of setting up a LAC conference – a forum for LAC services to disseminate what they do, bring designated teachers together, invite speakers (including care leavers) and build momentum around coordinated actions.	NTU	Jane Moore/Matt Varley		GREEN: On track / Completed

Ambition 5: LAC and Care Leavers make a positive contribution

We have committed to:

- encourage all children and young people to participate in the children in care council, to enable their voice to shape our services;
- encourage and support young people in care to access the Duke of Edinburgh scheme;
- encourage and support young people in care to access cadet training programmes;
- encourage and support children and young people to join a uniformed organisation;
- encourage and support children to engage in or lead community activities, including arts, sports, science and engineering, in schools, with carers and through the broader partnership.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Engage Care Leavers to provide their opinions as part of service user feedback that forms part of the quality assurance framework, as well as via Independent Reviewing Officers.	Children in Care Council Leaving Care Service IRO Service	Group Manager, Safeguarding, Assurance and Improvement Group Manager, Service Improvement	March 2019	GREEN: On track / Completed
2. Employ a care leaver apprentice to support social work practice in relation to children's mental health, and champion the integrated personal commissioning pilot in Nottinghamshire (this could also go in Ambition 2... but is more focused on	Nottinghamshire County Council	Tasha Wrzesinski (Public Health & Commissioning Manager, Integrated Children's Commissioning Hub)	By Q2 18/19	GREEN: On track / Completed

the care leaver being able to inform practice and contribute to local transformation)				
3. Extend the engagement of a wider range of Local Authority colleagues in the annual Achievement Event	Virtual School	Service Director, Education, Learning & Skills		GREEN: On track / Completed

Ambition 6: LAC and Care Leavers have a positive transition to adulthood

We have committed to:

- ensure that placements prepare and plan for children's independence and transition to adulthood;
- extend the personal adviser offer to all looked after young people aged 16 years or above;
- increase multi-agency support in planning for adulthood, building on shared pathway plans from age 14 years onwards, underpinned by high quality independent information advice and guidance;
- promote independent challenge and scrutiny, by continuing the involvement of the IRO to care leavers.

Actions to be completed in 2018-19	Responsible Partner/s	Responsible Officer/s	Timescale	RAG rated progress 2018/19
1. Increase the range of supported accommodation options for those who will find the transition to independence	Supported accommodation providers	Group Manager Placement and Commissioning	January 2019	Please Select
2. Reviewing our current pathway planning process including the interface with the local authority leaving care team to ensure a robust process. This includes the handover of both physical and mental health care needs, those with SEND and EHCP and open to CAMHS.	Local authority	Local authority - ? Independent reviewing officer (Steve Edwards/Laurence Jones/Claire Sampson/Amanda Colinson/Joe Foley)	April 2019	AMBER: In Progress / development
3. Review and agree the important health information given to care leavers, developing a robust pathway for distribution of this, and an accompanying quality assurance process. This will ensure we routinely give good quality information and support to our young people. To include those receiving an IHA (in 5 county CCGs), our care leavers placed out of area, other	Health provider organisations (SFHFT, NUH and NHCT, DBTH) and County CCGs (Designated professionals).	Designated professionals for LAC (5 county CCGs). Designated Professionals for LAC (Bassetlaw CCG).	December 2018.	GREEN: On track / Completed

local authorities children placed within Nottinghamshire, and those young people who do not engage.				
4. Notts Enabling Service to work with young people with disabilities from the age of 17	ASCH	Naomi Russell	Started April 2018	GREEN: On track / Completed
5. More closely align children's and adults services for young people with disabilities.	CFCS/ASCH	Naomi Russell, Sandrina Mapletoft, Louise Benson and other members of the 'Preparing for Adulthood' workstream	Ongoing	GREEN: On track / Completed
6. Increase supported internship opportunities for young people with disabilities	CFCS/ASCH	Naomi Russell, Louise Benson	1 year	GREEN: On track / Completed
7. Increase employment opportunities for young people with disabilities within the county council	CFCS/ASCH	Naomi Russell/Louise Benson/Ainsley MacDonnell	2 years	AMBER: In Progress / development
8. Assistive technology pilot for young people with disabilities	CFCS/ASCH	Mark Douglas/Joanne Rush	1 year	AMBER: In Progress / development
9. Increase the range of supported accommodation options for those who will find the transition to adulthood most difficult	Supported accommodation providers County Council	Service Manager, Homelessness and Supported Accommodation	January 2019	GREEN: On track / Completed
10. Agree a model of independent review for care leavers	County Council	Group Manager, Safeguarding, Assurance and Improvement	November 2018	AMBER: In Progress / development
11. Ensure effective links made between personal advisers and NEET service support for care leavers	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key Steve/EdwardsClaire Sampson/Amanda Colinson	September 2018	AMBER: In Progress / development
12. Joint session re Futures support and services with personal adviser team, enabling sharing of practice and information to support care leavers	Futures	Amanda Payne/Paul Price-Hazelhurst, Joanna Key Steve/EdwardsClaire Sampson/Amanda Colinson	September 2018	AMBER: In Progress / development
13. Agree a more robust relationship with the CSC Leaving Care officer working with the Post-16 cohort to: <ul style="list-style-type: none"> • clarify respective roles and responsibilities • agree a common approach to improving transition support in schools, bridging into post-16 settings 	The Virtual School	Service Director, Education, Learning & Skills		AMBER: In Progress / development
14. Identify Project officer short term support to coordinate the development of a coherent local offer by 31 September 2018	Steve Edwards Marion Clay	Nottinghamshire County Council	September 2018	GREEN: On track / Completed
15. Identify an officer with IT expertise to explore the development of an online/off line app that can host the local offer	Marion Clay Liz Kitts NCC IT	Nottinghamshire County Council	September 2018	GREEN: On track / Completed

16. Identify lead officers or partners to develop the local offer around: ➤ Accommodation ➤ District Council Support ➤ Education ➤ Work Experience ➤ Employment/Apprenticeships ➤ Leaving Care Support ➤ Health	Beth Downing John Robinson Marion Clay Helen Richardson and Marion Clay Terry Galloway Amanda Collinson Kate Allen/Helena Cripps	Nottinghamshire Council Council District/Borough Councils Futures NTU Health Providers		GREEN: On track / Completed
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