

**APPENDIX 2****CLA Participation Action Plan 2009/10**

Objective	Task	Comment
1. Mechanisms are available through which children looked-after can participate fully in service planning for looked-after children (ref CYPP and Children Looked-After Business Plan)	1. Delivery of comprehensive participation process for looked-after children, which ensures all young people can attend or contribute their views to their statutory child care review	Part of CYPP performance framework
	2. Deliver a range of activities, which enable young people and children to be involved in service development <ul style="list-style-type: none"> <li>• Provide facilitative support to Speakerbox, Southwark Young Children's Participation group</li> <li>• Support the publication and distribution of a termly magazine produced by Speakerbox.</li> <li>• Through Speakerbox termly magazine, request direct feedback about service development</li> <li>• Delivery of bi-annual listening groups to meet senior CLA management and independent reviewing officer to discuss service development and evaluation</li> <li>• Involvement of young people in participation steering group</li> <li>• Delivery of Adolescent &amp; Aftercare group work activity to obtain targeted feedback from young people</li> <li>• Undertake consultation events (fun days) for 8 – 12 age group (includes initiatives in conjunction with SpeakerBox, South London Gallery and 0-12 Service).</li> <li>• Service reviews undertaken as part of Business Planning.</li> </ul>	

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	<p>3. Deliver a range of activities to promote young people's involvement in service evaluation as follows:</p> <ul style="list-style-type: none"> <li>• Bi-annual meetings with Southwark's Corporate Parenting Committee</li> <li>• Annual review of induction programme for front line staff</li> <li>• Participation in targeted evaluations.</li> <li>• 09/10 to include UM and complaints evaluations.</li> </ul>	<p>Bi-annual meetings will be organised with the Corporate Parenting Committee with Speakerbox. These sessions will be facilitated (March and October of each year) where Speakerbox will be able to discuss with Councillors the agenda for the next six months and their views / ideas for improvement.</p>
	<p>4. Active participation in service commissioning in the following areas</p> <ul style="list-style-type: none"> <li>• Involvement in tendering processes for external contracts</li> <li>• Input into redesign of any service leaflets</li> <li>• Involvement in selection of senior staff (JNC 15+)</li> <li>• Interviews of other posts as required ie. IRO's.</li> </ul> <p>5. Delivery of "Tell it as it was" initiative whereby Speakerbox interview care leavers to record service feedback.</p> <p>6. Development and delivery of mentoring scheme (Children's Services)</p> <p>7. Undertake a review of disbursement remuneration arrangements.</p>	
<p>2. Delivery of programme to develop the knowledge and skills of looked-after children concerning participation so they can fully exploit the opportunities open to them</p>	<p>1. Involvement of young people in induction programme for new staff</p> <p>2. Involvement of young people in participation sub-group</p>	<p>Induction courses are delivered four times per year for new staff. Speakerbox has it's own slot and is involved in course evaluation meetings.</p> <p>The steering group providing leadership for the participation strategy will have a standing member from Speakerbox.</p>

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	3. Involvement of young people in presentations to Southwark events	Via the Children's Rights Officer, Speakerbox can provide input to scheduled stakeholder / conference events.	
	4. Development of children's service peer mentoring programme	Whilst the mentoring programme is not a participation initiative, it indirectly will provide skill development and opportunities for mentors to develop and enhance their making a positive contribution.	
	5. Provision of Speakerbox facilitation incl. input from Children's Rights Officer		
	6. Appointment of part-time SpeakerBox rep (project worker) to support Children's rights and participation activity.		
	7. Delivery of targeted courses and group work to facilitate young people being able to develop relevant skills	Children's Services Training Department is developing a specific accredited course for young people to develop required skills.	
	8. Involvement of young people in design and delivery of annual celebration events to celebrate achievements of looked-after children, (to include fostering/adoption fun days).	The annual celebration event is organised in October of each year and celebrates GCSE achievement and young people's awards under six categories.	
	9. Young people are involved in the editing, production and distribution of their termly newsletter.	Speakerbox supported with input from Children's Rights Officer	
	10. Training for named Speakerbox representatives involved in "Tell it as it was".		
	11. CLA service to employ two full-time looked after apprentices.		
	3. Implementation of programme to develop the workforce to ensure they possess the skills and understanding to fully integrate successful participation	1. Active involvement of young people in induction course for all new staff in Children's Specialist services (modelling)	The induction programme runs four times per year.
		2. Involvement of young people in the recruitment and selection of senior staff (JNC 15+)	

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	<ol style="list-style-type: none"> <li>3. Development of participation strategy for Children's Specialist Services about looked-after children (placed in electronic staff handbook)</li> <li>4. Involvement of Speakerbox with South Bank university to deliver inputs for social work students.</li> <li>5. Support Young London events to deliver London wide pledge and service activity.</li> <li>6. Work with Ofsted Children's Rights Dept to support their staff recruitment processes.</li> <li>7. To work with teams across specialist services as required to promote understanding.</li> <li>8. Deliver management workshop on participation for specialist services.</li> <li>9. Development of participation ambassador (champion) scheme to promote communication.</li> </ol>	<p>Participation strategy is reviewed formally once a year by the Corporate Parenting Committee alongside the two joint sessions outlined in objective 1.</p>
<p>4. Delivery of monitoring and evaluation processes about the effectiveness of Children's Specialist's participation processes and strategy</p>	<ol style="list-style-type: none"> <li>1. Development of participation steering group to oversee participation strategy / plan incl. young people on the group</li> </ol>	<p>Revamped steering group meeting March 2009.</p>
	<ol style="list-style-type: none"> <li>2. Use of Council evaluation tool (H&amp;R) to monitor progress of participation strategy</li> </ol>	<p>Links with council's corporate team responsible for overwriting participation strategy.</p>

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	<ol style="list-style-type: none"><li>1. Involvement in 13+ Induction to the A&amp;Ac Service.</li><li>2. Involvement in design and review of leaflets.</li><li>3. Contribution to training for mentors (managers).</li><li>4. Contribution to protocol/practice development.</li><li>5. Deliver pre-approval training for foster carers.</li></ol>	