



Update to Action Plan for implementing the recommendations of the Scrutiny Review of Corporate Parenting

No	Recommendation	Response	Commentary	Update September 2013
1	That the corporate parenting function be embedded in the performance management framework of the Council through each Council service being required to identify a specific action within their business plan that contributes to their corporate parenting responsibility. (para 2.17)	Agreed	<p>The business plan for council departments has been put in place for 20011/12 but the recommendation can be incorporated in 2012/13.</p> <p>Lead: Eve Pelekanos - Head of Business Intelligence</p>	<p>Completed: Individual business plans have been incorporated in the Corporate Plan which includes a number of indicators relating to both safeguarding and corporate parenting. In addition there is regular reporting to the Corporate Parenting Advisory Committee on a range of corporate parenting measures.</p>
2	That, subject to minimum criteria being met for the person spec., all Council care leavers be guaranteed an interview for advertised posts within the Council for the first 5 years after leaving care. Care leavers should also be included in the Haringey Guarantee Scheme. (2.18)	Agreed in principle	<p>Schemes of this type have been established in other Local Authorities with levels of success. A proposal will be scoped for consideration at the Corporate Parenting Advisory Committee.</p> <p>Lead: Steve Davis – Head of Human Resources (has now left the Council)</p>	<p>The Haringey Guarantee has been replaced by Jobs for Haringey, which was launched in May 2012. Jobs for Haringey guarantees interviews for participants who meet the minimum criteria in person specifications for jobs across Haringey. Details of the scheme have been presented to managers in Young Adults Service. Links have been made with a Jobs for Haringey employment advisor and two employment workshops were arranged in June 2013 for care leavers with a further</p>



				workshop is planned for October 2013. The current Deputy Head of Service in YAS will be working to develop this further. Lead: Chris Chalmers & Helen Gaffney
3	That each Council service and key partner agencies be requested to identify a staff member of appropriate seniority to champion the interests of looked after children and care leavers and, in particular, provide a role in service development and as a key contact for staff working directly with children. (2.21)	Agreed	The Looked After Children's Multi-agency group has senior representation from across the council and partner agencies. The group has a work plan which has been developed with reference to the Corporate Parenting Advisory Committee.	Lead: Chris Chalmers A number of leads have been identified, for example with partner agencies such as Health and Housing; we need to continue to further enhance this area of work with both internal and external partners.
4	That the Council use its key strategic role to influence partners and other third party organisations to provide opportunities and support for looked after children and care leavers. (2.22)	Agreed	Through the range of commissioning activity that the council and its partners are engaged in, where services impact on LAC, consideration should be given to how services could contribute to the corporate parenting responsibility. Lead: Debbie Haith – Deputy Director, Children and Families (NB Debbie no longer works for the Council. The current lead for this area is now Marion Wheeler; Assistant Director).	Examples of where the Council uses its key strategic role to influence partners and other third party organisations to provide opportunities and support for looked after children and care leavers are:- <ul style="list-style-type: none"> •78 young people are in further education and a further 45 at University; •11 young people are on a training course; •3 young people have gained paid



				<p>employment;</p> <ul style="list-style-type: none">• Young people are engaged with Colleges and Universities across London and in other parts of the UK. There are bespoke projects specifically for Haringey Care Leavers;• Willkommen - NCAS and Catch 22 Employment projects;• The Eighteen Project – Joint project between Tottenham Hotspur Foundation and three other North London boroughs for those aged 16-19; and• Goals2Work NCAS and Catch 22. <p>2. Mainstream opportunities which Haringey care leavers engage with are:</p> <ul style="list-style-type: none">• Go4it Project• Employment/ From Care2 Work• Haringey Youth Community and Participation;• Haringey Youth Contract;• Jobs for Haringey;• Princes Trust;• Keep It Simple Training (KIS);• First Rung;• CHENEL;
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				<ul style="list-style-type: none"> • Haringey Adult Learning Service (HALs); • Who Cares Trust; • Tottenham Hotspur Foundation and Arsenal Foundation.
5	<p>That, in order to enhance accountability and transparency, the Council should review and clarify the respective roles of the Corporate Parenting Advisory Committee (CPAC) and the Children’s Safeguarding Policy and Practice Advisory Committee, including whether it remains appropriate for the Cabinet Member for C&YPS to chair the CPAC, and, in addition, allocate the specific role of providing scrutiny and challenge in both corporate parenting and the delivery of safeguarding policy and practice to the Overview and Scrutiny Committee. (2.24)</p>	<p>The role of both committees was considered as part of the governance review.</p>	<p>A review of the Terms of Reference has been completed. There is a joint meeting of both committees held Bi-annually to discuss issues which impact on the role of both committees.</p>	<p>Completed: A copy of the Terms of Reference is attached.</p>
6	<p>That Member engagement be enhanced through:</p> <ul style="list-style-type: none"> ▪ Measures being taken to ensure that that all Members attend both initial and refresher training on their corporate parenting role; ▪ All Members of the Council receiving more regular updates on looked after children and, in particular, their achievements; 	<p>Agreed in principle</p>		<ul style="list-style-type: none"> • Measures being taken to ensure that that all Members attend both initial and refresher training on their corporate parenting role; <p>Following the May 2010 elections Safeguarding Children and Corporate Parenting member</p>



	<ul style="list-style-type: none">▪ An Annual Report to all members highlighting the Council’s Corporate Parenting performance towards delivering the 47 promises that the Council signed up to in “The London Pledge for Children and Young People in Care” and performance monitoring statistics that Councillors are considered to have a “need to know”; and▪ All Members being given the opportunity to participate in celebrating the achievements of looked after children. (2.27)			<p>learning sessions on their Corporate Parenting role took place.</p> <p>The next training on corporate parenting will likely take place in 2014 as part of the Member induction.</p> <p>When there have been new members appointed to the committee, there has been discussion about the terms of reference and understanding provided of the corporate parenting role.</p> <p>Since October 2012, there are informal meetings between corporate parenting members and Aspire, a leadership group made up of children in care and care leavers. Where Aspire raise issues from children and young people in care which need to be taken forward corporately.</p> <ul style="list-style-type: none">• All Members of the Council receiving more regular updates on looked after children and, in particular, their achievements;
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				<p>The minutes of Corporate parenting committee are included in the Cabinet papers published online and publicly available to all councillors. The LAC achievements report is considered by CPAC in September/ October, published online and available to all councillors. This will be flagged to all councillors for the next meeting on 03 October.</p> <ul style="list-style-type: none">• An Annual Report to all members highlighting the Council's Corporate Parenting performance towards delivering the 47 promises that the Council signed up to in "The London Pledge for Children and Young People in Care" and performance monitoring statistics that Councillors are considered to have a "need to know"; <p>The London Pledge was last considered by CPAC in March 2011.</p> <p>The Looked after Children</p>
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				Achievement awards take place in October and invitations go to the Leader, cabinet member for Children and all Corporate Parenting members.
7	That an appropriate scheme be developed for Members to champion the educational attainment of particular looked after children. (2.29)	Not agreed	In their capacity as school governors members should ensure that the role of designated governor and teacher for LAC is implemented and that the school and governing body are aware of how they should fulfil their responsibilities to LAC.	
8	That, in the light of concerns raised in evidence received by the panel concerning children missing from our care and especially those missing from our care homes, a scrutiny review be undertaken on the Council's policy, procedures, practices and performance in this area, including the "Missing From Care and Home" Action Plan <i>Scrutiny Review – Corporate Parenting Page 6 of 35</i> as well as the financial impact. (2.31)	This is a decision for the Overview and Scrutiny Committee		The Missing from Care Scrutiny Review has been completed. Comprehensive guidance and procedures are now in place with regard to reporting to the Director of Children's Services (DCS) and Lead Member for Children's Services re Looked After Children (LAC) who are missing from care, in the form of a weekly summary on those missing and actions planned. So, the lead officers are held to account at the weekly meeting with the Lead Cabinet Member and DCS.



				There is now a clear system of return to care interviews for returning missing LAC, delivered by independent workers who are part of Youth, Community and Participation. These interviews are informing our onward planning for this vulnerable cohort of young people, alongside a system of monthly in-depth case file audits.
9	That enhanced local education targets be developed that provide additional challenge to further improve educational achievement for looked after children. (3.18)	Agreed in principle	The virtual school tracks attainment against projected individual student potential attainment and provides targeted support with the support of designated teachers in schools. This is set out in the Personal Education Plan which is a statutory requirement. The school's tracking system ensures that students are tracked individually and those who need additional support are identified.	Attainment results for Haringey Children in Care continue to be above the national average for attainment at GCSE. Personal Education Plans (PEPs) are quality audited with the Children in Care Service. We have devised an online system to support the gathering of attainment data to support monitoring and tracking and the school continues to monitor and track attendance through the attendance forum with multi-agency representation. This intelligence and reference to policy and research informs interventions and work. Lead: Tracey Hutchings
10	That a proactive approach be adopted to delivering and increasing the uptake	Agreed	Schools are given an additional pupil allowance to provide additional support	The LAC/PPG (Pupil Premium Grant) is currently set at £900 per



	of tutoring opportunities and to improve and expand the Study Centre. (3.23)		for LAC. The virtual school is working with designated teachers to ensure that this funding is directed at meeting the needs of individual Looked After Children. The work of the study club is reviewed each academic year and potential new students who will benefit from the support are identified and actively supported to attend.	<p>pupil. The Virtual School provides training, information and advice to Social Workers, Designated Teachers, Independent Reviewing Officers and carers. Including the Nursery to University booklet which provides education information.</p> <p>The Virtual School has created a working party with DT and SW to support appropriate use of LACPPG in schools. The study club continues to operate weekly in term time and support young people at secondary school, we also hold a book club 5 weeks a term twice a year for primary aged children with Haringey library service.</p> <p>Lead: Tracey Hutchings</p>
11	That funding be retained to provide specific sexual health provision for looked after children and care leavers, including advice on preventing conceptions. (4.22)	Agreed	Health partners and the local authority are committed to working to the statutory guidance on promoting the health and wellbeing of looked after children. The multi-agency working group for looked after children and the associated action plan prioritises the health of looked after children including ensuring that they receive appropriate advice on sexual health matters. The	Health partners and the local authority are committed to working to the statutory guidance on promoting the health and wellbeing of looked after children. Initial health assessments for all children in care are now carried out by paediatricians based at Bounds Green Health centre. Training for permanent members regarding



		<p>work of the group is reported to the Corporate Parenting Advisory Committee.</p> <p>As part of the review health assessment we continue to provide sexual health advice and education, age and developmentally appropriately as required</p> <p>Lead: Judy Mace - Whittington Health, Haringey Designated Nurse for Children in Care</p>	<p>sexual exploitation of children has been attended by all members of CIC health team. We are all acutely aware of the vulnerabilities of this group of children and committed to working with partners to support and divert young people and contribute to a plan. The Designated doctor for Children in care supervises the clinical assessments of the paediatricians to monitor quality of all health assessments done. We are working with the local authority to develop risk assessment tools for young people on entering care. Where appropriate the Designated doctor and one of the CIC nurses would jointly assess a young person identified as particularly at risk and needing specialist sexual health advice.</p> <p>Children are subsequently seen for review by one of the CIC nurses for children over the age of 5 years on an annual basis. As part of the review health assessment the CIC nurses continue to provide sexual health advice and education, age and developmentally appropriately</p>
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				<p>as required. We will also signpost young people to appropriate services where possible.</p> <p>Lead: Marian Parks; Children in care health team Whittington Health, Haringey Specialist Nurse for Children in Care & CIC health team.</p>
12	<p>That all of Haringey's looked after children be provided with a free Haringey Active Pass offering 70% discount for use in Haringey leisure centres, irrespective of where they live. (4.29)</p>	Not agreed	<p>Within allowances provided to Haringey carers and commissioned placements there is already an element for recreational activities. This funding enables children and young people to pursue activities of their choice and in the local area in which they are placed.</p>	<p>Lead: Chris Chalmers</p> <p>A contract is now in place with Fusion Leisure Services (Haringey). This provides free leisure opportunities for Looked After Children (LAC). For older young people who wish to use the gym regularly etc, a monthly leisure pass is provided. This applies to LAC who feel able to travel from their placement to Haringey's leisure centres therefore not restricted to just those who live in borough.</p>
13	<p>That the element of the carers allowance intended to provide for savings for young people be "top sliced" and used to establish individual savings plans or trust funds for children in care. (4.34)</p>	Agreed in principle	<p>A savings policy is being drafted and will be presented to the Corporate Parenting Advisory Committee.</p> <p>Lead: Wendy Tomlinson – Head of Service, Commissioning and Placements</p>	<p>Lead: Chris Chalmers & Paul McCarthy</p> <p>Savings are made regularly for young people with a clear policy being drafted by the Commissioning and Placements Service, to be</p>



				rolled out to external and internal foster carers plus residential settings.
14	That all schools be encouraged to repatriate funds provided from central government for careers guidance for LACYP to either Connexions or C&YPS and that, if successful, this be used to provide a dedicated worker providing careers advice for all Haringey's LACYP. (5.12)		<p>Schools will become responsible for impartial careers advice and guidance from 2012. Discussions will be held with secondary schools to see how they intend to fulfil this responsibility, particularly for Looked-After young people.</p> <p>Lead: Belinda Evans – Head of Youth, Community and Participation</p>	<p>Schools are now inspected on the quality of advice that they provide to young people and new legislation introduced that raises the participation age (RPA). Therefore, there are enhanced external requirements for young people to engage in post 16 education, employment and training. An officer (Sean May) now has responsibility for commissioning this work and this remains a priority within the service.</p> <p>Lead: Jan Doust</p>
15	That enhanced support be developed to assist care leavers with finding and maintaining accommodation and that this include support being provided from an earlier stage and a specific resource to assist them in bidding for properties. (5.17)	Agreed	<p>The Leaving Care Team has a staff member with lead responsibility for accommodation. There are strong links with housing and Homes for Haringey. Colleagues from Housing work with the team to provide a rolling programme of workshops for young people to help prepare them for managing tenancies. A quota system operates to provide care leavers with permanent accommodation. A senior manager from Housing is on the Multi agency LAC group.</p>	<p>Lead: Chris Chalmers</p> <p>Monthly project group with Service Managers takes place.</p> <p>Young people are now moving into their permanent social housing more swiftly at transition age. There is a push to ensure that young people attend a tenancy workshop around the age of 17 and a half so that they can start to bid promptly. Many are now securing properties at age 18,</p>



				<p>cutting out the need for long periods of temporary housing.</p> <p>The leaving care grant has been increased to £2000, from April 1st 2013, in order to make better provision for setting up home costs.</p> <p>We have established our own shared house (with a volunteer lead tenant from CSV) for young women of 17 years old to receive input with preparation for independence, moving on from this house directly to permanent social housing.</p> <p>During 2013-14 we are developing the project further to include some satellite studio/one bed flats where there will be volunteer support and a house for young men.</p>
16	That a policy be developed on semi-independent living for looked after children between 16 and 19. (5.19)	Agreed	Haringey are currently involved in a cross borough initiative to commission semi-supported accommodation.	<p>Lead: Paul McCarthy</p> <p>New semi-independent accommodation has been commissioned through a consortium of local boroughs. Young people were involved in shaping the tender specification and in the subsequent evaluation of bids.</p>
17	That initiatives to improve emotional support for care leavers and the	Agreed	Following a request from CPAC, a report was considered on the risk of	<p>Lead: Chris Chalmers</p>



	<p>development of a specific mentoring scheme for care leavers be strongly supported that a report on progress be submitted to the Overview and Scrutiny Committee in due course. (5.22)</p>		<p>social isolation of young people leaving care and how young people could be supported. CPAC has requested a further report on how a mentoring scheme could be delivered to support young people.</p> <p>Lead: Chris Chalmers – Head of Service, Children in Care</p>	<p>There are a number of mentoring initiatives for care leavers, one of which is the Tottenham Hotspur Foundation’s Eighteen project.</p> <p>We are about to begin an initiative to use mentoring to tackle some of the issues of isolation that care leavers face. We have held set up meetings which have included members of Aspire (our Children in Care Council) and the project will progress during this autumn.</p> <p>Aspire are also planning to use mentoring by older care leavers with those who are in care or new care leavers.</p>
<p>18</p>	<p>That enhanced systems for monitoring of long term outcomes be developed and in particular the progress of NEETs, and that a practical way for remaining in contact with vulnerable care-leavers into their 20s be developed. (5.24)</p>	<p>Agreed in principle.</p>	<p>There is a statutory responsibility to remain in contact and provide a Personal Advisor to care leavers up to the age of 21 (and 25 if they remain in education). Recent legislation has extended the right for young people to request assistance any time up to the age of 25 if they return to education.</p> <p>The national requirement is to report on young people aged 19. The information relates to education,</p>	<p>Lead: Chris Chalmers</p> <p>There are a wide range of projects relating to employment and education. These are detailed in point 4 of this summary report.</p> <p>There is monthly reporting on outcomes for care leavers when they reach age 19, 20 and 21. This is a standard national Performance Indicator (PI). Haringey’s outcomes</p>



		<p>employment and training status, suitability of accommodation and contact with the service. The Leaving Care Service is looking into enhancing the monitoring of outcomes including for older young people.</p> <p>Lead: Chris Chalmers – Head of Service, Children in Care</p>	<p>are similar to that of statistical neighbours (London average for care leavers in Education, Training or Employment (ETE) at these stages is 62%) but, for this service, those figures are too low. We are aiming for a 75% out-turn for 2013-14.</p>
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