

Corporate Parenting Committee

Thursday November 26 2009
1.00 pm
Town Hall, Peckham Road, London SE5 8UB

Supplemental Agenda No. 1

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Contact

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Date: November 17 2009

GCSE & EQUIVALENTS 2009

OC2 DATA DEFINITIONS	2005/06	%	2006/07	%	2007/08	%	2008/09	%
Number in cohort	57		59		61		46	
Number who sat at least 1 GCSE* examination	39	68.42%	41	69.49%	43	70.49%	28	60.86%
Number who obtained at least 1 GCSE* A*-G	38	66.67%	37	62.71%	42	68.85%	28	60.86%
Number who obtained at least 5 GCSE* A*-G	22	38.60%	19	32.20%	31	50.81%	16	34.78%
Number who obtained at least 5 GCSE* A*-C	9	15.79%	8	13.56%	12	19.67%	9	19.56%
Number who did not sit any GCSE's*	18	31.57%	18	30.50%	18	29.50%	18	39.13%

* Or Equivalent qualification

Item No.	Classification: Open	Date: 26 November 2009	Meeting Name: Corporate Parenting Committee
Report title:		Adolescent and Aftercare Service Coaching Scheme for Care Leavers Employment Education and Training for Care Leavers	
Ward(s) or groups affected:		All	
From:		Assistant Director Children's Specialist Services	

RECOMMENDATIONS

1. To note the revised and ongoing remit of the Adolescent and Aftercare Service for Looked After Children and Care Leavers aged 13-21.
2. To receive a report relating to coaching scheme being delivered for care leavers.
3. To receive a report concerning support for care leavers in achieving education, employment and training opportunities.
4. To consider what steps might be taken to engage with major council contracting projects to include specific allocations of employment and apprenticeship opportunities.

BACKGROUND INFORMATION

Adolescent and Aftercare Service

5. The Adolescent and Aftercare service was established in 2007 as part of a single business unit for looked after children and care leavers.

The Adolescent and Aftercare service (A & AC) is one of three services which make up the overall service for children in care and care leavers, these being the:

- Adolescent and Aftercare service
- Services for children in care 0-12
- Adoption & Fostering Services

Each service area is led by a service Manager consisting of a number of social work teams and support from administration, finance and specialist co located staff.

6. The Adolescent and Aftercare service provides the care planning function for looked after children aged from the age of 13-18 and aftercare support until the young person achieves the age of 21 (24 if attending university/higher education).

7. The Adolescent and Aftercare service has four teams which provide the full range of services for looked after children and care leavers (13-21). These being:-
- Two teams for children in care aged 13-18
 - An aftercare team for care leavers aged 18-21 (24 if in university or higher education).
 - One team for unaccompanied minors and unaccompanied minor care leavers.
8. The main remit of the Adolescent and Aftercare service is:
- Effective care planning to include health, education, pathway and transition plans
 - Maintain meaningful contact and support for young people who have left care up to age of 21.
 - Deliver support to young people who wish to attend university/higher education up to the age of 24.
 - In partnership with PCT, SLAM and Specialist Health Trusts and DTA deliver effective health interventions to include reducing teenage pregnancy and substance misuse.
 - Deliver specialist partnerships with Police, Community Safety and Youth Offending Services to address issues relating to youth offending including children in care who are on the cusp of crime or associating with gangs.
 - To work alongside colleagues in schools and children's services to narrow the gap relating to attainment especially at Key Stage 4 (GCSE)
 - Deliver a range of interventions post 16 to promote semi independence training including group work, mentoring, life skill training and placement stability.
 - Deliver effective participation arrangements with young people and Speakerbox to improve and shape services.
 - Working in partnership with Southwark housing, supporting people (including Adult Services) and the private sector (commissioned services) deliver appropriate living accommodation for care leavers post 18
 - Deliver an effective strategy to support young people in employment, education or training from the age of 16 -21. Delivered in partnership with Connexions, Southwark works, Southwark College, Council Apprenticeship Scheme and targeted youth support.
 - Provide specialist advice, intervention and support, specific to

unaccompanied minors and unaccompanied minors leaving care

KEY ISSUES FOR CONSIDERATION

Adolescent and Aftercare Service

- 9 The Adolescent and Aftercare Service currently has 293 looked after children of which 42 are unaccompanied minors (as at 30th October 2009).
- 10 The service also supports 371 care leavers (of which 133 are unaccompanied minor care leavers).
- 11 The key performance indicators relating to the Adolescent and Aftercare Service are included in the overall performance report submitted to the Corporate Parenting Committee.
- 12 Currently the Service Manager post for the Adolescent and Aftercare Service is vacant following the retirement of the previous post holder after nearly thirty years of service with the London Borough of Southwark. It is hoped that by the time of the Corporate Parenting Committee meeting on 26th November an appointment will have been made.

Employment, Education and Training

- 13 The current economic climate is having a significant impact upon national unemployment levels which has been noted to be particularly affecting the 16-24 year old age group.
- 14 Each care leaver has an allocated personal advisor from the age of 17 years and 9 months who has lead responsibility for coordinating plans to wherever possible ensure the person has access to employment education and training opportunities.
- 15 The Adolescent and Aftercare Service also has access to a number of co located staff from other services who specifically target age group (16-21) accessing employment, education and training, these being
 - Employment Advisor (joint funded with Southwark Works)
 - Advisory Teacher to promote post GCSE study (joint funded with Children's Services)
 - Connexions Advisor (funded by Connexions Services)
- 16 Southwark Council's learning and development service also works in close partnership with the Adolescent and Aftercare Service to deliver apprenticeships and targeted coaching for care leavers
- 17 The children looked after service has also established three apprenticeship posts for care leavers within its staffing structure.
- 18 From 29th July a multi agency steering group was established to develop a

targeted strategy for children in care (16+ and care leavers).

- 19 Appendix 1 outlines the draft partnership strategy and action plan to support children in care and care leavers accessing employment, education and training. Many of this group present extremely challenging behaviors' and have experienced chaotic lifestyles before coming into the care system at a late stage. This strategy therefore includes a number of targeted services which can offer the flexibility and patience required to successfully re-engage this group.
- 20 Appendix 2 outlines this years current performance (KPI at 19 years of age) and gives information as to some of the challenges being faced by the young people who are not in employment, education and training on their 19th birthday.

Launch of coaching scheme for care leavers

- 21 In partnership with Southwark's learning and development service, agreement was reached that the current council coaching scheme delivered by Managers for new staff and junior managers would be used to also provide a resource for care leavers. This scheme enables senior managers (Hay 12 and above) at the point of completing their coaching training to opt whether they would wish to coach a care leaver rather than a Southwark member of staff. Should managers opt to do this they receive further training to coach a young person and managers will then be matched with a care leaver. This has required careful planning as we needed to ensure that Managers were clear about the responsibilities involved as it is imperative that coaching partnerships are not lost due to the Manager moving on or not being adequately prepared or equipped for the task.
- 22 Arrangements have also been put in place to provide ongoing support for coaches and access to advice should there be any specific concerns or difficulty.
- 23 Appendix 3 is a flow chart indicating the process through which senior manager may opt to join the scheme.
- 24 Appendix 4 is a leaflet provided for care leavers about the scheme.
- 25 Appendix 5 is the document supplied for managers outlining the scheme.
- 26 The scheme was launched in August 2009 with an invitation from Romi Bowen Director of Children's Services (see Appendix 6) inviting current senior managers who have already completed their training to opt to join the scheme.
- 27 33 senior managers expressed their interest in the scheme including the Chief Executive. Briefing sessions were delivered at Bradenham House (Adolescent and Aftercare Services) which included input from a care leaver (Adrian White who hosted the recent celebration ceremony).

- 28 18 managers have subsequently attended the three day training course and on the 9th November the first group of care leavers have been matched with senior managers as their coaches.
- 29 In addition to the obvious benefits afforded to the care leavers by having an experienced manager working with them as their personal coach, it is also hoped that the needs of care leavers in general will be profiled across the council as senior managers from various departments are "attuned" to specific issues and how services might be shaped or referral pathways improved to target this particular group. The CLA service also hopes that the coaches consider shaping their services slightly in future to establish apprenticeship posts which might benefit care leavers.

POLICY IMPLICATIONS

- 30 There are no new policy implications attached to this report.

RESOURCE IMPLICATIONS

- 31 The Adolescent and Aftercare Service delivers statutory provision for looked after children and is delivered within current resources allocated to the children's looked after service.
- 32 There are no additional resource implications for the coaching scheme or the education and training strategies. The significant developments and targeted interventions outlined in these strategies outlined do not require additional funding as they are seeking to engage existing resources within the council in a more effective and targeted way.

CONSULTATION

- 33 As part of the overall looked after service, the Adolescent and Aftercare Service has a key role in delivering direct involvement of young people in their individual service plan and in evaluating and shaping service delivery.
- 34 Young people and care leavers were involved in shaping the coaching scheme and in delivering briefing sessions to interested managers.

APPENDICES

No.	Title
Appendix 1	Draft partnership strategy and action plan to support children in care and care leavers accessing employment, education and training
Appendix 2	Outlines this years current performance (KPI at 19 years of age) and gives information as to some of the challenges being faced by the young people who are not in employment, education and training on their 19th birthday.
Appendix 3	Flow chart indicating the process through which senior managers can opt to join the scheme.

Appendix 4	Leaflet provided for care leavers about the scheme
Appendix 5	Document supplied for managers outlining the scheme.
Appendix 6	Invitation from Romi Bowen Director of Children's Services inviting current senior managers who have already completed their training to opt to join the scheme.

AUDIT TRAIL

Lead Officer	Assistant Director Children's Specialist Services & Safeguarding	
Report Author	Head of Services for Children in Care	
Version	Final	
Dated	17/11/09	
Key Decision?	Yes	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / EXECUTIVE MEMBER		
Officer Title	Comments Sought	Comments included
Strategic Director of Communities, Law & Governance	No	No
Finance Director	No	No
Executive Member	Yes	No
Date final report sent to Constitutional/Community Council/Scrutiny Team	17 November 2009	

Children Looked After Services: Draft Employment Education & Training Strategy

Introduction

There is a comprehensive service in place for care leavers providing a wide range of universal and targeted support including personal welfare, life skills, training and finance. This service is delivered by the Adolescent and Aftercare Service (A&ACS) for those aged 13-21 years, which is part of the overall service for children in care

This service provides support across a range of partners and services including Named Nurses, CAHMS, Connexions, Employment Advisors, Substance Misuse Specialists, Housing and dedicated teams for unaccompanied minors and education support.

The Adolescent and Aftercare service is committed to raising the standards of achievements for all 19 year old care leavers whether they are resident in Southwark or living elsewhere. This strategy paper sets out how the A&AC and key partners intend to do this within the context of Southwark's 14-19 year old strategic plan and the National 14-19 reform programme.

The A&Ac's aim is therefore committed to developing creative, autonomous learners who, irrespective of background have a right to the very best learning opportunities and a genuine choice of how to participate in the knowledge economy in the 21st century" (*Southwark 2016*)

Context for the strategy

All care leavers are allocated their own personal advisor in the adolescent and aftercare service when they reach the age of 18. Each care leaver will have had a pathway plan developed with them from the age of 16 identifying how they will prepare for independence, achieve economic wellbeing and make a positive contribution.

The Southwark 2016 plan identifies reducing the proportion of 16 – 19 year olds not in education, employment or training as a priority. Care leavers have been identified by the government as a particularly vulnerable group requiring specific targeted activity within overall council strategies. This document and action plan will articulate those specific areas which will build upon Southwark's current public service agreement (PSA) and relate to Southwark's initiatives around increasing levels of achievement and development of 6th form places. The Adolescent and Aftercare Service recognise that care leavers do not routinely have access to extended family and social networks and are far more likely to have experienced trauma through their childhood and disruption to their education/curriculum journey.

It is therefore of great importance that the Adolescent and Aftercare service is able to work with key partners to deliver a permanent and safe living environment for carer leavers from the age of 18 which incorporates easy access to a named personal advisor, secure housing, adequate finance and a sense of hope/aspiration. Attainment support and targeted interventions will not succeed unless these core supports are in place and effective.

Strategy Ownership and Overview

The strategy for delivering employment education and training opportunities for care leavers is to be seen within the context of Southwark's strategic plan for 14-19 year olds (overarching strategy) and linked with the strategy for the Youth Offending Service (vulnerable group).

The strategy for care leavers will be overseen by multi agency group responsible for the development, delivery and evaluation process (for group terms of reference please see appendix 1).

This group will meet three times a year and has lead decision makers from the following services

- Adolescent & Aftercare Service
- Connexions
- Southwark Works
- Southwark College
- Southwark Apprenticeship Programme
- 14-19 Partnership
- Job Centre Plus
- Early Years
- CLA Education Team

This group will have some representation on Southwark's 16-19 year old partnership

Cohort Tracking

The steering group will have a small operational team (sub group) who will be responsible for tracking each year cohort at 16, 17 & 18 years of age to deliver support, preventative interventions and targeted interventions for each looked after child and care leaver between the ages of 16 and 19.

The cohort tracking group will also identify trends/issues /service gaps which impact upon the group not accessing Employment, Education and Training. This information will be fed back to the multi agency to develop new interventions, services and partnerships to address identified needs.

The Strategy for delivering outcomes for the 16-19 year old age group to enhance achievement of education, employment and training by the age of 19 fall into three main priority areas, these being: -

1) Raising achievement

Delivering and promoting access to a diverse range of learning opportunities between the ages of 16 -19 to raise aspiration and engagement.

The key components of this priority is as follows:

- dedicated, co located education advisor for year 12 & 13 (part time post – part of the CLA educational team)
- partnership with Southwark College
- provision of secure and appropriate living accommodation for care leavers
- provision of PC or laptop to all looked after children and care leavers in HE/FE
- access to a matched coach (18+)
- provision of financial support from the Adolescent and Aftercare Service for care leavers wishing to attend university
- provision to facilitate care leavers remaining with their foster carers post 18 to complete their A levels or HE studies.
- co-located Employment Advisor to support education, employment and training advice
- allocation of a personal advisor at 18 with appropriate knowledge and training to provide assistance and motivation.
- delivery of pathway plans which articulate detailed objectives and goals for children in care and care leavers.
- Accessing 6th form and college placements

2) Reducing the number of children in care and care leavers (16-19) not in employment, education and training.

Evidence shows that early preventative measures coupled with interventions and supportive actions can make an significant impact. This function will be delivered through the cohort tracking group (see above) which will address the plans and progress of each looked after child and care leaver within each year cohort.

This priority area can be broken into three specific areas:

2a) Preventative action

- group work programme delivered by Adolescent & Aftercare Service
- allocated Social Worker and Personal Advisor able to escalate concerns at early stage to support network and cohort tracking group
- cohort tracking group able to identify those most at risk and requiring additional support
- pathway plans (16-18), independently overseen by Independent Reviewing Officer (IRO) to ensure that targets/interventions identified are implemented within set timescales.
- delivery of finance management courses for 17 year olds as part of independent reviewing officer (IRO) to ensure that targets/interventions identified are implemented within set timescales.
- systematic support and tracking provided for all 16-18 year olds by Connexions Service
- Support from co-located 16 plus education advisor and employment advisor to assist young person (16-18) maintain relationship with educational establishment or employer. (CLA Education Team)
- Matching with coach from Southwark's care leaver scheme (18+)

2b) Targeted Intervention

Within the 16-19 year old cohort of looked after children and care leavers there are number who have very specific needs due to chaotic lifestyles.

The Adolescent and Aftercare Service and Partner Agencies will deliver a number of targeted interventions to provide opportunities for this most difficult to reach group.

- role of co-located employment advisor to develop tailored employment opportunities
- partnership with Job Centre Plus
- partnership with council's apprenticeship scheme
- accessing services available through Southwark's Youth Offending Service to support young people being discharged from Youth Offending Institutions
- targeted Interventions overseen by cohort tracking group to ensure delivery and service cohesion for those not in EET.
- partnership with early years service to deliver support and advice concerning day care
- Southwark College – targeted 19 year old project.

2c) Sustainability

The strategy needs to ensure that where preventative action or targeted intervention is required, there is ongoing support to ensure that young people do not slip back. It is also important that there are support networks in place which are available and flexible to respond quickly when young people are ready to re-engage with employment, education and training.

This priority will be delivered through: -

- targeted programmes provided through partnership with Southwark College
- tracking afforded through co located connexions staff, employment advisor and 16+ education worker
- allocated social worker, personal advisors and specialist staff are able to work with those young people placed outside of Southwark and engage local resources
- role of cohort tracking group and independent reviewing officers to ensure that agreed interventions and pathway plans are delivered to sustain young people in employment, education and training opportunities

3) Effective information advice and guidance

It is recognised that a key to achieving both the above priorities is the need for effective information, advice and guidance. This is a key element of the strategy as it will assist looked after children and care leavers to become more self reliant and informed – thereby managing their personal and career development. This will be delivered through a number of key mechanisms: -

- provision of accurate and up to date information on opportunities, progression routes, choices and where to find help and how to access it
- the provision of advice through the adolescent and aftercare group work and drop in programme
- direct input from employment advisors, coaching scheme, connexions and CLA education team.
- training and comprehensive service guide available for social workers and personal advisors in the adolescent and aftercare service
- information guide available to Southwark Foster Carers concerning choices for young people in years 12 & 13 and beyond.

Achievement Framework

The Adolescent and Aftercare Service have a number of key performance indicators relating to care leavers. These are as follows:-

- The percentage of care leavers who are in suitable accommodation on their 19th birthday
- The percentage of care leavers who on their 19th birthday are in employment education and training
- The percentage of young people leaving care who have obtained 5 GCSE's Grade A to G (APA 3073 SC)
- The percentage of young people leaving care having obtained 1 GCSE Grade A to G (APA 3072 SC)

These performance indicators are part of the performance framework and are published annually and specifically cross referenced with Southwark's statistical neighbours.

In addition to the statutory performance indicators it is proposed that this strategy is appraised against the following additional outcome indicators:-

- the number and percentage of young people on their 19th birthday who are attending university
- the number and percentage of young people on their 19th birthday who have been matched to a coach under Southwark's scheme
- the percentage of young people on their 19th birthday are resident in the London Borough of Southwark
- the percentage of young people on their 19th birthday who have a Southwark tenancy

Partnership Services

All services who are delivering support and interventions to this vulnerable group will have clearly identify what is available and clarify referral pathways of service thresholds and referral pathways.

These service descriptions are laid out fully in Appendix 2 which will be used as a resource guide for key staff.

Partnerships Strategy and Action Plan to support children in care and care leavers accessing employment, education and training **Appendix 1**

Appendix 1: Strategy Group Terms of Reference

Appendix 2: Employment Education and Training Support and Resources for CLA – Service Descriptors

Appendix 3: CLA and Care Leavers Employment Education and Strategy Action Plan 2009 – 2011

Objectives	Task	Success Criteria	Timescale	Lead
Raising Achievement - promoting and accessing a diverse range of services	Dedicated, co-located education advisor for years 12 & 13 (part time post – part of CLA education team)			
	Access to a matched coach (18+)			
	Co-located employment advisor to support education, employment and training advice			
	Accessing 6 th form and college placements			
2a) Preventative Action	Group work programme delivered by Adolescent & Aftercare Service			
	Cohort tracking group able to identify those most at risk and additional support			
	Delivery of finance management courses for 17 year olds as part of independent skills training			

Partnerships Strategy and Action Plan to support children in care and care leavers accessing employment, education and training **Appendix 1**

	Systematic support and tracking provided for all 16-18 year old by Connexions Service			
	Matching with coach from Southwark's care leaver scheme			
2 b) Targeted Intervention	Role of co-located employment advisor to develop tailored employment opportunities			
	Partnership with Job Centre plus			
	Accessing services available through Southwark's Youth Offending Service to support young people being discharged from Youth Offending Institutions			
	Targeted Interventions overseen by cohort tracking group to ensure delivery and service cohesion for those <u>not</u> in EET			
	Partnership with early years services to deliver support and advice concerning day care.			
	Southwark College – targeted 19 year old project			
2c) Sustainability	Targeted programmes provided through partnership with Southwark College			
	Tracking afforded through co-located connexions staff, employment advisor and 16+ education worker			

Partnerships Strategy and Action Plan to support children in care and care leavers accessing employment, education and training

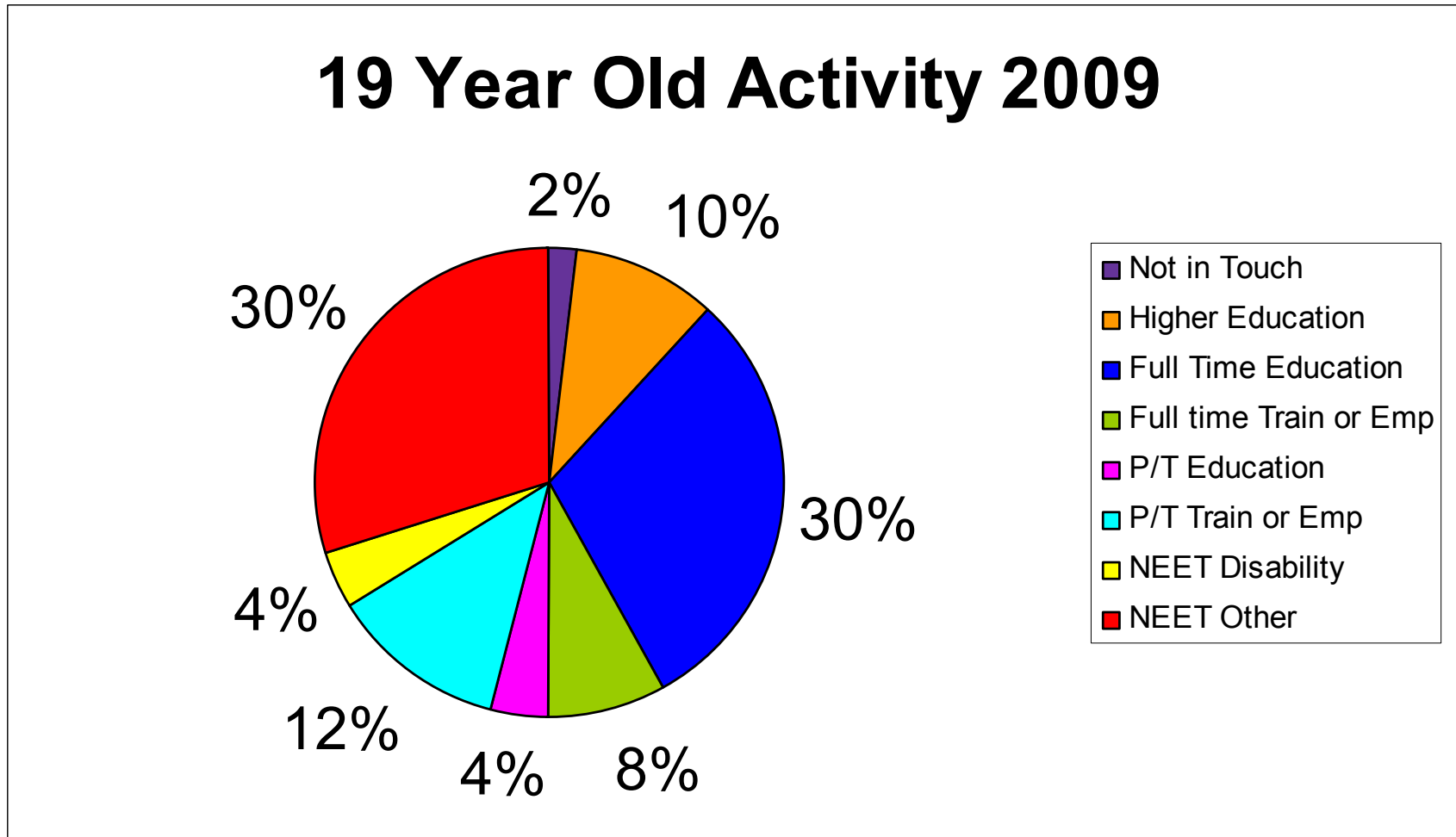
Appendix 1

<p>3) Effective Information and Advice and Guidance</p>	<p>Provision of accurate and up to date information on opportunities, progression routes, choices and where to find help and how to access it</p>			
	<p>Training and comprehensive service guide available for social workers and personal advisors in the adolescent and aftercare service</p>			
	<p>Information guide available to Southwark Foster Carers concerning choices for young people in years 12 & 13 and beyond.</p>			

OC3 Activity on 19th Birthday 2009/10

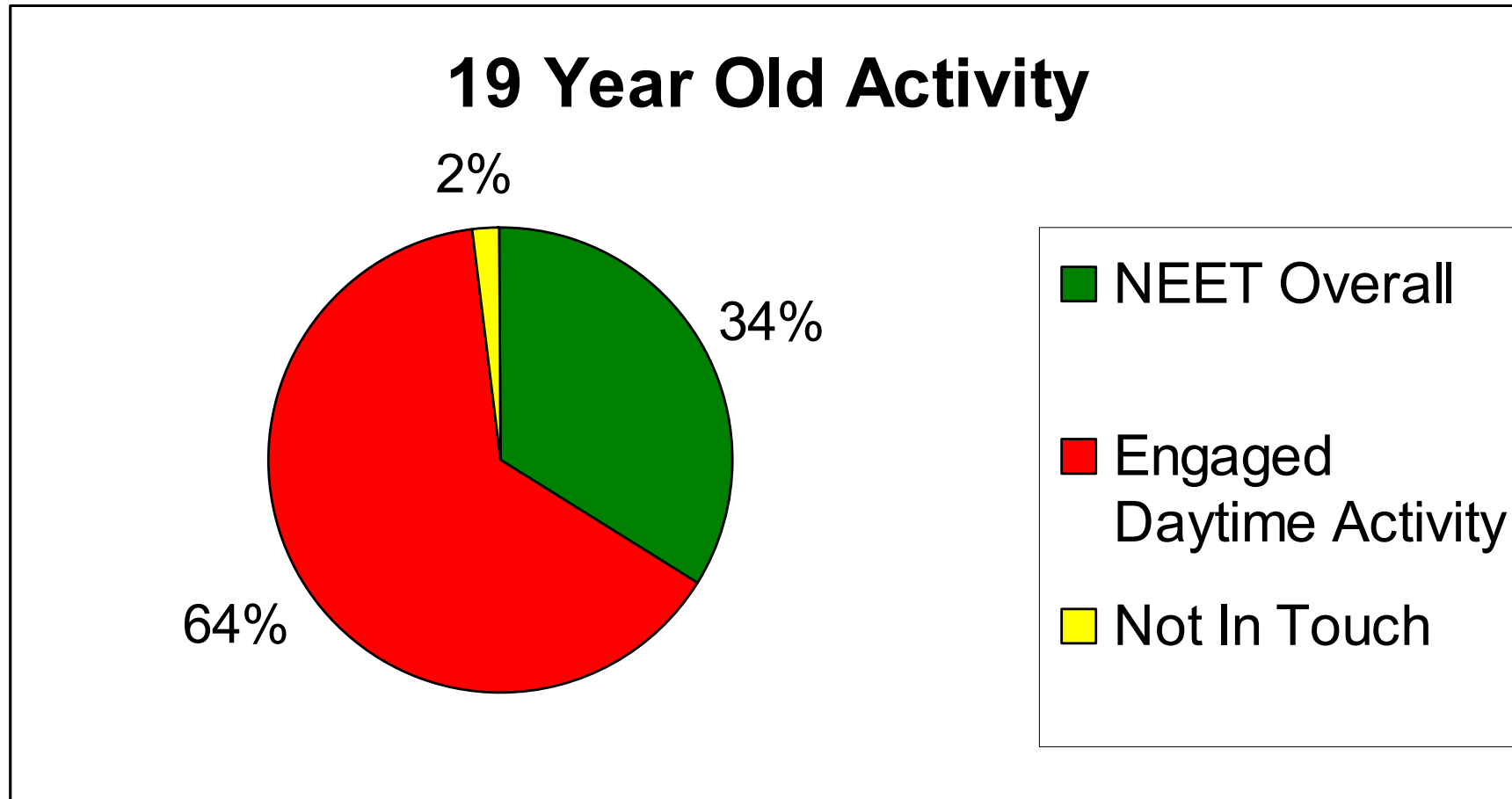
Appendix 2

The 2009/10 cohort is 80 and these charts represent 50 young people who have reached 19 years to date as at 30th September 2009.

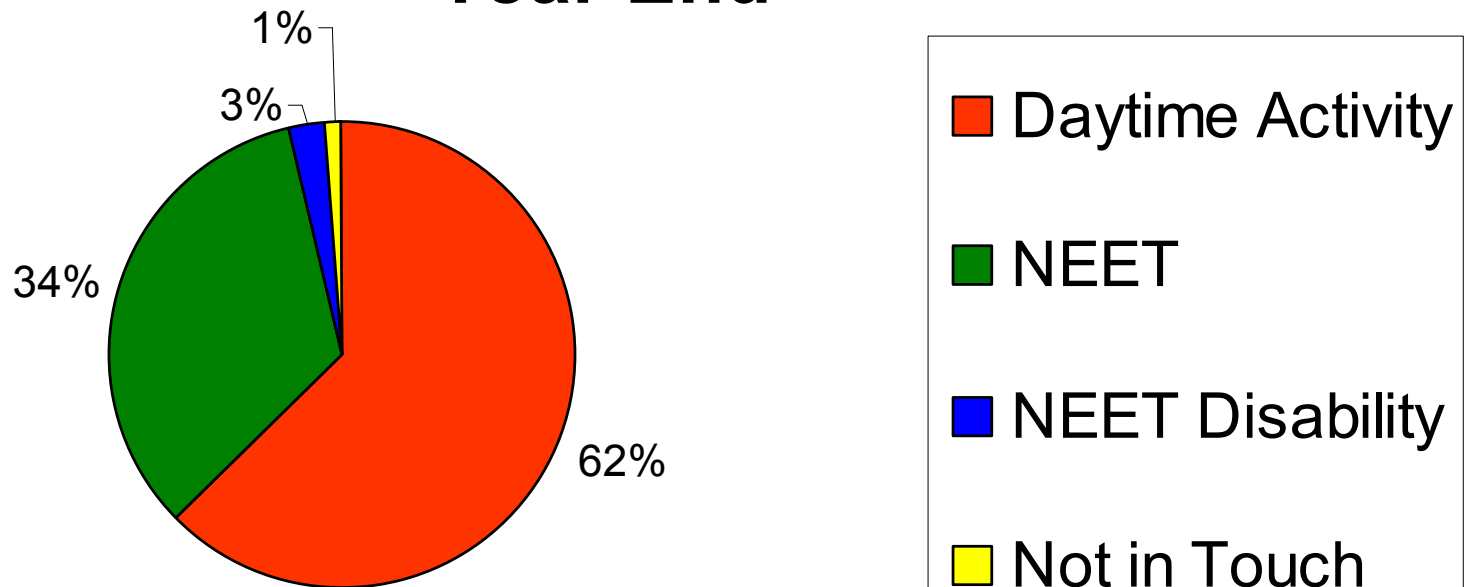


OC3 Activity on 19th Birthday 2009/10

Cohort Summary as at 30th September 2009



Projection 19 Year Old Activity at Year End



OC3 Activity on 19th Birthday 2009/10

OC3 Activity on 19th Birthday 2009/10

Current NEET within the 19 year old group as at 30th September 2009

YP Initial	Age	Reason NEET
RB	19	Mental Health Section 3 detained
MM	19	In Custody possible release December 2009
CF	19	Gang member with mother / alleged drug running for mother, aggressive and sexualised behaviour particularly around women.
DU	19	5 months pregnant gave up college to concentrate on pregnancy, English is her second language. Plans to return to college at later stage.
KT	19	Unemployed at 19th birthday, since started Councils apprenticeship scheme
JS	19	Lost Job as Estate Agent in December 08 since then very little contact with the service, despite referrals to Employment Adviser.
AS	19	No UK status
MJ	19	Serving an indeterminate sentence under sec 37/41 of the Mental Health Act, secure Adolescent unit at the Bethlem Royal Hospital
JW	19	Was in Custody on 19th birthday and now living with his Father in Southampton. Little contact with the service in the last year despite our efforts.
CHU	19	No UK status
KR	19	Young Mother considering return to college but not clear about what she wants to do. No qualifications - childcare would be costly.
CFD	19	Mother, issues with childcare now on Southwark College Course
DW	19	In Custody
KW	19	In Custody
SS	19	Issues of DV, moved back to Mother, not engaging with the service.
LD	19	Lives in Louth and in process of moving back to Southwark, little engagement with the service and some suggestion she may be working cash in hand.
DJ	19	Missing Not in Touch
DD	19	NEET- excluded from Southwark

OC3 Activity on 19th Birthday 2009/10

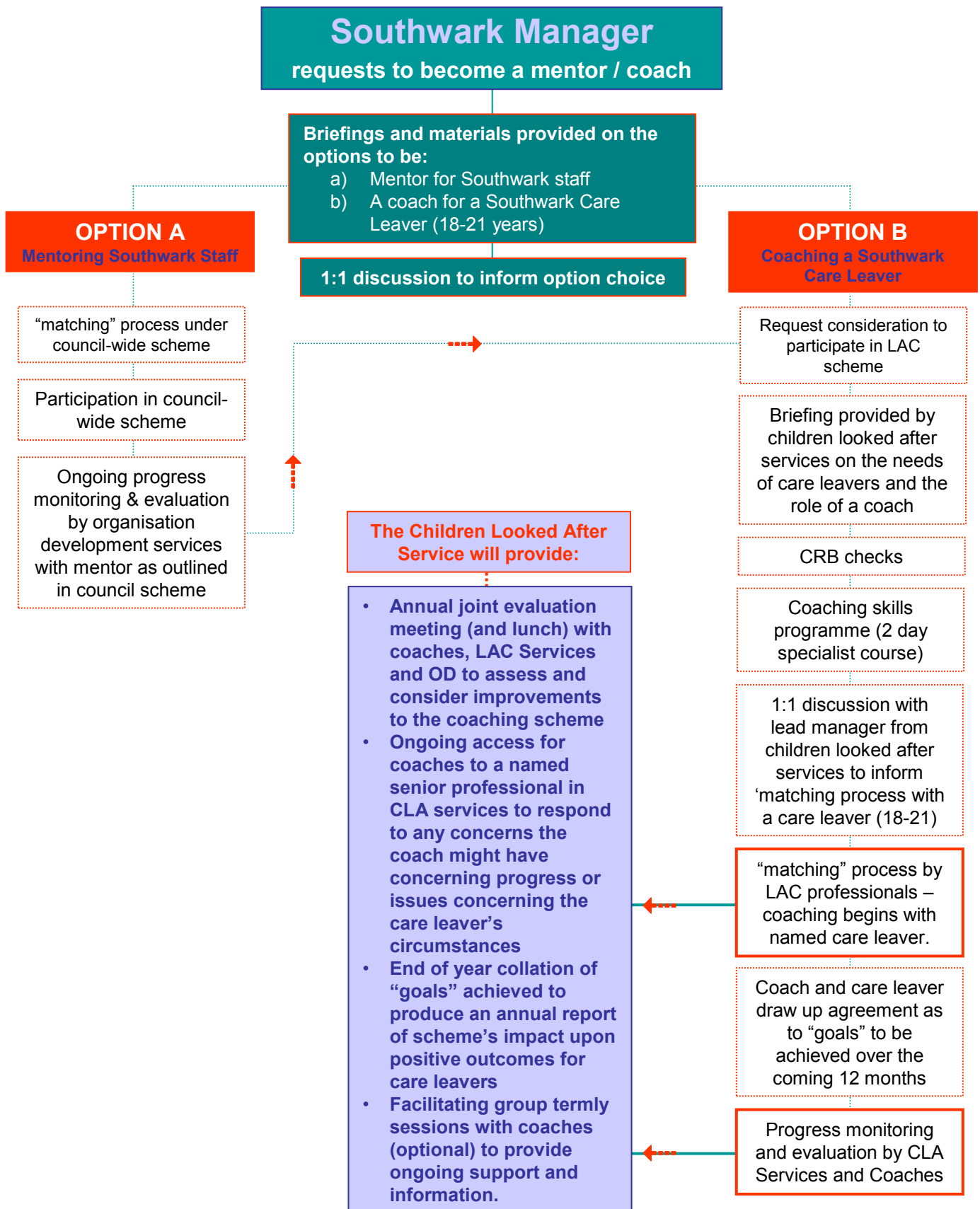
18 Year olds within the cohort and their current daytime activity year end tracking

YP Initials	Date of Birth	Age	status prior to 19. At 5/10/09
AD	05-Dec-90	18	deported?
NC	07-Nov-90	18	EET
FN	11-Nov-90	18	EET
IW	25-Nov-90	18	EET
WR	02-Dec-90	18	EET
RD	04-Dec-90	18	EET
DM	05-Dec-90	18	EET
FU	05-Dec-90	18	EET
TVD	10-Dec-90	18	EET
RK	25-Dec-90	18	EET
EK	25-Dec-90	18	EET
YO	25-Dec-90	18	EET
GN	05-Mar-91	18	EET
JLHF	14-Mar-91	18	EET
LMCR	03-Nov-90	18	Missing Not in Touch
VS	07-Mar-91	18	NEET
RP	17-Dec-90	18	NEET- baby
RH	12-Feb-91	18	NEET baby
MO	27-Mar-91	18	NEET not engaging; LAC baby
CA	30-Oct-90	18	NEET pregnant
JS	24-Dec-90	18	NEET pregnant
CM	06-Dec-90	18	not engaging MH Issues NEET
TD	15-Nov-90	18	Southwark College?
BS	13-Jan-91	18	Southwark College?
LF	10-Feb-91	18	Southwark College?
AI	01-Mar-91	18	Southwark College?
SB	30-Dec-90	18	YOI NEET
MLW	20-Mar-91	18	YOI & pregnant NEET
SM	07-Feb-91	18	NEET
CL	16-Mar-91	18	EET Roehampton University

Outline remaining 18 year olds in cohort

Deported	1
EET including 1 at university	14
Not in Touch	1
NEET	10
Southwark College	4
Total	30

Mentoring and Coaching Options



What is coaching?

You're leaving care and you've got lots of choices ahead of you. However, you may still need to speak to someone about what you want to do.

Coaching helps you to think about your goals and aspirations and then identify the steps you need to take to achieve them. It is a way of identifying your skills and knowledge.

Whether it's help with finding a job or getting into university, looking after your home or building support networks, someone with a wide range of life experience can guide you through life's challenges more effectively.

- Coaching enables you to explore your choices and realise your potential
- It also gives you the space to decide what you want for yourself

What happens in a coaching session?

A coach will work with you to help you achieve a specific goal. It usually lasts for a short period of time, but you will both agree how long you will work together.

A coaching session can:

- Create a safe place for you to talk about what you want from your life
- Give you a chance to speak about any challenges you face and how to overcome them
- Help you focus on identifying and improving your skills
- Provide you with feedback on your strengths and your weaknesses

Who will be my coach?

Managers from across the council have offered their time to coach a young adult as they leave Southwark's care when they are 18 years old.

Each coach has had training on coaching young adults. They have lots of life knowledge and experience, which we hope will be useful to you.

Your coach will be committed to working with you and will want to build a relationship that is based on mutual trust and respect.



Confidentiality

What you discuss with your coach will remain between the two of you. However, if your coach is worried about something you tell them, they may need to seek advice from someone in the aftercare service.

When you first meet your coach, you will both decide what information will stay between you and what kinds of things can be shared.

How do I get a coach?

If you are interested in having a coach, or just want more information, then please complete the form below and leave it with the receptionist at 1 Baderham Close, SE17 2QA or the group worker.

Name: _____

Contact number: _____

What help do you think a coach can give you?

Translation or other formats
If you require help with translation or other formats such as audio or large print, please visit the addresses below.

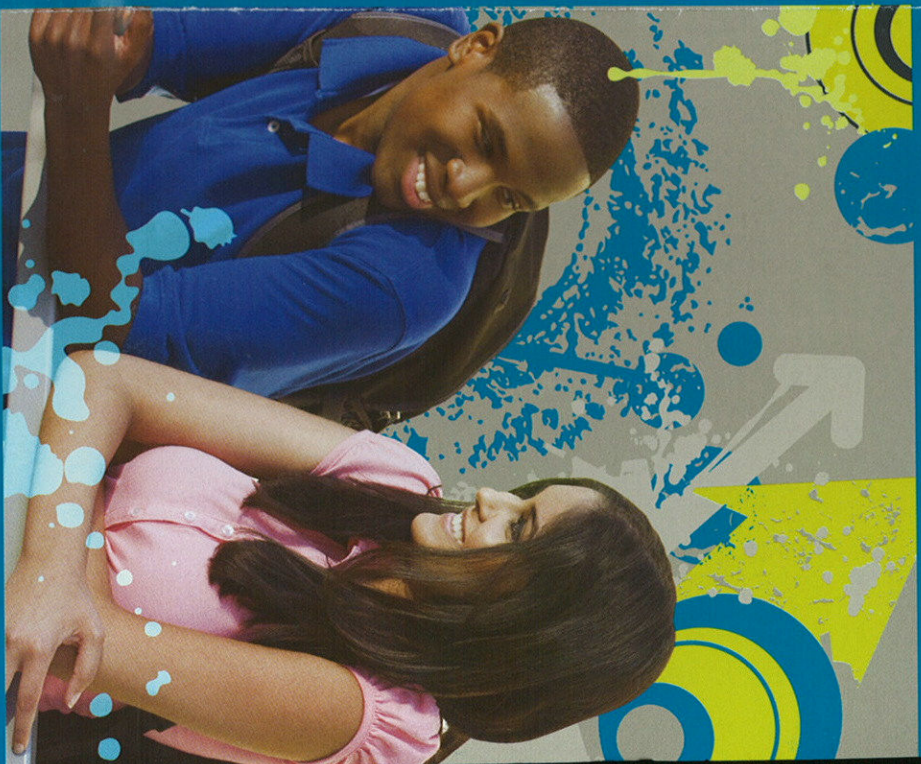
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Coaching for care leavers

Information for young adults



Southwark Council

Coaching for care leavers



Endorsement by the strategic director for Children's Services: **Romi Bowen**

Providing the best support we can for our young people as they begin the exciting journey into adulthood is a top priority for the Council. For those leaving the council's care it is especially important that we do all we can to help them succeed in education, work and society. I know that Southwark Council's staff are passionate about making life better for people in Southwark, so I'm delighted that this coaching scheme will give staff from all parts of the council the opportunity to make a real difference to a young person's life.

Coaching offers our young people unique support, complimenting the services we already provide. It gives young people the opportunity to work out their goals and to work towards achieving these with the guidance and help of a more experienced adult. Coaches will benefit too; by developing valuable skills, gaining practical experience and making a real difference in the local community.

I want to take this opportunity to thank the staff who volunteer to support this important initiative as it's a great contribution to our shared aspiration to improve our young people's life chances.

Romi Bowen
Strategic Director, Children's Services

Introduction

As part of the council's commitment to helping young people make the transition from care to independent adult living the Coaching for Care Leavers scheme adds a unique strand to the support already provided.

Whether it's help with finding a job or getting into university, looking after their home or building support networks, a more experienced adult can help a young care leaver navigate life's challenges more effectively.

Objectives

The objective of the coaching programme is to help young people identify their goals and to work towards achieving them.



How the scheme works

Southwark's coaching scheme builds on the learning and success of other schemes around the UK, but adds a unique dimension. Where other schemes recruit coaches from the local community or from children's services teams, the Southwark scheme provides managers from all parts of the council the opportunity to provide coaching to a young person as they leave Southwark's care.

1. Recruiting and developing coaches

It is important that council staff volunteering to coach a young person have the support and skills necessary to be successful in this role. The process below is designed to ensure positive benefits for both the coach and the young person.

Step 1: Complete the mentor development workshop

When working with care leavers there will be times when mentoring activity will be most helpful and at other times a coaching approach will be needed. Mentor development workshops are delivered about once every two months. These workshops have been used for several years to develop mentors as part of the Southwark Council Mentoring Scheme the Staff who have already attended the workshop and worked with a mentee will not need to repeat this stage. For more information about mentoring see <http://thesource/Newssectionlandingpage.asp?id=19896&cat=956>.

Step 2: Attend a Children's Services briefing

This two-hour briefing gives volunteers an opportunity to learn about the looked after children's service and the typical challenges faced by young people leaving care. The session will also cover the likely challenges you as a coach/ mentor would face, when to ask for help and who to contact. You can find out more about the service at the following link: [Support for Young People Leaving Care](#).

Step 3: Complete an application form

The form allows us to gather information that will help us to make a compatible match between coach/mentors and young people. The nature of this project requires the council to undertake CRB checks for coach/mentors and the form will ask for your permission to do this. For more information about CRB checks follow this link: <http://www.crb.gov.uk/default.aspx?page=4762>. See the application form here (add hyperlink).

Step 4: Attain a coaching qualification

Volunteers will undertake a three day coaching programme leading to achievement of the Certificate in Leaderful Youth Coaching (CLYC) Coaching Qualification This is accredited by the International Coach Federation, the largest professional coaching association in the world: www.coachfederation.org.uk.

Once volunteers complete this process the scheme co-ordinators will look at the information available to identify a suitable match with a young person.



2. Promoting the scheme with young people

Mentoring and coaching works best when both parties enter the relationship voluntarily. All young people who join the scheme will do so because they want to. The scheme is promoted to young people by distributing leaflets and through contact with their personal advisers, who have been briefed on how the scheme works and who can benefit. A referral form will be completed to allow the scheme co-ordinators to make the best possible match between young people and coach/mentors. In setting up the scheme, the council has consulted with young people through Speakerbox. <http://www.whtvr.org/get-involved/whats-your-thing/speaker-box>

3. Getting started with coaching

Once a match between a young person and a volunteer has been proposed and is accepted by both parties an introduction session will take place. This will be a group session facilitated by the scheme co-ordinators.

4. Continuing support and development

Confidentiality is critical to the success of any coaching or mentoring relationship. Coach/mentors will however be asked to keep a record of where and when their meetings took place and whether progress has been made in setting and achieving goals. Coach/mentors will be able to contact the scheme co-ordinators if they have any problems or if there is a need to re-consider the relationship and development sessions on specific subjects will be organised as needs arise.

Appendix 6 Letter from Romi Bowen

Dear Colleague

An offer and a request...

As part of our commitment to helping young people leaving Southwark's care, the council is launching a Coaching for Care Leavers programme. My request is that you consider signing up to work with a care leaver and help them make the best possible start to their independent adult lives.

Southwark's four hundred plus care leavers are a diverse group of young people (18 – 21 yrs old) with a wide range of skills and aspirations. Some are starting out at college or university whilst others are still trying to find their first jobs. Most are learning to find their feet when it comes to independent living and some have particular responsibilities in their life such as looking after a child.

The Southwark Coaching for Care Leavers scheme aims to provide young people with a unique relationship in their lives that can help motivate them to set and work towards achieving personal goals. The voluntary and confidential nature of the relationship offers a chance for the young person to benefit from the learning and wisdom of a more experienced adult. And it will give the coach and mentor the satisfaction of really making a difference to a young person's life.

What I can offer you in return is all of the information, training and support you'll need to be an effective coach and mentor for a young person, including a coaching qualification from the International Coach Federation.

Details of the scheme can be found at the following link.. If you are interested in volunteering for this important project, please register for the briefing session which will take place on July 1, 2009 from 2pm until 4pm, at 1 Bradenham Close, London SE17 2QA by replying "yes" to this message. If you have any questions, please contact Robert Lang in Organisational Development on extension 52816.

As you would expect we will ask all volunteers to have a police check.

Kind regards

Romi Bowen
Strategic Director of Children's Services

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John Howard			

Dated: November 17 2009