

Corporate Parenting Action Plan

This action plan is determined by the roles and expectations of the Corporate Parenting Panel. The action plan will be reviewed at all CPP meetings and reported to the children and young people select committee.

The RAG status should be interpreted as follows:

RAG Shading	Action Status
	Action not yet started.
	Action in progress and on schedule to complete on time as planned.
	Action in progress but at risk of not completing on time as planned (<i>impact less than 1 month</i>).
	Action started, but blocked; key milestone not met, or unresolved impediment to completion (<i>impact more than 1 month</i>).
C	Action completed successfully.
EV	Action completed successfully and evidence of impact available.

1. Corporate Parenting will Support and Promote the best outcomes for our Children in Care (CIC) and Care Leavers (CL)					
Action	Lead	Timescale	Progress	RAG	Completed
1. Corporate Parenting Panel (CPP) meets every three months and considers the work of all of the Corporate Parenting Team and partners to ensure good outcomes for Children In Care and Care Leavers.	Marie Bradburn – Chair of CPP	Meeting every 3 months	Panel members continue to consider presentations of key partners and make recommendations accordingly. This is evidenced by the minutes of the panel	Ev.	Minutes of panels available to review from quarterly meetings
2. All Corporate Panel members attend celebration events for our Children in Care and Care Leavers.	Sivay Heer	Sept 2021	During Covid, it was difficult to arrange celebration events as we would usually do, but we will be submitting an annual timetable of events in September 2021 to cover the year ahead.		Events continue to be planned to include consideration for a Corporate Parenting Week later this year.
3. 16-25 Team and Service to be embedded to ensure a specialised service in line with our Young People’s specific needs.	Sivay Heer	July-October 2019	The CPP supported the implementation of the 16-25 Team which became operational on 1 October 2019.		
4. All Care Leavers to be given a Council Tax exemption up to age 25	Mac Heath	April 2021	This was agreed during the Corporate Parenting week October 19, pledges were made, and the policy is now in place and operational.		
5. All Corporate Parent Panel members to be trained in respect of their roles and responsibilities	Sivay Heer / Mac Heath	10 th June 2020	Training was delivered with all councillors reflecting their roles and responsibilities as Corporate Parents. However, further training can be undertaken on request.		

6. Champion Model to be implemented where all Councillors lead on key aspects of a Child in Care and Care Leaver's journey.	Sivay Heer/ Richard Lee	September 2021	The Champion Model is progressing, and we are now further working with Councillors to lead on identified aspects of need. It is proposed that each Lead Champion will be approached within September to agree certain activities throughout the year		
7. Celebrate and report on the successes and good new stories of our CIC and CL	Corporate Parenting Service,	Ongoing	Good news stories are logged and shared with the Directorate and with our Corporate Parenting Panel.		

2. Education and Employment – CPP to ensure the Education and Employment needs of CIC and CL are met

Action	Lead	Timescale	Progress	RAG	Completed
1. Support our Young people who are Not in Education or Employment (NEET)	Sivay Heer	April 2021	NEET/EET strategies and expectations are in place with operational and strategic NEET meetings to monitor progress.		
2. Develop training opportunities for Young People and care leavers and ringfence apprenticeships and training opportunities.	Tom Molloy/ Team Manager 16-25 VSH	September - Dec 2021	Work is ongoing and regular meetings are held to review this via our Operation EET group and Virtual School Head.		
3. Implementation of the PEP portal to consider the progress and review of our CIC education	Virtual School Head	September 2021	Systems are underway to ensure all schools and social care staff have access to this.		

2. Education and Employment – CPP to ensure the Education and Employment needs of CIC and CL are met					
Action	Lead	Timescale	Progress	RAG	Completed
			The trial and training has gone well and should be fully implemented in school year commencing September 2021.		

3. Health – Promote and Improve the Physical and Emotional Health of our CIC and CL					
Action	Lead	Timescale	Progress	RAG	Completed
1. All Children to have timely health assessments, dental checks and immunisations.	Corporate Parenting Team Managers/ Health LAC Nurses	Review Quarterly	Head of Service and Corporate Parenting team managers have quarterly health forums to review the health of CIC. The performance of these indicators has improved. Covid has however impacted on dental checks being undertaken.		
2. To ensure emotional wellbeing of our Children in Care and Care Leavers are supported.	IRO's Corporate Parenting Team Managers LAC Nurses	Review Quarterly	The Mental Health Lead is triangulating all SDQ scores to ensure that our CIC and CL receive the appropriate support. As part of our health forum referrals to CAMHS are also considered.		

4. Care Planning and Permanency to ensure the Sufficiency of Placements of CIC and Care Leavers					
Action	Lead	Timescale	Progress	RAG	Completed
1. The recruitment of carers to be supported by the Corporate Parenting Board. To support Social Workers in the recruitment of new carers. Promoting the recruitment carer for	Fostering Operational Manager	Implement from September 2021	Recruitment events are being arranged for the year ahead		

4. Care Planning and Permanency to ensure the Sufficiency of Placements of CIC and Care Leavers					
Action	Lead	Timescale	Progress	RAG	Completed
children with complex need and children of black, ethnic minority background.					
2. Recruitment strategy to be reviewed.	Fostering Operational Manager	July 20	This strategy was reviewed and is being monitored via our Sufficiency Board and Supervision.		
3. To ensure the Right Children are In Care with the right support.	Sivay Heer	August 20	Monthly Permanency Tracking panels are held to review the progression of children's care plan in relation to adoption and SGO's, etc., and rehabilitation to families.	Ev.	Minutes of Panel and scorecard reduction in number of Children in Care
4. Stability and Sufficiency of Placements to be monitored.	Corporate Parenting Team Managers and Head of Service and IRO Team	Ongoing Monthly Sufficiency Board Meetings	Currently there are children who have experience three or more placements due to complex needs. However, permanency has increased, and more children are secured in a permanent arrangement.		
5. Review of care plans to ensure timeliness of plan reviews.	Julia Roberts	Ongoing	Childcare Reviews are held regularly in line with statutory expectations. These are chaired by IRO's. Drift and delay are challenged through the dispute resolution protocol. This is monitored through performance scorecard and regular supervision with IRO's and escalation of dispute resolution process.		

4. Care Planning and Permanency to ensure the Sufficiency of Placements of CIC and Care Leavers					
Action	Lead	Timescale	Progress	RAG	Completed
6. Ensuring IRO's complete dispute resolution recording on LCS and this is monitored by performance reporting	Julia Roberts	August 2020	LCS alert has been set up when dispute resolution forms are submitted ensuring oversight by JR. An SSR report has been developed and JR is discussing outcomes and challenging Chairs recording of dispute resolution within IRO supervision.	Ev.	
7. To work with our housing colleagues to ensure that our CIC and CL have appropriate accommodation.	Sivay Heer	Nov 2020	We are progressing the Ministry of Housing recommendation to ensure care leavers are supported to prevent homelessness and the joint CSC and Housing allocations is undertaken monthly to ensure good planning.		

5. To Promote the Participation and Collective/Individual Wishes and Feelings of our CIC and Care Leavers					
Action	Lead	Timescale	Progress	RAG	Completed
1. Children in Care and Care Leavers to participate within Corporate Parenting Panel (CPP) with the view to a greater responsibility to promote what their current needs and what panel can do to actively support this.	Richard Lee/ Head of Service	September 2021	Officers are working with our Children in Care Council to encourage children to attend the CPP and we have regularly been able to ensure attendance at the Panel.		
2. Children in Care Council – Our Voice is to be reformed to encourage new Young People to be part of this group	Richard Lee/ Head of Service	October/ November 2021	Meetings are planned at the beginning of the Autumn term to progress this further with young people		

5. To Promote the Participation and Collective/Individual Wishes and Feelings of our CIC and Care Leavers					
Action	Lead	Timescale	Progress	RAG	Completed
3. Introduction of Signs of Success Pathway Plans	Sophie Marshall IRO and Leaving Care Service	January 2020	This Pathway Plans have been implemented and our care leavers views are fundamental to this and appropriate support is considered as part of their transition to independence and adulthood. MK is part of the 'learning lab' for Signs of Safety and are working to ensure that Pathway plans incorporate all aspects of transition planning and that they can be effectively reviewed.		
4. To increase quality of plans the team will be offered training by our SoS consultant on the completion of pathway plans	Sophie Marshall/ Maria Rogers	July 2021	Seven training sessions were provided and were well received by those who were able to attend. Staff now feel more confident to embed this in their practice and management will continue to monitor practice. Practice will continue to be reviewed in supervision.		
5. Management sign off, of Pathway Plans needs to be clear.	Maria Rogers	July 2021	Management Decision caseload tab is now being used on LCS. Decisions are recorded alongside rationale.		
6. CCR review outcomes/actions. There is no place in the current plan for these to be recorded. Chairs currently have an inconsistent approach to recording these.	Julia Roberts	June 2021	IRO's are now recording outcomes within the Pathway Plan itself. A letter is also sent to the young person regarding the outcome of Pathway review, and this is logged on LCS		

5. To Promote the Participation and Collective/Individual Wishes and Feelings of our CIC and Care Leavers					
Action	Lead	Timescale	Progress	RAG	Completed
7. The quality of Pathway Plans was found to be inconsistent through the Ofsted inspection. Following the delivery of the training there will be a thematic audit of Pathway Plans to look at improvements in quality.	Sophie Marshall/ Maria Rogers	July 2021	Audit has taken place in May 2021 – report is attached. We will continue to monitor during supervision and reflection in team meetings.		
8. Task and Finish group led by an Independent Chair to review the Leaving Care Exit Questionnaire and ensure it is meaningful for all children leaving care not just those reaching 18.	Julia Roberts	October 2021	This is in the process of being implemented as it was delayed by Covid but continues to be a priority.		
9. Participation and attendance within Statutory Review to be encouraged	Julia Roberts	Ongoing	Children participation is good, and this is expressed through completion of consultation documents and views via social media apps. IRO's also meet with children YP before the review. Attendance is still an area of improvement although Virtual Attendance over Covid has increased.		
10. Provide Social interaction opportunities in a safe empathetic environment for CIC and CL.	Richard Lee	October 20	Children in Care Youth club and new to UK youth club and continued regular attendance pre- lockdown. Contact has been maintained with our young people with the view to restarting face to face delivery of these groups soon in the Autumn term.		