CHILDREN IN CARE AND CARE LEAVERS STRATEGY

2013-15

SAFE CHILDREN AND VULNERABLE ADULTS, SUPPORTED FAMILIES AND CARERS, TRANSFORMED LIVES
Overview:

This document reaffirms our shared commitment to children and young people in care in North Lincolnshire. It sets out our ambitions and our priorities in working with, and on behalf of, children and young people in care and care leavers. This strategy sits alongside the North Lincolnshire Council Placement Sufficiency Strategy and Action Plan which details how the Council meets its statutory requirement to ensure North Lincolnshire Council has sufficiency of placements for children in care and care leavers.

Part One provides a review of progress during 2011–13, looking back at the highlights and achievements in supporting children and young people in care. It identifies the priorities for 2013 – 2015 and introduces our updated Corporate Parenting Pledge.

Part Two explains how this strategy will be put into action to support children and young people in care. The detail about how we will do this is detailed in Appendix One „Partnership Priority Action Plan”.

Appendix Two provides performance data, including comparative data against national and statistical neighbour authorities.

Appendix Three is a report about the Corporate Parenting Pledge launch event that took place on the 24th of April 2013, an example of how children and young people in care are at the very centre of our work. This also links to Appendix 4, which is the Charter for Care Leavers.

Definitions

Children and young people who are in the care of, or are provided with accommodation by, the local authority are “looked after” by the local authority up to the age of 18. Looked after children are also referred to as „Children in Care“.

We support children to remain looked after until 18, when young cease to be looked after (following 13 weeks in care or longer) the local authority continues to have responsibility under the Children (Leaving Care) Act 2000, to provide advice, guidance and assistance (including financial) until they are 21, (25 if they are in higher education). The Children and Young Person’s Act 2008 further reinforces these duties and extend the age from 21 to 25.

References throughout this document to Children in Care will mean both groups of children and young people.

Early Help

To effectively support children and their families, provide children with the opportunity to live in a permanent safe family setting and ensure that identification and interventions are effective, North Lincolnshire Council has developed its Early Help Strategy. This is set within the context of the Health and Wellbeing Strategy 2013-18 and Local Safeguarding Board Business plan. The proposed Early Help Strategy and associated guidance to access services is required by the new Working Together to Safeguard Children 2013 and will be monitored by the Local Children’s Safeguarding Board.

The proposed Early Help Strategy is built upon the North Lincolnshire’s Single Organisational model and has the ambition of developing a workforce where staff from across agencies have the core skills and abilities to engage with children and families, build relationships, use strengths based interventions, solution focused approaches and motivate positive change. At the same time ensuring we have the right services and the right evidence based programmes to meet the identified needs within North Lincolnshire.
We are very pleased to introduce the North Lincolnshire Children in Care and Care Leavers Strategy 2013-2015. This strategy sets out how we, as a Council and as a partnership, will work to achieve our shared ambitions for children and young people in our care.

The key to making sure that we will deliver on all of our priorities is to ensure that we listen to and act upon messages from all of the children and young people in our care and the people who have responsibility for caring for them every day. The challenge that we are setting ourselves is to build on our progress in the participation and involvement of children and young people and ensure „consultation and partnership“ in all we do. This means continuing to ensure that children in our care are partners in planning for the things that affect them. Our success in doing this will be demonstrated at every level through the services we deliver, plans that we make and outcomes for children and young people.

This document sets out how we will achieve this ambition. It provides an update on the 2011-13 Children in Care Strategy and sets out our priorities for 2013-15. The Strategy is published alongside our refreshed Corporate Parenting Pledge for 2013.

2012 was a very successful year for Corporate Parenting in North Lincolnshire, with Ofsted identifying services for Looked after Children as being Outstanding with a further inspection of Fostering Services also judged to be Outstanding. Young people benefitted from opportunities in gaining employment (work opportunities within the council), additional help with their education reflected in their educational attainment and success, living in safe, stable family placements and the opportunity to contribute to the development and delivery of services.

In relation to Corporate Parenting in North Lincolnshire, children and young people have said:

“Corporate Parents are people from many different vocations and backgrounds like councillors, managers, directors of children’s services and foster carers”

“Corporate Parents take an active interest in what you are doing in your education, leisure activities and your everyday life and hobbies and they can support you with that as well.

“They have helped me with extra French tuition and I got a grade higher in my resits”.

“They helped us to set up a netball team at the Pods and we can socialise and get fit”

“We go on trips to places like Flamingo Land”.

Some of the comments the Ofsted inspectors made were:

- “Care plans for looked after children are comprehensive and underpinned by a thorough needs assessment and analysis”.
- “The local authority’s record on achieving permanency for children and young people is very good”
- “The involvement of children and young people is outstanding and embedded throughout all strategic planning and individual planning”
- “The outcomes for children and young people in foster care are excellent. Placement stability is very good with very few unplanned endings. Children and young people are healthy and enjoy taking part in a wide range of activities that promote their social and emotional development. They enjoy very good relationships with their carers and report that they are looked after very well”.

Introduction - the Council’s Vision and Commitment to Corporate Parenting
"Children and young people (in foster care) make very good progress in education from their starting point on coming into care. Attendance levels are extremely high, which maximises their opportunity to achieve. Young people are very well supported in transition to adulthood. The overwhelming majority of young people progress into further education, employment or training. The number of young people going on to higher education is increasing year on year”.

This Children and Young People in Care Strategy reflects our commitment to outstanding corporate parenting for each and every child in our care. It is our responsibility to ensure that we are as ambitious for the children and young people in care as we are for our own, that we listen to them, champion their rights and enable them to have access to a stable home, a first class education, provide opportunities for further learning and employment, experience good health, have swift access to services they require and most importantly to enjoy life safe from harm.

The North Lincolnshire Children and Young People’s Plan (CYPP) 2010/13 identified children in care and care leavers as priority groups for support. The plan identifies six key priorities and the actions, plans, priorities and progress for children in care and care leavers reflects these priorities. The priorities are:

- **Raising Aspirations** – so that North Lincolnshire is a place where every child and young person wants to be the best they can be to achieve their potential.
- **Ensuring children and young people feel safe and are safe** – so that North Lincolnshire is a place where every child and young person is safe in their home, their school and in their community.
- **Giving children the ‘best start’** – so that North Lincolnshire is a place where every child has the best start in life and parents are support to create strong families.
- **Close the gaps** in outcomes between vulnerable and disadvantaged children and young people and their peers – so that North Lincolnshire is a place where children, young people and families receive the support they need so they are not disadvantaged
- **Celebrating and engaging children and young people** – so that North Lincolnshire is a place where children and young people are valued as part of the community and their achievements are recognised and celebrated
- **One Vision, One Workforce** – so that North Lincolnshire is a place where services are child centred, focused on improving outcomes and are integrated at the front line.

The Children in Care Priority Action Plan contained within Appendix One of this document will be reviewed regularly by the Corporate Parenting Board. Progress and updates will be provided to the Children’s Trust Board.

As Lead Member and Director for People respectively, we have a specific role and responsibility for our children and young people in care. We have ensured that they have continued to have a meaningful voice and that the Council and our partners deliver effectively as Corporate Parents. We have seen children and young people make progress, gain life experiences, enjoy positive experiences, take part in new and challenging activities and take on roles and responsibilities that shape their world and contribute towards that of others.

North Lincolnshire Council has invested in family based care, supported accommodation, permanence through adoption and a range of support services which include a growing role for the voluntary sector and a commitment to build a new £1.4million Children’s Campus.

We have placed children at the heart of our corporate parenting activity. For example, children and young people meet regularly in a “creative conversation” with the Lead Member and Director of
People.

Our intention is to build on the partnership and collaboration with young people established in North Lincolnshire. Examples of this include children and young people preparing the agenda, supported by a dedicated officer and driving events such as the Children in Care Round Table events that were held as part of the work to agree this Strategy.

Although much has been achieved we still have much to do if we are to continue to give all the children in our care the best possible start in life and chance of success.

Cllr. Rob Waltham
People’s Directorate Cabinet Member and
Chair of the Children’s Trust Board
Chair of the Corporate Parenting Board

Denise Hyde
Director of People’s Service
Our Corporate Parenting Pledge for 2013 – 2015

The Council, the Lead Member and partners on the Corporate Parenting Group take a clear strategic lead to ensure we fulfil our responsibilities towards our children and young people in care and children and young people experience better outcomes.

The Corporate Parenting Pledge 2013-15 was developed with members of the Children in Care Council to set out the responsibilities of Corporate Parents for Children in Care. The pledge is central to improving corporate parenting, and:

- tells children and young people what they can expect from North Lincolnshire Council and partners as a child in care
- encourages best practice
- promotes better outcomes
- reinforces the corporate parenting responsibilities

The pledge was launched on 24th April 2013, at an event which was jointly planned with children and young people. Senior members of North Lincolnshire Council, Police, Health, Education, Fire Service and partner agencies attended to sign the pledge. Representatives of the Children in Care Council approved the content of the pledge by also signing the document. For more information on the Corporate Parenting Pledge Event 2013, see appendix 3.

The Corporate Parenting Pledge 2013-15 is set out below:

CORPORATE PARENTING PLEDGE TO CHILDREN IN CARE AND CARE LEAVERS

As Corporate Parents, we promise to:

- Ask your views, listen to what you say and act on it
- Support you and give you the information you need to lead a healthy lifestyle
- Support you to feel safe
- Support you to have contact with your family and friends
- Make sure services and support are available to help you to be the best you can be
- Have ambitions for you and support you to achieve your goals
- Have high expectations of you and expect you to act sensibly
- Support you to access the education and training you need and help you develop your skills and achieve your aspirations
- Work with you to support other children and young people who may have had similar experiences
- Provide opportunities for training and work experience and support you to find employment
- Support you and your children while you gain life experience and become independent from us
- Provide an open door for support and advice, whatever your age
- Celebrate your successes and achievements
- Help you be involved in the community
Partnership and Collaboration with children in care and care leavers

The key to making sure that we will deliver on all of the above priorities is to ensure that we listen to and act upon messages from all of the children and young people in our care. We strive to achieve genuine partnership with children and young people. This means placing children at the centre and providing opportunities for them to be genuine partners in planning for things that affect them. This is demonstrated at every level through the plans that we make and the records that we keep.

As corporate parents we will listen to and take into account the wishes and feelings of every child and young person in our care. This happens informally on a day-to-day basis and formally, for example as part of child in care reviews.

As a learning organisation we ensure systems are in place to capture comments made by individuals and apply these in a more general way so that innovation and effective practice is shared and embedded in the work of all staff.

We will continue to build on engaging children and young people so that their voice is integral to our practice.

The Children in Care Council

The Children in Care Council (CiCC) is an integral part of the involvement of children in and leaving care in the development of services, ensuring their voices are heard and that children and young people have a real say in the issues that affect their lives.

Over the last 5 years, the CiCC has been fully involved in reviewing services, it meets regularly with the Cabinet Member for Children’s Services, the Director of People, independent Reviewing Officers, the Advocacy Officer, Officers from Recruitment and Marketing; and with the young people they represent. The CiCC has consulted with other children and young people on a number of issues, including:

- How children can best be involved in reviews
- Quality of information given to children when entering care
- The design of documents, procedures and forms to be more child focused
- Missing from care processes and procedures
- Employability
- Rewards and Points scheme for Care Leavers
- Worked with health colleagues on the design of health leaflets

The Care Leavers Charter

The Pledge to Children in Care and Care Leavers also contributes to the Care Leavers Charter.

This charter was proposed by Edward Timpson, Parliamentary Undersecretary for Children and Families in 2012. North Lincolnshire Council have adopted the charter and are committed to improving outcomes for Care Leavers as reflected in the charter.

We reviewed Edward Timpson’s Care Leavers Charter with the young people who agreed with the proposals in the published document and that it should remain as it is and sit alongside the Corporate Parenting Pledge. The Charter is Appendix 4.
How Corporate Parenting Works in North Lincolnshire

A Model of Effective Corporate Parenting

North Lincolnshire utilises the framework proposed in the National Children’s Bureau publication „Putting Corporate Parenting into Practice“ which is endorsed by the government as an effective model of Corporate Parenting.

The model describes well-defined decision making processes in the council with clear links to the Children in Care Council and is reflected in the North Lincolnshire model of Corporate Parenting, partnership and accountability.

(From ‘Putting Corporate Parenting into Practice’, Di Hart and Alison Williams, NCB, 2013)
The Corporate Parenting Board and the Pledge

The role of the Corporate Parenting Board is to take a clear strategic lead in ensuring better outcomes for children in care.

It has a significant impact in raising the profile of children in care in the council and with partners and continues to build a strong council and cross agency commitment to children in care. It demonstrates a clear focus on leadership and innovation in the corporate parenting role and ensures service pledges are implemented.

The Children in Care Strategy Group takes a lead on performance on behalf of the board.

The Corporate Parenting Board will:

- Oversee progress on this Strategy, making sure that all services provide support and take action to honour the pledges made to children and young people
- Oversee the impact the partner agency and Service Area Pledges have on children in care and care leavers
- Engage with children in care and care leavers to ensure that there is meaningful communication and partnership in delivering the pledge

The Children in Care Strategy Group will:

- Oversee the Children in Care Priority Action Plan, monitor progress and agree actions as appropriate
- Develop exception and summary reports for presentation to the Corporate Parenting Board.
- Report on performance and activity

The Corporate Parenting Champions Group will:

- Ensure implementation and update of the individual pledges and overall pledge
- Provide opportunity for wider discussions and sharing experiences in carrying out the pledges
- Report on outcomes and activity in the implementation of pledges

Monitoring and Review

The Children in Care Strategy Group will review the actions taken to deliver our pledges at every meeting. Individual Directors and Partners will develop an action plan to deliver their ambitions. Information on progress and achievements will be provided by this group to the Corporate Parenting Board.

Collaboration and Partnership Groups

There are a number of established and Collaboration and Partnership groups within children in care and wider services. The diagram below illustrates these, and how the information received from them links to strategic planning for children in care and care leavers.

The Corporate Parenting Board centres around the Creative Conversation and is led by children and young people. The information, ideas and issues from this group feed into the other key groups to ensure that the voice of children in care and care leavers is central to planning, decisions
and strategies, this includes the Children in Care Strategy Group, Quarterly Performance Review, Corporate Parenting Champions Group and reports to the Children’s Trust Board and People’s Cabinet meetings.
The chart below illustrates the children in care partnership and accountability arrangements:

Corporate Parenting Strategies and Plans
- CYPP
  - Children in Care Strategy
  - Children’s Service Plan

Corporate Parenting Statutory Duties
- Duty to promote the educational achievement of looked after children
- Duty to assess and meet the care and support needs
- Duty to provide after care services to young people leaving care
- Duty to reduce inequalities and improve outcomes for all young children
- Duty to provide accommodation
- Duty to secure efficiency of places and improve outcomes
Partnership Values

The North Lincolnshire Children and Young People’s Plan 2010 – 2013 outlines our values for all children and young people.

Each child and young person:
- is unique and we must respect that uniqueness
- has the right to feel safe and be safe
- should have the opportunity and support to discover their strengths
- should have the opportunity and support to reach their full potential in a complex multicultural context
- should have the opportunity to contribute positively to their local community
- has the right to services and support that are available, accessible and acceptable
- has the right to a stable family life
- has the right to be consulted on plans, interventions and services that affect them
- each individual’s circumstances, background and culture should be recognised, respected and valued

We want our children in care to have equal opportunities and therefore recognise they must be a priority and that we must consider their cultural and ethnic origin, religion, and other diverse needs to ensure that they have an equal chance to succeed.

The Corporate Parenting Board informs the Children’s Trust Board (CTB) to ensure that the priorities meet the needs of children in care so that they experience improved outcomes.

Principles of our work with Children in Care:

- Our priority is to enable children and young people to live with their parents and families within their community, where it is safe to do so.
- Where this priority cannot be achieved, we will work to ensure that they have permanence and stability within an alternative family.
- Where children and young people are not able to live within a family we will ensure they have stable placements within a children’s home or within independent living.
- We will support them to keep links with their community and wherever possible keep the continuity of their education and social lives.
- Adults who work with our children and young people will be safe to do so and provide a consistent relationship with the child wherever possible.
- We will continue to support and help children and young people as they become young adults.
- We will work to ensure our children and young people have equal chances and succeed along with their peers.

Older Young People

Young people who have progressed through the care system face a complex range of risk factors. Messages from research in relation to older young people inform us that young people are often more vulnerable in risk taking behaviour as they grow and develop into adulthood. They are also subject to a number of risk factors including the environment in which they live, the
community, their personal needs and wishes, their peers and associates and risky adults who may target young people. Therefore a key priority is to ensure that the help provided to older young people is effective in managing risk.
Review of Corporate Parenting 2011 – 2013:

A REVIEW OF OUR WORK WITH CHILDREN AND YOUNG PEOPLE IN CARE: 2011-13

How we are performing in achieving positive outcomes for children and young people

- **Raising Aspirations** – so that North Lincolnshire is a place where every child and young person wants to be the best they can be to achieve their potential.

  Achievement at Key Stage 2, in English, has improved over the period from 25% in the Academic Year 2010/11 to 33% in 2011/12. For Maths at Key Stage 2 the results were not as good going from 50% in 2010/11 to 44% in the Academic Year 2011/12. With such small cohorts within our authority the difference of 10% represents 1 young person. The proportion of children in care achieving 5 A* – C GCSEs with English and Maths during 2012/13 was 15%, which is one child less than the previous year, but those young people achieving 5 A* – C GCSEs generally has increased to 31%.

- **Ensuring children and young people feel safe and are safe** – so that North Lincolnshire is a place where every child and young person is safe in their home, their school and in their community.

  The stability of placements for children remains good with 9.7% experiencing 3 placements in 12 months (a slight improvement on the previous year). Long term stability remains a challenge, has improved by 5% on the previous year and is broadly in line with statistical neighbours result for 2011/12 (2012/13 not yet published). There is a continuing need to focus on ensuring stability for those in the older age ranges and increase placement choice and stability over a prolonged period. This will require robust support and specialist intervention with some children to maintain them in their current placement.

  The number of North Lincolnshire Foster carers has increased substantially with the number of new carers approved increasing from 9 in 2010-11 to 22 during 2011-12 21 were recruited in 2012 –13, we have set a target of 30 for 2013 -14. This represents 43 new carers in the last two years. There is a robust recruitment campaign in place and to focus on carers for older and harder to place young people. This has helped us reduce the need for expensive external placements.

  Current measures for Adoption performance are through the Adoption Scorecard. We continue to more than achieve the thresholds set by the scorecard.

  North Lincolnshire continues to exceed the threshold set for the average time between a child entering care and moving in with its adoptive family which was set at 639 days from 2010/11 to 2012/13, The 2098-12 3 year North Lincolnshire average was 612 days. It was below the England average of 636 days and Statistical Neighbour (SN) average of 622 days.

  North Lincolnshire achieved 70% of children waiting less than 21 months to be adopted for the 2009-12 3 year average. This performance is better than the England average of 56% and SN average of 55%. North Lincolnshire was ranked 1 out of 15 in the region.

  We continued to hold all children in care reviews on time, taking children’s views into account on 100% of occasions.

- **Giving children the ‘best start’** – so that North Lincolnshire is a place where every child has the best start in life and parents are supported to create strong families.

  North Lincolnshire had 165 Children in Care on 31st March 2013. We have maintained consistently low numbers of Children in Care (approximately 17% lower than nationally)
demonstrating the success of supporting children who are „on the edge” of care remaining with their families. The number of children entering care has reduced substantially since 2011 – during 2012/13, 66 children entered care compared with 76 the previous year and 105 in 2010/11.

This shows that the focus of the council from its inception of putting families first, the use of intensive family support, targeted interventions to support families, integrated working and clear management accountability for managing the care population is continuing to be successful in maintaining a stable care population. Services have been re-shaped and new working arrangements have been developed. This includes increased staffing capacity and management oversight.

The age profile of Children in Care (CiC) continues to demonstrate that early and effective intervention is making a difference. Of those children who entered care between April 2011 and December 2012, 54% were aged 0-4 (compared to statistical neighbour comparator of 50%). The trend of an improving age profile of the care population with children entering care younger in comparison with previous years and the England average has continued. This demonstrated good practice in identifying children early and making timely decisions to safeguard children through statutory interventions. Decision making through the placement panel continues to oversee and analyses the child’s assessed needs and ensures management oversight and decision making.

This early identification and intervention has enabled increased success in achieving good outcomes for children through timely permanence within a family environment – the number of children leaving care who achieve permanence increased to 48% (approximately double the national comparator).

The % of children ceasing to be looked after who were adopted in 2012/13 was 19% (up from 6.6% in 2007). This compares favourably with the latest statistical neighbour comparator of 18%. The % of children leaving care with a legal plan of permanence (including adoption, Special Guardianship and Residence Orders) in 2012/13 was 47.3%, this is substantially higher than the national average.

- Close the gaps in outcomes between vulnerable and disadvantaged children and young people and their peers – so that North Lincolnshire is a place where children, young people and families receive the support they need so they are not disadvantaged

Criminal behaviour by children in care has reduced substantially over the last 5 years (from 16.8% in 2006) to 6.5% in 2012/13 – compared to an England average latest figure of 6.9% in 2011/12. This shows that the strategy aimed at reducing offending continues to be successful and services continue to work together to target those children and young people most at risk of offending. The Children in Care Youth Offending Service Social Worker has an important role in ensuring plans are clearly linked for those young people who offend or are at risk of offending. This has enabled a continued focus on these young people across the services and includes older young people. Effective joint working within professional partnerships - particularly those partners working on YOS cases and contributing to risk management, safeguarding, accommodation services, community and risk management plans and vulnerability management – has helped create a positive culture for children and young people in the care system with partner agencies working effectively together to reduce antisocial behaviour and offending.

Stability in their education is also a factor in reducing offending behaviour and the attendance at school has also increased year on year with 98% of the overall LAC population achieving 95% attendance (11% of CIC with 100% attendance). To ensure continued high standards in this, a dedicated attendance monitoring officer has been put in place with responsibility to support and monitor attendance.
• **Celebrating and engaging children and young** people – so that North Lincolnshire is a place where children and young people are valued as part of the community and their achievements are recognised and celebrated

Children placed more than 20 miles from home is currently at 6.9% compared to the national average of 13.8%

• **One Vision, One Workforce** – so that North Lincolnshire is a place where services are child centred, focused on improving outcomes and are integrated at the front line.

In July 2012 North Lincolnshire hosted a multi-agency round table event. This focused on the publication of the government’s adoption action plan and enabled sharing of knowledge, examples of good practice and development of ideas across all agencies involved in achieving permanence for children.

The event was chaired by His Honour Judge Dowse and attended by partners from the police, SWS, legal services, the courts, Cafcass and other professionals. An action plan was compiled from the event and informed services and developments in achieving timely permanence as set out within the adoption score card. A further event is taking place in the Autumn 2013.

North Lincolnshire Council continues to be the lead authority within the Yorkshire and Humber adoption consortium and is the provider authority responsible for managing its business and activities. This continues to be successful in greater collaboration in the recruitment of carers between authorities, improved information sharing and initiatives such as joint training, sharing of good practice across the region and developing new approaches in achieving adoption in a timely manner.

[**NB - See also appendix 2 for further details of Performance Measures**]

Ofsted judged services for children in care to be Outstanding (Inspection for Safeguarding and Looked after Children May 2012). Highlights of the inspection include:

• The proportion of children placed in foster carer has increased over the last 3 years, whilst the number placed in external residential provision has reduced.
• Most children looked after in North Lincolnshire are in foster care placements and the rate is higher than the national average.
• The post 16 team provide an excellent range of services to young people post 16 years and to those who have left care.
• All looked after children are allocated a qualified social worker and most also receive additional assistance through family support workers and this is excellent.
• Audits and the excellent risk analysis tool used throughout looked after children’s services are outstanding and provide a highly effective base to identify and take forward learning in the organisation.
• Investment in a new “Children’s Campus” for looked after children, demonstrating the significant commitment by the council to improving services for vulnerable children.
• Excellent systems to track, monitor and evaluate cases to ensure that children are appropriately safeguarded in their placements.

This continuing strong performance has been supported by a wide range of Corporate Parenting activity.
Corporate Parenting Activity and Support during 2011 – 2013

Review of our Corporate Parenting pledge

There is a strong corporate parenting ethos in North Lincolnshire; there is a commitment across the council and its partners to prioritise our work and commitment to children in care. This is supported and financed by the council, there is an ambition to ensure we provide an even better service with service users and family carers being central to this.

The Corporate Parenting Board re-launched their pledge to Children in Care, Care Leavers, Foster Carers and staff in February 2011 and have continued to work to deliver this. The Leader, Cabinet Member for children, Chief Executive, Director of People, partners and colleagues pledged their commitment to children in care and to ensure they experienced improved outcomes.

The following is a highlighted summary of the contribution of Elected Members, Council and Partners to better outcomes for children and young people in our care during 2011-2013.

The pledge was further reviewed in 2013 and the revised pledge launched at an event in April (see Appendix 3)

Leisure

Corporate parents have created many opportunities for children in care to engage in leisure activities. This is in line with the statement in the Corporate Parenting Pledge to “Support you and give you the information you need to lead a healthy lifestyle”

These include:

- Involvement by the sports and leisure service in providing leisure passes at sports centres and swimming pools.
- Professional sport coaching at „Sports for all“ session
- Providing free swimming lessons
- Providing netball taster sessions – young people also took part in a Netball competition as a result of this (and some young people now play Netball regularly)
- Cycling proficiency
- Support for young people to take part in cycling events – leading to young people undertaking the coast to coast and end to end cycle rides
- Driving theory lessons for young drivers
- Gardening advice and assistance

Visits to Children’s Homes

Training for Elected Members continued and increased during the period with all members attending training in Corporate Parenting and/or safeguarding children. This included training to undertake corporate parenting visits to our two children’s homes that are in addition to and compliment the regulatory visits undertaken by designated officers. The corporate parenting visits offered the children and young people a chance to talk independently, offering an additional safeguarding check and a check regarding the quality of care.

These visits have been well established for a number of years and provide a real opportunity for young people to talk to elected members and share their views, wishes and concerns.

Children’s homes children’s meetings are now conducted by an independent chair to ensure that the meetings can be as open and honest as possible.
Children in Care Nurse

In 2012 the capacity of the health provision for children in care and care leavers was increased with the creation of a dedicated Named Nurse for children in care and an increase in hours for the Designated Doctor.

This has helped ensure that the proportion of children having up-to-date health assessment and dental checks has remained over 90% since 2007 and achieved 95.9% in 2012/13 compared to a national average of 86.5% (CIC 1yr+).

Throughout the period, the Children in Care Nurses have taken an active role in improving the health of children in care. As well as, in conjunction with the designated Doctor, undertaking health assessments, preparing health plans and monitoring the health of children in care, they also provide one to one work with children where there are identified health issues such as eating disorders. They provide information to children in care on their health needs and are available for consultation, advice and support to staff and carers. They also run weekly „drop in“ sessions at the Young People’s Support Centre so young people can seek advice on any health issues. The designated nurse is also trained in working with young people on sexual health issues and offers advice, support and medical interventions where needed. The nurses link very closely with the Case Management Team, carers and other workers.

Emotional Well-being

There continues to be a dedicated CAMH Service for children in care and care leavers. In May 2013, 56 children and young people were receiving a service. This includes individual work with children, support to placements through the TFC model (see below), consultation with workers and carers, dyadic therapy and group work.

Strengths and Difficulties Questionnaire (SDQ)

In conjunction with psychologists in the CAMH Service, SDQ screening has been undertaken for all children in care aged over 4 years old. This was utilised as a screening tool to ensure services were targeted at the right children and young people. All qualifying children had an SDQ undertaken and all were reviewed by qualified psychologists within the CAMH Service and complement other referral processes and tools to ensure that mental health services were targeted effectively. We have consistently achieved high numbers of completed SDQ’s, achieving 100% completed for the children and young people who are eligible for the last two years.

Group Work

CAMHS group work programmes continued to take place during the period with a focus on areas such as self-esteem, identity, relationships and bullying. Young people have been selected for these groups based on their own wishes and feelings, carers and workers feeling the groups would be beneficial and identified through the SDQ and other processes. Feedback from children has been very positive.

Tiered Foster Care (TFC) Model

Also in conjunction with colleagues in the CAMH service, the Tiered Fostering model has continued and been built upon. This model is based on a „Team Around the Child“ framework and includes commitment from all professionals and carers involved with the child and establishes a support network around the placement utilising the foster carer, the case manager, fostering social worker, clinical psychologist and other relevant people such as the school based on the individual needs of the child. The plans and support to the child and carers are led by an allocated qualified psychologist and the team supporting each placement meets regularly to plan and review their involvement. This model has been highly successful in achieving positive outcomes for children,
supporting carers and improving the stability of placements. Children are identified to access this scheme through regular meetings between CAMHS, fostering and case management staff.

The Tiered Fostering CAMHS approach to working with children in care was nominated for the Health Service Journal award under the category of enhancing quality and efficiency in services for children and young people. The awards were held at a ceremony in London in November 2011. There were over one thousand applicants for the award of which 60 were shortlisted and of which North Lincolnshire were one of three to be invited to attend the award ceremony.

**Substance Misuse**

In conjunction with Drug Education Liaison Treatment Agency (DELTA) we have developed dedicated referral pathways to services to reduce the use of substances. These pathways mean there are tailored packages of intervention to meet the individual needs of children and young people. This is managed by 3 monthly consultations involving CIC Case Management, DELTA staff and the CiC Nurse. This reviews interventions to ensure packages of intervention are in place to assist young people with reducing smoking, substance use and ensuring they are making informed choices.

**Events**

Corporate parents also support events by children in care and care leavers such as the annual Arts Show and performances, including shows such as the North Linx Factor, Bombay Night Fever, Music 4 U, The Xmas Factor, Easter Idol and the annual fishing match.

**Employment**

The library service advertised for a number of part time positions working within various libraries across North Lincolnshire. These positions were offered to Care Leavers before the general public, which led to two care leavers successfully taking up a position in the library and gaining valuable experience. These posts have become permanent positions with both care leavers successfully completing their inductions in to North Lincolnshire Council.

Two care leavers have been given apprenticeships within different service areas. One is to be a Ranger working with animals and the other is an Admin apprenticeship working at the Pods Leisure Centre. Whilst gaining valuable experiencing in working within both these settings, they will also be studying for a recognised qualification.

Two Children in Care Advisor positions have also been created within the Safeguarding Practice Development Team in Children’s Services; these posts have been filled by Care Leavers. This will give care leavers the opportunity to work in the participation arena for Children’s Services whilst studying for an NVQ in Children and Young People’s Workforce.

One young person who had a work/training placement as a trainee mechanic for almost two years with Neighbourhood Services has now moved on to an apprentice radiographer.

Leisure services supported a young person in obtaining her lifeguard qualification.

Finance supported a young person in a work placement for over four months and helped her gain confidence and skills in a workplace setting.

As well as work experience and taster days, Corporate Parents from across the authority and its partners have supported children and young people to develop their employability through a variety of means including mentoring and support, mock interviews and selection exercises.

„Drop in” sessions have been created at the Young People’s Support Centre with Information, Advice and Guidance (IAG) to give care leavers assistance with their employability and career
planning. These have proven to be popular with care leavers, and have helped them to get support with apply for jobs and college courses. Business advice is also available for children in care who would like to start their own business.

The voice of the child

The voice of children in care is highly valued in ensuring we strive to keep children safe. To ensure that all children are listened to and can express any concerns they may have about their care or lives in general we have developed a range of consultation and participation processes. Children in care and care leavers have been given the opportunity to shape and contribute to future service delivery and their care plans by participating in a range of activities which included:

- Children in Care Council Meetings (BIZZ, GPK)
- Creative workshops
- Recruitment and selection of staff
- Quarterly question
- Skills to Foster course
- Individual contribution to their care plans such as exit interviews, advocacy, reviewing process and foster carer reviews
- Creative Conversation
- Corporate parenting events
- Foster carers charter
- Great Debate and takeover week

Further strengthening of the Children in Care Council

The Children in Care Council (CICC) was established in 2007 to enable children and young people in and leaving care to be involved in the development if services, ensuring that their voices are heard and that children and young people have a real say in the issues that affect their lives. The CICC incorporates the BIZZ group – made up primarily of older children in care and care leavers and the GPK - made up primarily of younger children in care. The membership of the CICC is rising, showing that more children and young people want to get involved and they value to two groups. The CICC have now started to work with other Local Authority CICC’s to give them support in strengthening their voice within the local authority. The CiCC has consulted with other children and young people of a number of issues, including:

- How children can best be involved in reviews
- Quality of information given to children when entering care
- The design of documents, procedures and forms to be more child focused
- Missing from care processes and procedures
- Employability
- Rewards and Points scheme for Care Leavers
- Work with health colleagues on the design of health leaflets
- Involvement in national and international consultation
- The design of a new service project for young mothers
- Involvement in the production of the Upd8 newsletter for children in care
- Representing children at local, regional, national and international level

Creative Conversations

Creative conversations have been established between Corporate Parents and the Children in Care Council. These are held on a quarterly basis, are integrated within the Corporate Parenting Group and give the children and young people the opportunity to meet with senior management and members to discuss issues important to them and their care planning resulting in them making
a positive contribution to their own lives. The meeting is attended by the Lead Member for Children and Adults and the Director of People’s Service as well as representatives from the Children in Care Council. This has aided the development of negotiation skills, confidence in dealing with adults and achieving improved life chances in adulthood for the children and young people involved.

They are attended by officers from across the council and partner agencies with a focus on particular topics. Children and young people use creative means to ask questions and raise issues with senior officers and partner agencies and use child friendly tools such as putting officers in the “hot seat” and giving 2 minutes to answer questions. They have also utilised drawing, games and activity based consultation to enable children to raise issues and focus on the subjects they are interested in. Feedback is provided to the meeting on progress and developments. It is also used as an opportunity to share information including the performance of the service, celebrating the achievements of children and young people and events and activities.

The meeting is also followed by activities to ensure they are enjoyable for children. These have included bowling, sessions at the Pods Sports Centre and other games.

Examples of topics discussed and issues addressed include:
- An overview of health services for children in care
- Information on voluntary work
- Information on the role of the young mayor and member of youth parliament
- Education and support for children in care
- Employment, opportunities, aspirations and support
- Leisure opportunities and activities
- The environment and the role of environmental services

Creative Conversations have provided an excellent opportunity for children and young people to raise the issues that are important to them and have contributed to developing and improving services. Examples of actions taken as a result of the meetings include:
- Further development of apprenticeship opportunities for children in care
- Corporate Parenting support to the cycle club and end-to-end cycle ride
- Reading initiatives with the Library Service
- The establishment of posts within the library service for children in care and care leavers
- The launch of the revised Corporate Parenting Pledge
- Opportunities to take up leisure activities such as free swimming lessons, taster sessions and work placement opportunities
- Contribute to the design of services for children (such as consultation by Leisure Services, Education Support Services, the Children in Care Strategy etc)

**Child Friendly Care Plan**

A child friendly care plan was devised by the CICC. This was launched in January 2012 and all children were given one by their next review (subject to their age and understanding). Children have reported that they like and understand their new plan.

**Pasture**

Pasture accommodation is a specialist accommodation and support for young parents which offers supported living and services such as baby massage, salt dough modelling with input from health and social care professionals. Care leavers were influential in the development and design of the housing accommodation and the support available within the project is in line with the expressed wishes of the young people. Young people now have a better opportunity to care successfully for their babies, learn parenting skills and understand development. Six young people so far are benefitting from living in the accommodation.
Fostering Fun Day

At the Adoption and Foster Care Fun Day, an annual event to celebrate the work of adoptive and foster carers and their families. During the fete, opportunities are taken to gain views from foster children and the foster carers’ own children about their experiences of fostering.

Foster Carer Charter

Children in care and care leavers helped to develop a North Lincolnshire Foster Carer Charter through the Children in Care Council. The aim was to gather the children and young people’s views of what they want from both their foster carers and North Lincolnshire Council. The charter was developed on the children and young people’s views and launched at the Adoption and Fostering Fun Day.

Film and Book Group

The CICC requested that a film and book group be set up as this was something they were interested in and would like to meet up to discuss more outside the CICC. With the support of the library service, a film and book group was started and meet on a monthly basis. The group discuss a book or film of choice and have access to a large range of resources. The children enjoy attending the group and are happy that it has been set up as a direct response to them identifying it as an interest.

Sons and Daughters Group

This group was established for the sons and daughters of foster carers. The group began in February 2012 inviting foster carers sons and daughters from the age of eight to attend a consultation session, games and lunch. The focus of the meetings is to elicit their views on what support they need, how this can be delivered and offer support to other children in similar circumstances. The group has been highly successful and is currently increasing membership.

Recruitment and Selection

Children and young people have been involved for some time in recruitment and selection of staff and carers who play key roles in planning and achieving permanence for them. Young people are consistently involved in interviews across the service. They are supported by staff to devise their own questions and convene their own panels. Young people involved in this process have reported that they feel it will assist their employability prospects, presentation skills and confidence in working with adults.

Volunteering

Young people have been given the opportunity to volunteer at Water’s Edge environmental centre and nature reserve. The young people helped with animal management and forestry. The benefits were making a positive contribution to the local community, promoting physical activity and learning from the environment from the manager and rangers.

Filming

The CICC have worked with a local film company to create their own short films. The children and young people are in charge of creating the plot, the filming and the production of the film whilst also doing all the acting. They produced a horror film working with the company which won a national award called the First Light Award, which they went to receive at an awards ceremony in London.
National Consultations and Involvement

A member of the BIZZ group has attended the National Leaving Care Benchmarking Forum and feeds back to the BIZZ group on what the group is currently doing. The forum has produced a booklet on emergency temporary accommodation, called the “geta” guide. This has been disseminated in North Lincolnshire. They have also worked on a joint guide with managers about young people who are 21+ to help them understand their rights and what to expect in relation to support. Other activities the national benchmarking forum have completed include a nationwide balloon release during Care Leavers Week and produced a leaflet for 16 year olds on leaving care based on new guidance and regulations. All the projects by the National Benchmarking forum have benefitted children in care and care leavers in North Lincolnshire.

The Children in Care Council was involved in an event led by Roger Morgan, Children’s Rights Director. The children and young people attended the event and were able to give their views on physical restraint, staying out of trouble and running away.

The CICC are involved in the Yorkshire and Humber Regional CICC Meetings. This group looked at what makes a good CICC, how current CICC’s operate in each of the represented areas, how things can be improved and the evaluation of a regional meeting. The CICC brought back the findings from the day into their regular meetings to make improvements and acknowledge their successes.

Cycle Club

At the beginning of 2011 a group of young people, staff and carers began meeting up at weekends to cycle. A cycle club was formed, and the members decided to cycle coast to coast to raise money for charity. They built up their fitness and stamina, and completed the challenge. Since then they have continued with the cycling club and have been successful in cycling from Land’s End to John O’Groats. The cycle club has allowed the children and young people to gain confidence, increase fitness and feel like part of a team.

Takeover Week and The Great Debate

Children in care and care leavers have been involved in both takeover week and the great debate. They have taken part in a number of placements working within the council and multi-agency settings gaining valuable experience and having the opportunity to have their say. Great debate also offers children and young people to challenge North Lincolnshire Council officers and decision makers as well as representatives from partner agencies.
Aspirations and Actions for 2013 - 2015

It is important that we continue to build on the success in delivering services for children in care and care leavers. To do this, we have developed a number of priorities and actions to continue to improve and develop services and ensure that children continue to be at the centre of the services we deliver. These priorities are within the following wider partnership and council strategic framework:

- Children and Young People’s Plan
- Children’s Services Plan 2013
- Children in Care Priority Action Plan

Partnership Priorities for 2013

Collectively, we want North Lincolnshire to be a place where children and young people in care are safe, where families are supported and where life chances are transformed.

Partnership Priorities: Our efforts reflect the six strategic priorities shared by partner agencies, as expressed in the Children and Young People’s Plan:

1) Raising Aspirations – so that North Lincolnshire is a place where children in care want to be the best they can be to achieve their potential
   - Ensure children in our care have an equal chance to succeed by setting plans that recognising their uniqueness and supports them to fulfil their potential
   - Provide first class education and support
   - Support children through life transitions and into early adulthood
   - Encourage opportunities for young people in and leaving care to be in training and/or in employment

2) Ensuring children and young people feel safe and are safe – so that North Lincolnshire is a place where every child in care is safe in their home, their school and in their community
   - Provide sufficient and safe accommodation and strive where possible to be near to the child’s family
   - Recruit staff who are safe and equipped to work with children in care
   - Provide independent advocacy and access to trusted adults

3) Giving children the ‘best start’ – so that North Lincolnshire is a place where every child in care has the best start in life and parents are support to create strong families
   - Effective early identification and robust prevention services to maintain children at home, with their parents and in their communities.
   - To undertake timely child centred assessments and where this is not possible secure permanent and stable alternative care
   - Ensure access to comprehensive and high quality Health Care.

4) Close the gaps in outcomes between children in care and their peers – so that North Lincolnshire is a place where children in care receive the support they need so they are not disadvantaged
   - Provide additional support in school, further and higher education and employment to give children in care an equal chance to succeed
   - Provide additional information, advice, guidance work experience and job opportunities.
   - Encourage participation in positive activities and reduce negative consequences of risky/anti social behaviour
5) **Celebrating and engaging children and young people** – so that North Lincolnshire is a place where children in care are valued as part of the community and their achievements are recognised and celebrated and where children and young people in care have a „voice“ that is listened to and acted upon.

- Provide children with opportunities to have their say and influence their plans that affect them
- Support the CiCC to improve services for children in care
- Celebrate achievements and success

6) **One Vision, One Workforce** – so that North Lincolnshire is a place where services are child centred, focused on improving outcomes for children and young people in care and are integrated at the front line

- Introduce a single model of solution-focused interventions to work with children and improve outcomes
- Continue to use safer recruitment processes, whistle blowing, codes of conduct and LADO to ensure adults are safe to work with children in care
- Support the workforce to deliver on the principles for children and young people
- Develop and implement a Social Enterprise model for older young people

**Children’s Services Priorities for 2013.**

In order to deliver the Partnership Priorities outlined in the Children and Young People’s Plan, Children’s Services have identified key Priorities within Children’s Services. These are set out within the **Children’s Services Plan 2013**. They include a strong emphasis upon work to support children and young people in care. The key priorities are:

1. Increase Placement Choice
2. Secure improved permanence through adoption and guardianship
3. Embed the early help offer
4. Development of integrated working (including The Families Initiative)
5. Celebrate and engage children and young people
6. Manage change and develop a staff to respond to the changing needs of the care population
7. Meet the new requirement to manage remands and custody
8. Continuous service evaluation and inspection readiness
9. Ensure children are safe
10. Improve the education and employment of children in care

The Children in Care Priority Action Plan below details the actions to realise these priorities for children in care and care leavers:
## APPENDIX ONE - PRIORITY ACTION PLAN FOR CHILDREN IN CARE AND CARE LEAVERS 2013 – 2015

<table>
<thead>
<tr>
<th>Children’s Service Strategic Priority</th>
<th>Children and Young People’s Plan Priority</th>
<th>Action Focus</th>
<th>Milestones / target</th>
<th>Lead/Linked Indicators</th>
<th>Lead/Lead Group</th>
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</thead>
<tbody>
<tr>
<td>Increase Placement Choice</td>
<td>CYP Feel Safe and are Safe.</td>
<td>Build and provide a Children’s Campus to offer new and purposely designed children’s home</td>
<td>Dec 2013</td>
<td>Regulated service judged good or better through inspection Stability</td>
<td>PSW Regulatory and Support Services</td>
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<tr>
<td></td>
<td></td>
<td>Increase the number of NL Foster carers for older / difficult to place children</td>
<td>30 in 2013/2014</td>
<td>Older young people remain in the same placements</td>
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<td></td>
<td></td>
<td>Continue to build on the range of Supported Accommodation to increase choice and further enable children to “stay put”.</td>
<td>8 new supported lodgings by April 2014</td>
<td>Reduction in the % of young people who leave care aged 16/17</td>
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<td></td>
<td></td>
<td>Continue a regular programme of recruitment activities to increase number of foster carers and supported lodgings providers to meet the projected needs for local authority accommodation and to develop a business model to contract out surplus beds/places.</td>
<td>September 2013</td>
<td>Improved stability of placements – reduction in the % of children with 3 or more placements and increase in % in long-term stable placements (2 yrs +)</td>
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<tr>
<td>Secure improved permanence through</td>
<td>Giving Children the Best Start. Ensuring that CYP feel Safe and are</td>
<td>To increase the speed of the adoption recruitment process and the number of available adopters, using current staff and independent social workers</td>
<td>June 2013</td>
<td>20 in 2013/2014</td>
<td>PSW – Support and Regulatory Services</td>
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<tr>
<td>Children’s Service Strategic Priority</td>
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<td>Action Focus</td>
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<tr>
<td>adoption and guardianship</td>
<td>Safe.</td>
<td>Further develop monitoring processes to case track CIN and CP cases to ensure there is no delay and expedite PLO in line with FJC timescales</td>
<td>September 2013</td>
<td>100% of referral decisions made within 24 hours</td>
<td>PSW Case Management</td>
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<tr>
<td></td>
<td></td>
<td>Develop an Independent Review Service for CIN</td>
<td>April 2013</td>
<td>% of Core Assessments within reasonable time frame</td>
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<tr>
<td></td>
<td></td>
<td>Further develop Performance specific reports and a quality assurance/tracking pathway for adoption</td>
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<td>Increase in % CIN reviews on time and reviewed independently</td>
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<td></td>
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<td>Adoption Score Card shows incremental improvement</td>
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<td>PLO timescales - % of court cases completed within 26 weeks</td>
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<tr>
<td>Celebrate and engage children and young people</td>
<td>Celebrating and Engage children and young people</td>
<td>Develop a new integrated, consistent model of service user feedback embedded in practice with a management oversight and reporting process (Child and Family Feedback Form)</td>
<td>April 2013</td>
<td>The perception of children, young people and families shows that they feel services are responsive and improving</td>
<td>PSW Case Management</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Undertake an annual perception survey of children and young people in receipt of services</td>
<td>Mar 2014</td>
<td>All children express their views at least once each quarter</td>
<td>PSW Safeguarding and Practice</td>
</tr>
<tr>
<td>Meet new requirement to manage remands/custody</td>
<td>One Vision, One Workforce.</td>
<td>Work with partners to further develop a robust response to older young people at risk including shared models of intervention and approaches within an agreed framework.</td>
<td>April 2013</td>
<td>Reduction in the number of young people subject to Remand and custody</td>
<td>PSW Case Management</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Adapt assertive outreach and additional resources to prevent remand and custodial sentences.</td>
<td>September 2014</td>
<td>Reduce first time offending and re-offending</td>
<td>PSW Regulatory and Support</td>
</tr>
<tr>
<td>Education and employment of CIC</td>
<td>Raising Aspirations</td>
<td>Ensure all children have provision that enables them to undertake recognised qualifications to the best of their ability</td>
<td>September 2013</td>
<td>Children achieve well in their educational attainment. Children obtain recognised qualifications - % obtaining 5 GCSE’s A-C inc English and Maths</td>
<td>Assistant Director - Education</td>
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<tr>
<td></td>
<td></td>
<td>Produce a monthly report on all Pathway Plans</td>
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<tr>
<td>focussing on the quality, actions and outcomes in achieving sustainable education employment and training (EET)</td>
<td></td>
<td>July 2013</td>
<td>Increase in the percentage of young people achieving EET</td>
<td></td>
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<tr>
<td>Children’s Service Strategic Priority</td>
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</tbody>
</table>
| Education and employment of CIC      | Close the gap – Raise attainment and close gaps between vulnerable and disadvantaged groups and their peers | Set ambitious yet achievable targets for the Y6 and Y11 Cohort of 2014 and rigorously monitor the progress against targets, providing both support and challenge for the schools. | September 2013 | KS2 targets: 80% at 2 levels of progress in English and 2 levels of progress in maths 80% to achieve level 4 in English and in Maths KS4 Targets: 62% to achieve 3 levels of progress in English and in maths 50% to achieve 5+A*-C incl. English/maths | Assistant Director – Education  
Virtual Head Teacher Children in Care |
| Education and employment of CIC      | Close the gap – Raise attainment and close gaps between vulnerable and disadvantaged groups and their peers | To ensure that the work of the Provision Monitoring Officer of monitoring more robustly the progress and attainment of SEN pupils in out of county settings results in improved outcomes. | October 2013 | As the above indicators Progression of 2 levels from assessed starting point | Assistant Director – Education  
Virtual Head Teacher Children in Care |
| Education and employment of CIC      | Close the gap – Raise attainment and close gaps between vulnerable and disadvantaged groups and their peers | Improve our systems for monitoring the attendance, exclusions and attainment data of pupils in out of county provisions with the use of Welfare Call and take immediate actions if there are emerging issues. | May 2013 | Monitoring in place for all children including those placed out of county School attendance is high for children in all types of educational provision (% attendance) | Assistant Director – Education  
Virtual Head Teacher Children in Care |
| Education and employment of CIC      | Close the gap – Raise attainment and close gaps between vulnerable and disadvantaged groups and their peers | Continue to explore outstanding practices for the use of the Pupil Premium to make a difference to the educational achievement and attainment of CIC and publish our findings on a national level | September 2013 | Recognition of high quality models and provision, sharing positive practice, staff development and training Attainment levels, attendance and progress as detailed above | Assistant Director – Education  
Virtual Head Teacher Children in Care |
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<tr>
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</thead>
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<td>Education and employment of CIC</td>
<td>Close the gap – Raise attainment and close gaps between vulnerable and disadvantaged groups and their peers</td>
<td>To develop further the knowledge of attachment theory and its impact on educational achievement and providing joint training to support further the work of designated teachers and social workers</td>
<td>November 2013</td>
<td>The numbers of relevant staff have undertaken the training including designated teachers and educational support staff. Reduced exclusions and disruptions of educational placements.</td>
<td>Assistant Director – Education Virtual Head Teacher Children in Care</td>
</tr>
<tr>
<td>Education and employment of CIC</td>
<td>Close the gap – Raise attainment and close gaps between vulnerable and disadvantaged groups and their peers</td>
<td>To provide an induction training programme for newly designated teachers on the roles and responsibilities of the post</td>
<td>December 2013</td>
<td>All newly designated teachers have undertaken induction training that includes the key issues relating to children in care.</td>
<td>Assistant Director – Education Virtual Head Teacher Children in Care</td>
</tr>
<tr>
<td>Education and employment of CIC</td>
<td>Close the gap – Raise attainment and close gaps between vulnerable and disadvantaged groups and their peers</td>
<td>Recognise the achievements of our children throughout the year by finding opportunities when we can celebrate the educational successes of children in our virtual school</td>
<td>October 2013</td>
<td>Hold events to celebrate the achievement of children in care and care leavers. The support of lead officers and partners in attending events and activities to celebrate the success of children in care and care leavers.</td>
<td>PSW – Case Management Assistant Director – Education Virtual Head Teacher Children in Care</td>
</tr>
<tr>
<td>Education and employment of CIC</td>
<td>Close the gap – Raise attainment and close gaps between vulnerable and disadvantaged</td>
<td>Supporting the training and development programme for foster carers by providing training on educational issues such as; school transitions, study skills and embedding the Letter Box project</td>
<td>October 2013</td>
<td>The percentage of Foster carers who have attended relevant training. Support to educational placements reflected in attendance and attainment as detailed above.</td>
<td>Assistant Director – Education Virtual Head Teacher Children in Care</td>
</tr>
<tr>
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<tr>
<td>Promote achievement of care leavers</td>
<td>Close the gaps in outcomes between children in care and their peers</td>
<td>Implement the revised independence training and support package for care leavers and homeless young people</td>
<td>July 2013</td>
<td>Young people live in stable placements – reduction in placement moves amongst older children living independently Take up of opportunities for training, employment and life skills programmes Young people in suitable accommodation and Education, Training and Employment</td>
<td>PSW Regulatory and Support Services</td>
</tr>
<tr>
<td>Revise and revitalise CPG activity</td>
<td>Celebrate and engage children and young people</td>
<td>Revise and re-launch the Corporate Parenting Pledge Raise the profile of the Corporate Parents Champions Group – develop new CP action plans across all partners</td>
<td>April 2013</td>
<td>All partners will re-commit to their Corporate Parenting Pledge Partners Corporate Parenting action plans to be regularly reported to the Corporate Parenting Champions Group and the Children in Care Strategy Group</td>
<td>PSW Case Management</td>
</tr>
<tr>
<td>Develop outcome focused plans</td>
<td>Close the gaps in outcomes between children in care and their peers</td>
<td>Develop outcome focused case planning formats to reflect a focus on outcomes for children Develop and deliver training on outcome focused approaches to case planning</td>
<td>April 2013</td>
<td>All staff will understand and implement outcome-focused plans for children</td>
<td>PSW Safeguarding and Practice</td>
</tr>
<tr>
<td>Education and Employment of children in care</td>
<td>Raise Aspirations</td>
<td>Encourage opportunities for young people in care to be in training and/or in employment: Council to target children in care for the apprenticeship offers within the Council</td>
<td>September 2013</td>
<td>Percentage of Care Leavers who are in education, training and employment Number of Care Leavers who obtain apprenticeships within the council</td>
<td>Assistant Director - Education PSW Regulatory and Support</td>
</tr>
<tr>
<td>Increase Placement Choice</td>
<td>Children feel safe and are safe</td>
<td>Deliver a Social Enterprise model of provision for young people who leave care and present as homeless to enable us to develop further and sustain the service in a changing market</td>
<td>March 2014</td>
<td>Progress of development of the Social Enterprise Perception of young people on the services they receive</td>
<td>PSW Regulatory and Support</td>
</tr>
<tr>
<td>Secure improved</td>
<td>Best start</td>
<td>Increase the availability of short break carers to support children in existing placements and improve</td>
<td>September 2013</td>
<td>Improved placement stability (short-term and</td>
<td>PSW Regulatory</td>
</tr>
<tr>
<td>Children’s Service Strategic Priority</td>
<td>Children and Young People’s Plan Priority</td>
<td>Action Focus</td>
<td>Milestones / target</td>
<td>Lead/Linked Indicators</td>
<td>Lead/Lead Group</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>-------------------------------------------</td>
<td>--------------</td>
<td>---------------------</td>
<td>------------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>permanence through adoption and guardianship</td>
<td></td>
<td>placement stability and prevent older children entering care through the use of short-breaks to support CIN plans</td>
<td></td>
<td>long-term percentages) Reduction in the number of older children entering care</td>
<td>and Support</td>
</tr>
<tr>
<td>Secure improved permanence through adoption and guardianship</td>
<td>Best start</td>
<td>Introduce a fee based carer scheme to provide highly skilled foster carers and improve placement choice for the hardest to place children, including those who are involved in the criminal justice system.</td>
<td>June 2013</td>
<td>Increased placement stability(as above) Reduction in the need to use external placements - % placed externally</td>
<td>PSW Regulatory and Support</td>
</tr>
<tr>
<td>Development of integrated working</td>
<td>Best start</td>
<td>Report on the enhanced quality assurance model to ensure health assessments meet the highest standards.</td>
<td>July 2013</td>
<td>All children in care have health plans in place that are assessed to be of high quality Reduced % teenage pregnancy amongst care leavers Reduced substance use Improved emotional well-being</td>
<td>Designated Nurse for CiC</td>
</tr>
<tr>
<td>Development of integrated working</td>
<td>Best start</td>
<td>Revise service specifications with the new GP Commissioning Group as they become stakeholders to ensure children in care and care leavers are a priority, specifications are robust and services to LAC/CL continue to be prioritised.</td>
<td>July 2013</td>
<td>Services are in place to prioritise the needs of children in care and care leavers Reduced % teenage pregnancy amongst care leavers Reduced % young people who use substances Improved emotional well-being (SDQ scores) Parenting training taken up by % of care leavers</td>
<td>Helena Dent – Health Commissioning</td>
</tr>
</tbody>
</table>
Children in care by age group

<table>
<thead>
<tr>
<th></th>
<th>Under 1 year</th>
<th>1-4 years</th>
<th>5-9 years</th>
<th>10-15 years</th>
<th>16+ years</th>
</tr>
</thead>
<tbody>
<tr>
<td>31/03/10 NL</td>
<td>7%</td>
<td>21%</td>
<td>16%</td>
<td>41%</td>
<td>14%</td>
</tr>
<tr>
<td>31/03/11 NL</td>
<td>6%</td>
<td>24%</td>
<td>17%</td>
<td>41%</td>
<td>12%</td>
</tr>
<tr>
<td>31/03/11 NL No</td>
<td>10</td>
<td>39</td>
<td>28</td>
<td>88</td>
<td>19</td>
</tr>
<tr>
<td>31/03/12 NL</td>
<td>6%</td>
<td>18%</td>
<td>18%</td>
<td>37%</td>
<td>21%</td>
</tr>
<tr>
<td>31/03/12 NL No</td>
<td>12</td>
<td>43</td>
<td>32</td>
<td>67</td>
<td>18</td>
</tr>
<tr>
<td>31/03/13 NL</td>
<td>5%</td>
<td>22%</td>
<td>18%</td>
<td>41%</td>
<td>13%</td>
</tr>
<tr>
<td>31/03/13 NL No</td>
<td>9</td>
<td>37</td>
<td>29</td>
<td>68</td>
<td>22</td>
</tr>
</tbody>
</table>

Number of children in care with 3 or more placement moves (NI 62)

<table>
<thead>
<tr>
<th>Year</th>
<th>NLC</th>
<th>Cohort</th>
<th>SN Comparator</th>
<th>Engl. Comparator</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006/07</td>
<td>12.3%</td>
<td>17/172</td>
<td>12.6%</td>
<td>12.7%</td>
</tr>
<tr>
<td>2007/08</td>
<td>7.7%</td>
<td>16/165</td>
<td>12.3%</td>
<td>12.0%</td>
</tr>
<tr>
<td>2008/09</td>
<td>9.7%</td>
<td>10.7%</td>
<td>10.7%</td>
<td>11.0%</td>
</tr>
<tr>
<td>2009/10</td>
<td>8.8%</td>
<td>9.0%</td>
<td>9.6%</td>
<td>11.0%</td>
</tr>
<tr>
<td>2010/11</td>
<td>9.8%</td>
<td>9.5%</td>
<td>9.6%</td>
<td>11.0%</td>
</tr>
<tr>
<td>2011/12</td>
<td>9.9%</td>
<td>9.7%</td>
<td>9.6%</td>
<td>11.0%</td>
</tr>
<tr>
<td>2012/13</td>
<td>9.7%</td>
<td>9.5%</td>
<td>9.6%</td>
<td>11.0%</td>
</tr>
</tbody>
</table>
Adoptions of children in care placed within 12 months (NI 61)

![Graph showing adoption rates over years]

<table>
<thead>
<tr>
<th>Year</th>
<th>NLC</th>
<th>SN Comparator</th>
<th>Engl. Comparator</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006/07</td>
<td>83.0%</td>
<td>71.4%</td>
<td>75.1%</td>
</tr>
<tr>
<td>2007/08</td>
<td>87.5%</td>
<td>75.6%</td>
<td>75.6%</td>
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<tr>
<td>2008/09</td>
<td>77.8%</td>
<td>71.6%</td>
<td>75.0%</td>
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<tr>
<td>2009/10</td>
<td>75.0%</td>
<td>63.6%</td>
<td>72.4%</td>
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<tr>
<td>2010/11</td>
<td>63.6%</td>
<td>67.1%</td>
<td>74.0%</td>
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<tr>
<td>2011/12</td>
<td>64.3%</td>
<td>67.8%</td>
<td>75.0%</td>
</tr>
<tr>
<td>2012/13</td>
<td>85.7%</td>
<td>72.4%</td>
<td>74.0%</td>
</tr>
<tr>
<td>NLC Cohort</td>
<td>5/6</td>
<td>7/8</td>
<td>7/9</td>
</tr>
<tr>
<td></td>
<td>9/12</td>
<td>7/11</td>
<td>9/14</td>
</tr>
<tr>
<td></td>
<td>12/14</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percentage of Statutory Reviews in timescales (NI 66)

![Graph showing review rates over years]

<table>
<thead>
<tr>
<th>Year</th>
<th>NLC % on time</th>
<th>SN Comparator</th>
<th>Engl. Comparator</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008/09</td>
<td>100.0%</td>
<td>92.1%</td>
<td>90.9%</td>
</tr>
<tr>
<td>2009/10</td>
<td>100.0%</td>
<td>90.7%</td>
<td>90.5%</td>
</tr>
<tr>
<td>2010/11</td>
<td>99.3%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>2011/12</td>
<td>100%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>2012/13</td>
<td>100%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Percentage children in care for 1 yr+ subject to final warnings and convictions (aged 10yr+)

![Graph showing rate of offending from 2006/07 to 2012/13 for NLC, NLC cohort, SN Comparator, and Engl. Comparator.]

<table>
<thead>
<tr>
<th>Year</th>
<th>NLC %</th>
<th>NLC cohort</th>
<th>SN Comparator</th>
<th>Engl. Comparator</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006/07</td>
<td>11.4%</td>
<td>9/79</td>
<td>9.6%</td>
<td>9.5%</td>
</tr>
<tr>
<td>2007/08</td>
<td>9.5%</td>
<td>7/74</td>
<td>9.9%</td>
<td>9.9%</td>
</tr>
<tr>
<td>2008/09</td>
<td>11.8%</td>
<td>8/68</td>
<td>9.3%</td>
<td>8.8%</td>
</tr>
<tr>
<td>2009/10</td>
<td>13.0%</td>
<td>9/69</td>
<td>9.1%</td>
<td>8.7%</td>
</tr>
<tr>
<td>2010/11</td>
<td>9.2%</td>
<td>4/72</td>
<td>6.9%</td>
<td>7.9%</td>
</tr>
<tr>
<td>2011/12</td>
<td>5.6%</td>
<td>5/77</td>
<td>7.1%</td>
<td>7.3%</td>
</tr>
<tr>
<td>2012/13</td>
<td>6.5%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percentage children in care for 1 yr+ having an up-to-date Health Assessment and Dental Check

![Graph showing percentage of children having an up-to-date Health Assessment and Dental Check from 2006/07 to 2012/13 for NLC, NLC cohort, SN Comparator, and Engl. Comparator.]

<table>
<thead>
<tr>
<th>Year</th>
<th>NLC</th>
<th>SN Comparator</th>
<th>Engl. Comparator</th>
</tr>
</thead>
<tbody>
<tr>
<td>30/09/07</td>
<td>94.0%</td>
<td>82.3%</td>
<td>85.1%</td>
</tr>
<tr>
<td>30/09/08</td>
<td>95.0%</td>
<td>84.4%</td>
<td>86.9%</td>
</tr>
<tr>
<td>30/09/09</td>
<td>92.0%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>2008/10</td>
<td>93.0%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>2009/11</td>
<td>94.4%</td>
<td>88.3%</td>
<td>86.3%</td>
</tr>
<tr>
<td>2011/12</td>
<td>95.5%</td>
<td>86.5%</td>
<td></td>
</tr>
<tr>
<td>2012/13</td>
<td>95.9%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Cohort: 117/122

36
APPENDIX THREE

Launch of the Revised Corporate Parenting Pledge to Children in Care and Care Leavers
24 April 2013

From the summary feedback of the event written for children and young people:

Who was there?

Children in Care Council and Young People

Corporate Parents and Invited Officers

Cllr Rob Waltham, Cllr Tony Gosling, Denise Hyde, Peter Williams, Mike Wedgewood, Frances Cunning, Caroline Briggs, Rachel Benstead, Janice Moran, Paul McCourt, DI Steve Hall, Amy Gilbert, Pat Chennells and invited officers from agencies and directorates across the Council.

Know your Corporate Parents

As a child or young person in care you have a number of „corporate parents“. These are people who are responsible for your welfare, want to help you make the most of your life and are interested in hearing your views.

But, do you know who”s who?

Would you know who to contact if you wanted to ask a specific question?

To help with this we have pulled together a photo gallery of key corporate parents, including contact details, (attached at the back). Please feel free to get in touch with any of them to tell them your views about your life, the help you get and what you think about things.

Focus

Originally the over arching pledge was signed up to by multi-agency partners in February 2011 at the Civic Centre.

The current overarching pledges, which lists all the things young people would like, was taken to the Children in Care Council, the Bizz and GPK groups for consultation. The document was updated and the final version approved by the Children”s Trust and Children in Care Strategy Group and signed off by Cllr Rob Waltham.

The focus of this corporate parenting event was to re-launch the Corporate Parenting Pledge for services and agencies to sign up to their continued commitment to fulfil their corporate parenting responsibilities (overleaf).
On the Evening

Prior to the event officially starting there was opportunity for children and young people to arrive and get immersed in art and craft with activity stations in the main hall.

The event was opened by young people themselves who introduced the Corporate Parenting DVD. This film captured interviews with the young people on what they want from their Corporate Parents and activities they enjoy doing. Paul Cowling, Service Manager – Social Work Case Management, and Annemarie Carlberg, Service Manager – Family Placement, also features talking about examples of Corporate Parenting in practice and performance information relating to children in care and care leavers (which was very positive!).

Councillor Rob Waltham, Lead Member for People
**Signatories to the Pledge**

Each Dignitary and Corporate Parent in turn was invited to the stage to sign the pledge on behalf of their service/agency.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cabinet Member for People</td>
<td>Cllr Rob Waltham</td>
</tr>
<tr>
<td>North Lincolnshire Council</td>
<td></td>
</tr>
<tr>
<td>Shadow Member</td>
<td>Cllr Tony Gosling</td>
</tr>
<tr>
<td>North Lincolnshire Council</td>
<td></td>
</tr>
<tr>
<td>Chief Executive</td>
<td>Simon Driver</td>
</tr>
<tr>
<td>North Lincolnshire Council</td>
<td></td>
</tr>
<tr>
<td>People Directorate</td>
<td>Denise Hyde</td>
</tr>
<tr>
<td>North Lincolnshire Council</td>
<td></td>
</tr>
<tr>
<td>Places Directorate</td>
<td>Peter Williams</td>
</tr>
<tr>
<td>North Lincolnshire Council</td>
<td></td>
</tr>
<tr>
<td>Policy &amp; Resources Directorate</td>
<td>Mike Wedgewood</td>
</tr>
<tr>
<td>North Lincolnshire Council</td>
<td></td>
</tr>
<tr>
<td>Public Health</td>
<td>Frances Cunning</td>
</tr>
<tr>
<td>North Lincolnshire Council</td>
<td></td>
</tr>
<tr>
<td>North Lincolnshire &amp; Goole NHS Trust</td>
<td>Jill Turner</td>
</tr>
<tr>
<td>North Lincolnshire CCG</td>
<td>Caroline Briggs</td>
</tr>
<tr>
<td>North Lindsey College</td>
<td>Rachel Benstead</td>
</tr>
<tr>
<td>John Leggott College</td>
<td>Janice Moran</td>
</tr>
<tr>
<td>Humberside Fire &amp; Rescue</td>
<td>Paul McCourt</td>
</tr>
<tr>
<td>Humberside Police</td>
<td>SI David Hall</td>
</tr>
<tr>
<td>Humberside Probation Trust</td>
<td>Amy Gilbert</td>
</tr>
<tr>
<td>Voluntary Sector</td>
<td>Pat Chennells</td>
</tr>
<tr>
<td>Foster Carers</td>
<td>Eric Johnson</td>
</tr>
<tr>
<td>North Lincolnshire Virtual School</td>
<td>Sue Bond</td>
</tr>
</tbody>
</table>
Signing of the Pledge

Above Left: Janice Moran from John Leggott College. Above: Mike Wedgwood, Director of Policy and Resources from North Lincolnshire Council. Left: Simon Driver, Chief Executive of North Lincolnshire Council. Below: SI David Hall from Humberside Police
Winners of the Creative Writing Competition & Art Show

This event proved a wonderful opportunity to showcase the excellent skills and abilities the children and young people have for writing and producing art. A creative writing competition and art show was run with entries open to all children in care and care leavers.

On the evening all their work was presented in the main hall for people to view.

Outstanding art pieces were selected by a judging panel and all winners were given a £20 high street voucher. A panel from 20:21 Visual Arts Centre also selected outstanding work and these young people were given additional prizes provided by 20:21 for use at their arts centre.

Outstanding Art Piece:
- Kasey
- Lewis
- James

20:21 Visual Arts Centre Selection:
- Imogen
- Adam
- Kian
Creative Writing Competition Winners and Runners Up

A panel of judges read through all written pieces of work submitted for the creative writing competition. Winners and runners up were selected and given high street vouchers.

**5 and Under**

| 1st | Kyran | A carefully structured story and some interesting words used. The judges were pleased the story had a happy ending. |

**6-12 years old**

| 1st | Shannnon | A fine sense of menace developed in this story with a sophisticated use of language. Excellent! |
| 1st | Karl | Well structured with outstanding use of language which reflects the original writing. The build up of atmosphere is excellent. |
| Runner Up | Matthew and Karl | A lovely narrative in the style of a super hero story. We loved the author’s sense of humour which came across very strongly! |
| Runner Up | Kaitlyn | A good sense of rhyme and rhythm and a powerful message about the joys of music |
| Runner Up | Ellie | The structure of this story is tightly controlled and its sense of scariness builds effectively. |

**13+ years old**

| 1st | Nicole | A powerful and thought provoking verse which is very moving. We were impressed with the sustained use of the personification |
| 1st | Amber | A complex and mature piece of writing which the judges found very moving. Lovely imagery and a real empathy with the plight of Tess of the D’urbervilles |
| Runner Up | Emma May | A well constructed and sustained narrative. Some lovely descriptive passages |
| Runner Up | Emma | A poem which explores the heartbreak of young love. A fine reflective verse with a surprising conclusion |
| Runner Up | Callum | Lively, proactive verses with complex rhyming sequence successfully employed. A great sense of fun in these writings. |

**Other Awards:**

All people who entered the creative writing competition and who submitted art pieces were given a certificate for recognition of their work.

Nicole was presented with a trophy, this was awarded for her Coast to Coast Cycle Challenge from John O’Groats to Lands End.

Rachel was awarded a £20 WHSmiths vouchers for a piece of dual media work she submitted (picture story)
The young people who were compere’s for the evening were thanked and given a box of chocolates.

Nicole prepared the food for the evening and was also given a box of chocolates.

Denise Hyde closed the event and the evening came to a climax with the release of balloons from the ceiling.
Corporate parenting pledge to children in care and care leavers

- Ask your views, listen to what you say and act on it
- Support you and give you the information you need to lead a healthy lifestyle
- Support you to feel safe
- Support you to have contact with your family and friends
- Make sure services and support are available to help you to be the best you can be
- Have ambitions for you and support you to achieve your goals
- Have high expectations of you and expect you to act sensibly
- Support you to access the education and training you need and help you develop your skills and achieve your aspirations
- Work with you to support other children and young people who may have had similar experiences
- Provide opportunities for training and work experience and support you to find employment
- Support you and your children while you gain life experience and become independent from us
- Provide an open door for support and advice, whatever your age
- Celebrate your successes and achievements
- Help you be involved in the community

<table>
<thead>
<tr>
<th>REPRESENTING</th>
<th>NAME</th>
<th>SIGNATURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Caremark Trust</td>
<td>Ros Hawthorn</td>
<td></td>
</tr>
<tr>
<td>The Labour Group NLC</td>
<td>Tony Costley</td>
<td></td>
</tr>
<tr>
<td>Staff of North Lincolnshire Community</td>
<td>Sue Drive</td>
<td></td>
</tr>
<tr>
<td>Directorate People Services</td>
<td>Denise Hill</td>
<td></td>
</tr>
<tr>
<td>Places Directorate</td>
<td>Peter Williams</td>
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<tr>
<td>Policy &amp; Resources Directorate</td>
<td>Mike Wragg</td>
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<td>North Lincolnshire CCG</td>
<td>Clare Murray</td>
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<td>North Lindsey College</td>
<td>Rossa Benstead</td>
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<tr>
<td>Voluntary Sector</td>
<td>Pat Channells</td>
<td></td>
</tr>
<tr>
<td>Humberside Fire &amp; Rescue Service</td>
<td>G.H. Paul Street</td>
<td></td>
</tr>
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<td>Humberside Police</td>
<td>Supt. David Hill</td>
<td></td>
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<td>Foster Carers</td>
<td>Eric Johnson</td>
<td></td>
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<tr>
<td>Humberside Probation Trust</td>
<td>Amy Gilbert</td>
<td></td>
</tr>
<tr>
<td>Northern Lincolnshire &amp; Goole Hospitals NHS Trust</td>
<td>Jill Turner</td>
<td></td>
</tr>
<tr>
<td>North Lincolnshire Virtual School</td>
<td>Sue Bond</td>
<td></td>
</tr>
<tr>
<td>John Leggott College</td>
<td>Janice Moran</td>
<td></td>
</tr>
</tbody>
</table>

On behalf of children in care in North Lincolnshire we accept the pledge above
Charter for Care Leavers

A Charter is a set of principles and promises. This Charter sets out promises care leavers want the central and local government to make. Promises and principles help in decision making and do not replace laws; they give guidance to show how laws are designed to be interpreted.

The key principles in this Charter will remain constant through any changes in Legislation, Regulation and Guidance. Care leavers urge local authorities to use these principles when they make decisions about young people’s lives. The Charter for Care Leavers is designed to raise expectation, aspiration and understanding of what care leavers need and what the government and local authorities should do to be good Corporate Parents.

We Promise:

To respect and honour your identity

- We will support you to discover and to be who you are and honour your unique identity. We will help you develop your own personal beliefs and values and accept your culture and heritage. We will celebrate your identity as an individual, as a member of identity groups and as a valued member of your community. We will value and support important relationships, and help you manage changing relationships or come to terms with loss, trauma or other significant life events. We will support you to express your identity positively to others.

To believe in you

- We will value your strengths, gifts and talents and encourage your aspirations. We will hold a belief in your potential and a vision for your future even if you have lost sight of these yourself. We will help you push aside limiting barriers and encourage and support you to pursue your goals in whatever ways we can. We will believe in you, celebrate you and affirm you.

To listen to you

- We will take time to listen to you, respect, and strive to understand your point of view. We will place your needs, thoughts and feelings at the heart of all decisions about you,
negotiate with you, and show how we have taken these into account. If we don’t agree with you we will fully explain why. We will provide easy access to complaint and appeals processes and promote and encourage access to independent advocacy whenever you need it.

To inform you

- We will give you information that you need at every point in your journey, from care to adulthood, presented in a way that you want including information on legal entitlements and the service you can expect to receive from us at different stages in the journey. We will keep information up to date and accurate. We will ensure you know where to get current information once you are no longer in regular touch with leaving care services. We will make clear to you what information about yourself and your time in care you are entitled to see. We will support you to access this when you want it, to manage any feelings that you might have about the information, and to put on record any disagreement with factual content.

To support you

- We will provide any support set out in current Regulations and Guidance and will not unreasonably withhold advice when you are no longer legally entitled to this service. As well as information, advice, practical and financial help we will provide emotional support. We will make sure you do not have to fight for support you are entitled to and we will fight for you if other agencies let you down. We will not punish you if you change your mind about what you want to do. We will continue to care about you even when we are no longer caring for you. We will make it our responsibility to understand your needs. If we can’t meet those needs we will try and help you find a service that can. We will help you learn from your mistakes; we will not judge you and we will be here for you no matter how many times you come back for support.

To find you a home

- We will work alongside you to prepare you for your move into independent living only when you are ready. We will help you think about the choices available and to find accommodation that is right for you. We will do everything we can to ensure you are happy and feel safe when you move to independent living. We recognise that at different times you may need to take a step back and start over again. We will do our best to support you until you are settled in your independent life; we will not judge you for your mistakes or refuse to advise you because you did not listen to us before. We will work proactively with other agencies to help you sustain your home.

To be a lifelong champion

- We will do our best to help you break down barriers encountered when dealing with other agencies. We will work together with the services you need, including housing, benefits, colleges and universities, employment providers and health services to help you establish yourself as an independent individual. We will treat you with courtesy and humanity whatever your age when you return to us for advice or support. We will help you to be the driver of your life and not the passenger. We will point you in a positive direction and journey alongside you at your pace. We will trust and respect you. We will not forget
about you. We will remain your supporters in whatever way we can, even when our formal relationship with you has ended.