



NOTICE OF MEETING

Corporate Parenting Advisory Committee

MONDAY, 7TH DECEMBER, 2009 at 18:30 HRS – CIVIC CENTRE, HIGH ROAD, WOOD GREEN, LONDON N22 8LE.

MEMBERS: Councillors Adamou, Alexander, Allison, Egan, Engert, C. Harris, Patel and Reith (Chair)

AGENDA

1. APOLOGIES FOR ABSENCE (IF ANY)

2. URGENT BUSINESS

The Chair will consider the admission of late items of urgent business. Late items will be considered under the agenda item they appear. New items will be dealt with at item 11 below. New items of exempt business will be dealt with at item 17 below.

3. DECLARATIONS OF INTEREST

A member with a personal interest in a matter who attends a meeting of the authority at which the matter is considered must disclose to that meeting the existence and nature of that interest at the commencement of that consideration, or when the consideration becomes apparent.

A member with a personal interest in a matter also has a prejudicial interest in that matter the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice the member' judgement of the public interest.

4. MINUTES (PAGES 1 - 6)

To consider the minutes of the meeting held on 20 October 2009.

5. MATTERS ARISING

6. PROPOSED IMPROVEMENTS TO THE IN-HOUSE FOSTERING SERVICE (PAGES 7 - 16)

To provide an update on Haringey in-house fostering service and the changes proposed to improve performance.

7. EMPLOYMENT OPPORTUNITIES FOR CARE LEAVERS (PAGES 17 - 32)

To set out the draft action plan to improve employment opportunities for care leavers.

8. ACCESSING OF SOCIAL NETWORKING SITES BY CHILDREN IN CARE (CIC) (PAGES 33 - 44)

To provide the policy and procedure regarding the accessing of social networking sites by CiC in their placements.

9. EDUCATIONAL ATTAINMENT OF LOOKED -AFTER CHILDREN (LAC) (PAGES 45 - 52)

To provide the annual educational results for Children in Care and an update on performance issues relating to Personal Educational Plans.

10. PERFORMANCE MANAGEMENT: CHILDREN AND FAMILIES - OCTOBER 2009 DATA (PAGES 53 - 58)

To consider specified performance data for CiC.

11. NEW ITEMS OF URGENT BUSINESS

To consider any items admitted at item 2 above.

12. EXCLUSION OF THE PRESS AND PUBLIC

That the press and public be excluded from the meeting for consideration of Items 13 to 17 as they contain exempt information as defined in Section 100a of the Local Government Act 1972 (as amended by Section 12A of the Local Government Act 1985); paras 1 & 2; namely information relating to any individual, and information likely to reveal the identity of an individual.

13. MINUTES (PAGES 59 - 66)

To consider the exempt minutes of the meeting held on 20 October 2009.

14. UPDATE REPORT ON HARINGEY PARK CHILDREN'S HOME

To provide a verbal update on progress with improvements to the Home.

15. MANAGEMENT REVIEW OF EMERGENCY DUTY TEAM (PAGES 67 - 76)

To provide an outline of the recent management review of the Emergency Duty Team.

16. CHILD SAFEGUARDING

To provide a verbal update on safeguarding issues pertinent to the remit of the Committee.

17. NEW ITEMS OF EXEMPT URGENT BUSINESS

To consider any items admitted at 2 above.

18. ANY OTHER BUSINESS

Date of next meeting: 26 January 2010.

Ken Pryor
Deputy Head of Local Democracy and Member
Services
5th Floor
River Park House
225 High Road
Wood Green
London N22 8HQ

Carolyn Banks
Principal Committee Coordinator
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27 November 2009.

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**MINUTES OF THE CORPORATE PARENTING ADVISORY COMMITTEE
TUESDAY, 20 OCTOBER 2009**

Councillors Adamou, Alexander, Allison, Engert, C. Harris and Reith (Chair)

Also Present: Ana Beaumont, Eleanor Brazil, Chris Chalmers, Roy Choudhury, Jennifer James, Marion Wheeler.

MINUTE NO.	SUBJECT/DECISION	ACTION BY
CPAC50	APOLOGIES FOR ABSENCE (IF ANY) There were no apologies for absence.	
CPAC51	URGENT BUSINESS There were no items of urgent business.	
CPAC52	DECLARATIONS OF INTEREST There were no declarations of interest.	
CPAC53	MINUTES RESOLVED: <ul style="list-style-type: none"> • That the minutes of the meeting held on 7 September 2009 be agreed as an accurate record. Matters arising: The Committee were updated that the focus of the scrutiny review on the transition from child to adult socials services had shifted from Children in Care (CiC) to children with disabilities and additional needs. RESOLVED: <ul style="list-style-type: none"> • That arrangements for the meeting with Cllrs Hare and Weber regarding feedback from Regulation 33 visits be progressed. • That a matters arising report be added as a standing item to the agenda of future meetings. • That Ofsted inspection reports for the last year for Haringey's Children's Homes be re-sent to Cllr Allison. • That information regarding re-offending rates for CiC be added to the forward plan for consideration at a future meeting. 	Head Service (Res & Plcmts) Clerk Clerk Clerk/DDCF
CPAC54	MINISTERIAL STOCKTAKE The Committee received feedback from the Children & Young People Participation Strategy Officer and Kieran Thomas, a Haringey care leaver, following attendance at a recent national ministerial event to	

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	<p>facilitate the sharing of views of CiC. The event included an interactive voting session and discussion of key care issues, as part of reviewing progress in improving outcomes for CiC, with findings to be compiled into a summary report to be submitted to the Department for Children, Schools and Families (DCSF).</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That the Committee receive a report to a future meeting exploring the feasibility of hosting an event to obtain the views of a statistically significant sample of CiC in Haringey, to allow comparison with the national picture and to identify areas of concern and for future focus. • That feedback be provided to the Committee at the December meeting from a steering group meeting to be held on 28 October with Leaving Care managers and a number of young care leavers. <p>In consideration of the generally poor results obtained from the voting session relating to the perception of CiC on how well councils are doing at helping CiC prepare to get good jobs in the future, the Committee requested an update on the situation in Haringey. It was advised that the current focus of attention in terms of future attainment for CiC and care leavers was on education, including support through specialist services such as the CiC Education Team. It was recognised that improvements were required to support young care leavers in obtaining employment including apprenticeships, although the recession impacted on available opportunities. There was agreement that linkages with employers and other Council departments needed to be developed to maximise opportunities in relation to jobs, work experience placements and apprenticeships for care leavers. Committee members emphasised the value of being proactive in approaching local businesses to scope opportunities and also liaising with Neighbourhood Management teams to raise awareness through local area networks.</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That an action plan setting out work to be undertaken to improve employment opportunities for care leavers, including access to apprenticeships, both within and external to the Council be received at the next meeting of the Committee. <p>The Committee expressed dissatisfaction with anecdotal evidence that CiC moving placements were not always using suitcases to move personal effects. Confirmation was provided that although a store of suitcases was available, blanket compliance had yet to be achieved for a number of reasons.</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That the Committee receive a report scoping the level of non-compliance with the procedure for suitcases to be used to move possessions of CiC and identifying actions to be undertaken to ensure compliance where necessary. 	<p>Head of Chldn's Netwrk North</p> <p>Leaving Care team</p> <p>Leaving Care team/ CiC Educ team</p> <p>Head Service (CiC)</p>
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<p>CPAC55</p>	<p>PROMOTING THE RIGHTS OF THE CHILD AND DEVELOPING LOOKED AFTER CHILDREN'S CAPACITY TO BE HEARD</p> <p>The Committee received the above report setting out work underway to enhance the involvement of CiC in shaping services and improving outcomes.</p> <p>Following the termination of the contract with Action for Children for the provision of a Children's Rights service, the service would now be transferred to an in-house provision within the mainstream service. This would necessitate recruitment to a number of new roles by the beginning of the new year, with interim arrangements in place until then. The new team would then be responsible for progressing key projects, including developing a CiC council, provisionally by Easter.</p> <p>The Committee were advised of the successful selection of a group of young people from Haringey to take part in Children's Workforce Development Council (CWDC) Youth Advisory Group 'Young Leaders of Change' project. This project allows the views of young people to be fed to the CWDC Board and to inform its future work, whilst offering training and development opportunities for the young people taking part.</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That the report be noted. 	
<p>CPAC56</p>	<p>LAPTOPS FOR CHILDREN IN CARE</p> <p>The Committee was provided with a verbal update from the Interim Head Of Service (Resources and Placements) regarding the feasibility of providing laptops for CiC. Confirmation was provided that all CiC under the age of 16 had computer access within their placements but for young people over the age of 16, laptop provision was determined on an individual basis. The Committee were advised of the significant financial commitment to providing laptops to the 400+ CiC over the age of 16, which would be expected to exceed £160k, excluding additional costs such as maintenance. The Committee considered that it would be valuable to seek the views of CiC as to whether laptops were considered a priority.</p> <p>In relation to issues surrounding CiC accessing social networking sites from computers provided in placements, it was advised that a policy and procedure was currently being developed to set out a definitive standpoint and mitigate against the risks associated.</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That feedback from young people on their views as to the priority attached to provision of laptops as against other possible spend be reported to a future meeting of the Committee. • That a report be received to the December Committee meeting on the policy and procedure for the accessing of social 	<p>Head Service (Res & Plcmts)</p> <p>Head Service (Res &</p>

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	networking sites by CiC.	Plcmnts)
CPAC57	<p>CHILDREN MISSING FROM HOME OR CARE</p> <p>The Committee received a report advising of the publication of new DCSF statutory guidance on reducing risk and harm to children who run away or go missing from home or care, to support authorities in meeting National Indicator 71 – missing from home and care. An action plan had subsequently been developed at the lead of the Local Safeguarding Children Board (LSCB) to implement changes required, centred around developing more effective interagency working including in respect to early intervention, the development of new protocols and improved data collection. It was confirmed that data collection would play a pivotal role in identifying patterns and mapping episodes of runaways to inform service provision.</p> <p>Confirmation was provided that a recent self-assessment submitted to the DCSF in relation to children missing from home or care had rated Haringey as achieving a score of 3 out of 4, an improvement on previous performance stock takes.</p> <p>Committee members questioned whether information was routinely provided to CiC containing important information such as contact numbers for emergency helplines etc for use in a crisis situation. Members were advised that although such information was contained within the Leaving Care Handbook and provided in leaflets sent to foster carers, the emphasis remained on early intervention e.g. advocacy. The Committee requested that the feasibility of providing a small credit card size information booklet containing key information for CiC be investigated.</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That the DCSF statutory guidance on children who run away and go missing from home or care 2009 be circulated to Committee members. • That the mechanism for reporting data collected on missing CiC to Members be explicitly set out in the action plan, centred on monthly provision to the Lead Member for Children and Young People and reporting to the Committee on a frequent basis. 	<p>Head Service (CiC)</p> <p>Clerk</p> <p>Head Service (CiC)</p>
CPAC58	<p>SPECIAL GUARDIANSHIP ORDERS</p> <p>The Committee received a progress update report on Special Guardianship Orders (SGOs) and showing that targets for the current financial year for the granting of SGOs and adoption orders were anticipated to be exceeded. A review of placements had identified opportunities in relation to encouraging the movement of foster placements into SGOs as an area for future focused work, especially as support arrangements, including financial provision, for SGOs had been strengthened and developed. In response to a query regarding specific</p>	

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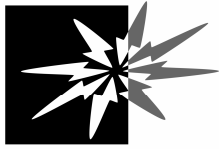
	<p>room specification requirements for SGOs, confirmation was provided that space considerations would be taken into account under any assessment carried out for the order, with funding available to provide additional space if deemed necessary.</p> <p>Following questions from Members regarding the stability of SGOs, the Committee were advised that the Orders were a relatively new concept and as such, limited statistically significant information was available for an accurate assessment of success to be made. At present in Haringey, there had been no breakdown of SGOs since their introduction, although it was emphasised that it remained early days.</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That the report be noted. 	
CPAC59	<p>PERFORMANCE MANAGEMENT: CHILDREN AND FAMILIES - SEPTEMBER 2009 DATA</p> <p>The Committee received a report setting out the September performance monitoring data in relation to CiC within the Children and Families Service and details of statistical neighbour comparative data collected by central government on a national basis for 2007/08 for a range of CiC outcome indicators based around health and education.</p> <p>The Committee were updated that Marion Wheeler would be taking up her new post as Assistant Director for Safeguarding and Chris Chambers as Acting Head of Service (Children in Care) by the end of the month.</p> <p>The Committee were advised that the number of CiC remained high, although the stabilisation of the level over the previous months masked the high turnover of children of around 30 per month.</p> <p>Concerns were expressed by Members regarding performance in relation to CiC having up to date Personal Education Plan (PEPs) despite advice at the last meeting that improvements would be seen following the start of the new academic year.</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That an update on performance in relation to PEPs be included within the CiC educational attainment report to be provided at December meeting. • That the September performance report be noted. 	Team Mngr (CiC educ)
CPAC60	<p>NEW ITEMS OF URGENT BUSINESS</p> <p>There were no new items of urgent business.</p>	
CPAC61	<p>EXCLUSION OF THE PRESS AND PUBLIC</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That as items 13 to 18 contained exempt information (as 	

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	defined in Section 100a of the Local Government 1972; namely information likely to reveal the identity of an individual, and information relating to any individual) members of the press and public should be excluded from the remainder of the meeting.	
CPAC62	<p>MINUTES</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That the exempt minutes of the meeting held on 7 September 2000 be agreed as an accurate record. 	
CPAC63	<p>EMERGENCY DUTY TEAM SERVICE UPDATE</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That a report summarising the management review of the Emergency Duty Team be considered at the December meeting of the Committee. 	DDCF
CPAC64	<p>MUSWELL HOUSE</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That the verbal update be noted. 	
CPAC65	<p>BUDGET MANAGEMENT FOR CHILDREN IN CARE</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> • That a revised version of the table on weekly unit costs for placements be circulated to Committee members to provide better clarity. • That the budget management report for CiC be noted. 	DDCF
CPAC66	<p>CHILD SAFEGUARDING</p> <p>There were no child safeguarding issues pertinent to the remit of the Committee.</p>	
CPAC67	<p>NEW ITEMS OF EXEMPT URGENT BUSINESS</p> <p>There were no new items of exempt urgent business.</p>	
CPAC68	<p>ANY OTHER BUSINESS</p> <p>There were no items of further business.</p>	

Cllr Lorna Reith

Chair



Haringey Council

Agenda item:

Corporate Parenting Advisory Committee

On 7 December 2009

Report Title: Proposed improvements to the in-house fostering service	
Forward Plan reference number (if applicable): <i>n/a</i>	
Report of: Deputy Director Children and Families	
Wards(s) affected: All	Report for: Information
<p>1. Purpose (That is, the decision required) To provide an update on Haringey in-house fostering service and the changes proposed to improve performance.</p>	
<p>2. Recommendations Members of the Corporate Parenting Advisory Committee are asked to note the contents of the report.</p>	
<p>Report Authorised by: Eleanor Brazil Deputy Director Children and Families</p>	
<p>Contact Officer: Roy Choudhury Telephone: 3635 E-mail: roy.choudhury@haringey.gov.uk</p>	

Background

Over the past three years the fostering service has failed to reach local performance targets for recruitment of new foster carers. The demand for local in-house carers has increased during this time, particularly during the last year, when numbers of children in care has risen by about 50 at any one time.

The cost of placements in independent fostering agency placements is significantly higher than the cost of in-house placements. One action in the plan to contain and reduce expenditure in relation to placements is about increasing the number of in-house foster carers.

We have extended our recruitment campaign and this has had some impact. However the fostering service has not been able to maximise the potential of the campaign for a number of reasons. No single operational manager has an oversight or responsibility to oversee the recruitment of foster carers and this has resulted in poor co-ordination in responding to enquiries and delays in the processing of applications.

The present structure of the fostering service can be found in Appendix 1
The social workers in the under 11s and over 11s teams are required to support existing foster carers who have children placed with them, as well as undertaking initial assessments and more detailed assessment (home studies) for prospective foster carers. The support that is provided to current foster carers by the social workers to prevent placement breakdown, is always a priority and this has had an impact on the capacity of the service to assess new foster carers.

Proposed Improvement Change

We have created a temporary team from existing fostering service resources, by relocating one social worker from the over 11s team, one from under 11s team and one from the private fostering team, to form a pilot recruitment and assessment team. The numbers of carers has been falling due to deregistrations and retirement of foster carers. In addition we are currently supporting a reduced number of private fostering arrangements, having received fewer notifications.

The pilot Recruitment and Assessment Team will be led by a team manager who currently has responsibility for the private fostering team (and who will retain that responsibility). The team manager will oversee all foster care recruitment and will be expected to increase efficiency and also drive up the quality of our foster care.

The work of the team will be:

Fostering Campaigns

Taking a lead to deliver the recruitment strategy

Making links within the local community/ community groups to targeting recruitment in the areas of need, increasing the numbers of fostering enquiries.

Information Events

To arrange and facilitate regular public events to raise the profile of fostering and increase awareness of the fostering task.

The team will also attend local community events, taking the opportunity for formal and informal face to face discussion with the public (prospective applicants)

Enquiries

To receive all calls, and applications from enquirers, through a daily recruitment duty service, providing clear accurate information at the first point of contact. Applicants receiving an immediate response to enquiries and more detailed information within 24 hours.

Making assessments during initial contacts to counsel out unsuitable applicants.

Applicants seen within 10 days of their enquiry
(Sooner if they are available)

Initial Assessment

To visit applicants at home to carry out initially assess s the suitability of applicants for the fostering task. Speeding up the process of visiting most suitable applicants and fast tracking the most suitable applicants through the assessment process.

To also counsel out unsuitable of applicants at this stage.

Preparation Training

To deliver regular preparing training groups for prospective applicants in order to select the most suitable applicants making decisions about the applicants to be fast tracked through the recruitment processes

(Applicants with experience of fostering and applicants representing the targeted groups i.e. white UK applicants.

Foster Carer Assessments (Home Study)

To carry out assessments to ensure the skills and knowledge of the prospective foster carers are evidenced and meet the highest of standards.

To speed up the process of this assessment process to ensure prospective foster carers are approved to undertake the fostering tasks within agreed timescales.

It is envisaged that this team will:

- Increase the numbers of enquirers
- Raise the understanding and awareness of fostering within the borough
- Provide a more effective and efficient first response to enquirers
- Counsel out applicants at an earlier stage, reducing fall out in the later stages of the process
- Fast track the most suitable carers
- Speed up the recruitment process from 8/9 months (from first enquiry to approval) to 5 months
- Recruit a minimum of 12 new foster carers within a 6 month period.

Resources

While three social workers in this team at this stage will meet the needs of this service, it is envisaged that this will need to be reviewed and increased if the targets are to be met. In addition, independent assessors maybe required if numbers of assessments surpass the capacity of the team.

Future arrangements

The Deputy Director has commissioned a review of the in-house fostering service to run alongside this pilot. This will be completed within 2 months and will inform proposals on future permanent arrangements, including whether this pilot team should become permanent.

3. Use of Appendices / Tables / Photographs

Appendix 1: Foster carer assessment process

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Appendix 1

Recruitment Team Process

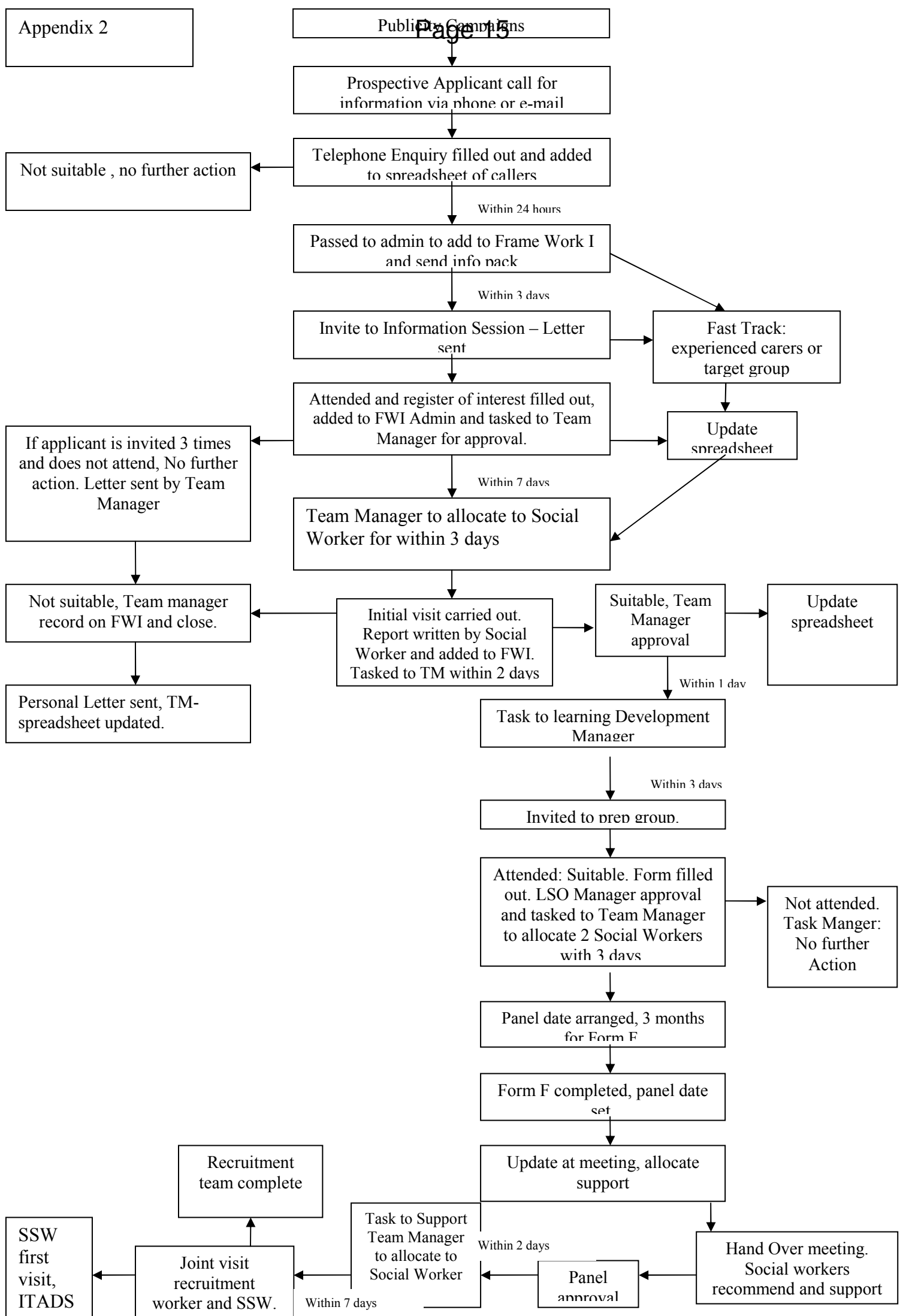
The process from IV to approval should be no more than 6 months

Actions	Tasks by whom	When
1. Enquiry via phone or email	SW & Admin – telephone enquiry from filled out.	Same day or within 24 hours
	Passed to admin; to a) add to FWI b) add to spread sheet c) send out info pack d) Invite to info session	Within 24 hours Please note if application experienced carer or with in target group they will need to be fast tracked- forward to TM for approval and to be invited to prep group
2. Information session- applicant needs to be invited 3 x and if they do not attend NFA	If attended registration of interest filled out at group. Passed to admin; a) to add to FWI and task to TM. b) TM to allocate to social worker for initial visit. C) update spread sheet	Within three days of group Please note info sessions run fortnightly but will also be put on more regularly with the need to do so.
3. Initial visit	SSW spread sheet updated	→written up and tasked to TM with in 7 days of allocation →spread sheet updated
Completed initial visit form to TM	SSW	Within 3 days of IV on Framework I for managers authorisation by TM
Approved IV	TM to task to L&D manager a) invite to prep group	Immediately
4. Preparation group Pro forma letter inviting to next preparation group (with dates) sent to applicant	Administrator	Within 3 days of allocation Please note groups run three monthly and staff will be trained that groups can run as a when needed.

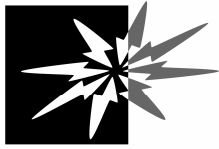
(If a decision not to take forward, letter to be sent).	SSW	Within 1 week
Preparation group	2 SSW's + 1 F/Carer	Max 2 months from initial visit
Letter to successful applicants (re contact within 10 days)	TM/ Admin	1 week after end of group
(If decision not to take forward T/C + visit to applicants)	SSW's	1 week after end of group
Competition of evaluations	2 SSW's + 1 F/carer	1 week from end of group Or at the end of the group
		2 weeks from end of group Form F to be completed with in three months of allocation. Managers will be updated of progress and potential allocated social worker at management meetings.
5. Form F allocation	TM	2 weeks from end of group
Phone contact/letter to applicant to set up 1 st visit	Allocated SSW	2 days of allocation
First visit to applicant	SSW	1 week after allocation
<p><i>At this visit:</i></p> <ul style="list-style-type: none"> • <i>SSW should ensure Application form, re permission for checks</i> • <i>CRB forms for household members to be taken and completed and, if time, part 1 of Form F completed.</i> • <i>One visit a week for 6 weeks should be set up with applicants at this time, including separate sessions for each of a couple, and children in the household, if appropriate.</i> • <i>Referee visits should be set up separately, around this time, to run alongside assessment.</i> • <i>Discuss applicant's attendance at panel.</i> 		
Completed CRB checks forms to be passed to Ruth Young as soon as possible later first visit- for her to sign and send off.	SSW	After 1 st visit
Completed Application Form to be passed to Marlene as soon as	SSW	After 1 st visit (The next day if possible)

possible,		
6. Panel date to be set up with Panel admin.	SSW	For 3 months from allocation
Supervision of assessment to take place in regular supervision by TM		
First draft Form F assessment shown to TM	SSW	6 weeks into assessment
Ensure CRB, medicals, LA checks are back.	SSW	6 weeks into assessment
If typing for final Form F needed-notify Bina	SSW	6 weeks into assessment
7. Completion of Form F assessment (typed and signed by all parties and checks in place)	SSW	6 weeks into assessment
8. Form F to panel administrator for circulation- notify now if Panel applicant is to attend Panel.	SSW	6 weeks into assessment
9. Discussed by TMs RSW and SSW to have a hand over meeting	TM, SSW, RSW	
10. Approval at panel		
Approved carer to be notified by phone, if not attended Panel.	SSW	Within 24 hours of Panel
SSW allocated –if necessary	TM	Within a week of Panel
Joint Visit to carer with contract (2 copies) for signature. (Prepared by Panel admin and signed off by Service Manager)	Assessing RSW and SSW support	2 weeks from Panel date.
New SSW to start linking.	SSW	Prior to first placement.

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Haringey Council

Agenda item:

Corporate Parenting Advisory Committee

On 7 December 2009

Report Title: EMPLOYMENT OPPORTUNITIES FOR CARE LEAVERS	
Forward Plan reference number (if applicable): n/a	
Report of: Deputy Director Children and Families	
Wards(s) affected: All	Report for: Information
<p>1. Purpose (That is, the decision required) To set out draft action plan to improve employment opportunities for care leavers for comment by committee members.</p>	
<p>2. Recommendations Members of the Corporate Parenting Advisory Committee are asked to note the contents of the report.</p>	
<p>Report Authorised by: Eleanor Brazil Deputy Director The Children and Young People's Service</p>	
<p>Contact Officer: Rashma Toora Telephone: 5845 E-mail: Rashma.toora@haringey.gov.uk</p>	

Background

The employment action plan below sets out work to be undertaken to improve employment opportunities for care leavers. This includes access to apprenticeships, both within and external to the Council.

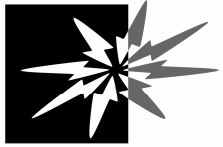
Summary of action plan

Main gaps in provision relate are summarised as follows:

- Although there are a number of employment and apprenticeship initiatives available for care leavers they appear to be unaware of these opportunities or they are unable to utilise them due to the issues below.

- There is no lead person responsible for advising young people within leaving care and asylum service about employment opportunities
- Young people need to be made aware of new developments on employment opportunities for young people eg care2 work program, apprenticeships
- The apprenticeship opportunities that are available have stringent criteria that young people are unable to fulfil
- Lack of data analysis and young peoples involvement in identification of employment or courses that will meet their needs

Essentially, the action plan addresses the above gaps.



Haringey Council

HARINGEY LEAVING CARE AND ASYLUM SERVICE

DRAFT EMPLOYMENT ACTION PLAN

2010-2011



Rashma Toora

Section	Actions required	Lead person /agencies involved	Outcome sought	timescale
Governance	Haringey council to commit/ agree to allocating a quota of 5% of vacancies /apprenticeships to care leavers/young offenders/SEN young people/mental health needs. Central govt. has already agreed a quota of 15% for these groups of all govt. department jobs.	CEMB / Deputy Director	Reduce NEET numbers for the local authority in accordance with LAA target of 76% young people in EET	January 2010
	Independent scrutiny of employment action plan by partner organisations such as Police	LCAS manager	To ensure that services are fit for purpose	June 2010
	LCAS to monitor and evaluate outcomes for young people in relation to ETE, by utilising management reports provided via FI on a monthly basis	LCAS manager	To identify gaps in service provision and commission services as appropriate	Ongoing
				January

	<p>Introduction of integrated review panel for young people 3 months before 18th birthday to review needs post 18 in a timely manner</p>	<p>LCAS manager</p>	<p>To decrease numbers of young people NEET</p>	<p>2010</p>
	<p>From care2 work is a government scheme launched by Ed Balls that creates opportunities and raises aspirations launched in July 2009, to support yp into employment. LCAS have introduced this into the service thus this allows information sharing and benchmarking on a national basis via the national leaving care advisory service who works closely with the DCFS.</p>	<p>LCAS manager</p>	<p>Ensures robust mechanisms are in place for young people to access employment.</p> <p>Ensures targeted interventions which are evidence based</p>	<p>December 2009</p>
	<p>Self assessment and Mapping tool for Care2 Work will be implemented to ensure accurate data is utilised to inform future planning of services</p>	<p>LCAS manager</p>	<p>This will ensure that services are commissioned based on specific needs of young people</p>	<p>December 2009</p>
	<p>Utilisation of career development tool in draft guidance for the Children</p>	<p>LCAS manager</p>	<p>Personal Advisors have the necessary skills to guide young people on their</p>	<p>February 2010</p>

	<p>and Young Persons Act 2008, eg pathways into apprenticeships, into work experience and work.</p> <p>Detailed data analysis required to identify gaps in service delivery and implement pooled funding for vulnerable groups of NEET young people eg. Offenders, care leavers, SEN, etc to identify integrated approach to resources</p> <p>Quarterly meetings for Connexions, virtual head of schools, leaving care, YOS, etc to take place.</p> <p>Worksite mentoring for apprenticeships and young people who have commenced employment to continue for at least 6 months to sustain employment</p> <p>Single point of contact to be identified for employment opportunities in LCAS</p>	<p>LCAS data improvement officer</p> <p>LCAS manager</p> <p>LCAS manager</p> <p>Personal Advisor team manager</p>	<p>chosen career path</p> <p>Needs led employment programs to be commissioned leading to reduction in NEET</p> <p>to continue to ensure a joined up approach to reducing NEET young people</p> <p>To support young people whilst on an apprenticeship/employment</p> <p>To encourage young people into employment etc thus reduce NEET</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>December 2010</p>
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<p>Diversity</p>	<p>LCAS to identify a range of employment opportunities/apprenticeships appropriate to the age, gender and diversity of young people and which address the risk and protective factors associated with young people who are NEET.</p> <p>Increase diversity in education programs by liaising with travelling communities, unaccompanied minors, those with mental health needs, SEN young people</p> <p>Use data to identify gaps in provision for specific groups eg. Roma girls and commission appropriate support</p>	<p>LCAS steering group of young people with Haringey Guarantee Manager</p> <p>LCAS manager</p> <p>LCAS manager</p>	<p>Meets the diverse needs of young people by offering a range of interventions specifically targeted to individual needs</p> <p>Increase community cohesiveness and accessing mainstream services</p> <p>To ensure needs led service and appropriate commissioning of services for at risk of NEET groups</p>	<p>March 2010</p> <p>January 2010</p> <p>January 2010</p>
<p>Participation</p>	<p>Re-naming personal advisors team for post 18+ in consultation with young people)</p>	<p>Steering group of young people</p>	<p>Increase ownership and participation of young people to ensure service is young people led</p>	<p>January 2010</p>

	<p>Increase publicity of Haringey guarantee and apprenticeships by including on young peoples website, youth council etc..</p>	Haringey guarantee manager		January 2010
	<p>Roadshows to be introduced for young people by LCAS staff to be delivered to residential homes, accommodation providers, foster carers etc.. relating to employment/apprenticeships available</p>	Personal Advisor manager		March 2010
	<p>Increase feedback relating to ETE from young people by implementing a questionnaire devised by young people</p>	Participation officer LCAS	<p>Ensure young peoples participation in accordance with ECM outcome-making a positive contribution via Consultation</p>	January 2010
	<p>Visits to other local authorities by participation officer and young people</p>	Participation officer and steering group young people	<p>Feedback in line with government guidance provided in Learning to Listen: core principles for the involvement of children and young people</p>	
	<p>Establish a clear evaluation role for young people to</p>		<p>young person commitment and 'ownership'</p> <p>The young people are partners in tackling the problems that have been identified. Furthermore, this allows for benchmarking with other local authorities and sharing of good</p>	January 2010

	monitor progress on EET provision		practice.	
Partnerships	Ensure all assessments and pathway plans are reflective of multi-agency input rather than just LCAS interventions	LCAS manager	Improve assessments by information sharing. Thus target ETE support more appropriately and increase joint working with other professionals and reduce NEET.	Ongoing
	Make referrals to CAF panel for siblings of NEET young people known to service to identify and target siblings who are at increased risk of being NEET	LCAS manager	Reduce NEET by ensuring siblings within families known are targeted early via targeted youth support.	December 2010
	Improved linkages with targeted youth support services, YOS, Connexions, Haringey guarantee, NEET strategy group, 6 th forms	LCAS manager	Ensure joined up cost effective approach for young people	December 2010
	Increased linkages with Dept. works and Pensions, so LCAS can ensure smooth transition for young people claiming benefits post 18.	Personal Advisor manager	Links with ECM outcome economic wellbeing for young people thus reduce social inequality	Ongoing
	LCAS to establish protocols with DWP re. young peoples referrals post 18	Personal Advisor manager	Ensure smooth transition from LCAS to benefits for young people and thus reduce inappropriate budgetary	January 2010

	Increase linkages with safer schools, extended schools, to ensure earlier identification of young people at risk of being NEET or offending by attendance of LCAS staff at school multi agency meetings	LCAS manager	pressures on LCAS budget	March 2010
	Information sharing protocol to be implemented with schools, connexions, 6 th forms, YOS etc..	Personal Advisor manager	Increase numbers of young people in employment etc..	
	LCAS to establish closer links with Haringey guarantee	Personal Advisor manager	To ensure a more joined up approach to tackling NEET young people and thus improve educational outcomes for young people	Commenced
	Steering group of young people involved in service	LCAS manager	All yp have access to ETE post 16	Commenced
	Establish links between Connexions and LCAS performance officers to ensure more effective information sharing	Personal Advisor manager	To ensure services are young people led and fit for purpose	December 2010
	E2E providers to set up work placements focussing on individualised learning programs for young people	Personal Advisor manager	Ensure compliance with data protection and effective risk management	Commenced
		Personal Advisor manager	Improve ETE outcomes for young people	Commenced
		Personal Advisor manager		March 2010

	<p>Ensure PA service develop Business links with community by utilising national contacts established as part of the National Care2 Work programme. (eg Argos, Asda, Comet, Gov. Depts, Marriott hotels, etc...)</p> <p>Joint supervision with connexions for connexions worker</p>	<p>Personal Advisor manager</p>	<p>Reduce NEET and improve ECM outcomes for young people</p> <p>To ensure effective supervision of staff and a joined up partnership approach which encourages information sharing</p>	<p>December 2010</p>
<p>Staff and resources</p>	<p>Identify volunteer work opportunities available for young people</p> <p>Publicity material to be developed for employment and apprenticeship opportunities such as leaflets, posters etc</p> <p>E2E, fairbridge, OLASS taster courses to be held at LCAS or at accommodation for young people</p> <p>Teacher to be recruited into</p>	<p>Personal Advisor manager</p> <p>Personal Advisor manager</p> <p>LCAS manager</p> <p>Education team</p>	<p>Links to ECM outcome enjoy and achieve thus the YOT is role modelling both corporate parenting skills and increasing young peoples education attachment</p> <p>Ensures Personal Advisors have accurate up to date knowledge of employment opportunities thus increase ETE outcomes for young people</p> <p>Increase participation of young people in ETE</p>	<p>January 2010</p> <p>January 2010</p> <p>March 2010</p>

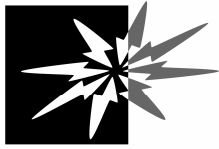
	service to monitor ETE status of 16-19 years old and track young peoples ETE status from 16-19 years old	manager	Improve ETE outcomes for young people and improve performance indicator PI 148 in relation to young peoples engagement with ETE at 19	March 2010	
Programs	Need to commission pre-E2E as young people need support to enter E2E due to low self esteem etc..	LCAS manager	Improve young peoples educational attainment and ensure economic well being via attachment to ETE. This will deliver early intervention/holistic personal support, education and pre-employment packages, designed to move clients 16-19 out of NEET and to climb up to Employment, Education or Training (EET), with a mandatory entitlement to 6 months+ of individual support post project to secure retention/progression. Course start dates that are flexible.	Commenced	
	Introduce a rolling ETE taster course for young people based at LCAS team-Fairbridge/OLASS course which is based upon learning styles of young people	Personal Advisor manager			
	More employment opportunities required as young people walk away when they have to do the basic skills as this is perceived as school.	LCAS manager			March 2010
	LCAS to link with Arts Council as they link E2E courses with interests such as music, construction, beauty, sports in order to	LCAS manager			June 2010
			Improve ETE outcomes for young people As young people need courses at different parts of the year if they have been incarcerated/ been in hospital or decide to leave ETE courses/employment at different times of the year.		

	<p>increase motivation to attend</p> <p>Qualification for access to Apprenticeships to be improved as this is too high for vulnerable groups such as care leavers. Additional support may be required.</p> <p>Work placements with structure and support – e.g. 3 days basic skills and 2 day work placement needed.</p> <p>Identify main interests of young people, eg motor mechanics, fashion, hair and beauty, construction, ICT and childcare and commission courses appropriately</p>	<p>Personal Advisors manager</p> <p>Personal Advisors manager</p> <p>Personal Advisors manager</p>	<p>Increase engagement with ETE to meet diverse needs of young people who do not want to pursue education or training</p> <p>Individualised package of ETE to improve ETE outcomes.</p> <p>Increase uptake of apprenticeships for this vulnerable group in accordance with our corporate parenting responsibilities</p> <p>Ensures courses are young people led thus increase engagement ETE</p> <p>Increase engagement and sustainment of young people in ETE</p>	<p>March 2010</p> <p>Commenced</p> <p>Commenced</p>
Funding	LCAS to develop links with JSA so yp can have a	LCAS manager	Increase take up of vocational courses, apprenticeships and employment	Commenced

	<p>smooth transition to claim benefits from 18- eg can submit benefit claims from 17.11 months Current providers offer variable services and some need to improve. Financial support for YP to overcome barriers – EMA can take between 6 – 8 weeks to come through and some do not get it at all as do not have bank accounts, for instance.</p> <p>Childcare costs to be paid for young parents on courses, employment</p> <p>Establish links with KYPE funding provided by LSC and to provide mentoring support to young people</p> <p>Further develop apprenticeships and work placements for young people post 18 with Tottenham Hotspur</p> <p>Build links with DCFS in relation to PSA 13 funding.</p>	<p>LCAS manager</p> <p>LCAS Manager</p> <p>Education team manager</p> <p>Head of service</p>	<p>opportunities by young people thus positively impacting upon NEET figures</p> <p>To reduce teenage pregnancies and ensure economic wellbeing of young people</p> <p>Ensures young people are supported in ETE</p> <p>Ensures young peoples engagement in ETE with a specialised package of support</p> <p>Increases funding for Local Authority to fund support for young people</p>	<p>Commenced</p> <p>June 2010</p> <p>June 2010</p> <p>June 2010</p>
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	LCAS to explore other funding options such as charities, private sector funding to develop programs for young people	LCAS manager	Improve ETE outcomes for young people	March 2010
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Haringey Council

Agenda item:

Corporate Parenting Advisory Committee

On 7 December 2009

Report Title: Accessing of social networking sites by Children in Care	
Forward Plan reference number (if applicable): n/a	
Report of: The Director of The Children and Young People's Service	
Wards(s) affected: All	Report for: Information
<p>1. Purpose (That is, the decision required) Haringey's CYPS have been looking into giving young people in children's homes and foster care access to social networking sites.</p>	
<p>2. Recommendations Members of the Corporate Parenting Advisory Committee are asked to approve the report.</p>	
Report Authorised by: Eleanor Brazil Deputy Director Children and Families	
Contact Officer: Roy Choudhury Telephone: 3635 E-mail: roy.choudhury@haringey.gov.uk	

Background

SAFE SITE – ACCESS TO FACEBOOK

All children's homes and foster carer households are provided with computers for the use of children in placement. In order to protect our vulnerable children, there are restrictions on accessing certain sites.

Due to the demand from children in care, we have considered their request to enable access to social networking sites to enable them to use Facebook. We have reviewed recent research 'The Experience of South West School with the Social Networking Site' (report is available on request) to inform our plans. We intend to lift the restriction on social networking sites and filter access for accessing *My Space* and *Facebook* to our children's homes and foster carers homes.

We have a contract with Freely IT Services PC Consulting and Support who install PCs in our children's homes and foster carers homes. They are able to monitor the use of these sites

Safeguarding

We have provided foster carers and residential staff with training and support as above to monitor children's usage of the internet. We have also produced guidance for young people, foster carers and staff to support safe use (attached). We will be restricting used of Facebook to children and young people aged 11 years and over.

We are also proposing that children and young people are encouraged to allow a trusted adult *friend* (social worker, teacher, school mentor with whom they share a good relationship), to be accepted as a friend on their Facebook page. The *friend* would be able to monitor and provide guidance about Facebook activities, helping to keep them safe. We understand that we will not be able to enforce this request, but it is important to provide this guidance.

All foster carers and residential staff have a copy of the Fostering Network Safe Caring booklet that provides helpful information about safe use and websites that will provide additional information.

Once approved we will be able to allow access to all children and young people in foster placements within a couple of weeks.

3. Use of Appendices / Tables / Photographs

Appendix 1 WebBlocker Policy – Internet Filtering Policy by category

Appendix 2 Social Networking and the Internet – Some thoughts for teenagers

Appendix 3 Acceptable Use Policy for Carers

PERMITTED CATEGORIES

Advertisements:

- Banner Ad Servers.

Arts & Entertainment:

- Television, movies, music and video programming guides.
- Comics, jokes, movie, video or sound clips.
- Discussion forums on television, movies, music and videos.
- Online magazines and reviews on the entertainment industry.
- Circuses, theatre, variety magazines, and radio.
- Broadcasting firms and technologies (satellite, cable, etc.).
- Book reviews and promotions, publishing houses, comic books, and poetry.
- Jokes, comedians, any site designed to be funny or satirical.
- Online museums, galleries, artist sites (included sculpture, photography, etc.).
- Celebrity fan sites.
- Horoscopes.
- City Guides.

Computing & Internet:

- Reviews, information, buyer's guides of computers, computer parts and accessories, and software.
- Computer/software/Internet companies, industry news and magazines.
- Sites that design and/or maintain web pages including individual web designers.
- Design and/or maintain web pages including individual web designers.
- Personal storage or backup.
- Pay-to-Surf sites.

Education:

- Educational institutions, including pre-, elementary, secondary, and high schools; universities.
- Educational sites: pre-, elementary, secondary, and high schools; universities.
- Distance education and trade schools.
- Online teacher resources (lesson plans, etc.).
- Topic-specific search engines (e.g. anthropology).

Finance & Investment:

- Stock quotes, stock tickers, and fund rates.
- Online stock or equity trading.
- Investing advice or contacts for trading securities.
- Money management/investment services or firm.
- General finances and companies that advise thereof. • Accountancy, actuaries, banks, mortgages, and general insurance companies.

Food & Drink:

- Recipes, cooking instruction and tips, food products, and wine advisors.
- Restaurants, cafes, eateries, pubs, and bars.
- Food/drink magazines, reviews.
- Manufacturers and distillers.

Glamour & Intimate Apparel:

- Lingerie, negligee or swimwear modelling.
- Model fan pages; fitness models/sports celebrities.
- Fashion or glamour magazines online; clothing catalogues'.
- Beauty and cosmetics.
- Modelling information and agencies.

Government & Politics:

- Government services such as taxation, armed forces, customs bureaus, emergency services.
- Local government sites.
- Political debate, canvassing, election information and results.
- Local, national, and international political sites.

Health & Medicine:

- General health such as fitness and well-being.
- Alternative and complementary therapies.
- Medical information about ailments, conditions, and drugs.
- Medical reference.
- Hospital, medical insurance.
- Dentistry, optometry, and other medical-related sites.
- General psychiatry and mental well-being sites.
- Promoting self-healing of physical and mental abuses, ailments, and addictions.
- Psychology, self-help books, and organizations.

Hobbies & Recreation:

- Recreational pastimes such as collecting, gardening, kit airplanes.
- Outdoor recreational activities such as hiking, camping, rock climbing.
- Tips or trends focused on a specific art, craft, or technique.
- Online publications on a specific pastime or recreational activity.
- Online clubs, associations or forums dedicated to a hobby.

Hosting Sites:

- Web sites that host business and individuals' web pages (i.e. GeoCities, earthlink.net, AOL).

Job Search & Career Development:

- Employment agencies, contractors, job listings, career information.
- Career searches, career-networking groups.

Kid's Sites:

- Child-centred sites and sites published by children

Lifestyle & Culture:

- Homelife and family-related topics, including parenting tips, gay/lesbian/bisexual (non-pornographic sites), weddings, births, and funerals.
- Foreign cultures, socio-cultural information.

Motor Vehicles:

- Car reviews, vehicle purchasing or sales tips, parts catalogues.
- Auto trading, photos, discussion of vehicles including motorcycles, boats, cars, trucks and RVs.
- Journals and magazines on vehicle modification, repair, and customization.
- Online automotive enthusiast clubs.

News:

- Newspapers online ·Headline news sites, newswire services, and personalized news services.
- Weather sites.

Photo Searches:

- Sites that provide resources for photo and image searches.

Real Estate:

- Home, apartment, and land listings.
- Rental or relocation services.
- Tips on buying or selling a home.
- Real estate agents.
- Home improvement.

Reference:

- Personal, professional, or educational reference.
- Online dictionaries, maps, and language translation sites.
- Census, almanacs, and library catalogues.
- Topic-specific search engines.

Religion:

- Churches, synagogues, and other houses of worship.
- Any faith or religious beliefs, including non-traditional religions such as Wicca and witchcraft.

Search Engines:

- General search engines (Yahoo, AltaVista, Google).

Sex Education:

- Pictures or text advocating the proper use of contraceptives, including condom use, the correct way to wear a condom and how to put a condom in place.
- Sites relating to discussion about the use of the Pill, IUDs and other types of contraceptives.
- Discussion sites on how to talk to your partner about diseases, pregnancy and respecting boundaries.

Note: Not included in the category are commercial sites that sell sexual paraphernalia. These sites are typically found in the Adult category.

Shopping:

- Internet malls and online auctions. • Department stores, retail stores, company catalogues online.
- Online downloadable product warehouses; speciality items for sale.
- Freeware, shareware, and software downloads.
- Freebies or merchandise giveaways.

Sports:

- Team or conference web sites.
- National, international, college, professional scores and schedules.
- Sports-related online magazines or newsletters.

Travel:

- Airlines and flight booking agencies.
- Accommodation information.
- Travel package listings.
- City guides and tourist information.
- Weather bureaus.
- Car Rentals

Usenet News:

- All newsgroups accessed through the http protocol.

Web-based E-mail:

- Web-based e-mail accounts.
- SMS Messaging (e.g. Instant Messaging).

BLOCKED CATEGORIES

Adult/Sexually Explicit:

- Sexually orientated or erotic full or partial nudity.
- Depictions or images of sexual acts, including inanimate objects used in a sexual manner.
- Erotic stories and textual descriptions of sexual acts.
- Sexually exploitive or sexually violent text or graphics.
- Bondage, fetishes, genital piercing.
- Adult products including sex toys, CD-ROMs, and videos.
- Adult services including videoconferencing, escort services, and strip clubs.
- Explicit cartoons and animation.

Chat:

- Web-based chat

Criminal Skills:

- Advocating, instructing, or giving advice on performing illegal acts such as phone, service theft, evading law enforcement, lock-picking, fraud, plagiarism/cheating, and burglary techniques.

Drugs, Alcohol & Tobacco:

- Recipes, instructions or kits for manufacturing or growing illicit substances, including alcohol, for purposes other than industrial usage.
- Glamorizing, encouraging, or instructing on the use of or masking the use of alcohol, tobacco, illegal drugs, or other substances that are illegal to minors.
- Alcohol and tobacco manufacturers' commercial Web sites.
- Information on "legal highs": glue sniffing, misuse of prescription drugs or abuse of other legal substances.
- Distributing alcohol, illegal drugs, or tobacco free or for a charge.
- Displaying, selling, or detailing use of drug paraphernalia.

Note: we do not include sites that discuss medicinal drug use, industrial use or public debate on the issue of legalising certain drugs. Nor do we include sites sponsored by a public or private agency that provides educational information on drug use.

Gambling: SEE NOTES BELOW

- Online gambling or lottery web sites that invite the use of real money.
- Virtual casinos and offshore gambling ventures.
- Virtual sports leagues and sports picks and betting pools.

Games: SEE NOTES BELOW

- Game playing or downloading; game hosting or contest hosting.
- Tips and advice on games or obtaining cheat codes ("cheatz").
- Journals and magazines dedicated to game playing.

Hacking:

- Promotion, instruction, or advice on the questionable or illegal use of equipment and/or software for purpose of hacking passwords, creating viruses, gaining access to other computers and/or computerized communication systems.
- Sites that provide work-a-rounds for our filtering software.
- Cracked software.
- Pirated software download sites.
- Pirated multimedia download sites.

Personals & Dating: (INCLUDES MOST SOCIAL NETWORKING SITES)

- Singles listings, matchmaking and dating services,
- Advice for dating or relationships; romance tips and suggestions.

Remote Proxies:

- Remote proxies or anonymous surfing Peer-to-peer sharing.

Streaming Media: SEE NOTES BELOW

- Streaming media files or events (any live or archived audio or video file).
- Internet TV and radio.

Violence:

- Portraying, describing or advocating physical assault against humans, animals, or institutions.
- Depictions of torture, mutilation, gore, or horrific death.
- Advocating suicide or self-mutilation.
- Instructions, recipes or kits for making bombs or other harmful or destructive devices.
- Excessive use of profanity or obscene gesticulation.

Note: we do not block news, historical, or press incidents that may include the above criteria (except in graphic examples).

Weapons:

- Online purchasing or ordering information, including lists of prices and dealer locations.
- Any page or site predominantly containing, or providing links to, content related to the sale of guns, weapons, ammunition or poisonous substances.
- Displaying or detailing the use of guns, weapons, ammunition or poisonous substances.
- Weapons are defined as something (as a club, knife, or gun) used to injure, defeat, or destroy.

Note: weapons are defined as something (as a club, knife, or gun) used to injure, defeat, or destroy.

NOTES.

Interactive games play and streaming media use large amounts of bandwidth that degrades the broadband service for all users. These activities are usually restricted by ISP's under their 'fair use' policy or attract additional charges.

Some streaming media is allowed through the filter. BBC news and other foreign news agencies as requested by carers are permitted.

BBC iPlayer, Cbeebies and similar sites are permitted.

National Lottery site is allowed and some 'not for real money' gambling sites are permitted.

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Page 41
Social Networking and the Internet
Some thoughts for teenagers

How to have fun. How to stay in control.

There are a number of things to think about when using social networking sites:

Be careful what information you give out...

Be careful what information you give out on your profile. Remember that you don't know who your friend's friends are... or your friend's friends' friends! And you don't know what they'll do with your picture or your phone number if you give it out by mistake. Once your picture is out there, it's out there forever and you won't be able to get it back.

Be aware that information on your profile could potentially be viewed by anyone.

So if you wouldn't be comfortable printing it off and handing it out on the street, maybe it shouldn't be on your profile. Use a nickname or your initials instead of your name – you don't want just anyone knowing who you are. Consider changing your photo to a cool graphic or picture of your favourite band, that way strangers won't have access to a picture of you.

Think through who you want to chat to...

Think through who you want to chat to, and how many of your personal thoughts you want anyone to view. Sometimes, it can seem a good idea to share what you got up to with your boyfriend last night, or the argument you had with your best mate; but as you're writing – remember that information could be public forever! It is tempting to share loads of stuff on your profile, especially since you're often typing from the comfort of your own home. But remember, the internet is a public space. Test yourself by asking "would I want my teacher/Mum/Dad/stranger on the train to see this?!" If the answer's no... don't post it!

Be careful who you agree to accept...

Be careful who you agree to accept into your forums / private chat areas. Unfortunately because there are so many young people using these sites, adults with bad intentions will use them to make contact with children too; so you're safer to only chat to people you know in the real world. If you know someone... who knows someone... who knows someone, it doesn't make them your friend, so think carefully about whether you should be chatting to them and what kind of things you're saying.

Know where to go for help...

If you feel anyone is being weird with you or your friends; or if someone is bullying you on one of these sites – contact the administrator of the chat area. If they don't get back to you – you might want to think twice about using the site again.

If it's really serious – like you think the person contacting you may be an adult who wants to abuse you or your mates, report the issue on the thinkuknow site using the red reporting button.

Things to think through:

Use your Privacy Settings! Adjust your account settings (sometimes called "Privacy Settings") so only approved friends can instant message you. This won't ruin your social life – new people can still send you friend requests and message you, they just won't be able to pester you via IM. This means that people you don't want to see your profile can't!

Some social networking sites are really well run and the administrators will try to help you remember to keep your personal information to yourself. Others are not so good – so be careful when choosing which areas you go to.

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Social Networking and the Internet
Some thoughts for teenagers

Only upload pictures that you'd be happy for your mum to see

Anything too sexy to be passed round the dinner table should NOT make it onto the web, as you don't know who could be looking at it or what they might be doing with it.

Don't post your phone number or email address on your homepage.

Think about it –

Why would anyone actually need this info when they can message you privately via your social networking site?

Don't post pictures of you or your mates wearing school uniform

If dodgy people see your school badge, they can work out where you are and find you. The more anonymous you are, the less vulnerable you are to people with bad intentions.

Tick the "no pic forwarding" option on your Myspace settings page

This will stop people forwarding your pictures to anyone without your consent.

Don't give too much away in a blog.

Yes, tell the world you're going to a party on Saturday night. But don't post details of where it is. Real friends can phone you to get details, why would a complete stranger need to know this information?

Acceptable Use Policy (AUP) for carers.

This Acceptable Use Policy (AUP) applies to children's homes and all registered 'Carers' using a Personal Computer and/or 'Internet Service' provided by Haringey Children and Young Peoples Service, and to those others offered access to the computer.

General Principles

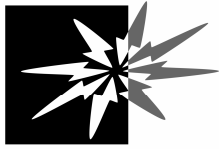
- Use of the internet via the PC and connection provided, is encouraged where such use is suitable for educational and family purposes and supports the goals and objectives of the Haringey Carer Programme. The internet is to be used in a manner that is consistent with decent moral standards and as part of a normal domestic household.
- Access to the internet is provided via a 'SafeSites Only' content filter.
- Download volumes are managed under a 'fair use policy' and the connection may be temporarily suspended if the monthly quota is exceeded.
- Email accounts, internet i/ds and web pages should not be used for anything other than the purposes noted above.
- Use of internet and email may be subject to monitoring for security and/or network management reasons. Users may also be subject to limitations on their use of such resources. Instant Messaging (IM) and/or File Sharing (P2P) will be subject to restrictions.
- The distribution of any information through the internet, computer-based services, email, and messaging systems is subject to the scrutiny of Social Services. The department reserves the right to determine the suitability of this information.

IT equipment provided by Haringey Children and Young Peoples Services shall NOT be used for the following purposes:-

- Visiting the internet except via the 'safesites' internet connection provided by the department.
- Visiting internet sites that contain obscene, hateful or other objectionable materials.
- Making or posting indecent remarks, proposals, or materials on the internet.
- Storage on the PC hard drive of inappropriate material from any source, (CD, memory stick, mobile phone etc).
- Any activities that are related to commercial business or for personal gain.
- Sending or receiving any material that is obscene or defamatory or which is intended to annoy, harass or intimidate another person.
- To upload, download, or otherwise transmit commercial software or any copyrighted materials belonging to other parties. (P2P)
- Downloading any software or electronic files without implementing virus protection measures that have been provided and approved by the department.

Acceptable Use Policy (AUP) for carers.

- To intentionally interfere with the normal operation of the www, including the propagation of computer viruses and sustained high volume network traffic that hinders others in their use of the network.
- To perform any other inappropriate uses as may emerge as the internet develops.



Haringey Council

Agenda item:

Corporate Parenting Advisory Committee

On 7 December 2009

Report Title: Educational achievement of looked-after children (LAC)	
Forward Plan reference number (if applicable): n/a	
Report of: The Director of The Children and Young People's Service	
Wards(s) affected: All	Report for: Information
<p>1. Purpose (That is, the decision required) To provide the annual educational results for Children in Care and an update on performance issues relating to Personal Educational Plans.</p>	
<p>2. Recommendations Members of the Corporate Parenting Advisory Committee are asked to note the contents of the report.</p>	
Report Authorised by: Eleanor Brazil Deputy Director Children and Families	
Contact Officer: Attracta Craig Telephone: 2446 E-mail: attracta.craig@haringey.gov.uk	

Raising the education attainment of Children in Care.

Children in Care consistently underachieve in national examinations and are over represented in the prison and homeless populations. They are the most vulnerable group within the school population. Children and young people move in and out of care during their school careers and also move in and out of authority. It is the Local Authority's responsibility to ensure that children in the care of Haringey for whom Haringey is the corporate parent do as well as they possible can to achieve positive outcomes. Because Children in Care achieve significantly poorer educational outcomes than all children it is a major priority of Government to narrow the gap between Children in Care and their peers.

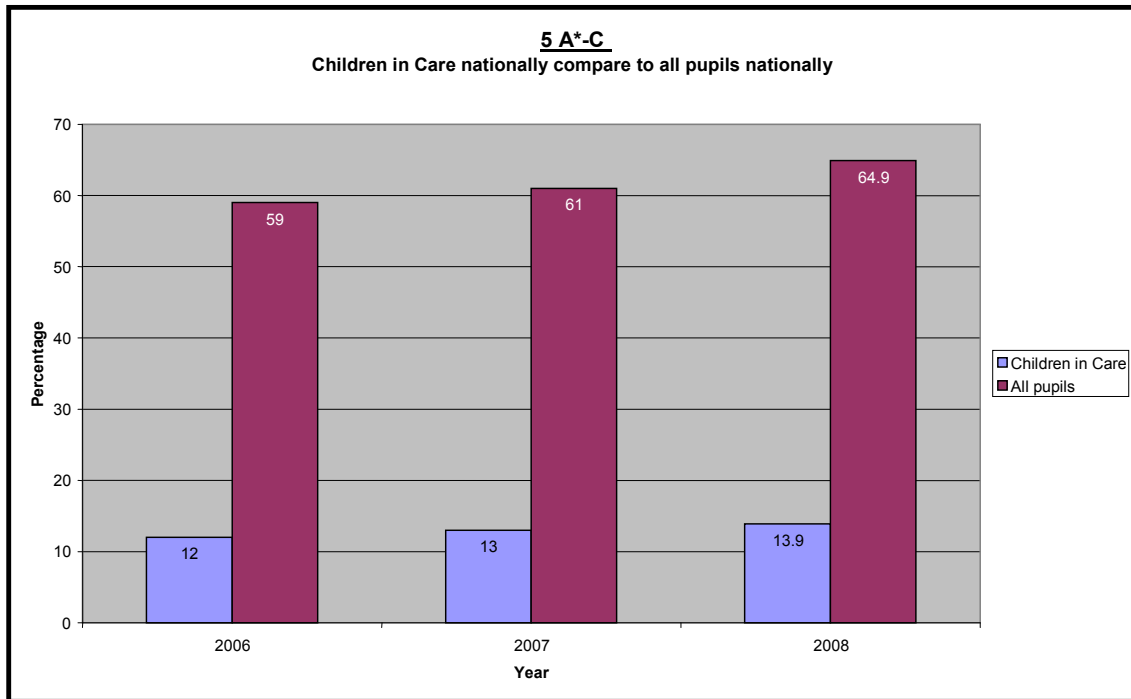


Fig 1

The graph above (Fig 1) shows the attainment levels (5 A*-C) of children in care nationally with all children nationally. This clearly shows the gap in attainment between the two groups.

The dedicated Haringey Children in Care Education team works in close collaboration with colleagues in 'Children and Families', 'School Improvement and Inclusion' and schools in and out of authority to improve the educational outcomes of these young people.

1. Background information

Children in Care education outcomes 2009: Key Stage 1:

There were 11 children in Year 2 (*OC2 count – children in care for 1 year or more*) eligible to sit SATs in 2009. 11 children sat KS1 SATs. 10 children achieved the National Average, Level 2 or above, in Reading (91%), Writing (91%), Maths (91%), and combined English and Maths (91%). These results are excellent.

Children in Care education outcomes 2009: Key Stage 2:

There were 22 children in Year 6 (*OC2 count – children in care for 1 year or more*) eligible to sit SATs in 2009. 17 children sat KS2 SATs. 11 children achieved the National Average, level 4 or above, in English (50%), 10 achieved level 4 or above in Maths(45%), and 10 achieved level 4 or above in combined English and Maths(45%).

The 2009 cohort had particularly high numbers of children with special needs (See Fig 2.1). 15 children (68%) were on the SEN Register, 10 children (45%) have Statements of Special Educational Need, 5 children (23%) attend special schools and did not sit KS2 SATs. 6 children (27%) speak English as a second language

(EAL). The profile of this cohort has significantly higher numbers of children with SEN and EAL compared to 2008 (See Fig 2.2). The number of

- Statements increased by 24%,
- children in special schools increased by 12%,
- children on the SEN Register increased by 15%,
- children who did not sit increased 18%
- EAL children increased by 11%.

This means that in 2009, there was, in 'real terms', an increase in the academic achievement of Haringey Children in Care at the end of KS2.

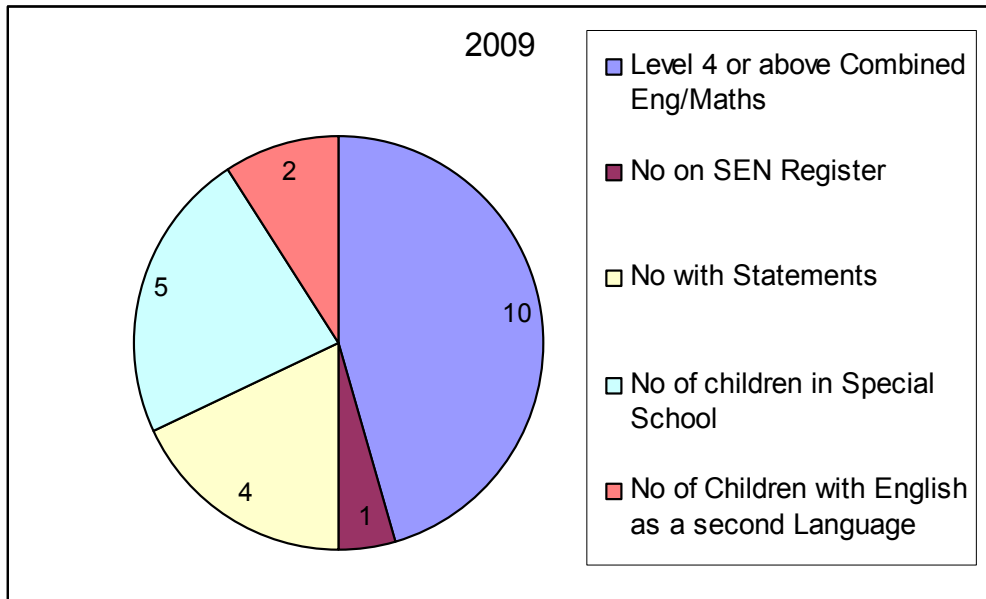


Fig 2.1

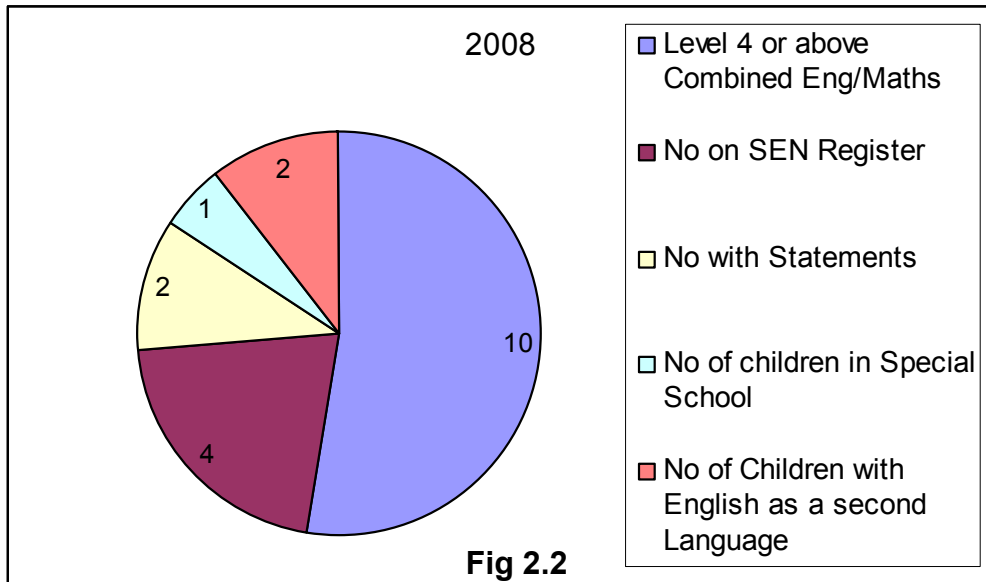


Fig 2.2

Children in Care education outcomes 2009: Key Stage 4

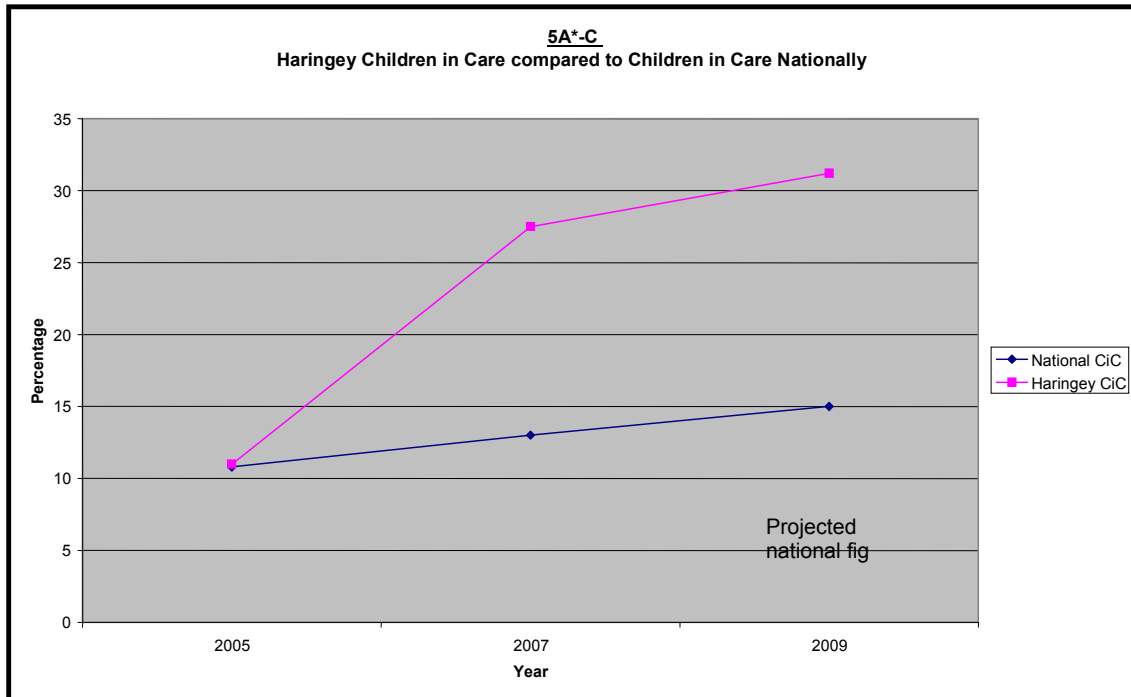


Fig 2.3

Haringey Children in Care have made year on year progress since 2005. The graph above (see Fig 2.3) shows a rapid increase in number of young people achieving 5 A*-Cs between 2005 and 2009.

Specific interventions over the years have resulted in improved educational outcomes for Haringey Children in Care.

- Tracking and monitoring progress of all pupils
- Detailed attendance tracking and multi-agency intervention
- 20 hours after school tuition offered to all GCSE students
- Aspiration raising events e.g. annual awards event, theatre visits, London eye and Marriott hotel day trip
- Weekly after school Study Club
- Volunteer mentoring scheme

Haringey Children in Care are making accelerated progress. However we are striving to improve the outcomes for all Children in Care in the context of Haringey's vulnerable children.

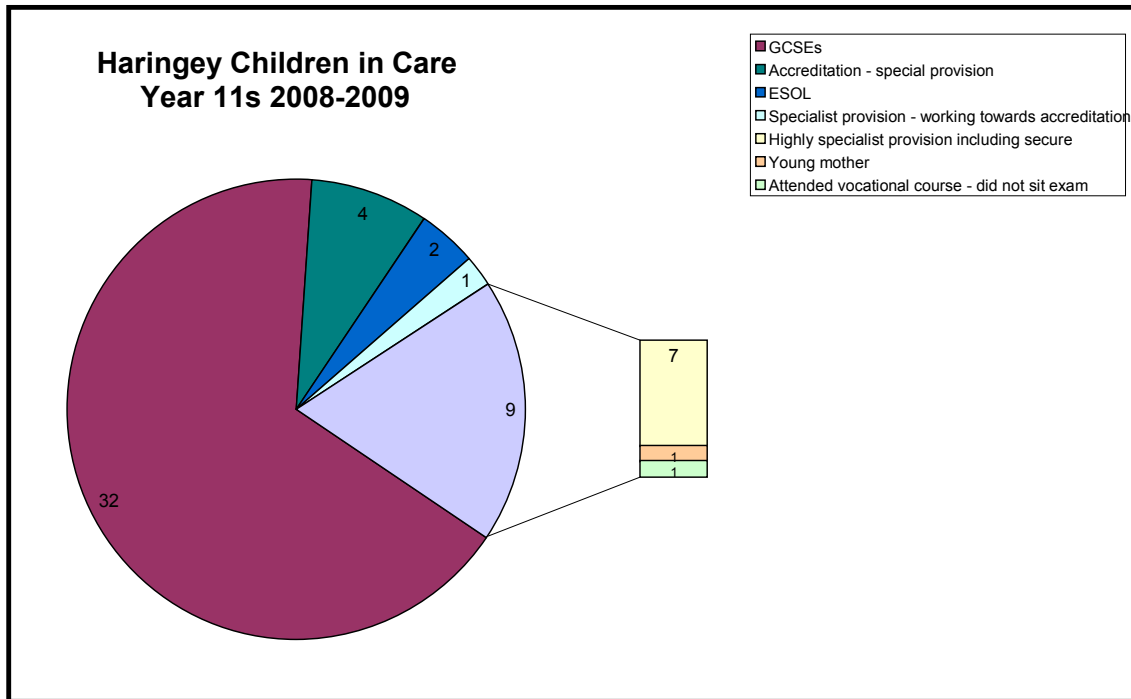


Fig 2.4

This (Fig 2.4) gives an overview of all the Haringey Year 11 young people in care during academic year 2008-2009. 67% (32yp) gained one GCSE qualification. 4 attended specialist educational provisions and have statements of educational needs. These young people achieved other accredited examination courses i.e. Entry level Maths, English, Science, ASDAN bronze award, several AQA awards.

2 unaccompanied minors entered Key Stage 4 without any English language skills. They both continue to attend ESOL courses at local colleges and are expected to gain an ESOL qualification at the end of Year 12.

9 young people have very complex social, emotional and behavioural needs. 7 are known to the youth offending service and have been involved in the juvenile justice system. Most of these young people have spent time in secure provisions. Work is continuing to engage them in education, employment or training. 2 of the 9 young people started college in September.

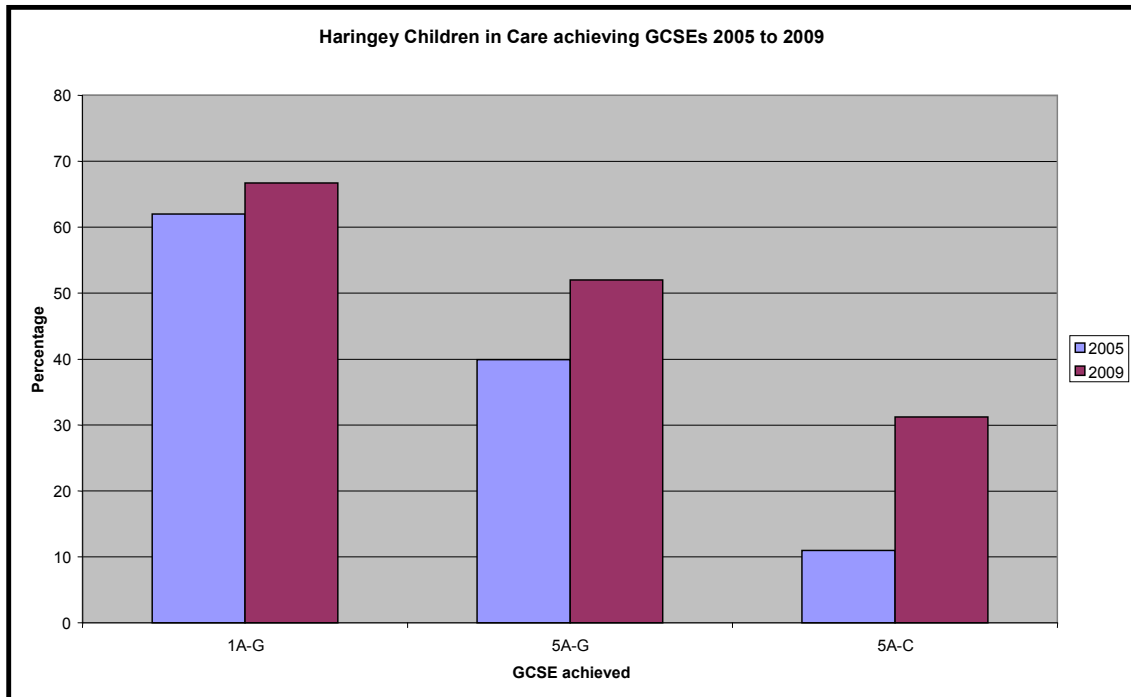


Fig 2.5

Fig 2.5 shows the overview of GCSE gains by Haringey Children in Care between 2005 and 2009.

- In 2005 62% achieved 1 A*-G increasing to 67% in 2009.
- In 2005 39% achieved 5 A*-Gs increasing to 52% in 2009.
- In 2005 11% achieved 5 A*-Cs increasing to 31.2% in 2009.

The increase in young people achieving at least 1A-G has been the result of specific work with individuals to focus them on gaining at least one GCSE exam before they leave school. Dedicated work by the Children in Care Education Connexions PA with social workers, schools, PSCs, Haringey Sixth Form College, Youth Offending Service and staff in residential units has been needed to improve outcomes with this group. The weekly multi-agency Attendance Forum has been key in tracking inputs and recognizing small successes with this group.

Personal Education Plan

From January 2010 Haringey schools and social workers will adopt the *Pan London PEP*. This PEP is divided into 4 separate parts.

Part A – completed by Social Worker

Part B – completed by school Designated Teacher for CiC

Part C – completed by young person, supported by person nominated by Social Worker

Part D – record of meeting, targets listed and agreed actions

The different sections, completed prior to the meeting will enable different professionals to provide information most relevant to their professional expertise e.g. the designated teacher in school has responsibility to provide accurate education attainment information, social worker to inform on legal status and care arrangements etc.

Currently PEP completion rates are low. Too many of our children have PEPs which are out of date or incomplete.

Actions implemented to improve this:

- Pan London PEP incorporated into FWi with supporting guidance
- Up to date DT list sent to all social workers and team managers with school addresses, telephone numbers and e-mail contact
- Haringey School Improvement Partners briefed on PEPs
- Haringey School Improvement Manager has names of all Haringey Children in Care attending Haringey schools
- Staff new to Haringey Social Care Teams meet with Children in Care Education Teacher to introduce them to ways of raising the educational attainment of Children in Care, including PEPs
- DTs attended the London Designated Teacher conference on 20th November. This had a focus on PEPs as part of the guidance for DTs in their new statutory role.
- All DTs, across the country, with Haringey Children in Care attending their school were sent the government guidance “Improving the educational attainment of Children in Care (Looked After Children)”, 2009, drawing their attention to PEPs.
- A Data Improvement Officer with an overview of PEPs who supports social workers to enter PEPs onto FWi attends the Attendance Forum weekly and maintains a reminder system for social workers to enter the PEP on FWi.
- Social workers are reminded at complex care panel, and resources panel that PEPs need to be completed and entered onto the system.
- Head Teachers, School Governors for Children in Care and Designated Teachers will receive joint training to facilitate the development of a supportive, collegiate approach towards children in care. This will include a strong focus on the writing, communication and implementation of PEPs.

The teachers on the Children in Care Education Team will be included in the vulnerable children conversations taking place with schools next term. The new Ofsted requirements demand DTs to hold up to date PEPs on all children in care in their school.

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Briefing for:	Corporate Parenting Advisory Committee
Title:	Performance Management Data in Children and Families – October 2009 Data
Lead Officer:	Eleanor Brazil
Date:	7 December 2009

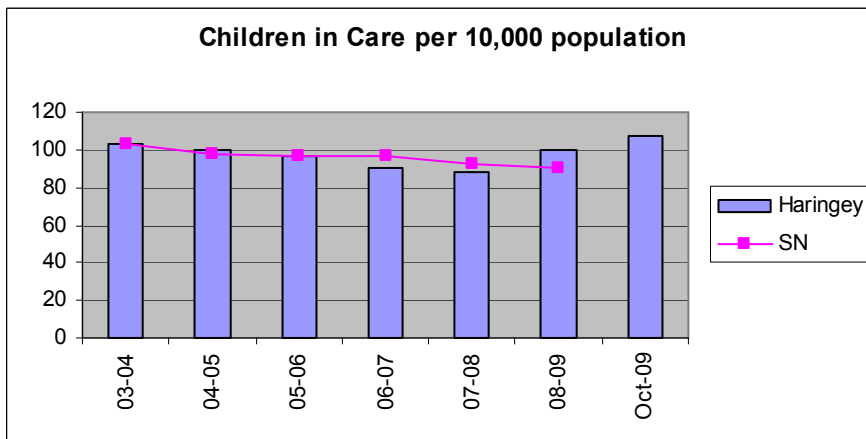
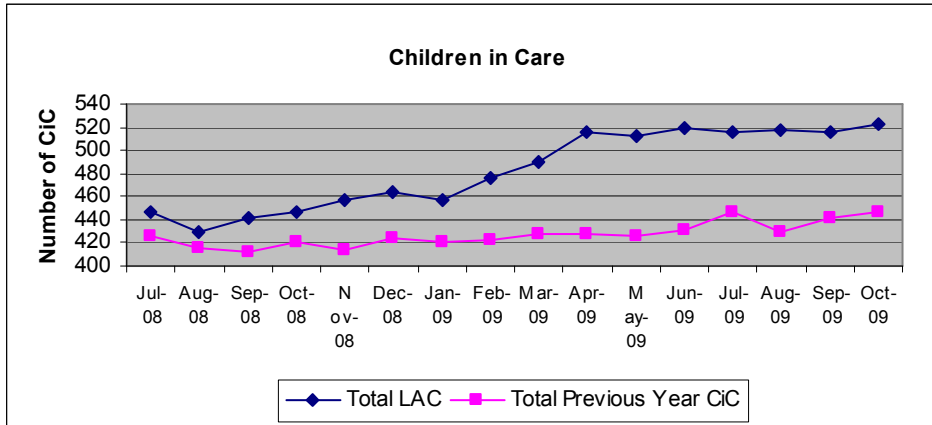
1. To provide a monthly update of performance monitoring activity in relation to Children in Care (CiC) within the Children and Families Service.

2. Background information

- 2.1 The total number of CiC at the end of October 2009 was 523 compared to 515 children in September (106.8 per 10,000 population compared with 90 per 10,000 for our statistical neighbours in 2008/09). Of the 523, 49 children are unaccompanied minors. These numbers have remained consistent for some time.
- 2.2 20 children became looked after in October and 16 children ceased to be looked after. Care proceedings were initiated on 17 children in October.
- 2.3 Since early 2008 we have seen increasing numbers of children in our care population but this number is now beginning to stabilise. The first chart below compares the number of children in care over the last year with the previous year and the second chart compares the yearly position with our statistical neighbour averages over the same period.



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2.4 Children Missing from Care - between August and October 2009, 25 children went missing from care. The total number of occasions these children went missing in that period was 124. On 44 occasions children went missing for more than 24 hours. On 74 occasions children went missing overnight – the 30 occasions in addition to those who went missing for over 24 hours are young people who go out in the evening and return the following morning/day. No children were reported as being harmed whilst they were missing from care. 2 Young people committed offences whilst they were missing from care – one 15 year old committed 1 offence and a 17 year old committed 2 offences.

2.5 Allocations. All CiC had an allocated Social Worker in October.

2.6 A manual audit of a small sample of 10 children in care for over a year has been undertaken to provide an indication of turnover of allocated social workers within the children in care team. 3 out of the 10 children sampled retained the same social worker for the 12 months, 4 children had 2 social workers over the 12 month period and 3 children had 3 social workers over the 12 month period. Of the 3 children who had 3 social workers, 2 changes of worker for each child related to workers leaving the council.



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- 2.7 Visits to CiC. 90.6% of CiC had an up to date visit at the end of October. 49 children did not have an up to date visit.
- 2.8 NI 66 Reviews in timescale. The percentage of CiC for whom there was a review held in timescale was 90% at the end of October. Out of 503 children who had been looked after continuously for the previous 4 weeks, 492 had been reviewed within the required timescales. The number of reviews held out of timescale in the year to date is 11.
- 2.9 Adoptions and special guardianship of CiC. 16 children have been made subject to a special guardianship order in the year to date, the target is 28 by the end of March 09. 9 of these were special guardianship orders and 7 adoption orders.
- 2.10 NI63 - This indicator is based on children under 16 who have been looked after for at least 2.5 years and have been in the same placement for at least two years or are placed for adoption. The position at the end of October is 65%. Of 146 children who had been looked after for at least 2.5 years, 95 were in the same placement for at least 2 years.
- 2.11 NI62 - This is an indicator of the number of children who have had 3 or more placements during the year. In the last 12 months, 12.2% of children have had 3 or more placements (64 out of 523). Our target for this indicator is 11%. Since April 09, 30 children have had 3 or more placements and 105 children have had 2 placements.
- 2.12 Personal Educational Plans (PEP). 78% of CiC have a PEP in place at the end of October. Out of 424 children who require a PEP, 329 have one. 48% of these are up to date (159 out of 329).
- 2.13 Health Assessments. Children in Care are expected to have a health assessment undertaken once a year. Although this indicator is only collected annually, to assist us in monitoring progress in this area we have developed an indicator which looks at the percentage of children who have been in care for over a month who have had a health assessment within the previous 12 months. The position at the end of October is 75% (383 out of 509).
- 2.14 Dental Checks. Children in Care are expected to have a dental check at least once a year. As above, we have developed an indicator which looks at the percentage of children who have been in care for over a month who have had a dental check within the previous 12 months. The position at the end of October is 68% (346 out of 509).



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2.15 Outcome indicators for children in care – a separate report will be presented to the next CPAC in relation to annual outcome indicators for children in care. However, we do have the following provisional information:

- Of the 48 children due to sit GCSE's, 32 sat (67%). All children who sat these exams achieved at least 1 GCSE at grades A*-G. 26 achieved at least 5 A*-G (54%), 15 achieved at least 5 A*-C (31%) and 9 achieved at least 5 A*-C including English and Maths (18.75%). All of these results are an improvement on last year.
- 88% of children who have been in care for at least 12 months to the end of September have an up to date dental check, 90% have an up to date health assessment. 20 children were identified as having substance misuse issues and 60% have received intervention. 92% of school leavers are in Education, Training or Employment.

2.16 NI 147 Care Leavers in suitable accommodation. This indicator looks at care leavers who were in suitable accommodation on or around their 19th birthday. The percentage of care leavers in suitable accommodation at the end of October is 77% (24 out of 31 who turned 19 in the year to date).

2.17 NI 148 Care leavers in Education, Training or Employment. This indicator looks at care leavers who were in Education, Training or Employment on or around their 19th birthday. 61% of young people who have turned 19 in the year to date were in Education, Training or Employment on or around their 19th birthday (19 out of 31 who turned 19 in the year to date). These figures are based on low numbers who have left care so far and will vary considerably from month to month.

3. Audits of Quality

3.1 A new audit framework has been developed and has been implemented throughout September with the first set of audits focusing on quality of practice completed in October. A random sample of cases were selected from across Children and Families and allocated to Heads of Service and Senior Team Managers for auditing. 11 Children in Care and Leaving Care cases were audited.

3.2 The audit is divided into 10 domains/sections (Referral and Response, Risk Assessment, Key Decisions, Key Assessment Episodes, Key Planning and Reviewing, Child/YP focused practice, Supervision/Management Overview, Direct Engagement/professional relationships, Reporting and Recording and Case Transfer and Closure). Of the 11 cases audited, overall, 5 cases were rated as good, 3 as adequate, 3 as inadequate and none as critical. The strongest area of practice in this sample was highlighted as Child and Young Person Focused Practice with



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8 cases rated as good in this area. The weakest area related to Supervision and Management Overview with 5 cases rated as inadequate in this area.

- 3.3 Heads of Service are responsible for following up actions in relation to all audits rated as inadequate. A sample of these audits will be re-audited on a quarterly basis to ensure any identified issues have been followed up and relevant action taken. This audit is to be undertaken on a monthly basis with a monthly report and overview presented to the Children and Families Performance Management Team for discussion.

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