

MUNICIPAL YEAR 2019/2020 REPORT NO.

MEETING TITLE AND DATE:

EMT, 2 July 2019
Cabinet, 11 September
2019

REPORT OF:

Director of Law &
Governance

Agenda – Part:

Item:

**Subject: Transition of Children Leaving
Care Scrutiny Workstream**

Wards: All

Cabinet Member consulted:

Contact officer and telephone number:

Susan O'Connell

E mail: susan.o'connell@enfield.gov.uk

1. EXECUTIVE SUMMARY

- 1.1 It is a statutory duty for the Local Authority to provide a leaving care service for all eligible looked after children who leave care aged 16 plus, and for all care leavers aged up to 21. The Children and Social Work Act 2016, which came into force in April 2018, introduced a new duty for the offer of available support to be extended to all young people leaving care up to the age of 25.
- 1.2 Looked after children are some of the most vulnerable children in society, living away from their families because their parents faced difficulties and pressures in providing their care or because the children suffered abuse and neglect whilst in the care of their families. As such they need and deserve the best possible support from the services there to help them
- 1.3 Young people in care have often had difficult lives and start living independently and become self-sufficient much earlier than their peers.
- 1.4 As a Corporate Parent it is the duty of the local authority, elected members, employees and partners to act in the best interests of looked after children and care leavers and to question 'Would this be good enough for my child'.

2. RECOMMENDATIONS

- 2.1 For Cabinet to note the recommendations and Cabinet Member and Executive Director comments in the table at Appendix A.
- 2.2 Further to discussions at workstreams meetings and with the full support of the workstream members, it was agreed the Corporate Parenting Board will take forward immediately:
- I. Total Respect Training (Corporate Parent Training for elected members)- it was agreed that this will be arranged through the Corporate Parent Board with training commencing as soon as possible. This is delivered in small groups by the children in Care Council, so it was agreed that it would not be possible to deliver this to all elected members, this will be targeted to elected members working with Children's Services who need a more in depth understanding of the issues
 - II. Free Gym passes/ membership of Leisure clubs- it was agreed that the Corporate Parenting Board will investigate this further and look at possibilities around this
 - III. Gap analysis on mental health to inform a business case for increasing capacity in the CAMHS/ HEART team- it was agreed that this will be provided to the Corporate Parenting Board for them to take forward.
- 2.3 Prior to 2010, information on Corporate Parenting to inform all elected members of their own and the council's responsibilities was previously provided as part of the induction pack given to Members. This information is to be included in future induction packs that Councillors receive when they are elected and to also be provided to all current councillors.
- 2.4 To demonstrate a whole council approach towards care leavers and to ensure that corporate parenting is everyone's responsibility, exploration of online resources to take place for online awareness raising training purposes. This information should be made available for officers outside of Children's Services, so they can recognise their role as corporate parents and the support that they could provide.
- 2.5 Under corporate parent responsibilities:
- The Council creates a bespoke apprenticeship scheme specifically for Care Leavers.
 - Council departments consider where they might be able to provide work experience opportunities specifically to Looked after Children and Care Leavers.
 - When the council agrees new contracts consideration to be given to prioritising opportunities for care leavers where possible within corporate contracts.
- 2.6 To further embed a strong corporate parenting ethos; the Council, explore the viability of developing a light touch mentoring scheme where council officers are linked to individual care leavers who have no strong family networks. Council officers taking part in the scheme would be provided with basic relevant training but ultimately such a scheme would be cost neutral.
- 2.6 To note that further to a request from officers in the leaving care team and following discussions with colleagues in adult mental health services. A single point of contact number in adult mental health services has been provided to staff in the Leaving Care team to contact for advice and guidance.

3. BACKGROUND

- 3.1 Councillor Susan Erbil chaired the workstream, and evidence was heard from staff including senior management within Children's Services, the Cabinet Member for Children's Services and Protection and a group of Care Leavers. The workstream would like to thank all officers that contributed to the evidence gathering and the young people they met with who provided their honest and frank views.
- 3.2 The Leaving Care Service has responsibility for looked after children and care leavers between the ages of 16 and 25. Until new legislation came into force in 2018, a Council's statutory responsibility for supporting care leavers ended when they turned 21, unless they were in higher education. The Children and Social Work Act 2016 introduced a duty for the offer of available support to be extended to all young people leaving care up to the age of 25 years. The duties within the Act came into force in April 2018.
- 3.3 The nature of the support required under this extended duty is determined by an assessment of the needs of the individual young people and will range from one off advice and guidance, through to allocation to a Personal Advisor and an ongoing casework service.
- 3.4 Limited funding has followed this extended duty, in Enfield this has been used to contribute towards the costs of two new Personal Advisors. Members felt that extending the transition period to 25 was helpful for care leavers.

Care Leavers/ A changing cohort

- 3.4 The workstream received demographic information on the current cohort of care leavers and how this has changed over the years. A key difference is that there are now higher numbers of young people coming into care much later; reasons behind this include:
- A change in law where if a young person under 18 is remanded by the courts they will now automatically become a looked after child. The service may have had no involvement with them up to this point. In addition, the court disposals have changed with fewer young people being remanded but those that are reminded being charged with more serious crimes
 - Increases in the number of unaccompanied asylum-seeking children (UASC)
 - Some young people coming into care having become homeless or out of parental control.

This older group brings challenges and often means it takes longer to effect change

- 3.6 Workstream members were advised that the majority of Enfield looked after children between the ages of 16-18, are male and significantly (87%) of these young people coming into care over the age of 11.
- 3.7 Large numbers of unaccompanied asylum-seeking children are part of this cohort. Most UASC present directly to the service, whilst there is a transfer scheme in place this is not currently effective due to the large numbers across all London boroughs. The leaving care team have adapted services to ensure support to this group.
- 3.8 There was at the time of the workstream 251 over 18-year olds open to the leaving care team with the majority being male and most of these aged up to 21. However, with the changes to legislation entitling all young people up to the age of 25 to request a service it is expected that the number of those over 21 will increase. The number of previous UASC aged 18 to 24 usually decreases over 18, although only slightly as not all of the young people secure leave to remain in the UK, there is a significant delay in the Home Office taking action against those who become appeal Rights Exhausted.
- 3.9 Care leavers should have safe, stable and suitable accommodation this could be either in their own tenancies, an independent affordable or private rented tenancy, in semi-independent supported accommodation, or by enabling them to remain with their foster carers under the 'staying put arrangements'.
- 3.10 At 18 all young people legally 'leave care' and are allocated a personal advisor who will continue to visit them, encourage and support them and provide emotional and practical help as they transition to adulthood. Young people with more complex needs may remain with their original social worker beyond 18.
- 3.11 Care Leavers in foster placements are encouraged to consider 'Staying Put' with their carer beyond 18. These arrangements can stay in place for up to 3 years. The workstream were pleased to note that in Enfield this has worked well with the number growing each year.
- 3.12 There are 40 Council tenancies available to the Leaving Care Service and these are allocated via a nomination and bidding process at a Housing nominations panel. Young people can bid once they are 18 and are supported in this process by their Social Worker or Personal Advisor. Members were advised that 97% of 19 to 21-year olds are in suitable accommodation, during 2018/19 20 independent tenancies were secured and a further 11 young people were accepted and were bidding.
- 3.13 The workstream were particularly interested in how individual achievements and successes are celebrated and were pleased to note various examples such as achievement days, individual celebrations and incentives provided as praise. Members were pleased to note that

22 Enfield care leavers were currently studying at university, and that many other different achievements are also individually recognised.

4. The Local Offer

4.1 New duties that came into force in April 2018 required all local authorities to publish a 'core local offer', setting out the support available to care leavers, by January 2019. The process of publishing the core offer had to include consultation with young people and with those agencies involved in their lives.

4.2 The local offer details support that the Council must provide by law:

- Care Leavers can ask to have support from the Leaving Care Service until they are 25 years old
- Each Care Leavers pathway plan will be written by their Personal Advisor after consultation with them and the people important to them. This will be reviewed regularly so that it is kept up to date
- Care Leavers will be involved in all decisions about their plan for leaving care and have the right to support from an independent advocate if they are thinking of challenging the decisions about the care they given
- Care Leaver can make a complaint or give a compliment about the service received.
- Care Leavers must be provided with suitable accommodation until they are 18 years old
- Care Leavers can continue to live with their foster carer for up to three years from the age of 18 if this is what they and their carer want, and the service agrees it is the right thing for them.

4.3 The offer also details other support available with finances; health and well-being; relationships and networks; education, training or employment; accommodation, participation in society, and additional needs (special educational needs and/or disability)

4.4 The workstream were consulted and commented on the draft local offer and were pleased to note that an extensive consultation had been undertaken involving looked after children through KRATOS, foster carers, key workers, staff, partners and elected members and that this had an influence on the final offer which was published in December 2018.

5. Pathway Plans

5.1 The completion and review of a Pathway Plan is a statutory requirement. In Enfield this is recorded using the looked after child's Care Plan framework until the young person reaches 18, when the pathway planning template is used. The workstream looked at a live anonymised Pathway Plan and noted from this the shift to working with young adults and encouraging them to take responsibility. The Plan covers; health & development; education/training/employment,

emotional and behavioural development, identity, family and social relationships, social presentation and self-care skills, financial, support, view and agreements. These plans must be reviewed every 6 months as a minimum.

- 5.2 The workstream were taken through the new document that the service had recently development for pathway planning and the consultation that had occurred with young people and staff and agreed that this would help ensure a more consistent approach.
- 5.3 Members were provided with an audit of Pathway Planning that had been recently undertaken, this identified good practice. The workstream reviewed the areas identified for improvement and noted the plans in place on these, and the actions that had been taken and monitoring in place..
- 5.4 At the time of the meeting 96% of all Pathway Plans were completed and reviewed on time, against Enfield's own target of 95%.
6. Care Leavers not in Education, Employment or Training (NEET)
- 6.1 The workstream felt that employment education and training are key to ensure future success for young people. 23% of Care Leavers aged 16-21 were currently not in education, employment or training. Just under half of this group were young people who were; in custody; pregnant or parenting, those with ill health or disability and some unaccompanied asylum-seeking children not eligible to work or attend training due to their immigration status.
- 6.2 The majority of the remaining young people within these figures are those who came into care as late teenagers, often having been out of education for long periods. Members were advised that it often takes longer and requires more support to achieve employment, education or training status. The workstream looked at the diverse activities and methods of engaging young people when comparing NEET figures with other boroughs, Enfield compared favourably.
- 6.3 They noted other measures of success before achieving education, employment or training status, such as the young person not going missing, engaging with their key worker, being more settled and the small steps they take along the way.
- 6.5 The workstream were greatly encouraged by the work being undertaken and the progress that had been made. They were provided with a current provision map for those aged 16-25. Members were disappointed to note that the council did not offer apprenticeships specifically for care leavers or work experience specifically for looked after children and care leavers. There were advised that there had in the past been a bespoke apprenticeship for care leavers and that initial discussions had begun on developing a similar scheme again.

6.6 Members felt strongly that as part of the Council's Corporate Parenting responsibilities there should be a bespoke apprenticeship scheme in place for care leavers. Within the Council itself there is a vast range of professions that could offer a range of possible work experience opportunities and placements. This could be explored to further the development of the Borough's looked after children and care leavers as they would be by any good parent.

7. Finance

7.1 The Finance Policy for the Leaving Care Service Transition to Adulthood is reviewed annually. This covers all entitlements, in addition the service can also use its discretion to go over and above if the young person is engaging and support is needed. The young person's worker goes through their entitlements with them as soon as they are in the leaving care team.

7.2 Young people are encouraged to manage their money and save up for the things that they would like. The service is keen to encourage young people not to be dependent on benefits and instead earn their own money. Care Leavers are given help with setting up bank accounts and the documentation that they will need for identification is also arranged for them.

8. Corporate Parenting

8.1 Corporate Parenting is the legal term applicable to all local authorities giving them collective responsibility for the well-being of all looked after children and care leavers. This duty is held by the Council, elected members, employees and partners. The Corporate Parenting Board has delegated authority on behalf of full Council to act in the best interests of looked after children and care leavers.

8.2 The role of the Corporate Parenting Board is to ensure that the Council fulfils its role as corporate parents and that elected members, partner agencies, officers and children in care council all work together to provide a coordinated, holistic approach to service delivery and development. The Board scrutinises the performance of those services responsible for supporting looked after children and approves key strategies on behalf of full council.

8.3 The Children in Care Council in Enfield is called KRATOS. Members of KRATOS attend the Corporate Parenting Board and chair the meeting once a year.

8.4 Workstream members were interested in member training on their roles and responsibilities as corporate parents. Following discussions both at the workstream and that had occurred at the Corporate Parenting Board, 'Total Respect training' will be offered. The Corporate Parenting Board will arrange to take this training forward. As this training is delivered by KRATOS to small groups it was agreed that it would not be possible to deliver to all elected members, but that it will be targeted

to elected members working with Children's Services who need a more in depth understanding of the issues.

- 8.5 Prior to 2010 the induction pack given to all new councillors contained information on corporate parenting. Members felt this information needs to be reinstated as part of the induction pack for new councillors in future and that all existing councillors should also be provided with this information to ensure that all elected members understand and fulfil their corporate parenting responsibilities.
 - 8.6 The workstream were keen to promote corporate parenting as everyone's responsibility and not just the Children's Services Department. All departments should deliver their services to care leavers in a way that promotes their best interests, responds to their wishes and feelings, helps them make the best use of council services, promotes high aspirations and the best possible outcomes and support their transition to adulthood.
 - 8.7 To assist in enabling officers across all departments to recognise their role as corporate parents and encourage them to look at the services and support that they provide; online awareness raising resources should be explored with a view to training being made available to officers outside of Children's Services department.
 - 8.8 An Ofsted report was being undertaken at the time of this meeting and some early feedback was provided to the workstream. Young people had praised their social workers and personal advisers for the help they had been given. Some of the young people who had spoken to Ofsted had said that they would like free gym passes which they felt were available in other boroughs, and the workstream were informed that this was something that the Executive Director and Cabinet Member agreed to explore further through the Corporate Parenting Board.
 - 8.9 Members reiterated that they felt as part of the council's corporate parenting responsibilities the council should have a bespoke apprentice scheme and council departments should also consider where they might be able to provide work experience opportunities specifically to looked after children and care leavers. They also felt that when the council agrees new contracts consideration could be given to prioritising care leavers where possible.
9. Mentoring
- 9.1 The use of mentors has proved successful with some young people who are more challenging. Gym mentors have worked particularly well in engaging challenging young people who had previously been reluctant and have helped young people get involved in a formal activity as a first step.
 - 9.2 Young people leaving care face the challenges of transition to adulthood, often without consistent support from their families. One of

the biggest issues experienced by care leavers is that of isolation – without a strong and stable social network, it can be extremely hard to navigate life after leaving care. The care leavers that the members spoke to said they valued having someone to talk to.

9.3 The Council should continue to do all it can to support looked after children leaving care as they turn 18 and become independent. The workstream noted that some other local authorities such as Wakefield Council provide a flexible mentoring/ buddying scheme connecting young people with council officers.

9.4 Taking account of corporate parent responsibilities of all council departments and how these could be further embedded across the council as a whole. The council should explore the viability of developing a scheme for Enfield linking council officers with care leavers with no strong family links. Council officers taking part would need to be provided with basic relevant training but ultimately such a scheme would be cost neutral.

10. Therapeutic Services

10.1 Looked after Children are some of the most vulnerable children and young people in society. Research has shown that looked after children are far more likely to experience negative mental health than their peers. However, when a child in care becomes a care leaver and reaches 18, they are no longer eligible for bespoke support from the CAMHS HEART Team and this creates a gap.

10.2 Access to ongoing support is key to sustaining care leavers emotional well being after they leave care. Care leavers can find that they are no longer eligible for support from mental health services once they become adults. Often with a chaotic upbringing young people often want support as they get older and come to terms with events in their lives.

10.3 Young people with very serious mental health issues will often meet the criteria for Adult services and in Enfield the transition is very well managed. Those young people with very low-level concerns can be supported by the personal Advisors or can be referred to GP's.

10.4 The more problematic area is where young people do not meet the threshold for adult services but may have significant emotional health/ wellbeing needs.

10.5 Prior to turning 18 the HEART team works extremely well, delivering bespoke assessments and support. There is no waiting list, no screened referral process. They also provide support to social workers on mental health issues of their clients and therapeutic training for foster carers.

- 10.6 The workstream were concerned for the future wellbeing of these young people and how a lack of support could affect their future.
- 10.7 During discussions with the Executive Director and the Cabinet Member for Children's Services and Protection it was agreed that to support further interventions, there must be a strong evidence base. A gap analysis to inform a business case for increasing the capacity of the CAMHS/HEART team would be undertaken. This information will then be reported back to the Corporate Parenting Board for them to consider the best way forward.
11. Views of Staff
- 11.1 Workstream members met with a cross section of staff from the Leaving Care Service including Team Managers, Advanced Social Workers, Social Workers and Personal Advisors.
- 11.2 Members noted that the Care Leavers service is a very stable team with staff who have been in post a while. This assists as young people are able to work with the same person. Members observed that officers were very enthusiastic and wanted to spend quality time with the young person and were keen to find creative solutions for the young people that they worked with.
- 11.3 The following issues were highlighted by officers:
- They felt that there is a need to raise awareness of the needs of looked after children and what to expect with anyone coming into contact with looked after children or care leavers, and this would assist the team in their dealings with officers across the council.
 - Raising awareness of Corporate Parenting Responsibilities with elected members.
 - Their main concern was they felt the gap in mental health and the difficulties accessing service once the young person turns 18. Many young people don't always fit into a box or meet threshold for adult services. This is particularly problematic for mental health especially given that all those who come into care will have suffered some sort of trauma. It is not uncommon for them to take time to come to terms and become adults before they are ready to address their issues.
 - Officers felt it would be helpful if there was a named person in adult's mental health for the Leaving Care team to contact for advice and guidance on how best to help the young person, not for those with profound mental health difficulties but for those that disengage and have wellbeing issues
 - The council should offer work experience and apprenticeships specifically for care leavers and looked after children. Any managers would need to have an understanding of what it means to come from care. e.g. those leaving care will often lack skills in what to wear, how to speak, time keeping etc.

- 11.4 Members were impressed by their openness, honesty, genuine enthusiasm, perseverance and desire to connect with the most challenging young people to make a real difference to the lives of the young people that they worked with.

Views of Care Leavers

- 11.5 The workstream met with 4 young people all in different circumstances with different challenges. They were pleased that all the young people felt free to speak tell their stories, including their positive and negative experiences. The young people were pleased that members were interested in what they had to say.
- 11.6 Without exception the young people said that their social workers/ personal advisors had made the biggest difference to their lives, they were all grateful and quite simply could not say where they would be without this support.
- 11.7 Amongst the issues they raised were:
- Financial concerns over managing their money,
 - Housing was raised by most of the young people, they found this process stressful,
 - Anxieties and emotional support, young people said that it is helpful and that they value having someone to talk to.
 - Also discussed the importance of being allowed to remain in contact with siblings particularly when this was challenging due to events that had taken place. Members noted the efforts of officers to ensure where at all possible that this occurs.
- 11.8 The members would like to thank the young people for giving their time and providing their frank and honest views.

12. Conclusion

- 12.1 There is lots of good work taking place in Enfield. The staff that the workstream met with throughout the review showed enthusiasm, commitment and dedication to improving the lives of the young people they worked with and sought to find creative solutions to connect with the most disengaged young people. They also showed commitment to providing support to allow young people to develop their independence skills.
- 12.2 Members were keen that the success of the team is celebrated and recognised in some sociable way. As a way of corporate parents thanking the people behind the figures, this may also assist with retention.
- 12.3 The young people themselves in comments made both to the workstream and as part of the recent Ofsted inspection said that what had made the most difference and that they valued the most is the support that they had received from their workers.

- 12.4 Members were pleased to note the recent positive Ofsted report.
- 12.5 The workstream were very pleased that the Cabinet Member and Executive Director had attended a meeting and agreed to take forward immediately items through the Corporate Parenting Board. They were particularly pleased that the gap analysis will be completed on mental health.
- 12.6 Further to a request from officers in the leaving care team and following discussions with colleagues in adult mental health services. A single point of contact number and email address in adult mental health services has been provided for staff in the leaving care team where they can access advice and guidance to enable them to help the young people that they were working with.
- 12.7 They felt training for members is vital to ensure that all elected members are both aware and able to fulfil their Corporate responsibilities and this should form part of the induction pack that new councillors are provided and be provided to all current councillors. Online resources should be explored for corporate parenting awareness raising with a view to online training/ resources being made available to officers outside of Children's Services department helping ensure a whole Council approach.
- 12.8 As part of its corporate parenting responsibilities the council should create a bespoke apprenticeship scheme specifically for care leavers. Council departments should consider where they might be able to provide work experience opportunities specifically for looked after children and care leavers and where possible opportunities for care leavers should be prioritised within corporate contracts.
- 12.9 To further embed a positive culture and strong corporate parenting ethos; the possibility of the council developing a light touch mentoring scheme where individual council officers are linked to care leavers who have no strong family networks should be explored. Council officers taking part in the scheme would be provided with basic training but ultimately such a scheme would be cost neutral.

13. ALTERNATIVE OPTIONS CONSIDERED

None, the Council has a legal duty as Corporate Parents to provide the best possible care to looked after children and care leavers.

14. REASONS FOR RECOMMENDATIONS

To enhance the services available and raise awareness of the Corporate Parenting duties and responsibilities with elected members and officers and further embed a strong ethos across the whole Council.

15. COMMENTS FROM EMT

EMT noted the report and the comments made by the Cabinet Member and the Director in response to the recommendations.

16. COMMENTS FROM OTHER DEPARTMENTS

16.1 Financial Implications

The delivery of the Total Respect Training will have no direct cost implication. The remaining proposals will require further investigation, such as cost analysis, to establish the financial implications. This will be assessed at a later stage.

16.2 Legal Implications

16.2.1 The Children and Social Work Act 2017 ('the Act') imposes duties on local authorities to act as 'corporate parent' for children and young people who are currently looked after by that local authority, or who are aged up to 25 and were previously looked after by that local authority. Section 1(1) of the Act sets out this duty in detail.

16.2.2 In general these duties require the local authority to act towards these young people as a caring and responsible parent would towards his or her own child. The duties specifically require local authorities to promote the physical and mental health and wellbeing of these young people, and to prepare them for adulthood and independent living.

16.2.3 There is statutory guidance on the provision of Personal Advisers, 'Extending Personal Adviser Support to all Care Leavers to age 25' (February 2018).

16.2.4 The proposals set out in this report comply with the above statute and guidance.

16.2.5 One of the recommendations within this report (2.4) is that consideration is given to prioritising opportunities for care leavers where possible within corporate contracts. Before implementing this recommendation, there needs to be detailed discussion with the Council's Procurement and Commissioning Hub to ensure compliance with procurement legislation and the Council's Contract Procedure Rules, especially the Council's Sustainable Procurement Policy.

16.2.6 In relation to apprentice scheme, the apprentice can be anyone age 16 and over and not in full-time education. An apprentice age under 19 or 19 and over but in its first year of apprenticeship are entitled to £3.90 per hour. However, once the apprentice reaches the age of 19 and has completed the first year of the apprenticeship the employer must pay the full National Minimum Wage rate. Furthermore, the Working Time Regulations would apply for apprentices age 18 and under,

their working hours should not exceed 8 hours a day or 40 hours per week. They are also entitled to paid holidays and rest breaks of at least 30 minutes when their shift lasts more than four and a half hours.

16.2.7 In relation to work experience, we should ensure that the person is a volunteer for minimum wage purposes or if an exemption applies. If the person is not a genuine volunteer and is not exempt, then you must pay them at least the minimum wage.

17 KEY RISKS

Looked after children and care leavers are some of the most vulnerable children and young people in society. They need and deserve the best possible support from the services there to help them. Enhancing the services available and raising awareness of the Corporate Parenting duties and responsibilities with elected members and officers will help to improve the life chances of our most vulnerable residents.

18 IMPACT ON COUNCIL PRIORITIES – CREATING A LIFETIME OF OPPORTUNITIES IN ENFIELD

Good homes in well-connected neighbourhoods, Sustain strong and healthy communities, Build our local economy to create a thriving place

The Overview and Scrutiny Committee uses focused, time-limited workstreams to scrutinise Council decisions and services that impact on the successful delivery of the Council's key priorities. Improving services for looked after children and care leavers meets the council's priority of Sustaining strong and healthy communities, and its key aims within the Corporate Plan.

19 EQUALITIES IMPACT IMPLICATIONS

Corporate advice has been sought in regard to equalities and an agreement has been reached that an equalities impact assessment is neither relevant nor proportionate for the approval of this report. However, it should be noted that projects or individual work streams deriving from this may be subject to a separate Equalities Impact Assessment. Therefore, any projects or work stream will be assessed independently on its need to undertake an EQIA to ensure that the council meets the Public Sector Duty of the Equality Act 2010.

20 PERFORMANCE AND DATA IMPLICATIONS

Workstream recommendations are reported to the Overview and Scrutiny Committee who monitor the progress and effectiveness in

implementing the recommendations. This complements service performance management arrangements

21 PUBLIC HEALTH IMPLICATIONS

Provision of services for looked after children will help to improve the life chances of our most vulnerable residents.

**Appendix A
CABINET MEMBER FOR CHILDREN'S SERVICES AND EXECUTIVE
DIRECTOR PEOPLE RESPONSE TO TRANSITION OF CHILDREN
LEAVING CARE SCRUTINY WORKSTREAM REPORT &
RECOMMENDATIONS**

Recommendations	Response
<p>2.1 Further to discussions at workstreams meetings and with the full support of the workstream members, it was agreed the Corporate Parenting Board will take forward immediately:</p> <ul style="list-style-type: none"> I. Total Respect Training (Corporate Parent Training for elected members)- it was agreed that this will be arranged through the Corporate Parent Board with training commencing as soon as possible. This is delivered in small groups by the children in Care Council, so it was agreed that it would not be possible to deliver this to all elected members, this will be targeted to elected members working with Children's Services who need a more in depth understanding of the issues II. Free Gym passes/ membership of Leisure clubs- it was agreed that the Corporate Parenting Board will investigate this further and look at possibilities around this III. Gap analysis on mental health to inform a business case for increasing capacity in the CAMHS/ HEART team- it was agreed that this will be provided to the Corporate Parenting Board for them to take forward. 	<p>Total Respect training has been delivered to many Councillors over the last six years and has always received excellent feedback. Opportunities for further training during 2019/20 will be sought subject to the availability and willingness of the young people to deliver it. Head of Corporate Parenting</p> <p>The option of providing gym passes will be costed and if affordable will be implemented with looked after children age 16/17 and care leavers Head of Services for Looked After Children</p> <p>Gap analysis to be presented to the Corporate Parenting Board in September 2019 and any agreed actions to be progressed. Head of Corporate Parenting</p>
<p>2.2 Prior to 2010, information on Corporate Parenting to inform all elected members of their own and the council's responsibilities was previously provided as part of the induction pack given to Members. This information is to be included in future induction packs that Councillors receive when they are elected and to also be provided to all current councillors.</p>	<p>Information to be sourced or developed and included in new Member induction packs and provided to all current Members Head of Corporate Parenting</p>

<p>2.3 To demonstrate a whole council approach towards care leavers and to ensure that corporate parenting is everyone's responsibility, exploration of online resources to take place for online awareness raising training purposes. This information should be made available for officers outside of Children's Services, so they can recognise their role as corporate parents and the support that they could provide.</p>	<p>Availability of online training to be investigated</p> <p>Head of Learning and Development</p>
<p>2.4 Under corporate parent responsibilities:</p> <ul style="list-style-type: none"> • The Council creates a bespoke apprenticeship scheme specifically for Care Leavers. • Council departments consider where they might be able to provide work experience opportunities specifically to Looked after Children and Care Leavers. • When the council agrees new contracts consideration to be given to prioritising opportunities for care leavers where possible within corporate contracts. 	<p>Feasibility of apprenticeship schemes to be explored with the new Director of HR once appointed.</p> <p>Head of Services for Looked After Children</p> <p>Presentation to be made the Council's Senior Managers Forum to explore opportunities</p> <p>Head of Services for Looked After Children</p> <p>Report to be prepared for EMT and the Corporate Parenting Board re opportunities for Care Leavers in Council contracts</p> <p>Head of Corporate Parenting</p>
<p>2.5 To further embed a strong corporate parenting ethos; the Council, explore the viability of developing a light touch mentoring scheme where council officers are linked to individual care leavers who have no strong family networks. Council officers taking part in the scheme would be provided with basic relevant training but ultimately such a scheme would be cost neutral.</p>	<p>Such an initiative would require a formal framework. Feasibility of extending the externally commissioned Independent Visitor volunteer scheme to Council officers to be explored</p> <p>Head of Services for Looked After Children</p>
<p>2.6 To note that further to a request from officers in the leaving care team and following discussions with colleagues in adult mental health services. A single point of contact number in adult mental health services has been provided to staff in the Leaving Care team to contact for advice and guidance.</p>	<p>Agreed and Completed</p>