



CORPORATE PARENTING

BOARD MEETING: 30 SEPTEMBER 2009

1. PURPOSE OF REPORT

- 1.2 To provide a progress report on the implementation of the Corporate Parenting Action Plan.

2. BACKGROUND

- 2.1 On 30 April 2009, a report was approved by the Community Planning Partnership Board outlining the activity taking place in East Ayrshire in respect of our corporate parenting responsibilities towards looked after and looked after and accommodated children. The Board also approved the Corporate Parenting Action Plan, seeking six monthly progress reports.

3. PROGRESS

- 3.1 A copy of the corporate parenting action plan is attached at Appendix 1, detailing a progress report as at September 2009.

- 3.2 Some areas of progress to highlight include:

- involving young people in influencing service delivery and in contributing to the inspection of services;
- further development of the recruitment of foster carers and adoptive carers;
- the coordination of individual training and skills development of care leavers by multi-agency action planning;
- the development of proposals for accommodation with support for care leavers;
- improving management information systems across Education and Social Work; and
- the development of options for a mentoring service to support learning and employment opportunities for vulnerable young people.

- 3.3 As part of the commitment to this work, the East Ayrshire Council Member/Officer Working Group which originally formed to consider the identification of a suitable site in Kilmarnock for the development of a new children's house, is continuing to meet with a remit to monitor the Corporate Parenting Action Plan. The first meeting took place on 15 September 2009, and focused on developments in the fostering service.

- 3.4 In addition, NHS Ayrshire and Arran is taking forward action relating to CEL 16 (implementation of action 15 of "We Can and Must do Better" Action Plan). A working group has been formed with the involvement of particular agencies, with a particular focus on health assessment.

- 3.5 Finally, officers from all agencies will ensure a co-ordinated approach through the identification of corporate parenting lead officers as part of the Officer Locality Group (Children's Services).

4. RECOMMENDATIONS

4.1 It is recommended that the Community Planning Partnership Board:

- (i) notes the progress being made; and
- (ii) agrees to receive a further report in six months time.

Susan Taylor
Head of Service: Children, Families and Criminal Justice
East Ayrshire Council
22 September 2009

EAST AYRSHIRE COUNCIL

CORPORATE PARENTING ACTION PLAN

PROGRESS UPDATE AS AT – SEPTEMBER 2009



THEME 1: INDIVIDUAL CARE PLANNING

	Objective	Tasks	Timescale	Responsible	Progress as at September 2009
1.	We will ensure that all of our children and young people who are accommodated have an individual care plan to reflect their individual needs and circumstances	<p>Audits will be undertaken to ensure that each care plan provides, where appropriate:-</p> <ul style="list-style-type: none"> • Targets for educational attainment • Actions to maximise attendance at school and minimise exclusions • Actions to maximise engagement in leisure and recreation activity • Actions to support transport to school • Regular health assessment • Encourage "life books" for children • Well planned and managed transitions • Preparation for through care including housing options for independent living and job opportunities • Arrangements for mentoring and/or befriending • Support for children to retain personal belongings (toys, pictures etc) • Regular review of care plans to maintain relevance 	Quarterly, beginning June 2009	Head of Service (HofS) Children & Families & Criminal Justice(CF&CJ)	<ul style="list-style-type: none"> • An audit of all care plans for children / young people accommodated in East Ayrshire children's houses was undertaken in June 2009. • The findings have been collated and will be presented to the Officer Locality Group (OLG) Sub Group (Corporate Parenting) for consideration of strengths / needs.
2.	We will further improve our management and performance information systems to ensure that needs, trends and barriers are identified and actioned.	<ul style="list-style-type: none"> • Review existing systems • Identify areas for improvement in management information reports • Identify areas for reporting on performance 	December 2009	HofS (CF&CJ)	<ul style="list-style-type: none"> • Revised protocols have been agreed in social work and education for inputting information to systems. • An action plan has been agreed for a management information implementation template across social work and education.

					<ul style="list-style-type: none"> • An action plan has been agreed for further developing shared management and performance information. • Lead officers have been identified in education and social work functions to ensure accuracy of information.
3.	We will implement the revised procedure for the LAAC Review System and review within one year.	<ul style="list-style-type: none"> • Review operational experience of implementation. 	December 2009	Service Manager (Corporate Parenting)	
4.	We will review expenditure on corporate parenting services and make sure that council's budgetary processes include appropriate resource provision for meeting the needs and aspirations of looked after and looked after and accommodated young people.	<ul style="list-style-type: none"> • Expenditure on residential foster care placements will be reviewed, with a view to recommendations being made to the Social Work Sustainability Board about future resource requirements. 	Quarterly – reports during 2009/2010	HofS (CF&CJ)	<ul style="list-style-type: none"> • A review of how East Ayrshire's foster carers are resourced is underway. This will be reported to the Social Work Sustainability Board in September 2009.

THEME 2: OPERATIONAL PLANNING / SERVICE DELIVERY

	Objective	Tasks	Timescale	Responsible	Progress as at September 2009
1.	We will reduce the administrative duties carried out by Early Years workers, Social Workers and Teachers to enable more direct involvement with children and young people in care.	<ul style="list-style-type: none"> Review the administrative tasks associated with looked after children, linking as necessary with other organisational changes that may be proposed. 	Revised timescale September / October 2009	HofS: Resources	<ul style="list-style-type: none"> A report on the outcomes of the Business Review of Administration and Clerical Support Structures in Educational & Social services (ESS) will be considered by the Corporate management Team (CMT) in September / October 2009.
2.	We will review our Learning Partnerships in the context of organisational change and associated priorities to ensure appropriate priority is given to looked after children.	<ul style="list-style-type: none"> Review current working arrangements, mindful of current budget constraints. 	June 2009 for in-year savings	HofS: Community Support	<ul style="list-style-type: none"> Business Review of Children's Service Partnerships is ongoing and is referenced in Social Work Sustainability Plan and report to Cabinet on 3 June 2009. The review of Learning Partnerships is completed. A Framework for Learning Communities will be submitted to Cabinet in due course.
3.	We will review aspects of the school curriculum to provide opportunities for the development of practical (life) skills.	<ul style="list-style-type: none"> To be progressed as part of the Council's preparations for Curriculum for Excellence (CfE) implementation 	In accordance with CfE Implementation Plans	HofS: Schools	<ul style="list-style-type: none"> Based on the Curriculum for Excellence (CfE), the number of skills for work and vocational programmes for 14-16 year olds has increased. The SOA target was that 20% of the whole school would have access to skills for work / vocational programmes (14 – 16yrs).

					<p>This is now at 23%. This takes place in partnership with colleges.</p> <ul style="list-style-type: none"> The CfE experiences and outcomes (health & wellbeing) are being incorporated into the school curriculum. There will be a pan Ayrshire seminar in October 2009 for principal teachers of all subjects, focusing on health and wellbeing, including practical life skills.
4.	We will identify named officers within each Council department to be responsible for delivering corporate parenting actions particular to their Service.	<ul style="list-style-type: none"> Through Departmental Management Teams, we will identify named "Corporate Parenting" officers. 	Completed	Executive Directors	<ul style="list-style-type: none"> Considered at Departmental Management Team (DMT) meetings
5.	We will clarify responsibilities in order to facilitate the inclusion of Looked After children and young people in school activities	<ul style="list-style-type: none"> Review and revise current practice in relation to parental authorisation for school activities. 	Ongoing	HofS: Schools	<ul style="list-style-type: none"> To be addressed with the working group reviewing standard circular 48 (educational excursions and school activities).
6.	We will monitor the quality and effectiveness of service provision for our Looked After children.	<ul style="list-style-type: none"> Action via use of established self evaluation tools and performance reporting procedures. 	Annually	Executive Director of Educational & Social Services (EDESS)	<ul style="list-style-type: none"> Self evaluation undertaken in respect of adoption and fostering services – March 2009.
7.	We will continue to increase the numbers of local foster carers, short break carers and adopters.	<ul style="list-style-type: none"> Further develop targeted recruitment campaign. Review existing support arrangements for fostering and adoption. Maximise existing flexible 	June 2009	HofS (CF&CJ)	<ul style="list-style-type: none"> Report on the proposed Fostering and Recruitment Campaign considered by CMT on 27 May 2009. To be further developed and presented to Cabinet for

		<p>working arrangements to support employees who want to become foster/respice carers.</p> <ul style="list-style-type: none">• Review our remuneration and other benefit packages for foster/respice carers• We will work with Partners to raise awareness of fostering and adoption recruitment campaign.		CPP Board	<p>consideration.</p> <ul style="list-style-type: none">• CPP Board agreed to engage with staff and the public in raising awareness following Board meeting on 30 April 2009
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THEME 3: LEARNING AND DEVELOPMENT

	Objective	Tasks	Timescale	Responsible	Progress as at September 2009
1.	We will increase knowledge and understanding of Corporate Parenting responsibilities with Elected Members and Community Planning Partners	<ul style="list-style-type: none"> A seminar will be arranged for Elected Members and Community Planning Partners. 	Completed	EDESS/Depute Chief Executive/Executive Director of Corporate Support (DCE-EDCS) EDESS/DCE-EDCS	Seminars were held on:- <ul style="list-style-type: none"> Elected Members: 28 January 2009 Community Planning Partners: 10 February 2009 (outcomes reported to CPP Board on 30 April 2009)
2.	Community Planning Partners will pro-actively and positively raise awareness of the issues for children and young people who are looked after.	<ul style="list-style-type: none"> Partners will do this through established employee/user communication networks. 	Ongoing	CPP Board	<ul style="list-style-type: none"> Progress report to the CPP Board due October 2009
3.	We will develop ways to encourage the sharing of best practice on corporate parenting between Council Services and partner agencies.	<ul style="list-style-type: none"> Establish a partnership group to progress key actions in respect of corporate parenting. 	Completed	HofS (CF&CJ)	<ul style="list-style-type: none"> The CHP Officer Locality Group agreed in July 2009 to establish a sub group focusing on Corporate Parenting.
4.	We will further develop ways to encourage and support discussion between children and young people who are Looked After.	<ul style="list-style-type: none"> Ensure that the existing children and young peoples forum (residential care) is influencing service delivery. Explore the need for a care leavers reunion / forum 	Completed	HofS (CF&CJ) HofS (CF&CJ)	<ul style="list-style-type: none"> A forum is in place across East Ayrshire for young people from each of the children's houses to connect and to influence service delivery. Disclosures have taken place with care leavers, but there is no current interest in developing a forum for care leavers.

5.	We will continue to provide and further develop training / learning opportunities for relevant employees.	<ul style="list-style-type: none"> • Review and assess current training provision to ensure we are meeting service standards. • Explore opportunities for funding to support our training requirements. • Work with partner agencies to explore cross-cutting training opportunities for employees. 	Ongoing	EDESS/Head of Human Resources (HofHR) CPP Board	<ul style="list-style-type: none"> • Training DVD-ROM issued to key Council employees in April 2009. • CPP Board agreed to identify cross-cutting training opportunities for employees following Board meeting on 30 April 2009. • Roll out of the “We can and must do better” training is continuing in 2009/2010.
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THEME 4: CREATING OPPORTUNITIES

	Objective	Tasks	Timescale	Responsible	Progress as at September 2009
1.	We will make available a choice of training, job opportunities and work experience for all young people leaving care based on their individual needs and aspirations.	<ul style="list-style-type: none"> Review current employment and training initiatives for young people and identify areas where this will be possible, including modern and craft apprenticeship schemes. Further develop opportunities for work experience and supportive employment schemes for all of our young people. Work with partners to make best use of training, employment and vocational opportunities in their organisations for Looked After children. 	<p>Ongoing</p> <p>First stage completed – May 2009</p> <p>Ongoing</p>	<p>Executive Directors</p> <p>DCE-EDCS/Head of Human Resources (HofHR)</p>	<ul style="list-style-type: none"> Report on recruitment and selection of Skillseekers considered by Cabinet on 6 May 2009. Awareness of opportunities event involving Social Work, Careers Scotland and Skills Development and Employability service and external training providers held on 17 June 09. Individual training / further education plans for the 11 care leavers who left school in June have been progressed with all but 1 currently pursuing these plans. A Co-ordinating meeting between skills development and employee service and social work is organised for 4 Sept 09, to link identified looked after and accommodated children and young people with appropriate work experience or training

				CPP Board	<p>within the Council.</p> <ul style="list-style-type: none"> • CPP Board agreed to identify appropriate opportunities following Board meeting on 30 April 2009. A progress report is due on 30 September 2009.
2.	We will develop a structured mentoring and befriending scheme	<ul style="list-style-type: none"> • Further extend our approach to mentoring and befriending schemes <p>Note: (We will learn from other similar activity such as learning disability and the Council's Partnership in Practice Agreement).</p> <ul style="list-style-type: none"> • Develop a mentoring scheme with partners and maximise opportunities available in partner organisations. 	December 2009	<p>EDESS/Head of Community Support (HoCS)</p> <p>EDESS/HoCS</p> <p>CPP Board</p>	<ul style="list-style-type: none"> • Work will commence in the autumn • CPP Board agreed to identify appropriate opportunities following Board meeting on 30 April 2009
3.	We will endeavour to provide suitable supported housing opportunities to all young people leaving care.	<ul style="list-style-type: none"> • Work with young people to identify suitable housing opportunities based on their individual needs • Review our housing allocations and benefits policies to identify ways of ensuring that all young people leaving care have suitable accommodation with support opportunities. 	Review ongoing	<p>EDNS/Head of Housing Services (HofHS)</p> <p>EDNS/HofHS</p>	<ul style="list-style-type: none"> • Briefing for elected members on the review to be held after the summer recess. • Review report to be concluded in autumn 2009.
4.	We will continue to provide transport to support continuity of education, taking account of the	<ul style="list-style-type: none"> • Review our policies for school transport. 	December 2009	Head of Roads & Transportation (HofR&TS)	<ul style="list-style-type: none"> • Business Review underway and to report to the Management & Resources

	wishes of the child.				Strategic Review Group by the end of the year.
5.	We will continue to develop opportunities for vocational learning for Looked After children	<ul style="list-style-type: none"> Review our arrangements for access to vocational learning opportunities and continue to develop these in accordance with the needs and aspirations of our Looked After children. 	August 2009	HofS: Schools	<ul style="list-style-type: none"> The work experience opportunities managed by the Chamber of Commerce, are being reviewed to ensure it meets the needs of looked after children. Increased opportunities to attend vocational programmes through agencies e.g. college (including youth strategy).