

## Corporate Parenting Committee

Thursday November 26 2009  
1.00 pm

### Membership

Councillor Lisa Rajan (Chair)  
Councillor Veronica Ward (Vice-Chair)  
Councillor Barrie Hargrove  
Councillor Adedokun Lasaki  
Councillor Eliza Mann  
Councillor Olajumoke Oyewunmi  
Councillor Lewis Robinson  
Councillor Althea Smith  
Chris Sanford  
Barbara Hills

### Reserves

Councillor James Barber  
Councillor John Friary  
Councillor Michelle Holford  
Councillor Caroline Pidgeon  
Councillor Sandra Rhule  
Councillor Ian Wingfield

---

### INFORMATION FOR MEMBERS OF THE PUBLIC

---

#### Access to information

You have the right to request to inspect copies of minutes and reports on this agenda as well as the background documents used in the preparation of these reports.

#### Babysitting/Carers allowances

If you are a resident of the borough and have paid someone to look after your children, an elderly dependant or a dependant with disabilities so that you could attend this meeting, you may claim an allowance from the council. Please collect a claim form at the meeting.

#### Access

The council is committed to making its meetings accessible. Further details on building access, translation, provision of signers etc for this meeting are on the council's web site: [www.southwark.gov.uk](http://www.southwark.gov.uk) or please contact the person below.

#### Contact

on 020 7525 7232 or email: [bola.roberts@southwark.gov.uk](mailto:bola.roberts@southwark.gov.uk)  
Webpage: <http://www.southwark.gov.uk>

---

Members of the committee are summoned to attend this meeting

**Annie Shepperd**  
Chief Executive  
Date: Date Not Specified



# Corporate Parenting Committee

Thursday November 26 2009  
1.00 pm

## Order of Business

Item No.	Title	Page No.
	<b>MOBILE PHONES</b>	
	Mobile phones should be turned off or put on silent during the course of the meeting.	
	<b>PART A - OPEN BUSINESS</b>	
1.	<b>APOLOGIES</b>	
	To receive any apologies for absence.	
2.	<b>CONFIRMATION OF VOTING MEMBERS</b>	
	A representative of each political group will confirm the voting members of the committee.	
3.	<b>NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT</b>	
	In special circumstances, an item of business may be added to an agenda within five clear days of the meeting.	
4.	<b>DISCLOSURE OF INTERESTS AND DISPENSATIONS</b>	
	Members to declare any personal interests and dispensation in respect of any item of business to be considered at this meeting.	
5.	<b>MINUTES</b>	1 - 4
	To approve as a correct record the minutes of the open section of the meeting held on September 24 2009.	
6.	<b>REPORT OF THE SOUTHWARK ADOPTION AND FOSTERING SERVICE</b>	5 - 17

Item No.	Title	Page No.
	To note the annual report on the Adoption and Fostering Services April 1 2008 to March 31 2009.	
<b>7.</b>	<b>CHILDREN LOOKED AFTER: PERFORMANCE MONITORING REPORT</b>	18 - 23
	To note the report, and endorse the measures adopted to address performance in relation to long-term stability.	
<b>8.</b>	<b>CHILDREN LOOKED AFTER - 2008/09 ACADEMIC YEAR GCSE RESULTS</b>	24 - 33
	<i>To note 2009 GCSE results for Southwark looked-after children and the celebration and award ceremony (Class of 2009) held Thursday 29<sup>th</sup> of October</i>	
<b>9.</b>	<b>CORPORATE PARENTING COMMITTEE - WORKPLAN 2009-10</b>	34 - 36
	In addition to considering the work plan the committee are also asked to note the process in place for Speakerbox to seek an alternative name for the Corporate Parenting Committee.	
	<b>OTHER REPORTS</b>	
	The following items are also scheduled to be considered at this meeting.	
<b>10.</b>	<b>ADOLESCENT AND AFTERCARE SERVICE, COACHING SCHEME FOR CARE LEAVERS, EMPLOYMENT EDUCATION AND TRAINING CARE LEAVERS</b>	37 - 67
	To note the revised and ongoing remit of the Adolescent and Aftercare Service for Looked After Children and Care Leavers aged 13-21.	
	To receive a report relating to coaching scheme being delivered for care leavers.	
	To receive a report concerning support for care leavers in achieving education. employment and training opportunities.	
	To consider what steps might be taken to engage with major council contracting projects to include specific allocations of employment and apprenticeship opportunities.	
	<b>ANY OTHER OPEN BUSINESS AS NOTIFIED AT THE START OF THE MEETING AND ACCEPTED BY THE CHAIR AS URGENT.</b>	

**Item No.**

**Title**

**Page No.**

**EXCLUSION OF PRESS AND PUBLIC**

The following motion should be moved, seconded and approved if the sub-committee wishes to exclude the press and public to deal with reports revealing exempt information:

“That the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1-7, Access to Information Procedure rules of the Constitution.”

**PART B - CLOSED BUSINESS**

**ANY OTHER CLOSED BUSINESS AS NOTIFIED AT THE START OF THE MEETING AND ACCEPTED BY THE CHAIR AS URGENT.**

**DISTRIBUTION LIST OPEN**

Date: Date Not Specified



## Corporate Parenting Committee

MINUTES of the OPEN section of the Corporate Parenting Committee held on Thursday September 24 2009 at 1.00 pm at Town Hall, Peckham Road, London SE5 8UB

---

**PRESENT:** Councillor Lisa Rajan (Chair)  
Councillor Sandra Rhule (Reserve)  
Councillor Veronica Ward  
Councillor Barrie Hargrove  
Councillor Adedokun Lasaki  
Councillor Eliza Mann  
Barbara Hills, Southwark Primary Care Trust (Non-Voting Co-opted Member)

**OTHER MEMBERS PRESENT:** None

**OFFICER SUPPORT:** Rory Patterson (assistant director of specialist services & safeguarding), Chris Saunders (head of children looked after service), Roisin McManus (deputy QAU manager LAC), Ian Millichap (constitutional team manager) and Bola Roberts (constitutional officer)

### 1. APOLOGIES

Apologies were received from Councillors Althea Smith and Lewis Robinson. Apologies for lateness were received from Councillor Eliza Mann.

### 2. CONFIRMATION OF VOTING MEMBERS

Those members listed as being present were confirmed as the voting members for the meeting. It was noted that Councillor Sandra Rhule was attending as a reserve for Councillor Althea Smith.

### 3. NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT

There were no urgent items.

#### 4. DISCLOSURE OF INTERESTS AND DISPENSATIONS

There were no disclosures of interest or dispensations.

#### 5. MINUTES

##### RESOLVED:

That the minutes of the open section of the meeting held on Thursday September 24 2009 be agreed as a correct record and signed by the chair.

In response to a question from members, the assistant director of specialist services & safeguarding stated that a fuller report on education achievements would be submitted to the November 2009 meeting. He added that officers would provide a verbal update on provisional results data under item 9 elsewhere on the agenda.

#### 6. CHILDREN LOOKED AFTER: PERFORMANCE MONITORING REPORT

The assistant director of specialist services & safeguarding introduced the report. Members asked questions of officers. In response to a request from members, the assistant director of specialist services & safeguarding undertook to provide an expansion of ethnic breakdown categories for future reports (see page 15 of the agenda).

##### RESOLVED:

1. That the report be noted and the measures be endorsed to address performance in relation to long-term stability.
2. That a further report be received by the committee at its November 2009 meeting.

#### 7. SPEAKERBOX UPDATE

The deputy QAU manager LAC introduced the report. Members asked questions of officers. It was noted that a colour copy of the leaflet written by Speakerbox (see pages 23-26 of the agenda) had been circulated at the meeting. The meeting discussed possible matters for discussion at the joint meeting with Speakerbox, including: independent review officers service, children's council and mentoring. Councillors were invited to submit any further items for discussion to officers.

##### RESOLVED:

1. That the work undertaken by Speakerbox to date and current progress be noted.
2. That officers circulate papers for the joint meeting with Speakerbox on October 26 2009 to allow members of the committee to read in advance of the meeting.

## 8. ANNUAL REVIEW OF INDEPENDENT REVIEW OFFICERS (IRO) SERVICE

Councillor Eliza Mann arrived at 1.40pm.

The deputy QAU manager LAC introduced the report. Members asked questions of officers. The following issues were discussed by the committee: reporting arrangements to the lead elected councillor for LAC; composition of the independent review officer (IRO) service, including gender and ethnicity; recruitment strategy for social workers; and review meetings. The committee also heard about the operation of the integrated children's IT system (ICS) and the ongoing issues of network capacity and the interface with Citrix.

### RESOLVED:

1. That committee noted the progress of the independent reviewing officer service and progress on the action plan.
2. That it be noted that an annual report on independent review will be coming back next year.

Councillor Adedokun Lasaki left the meeting at 1.53pm.

## 9. UPDATE ON GCSE EXAMINATION RESULTS

The assistant director of specialist services & safeguarding introduced the report and gave a verbal update on the provisional data currently available on GCSE examination results. Members asked questions of officers.

### RESOLVED:

1. That the measures undertaken by the Children Looked After Service to gather the GCSE examination key stage (KS2) results for Southwark children in care be noted.
2. That the verbal update on results in 2009 be noted and a report be prepared for the next meeting in November 2009, which should include comparable data on previous examination results.

## 10. WORK PLAN

### RESOLVED:

1. That the following changes be made to the committee's work plan for 2009-10:

#### November 26 2009

- Care Leavers (themed meeting on this issue)
  - Coaching Scheme for Care Leavers
  - Aftercare Service for Care Leavers



➤ Employment, Education and Training for Care Leavers

- GCSE Examination Results

**February 11 2010**

- 16 plus Personal Allowances and Access to Banking
- Apprenticeship Schemes
- Children and Young Persons Plan

**Spring 2010**

- Children in Care Councils

2. That the meeting scheduled for April 2010 be rearranged for late March 2010.

The meeting ended at 2.29pm.

**CHAIR:**

**DATED:**

<b>Item No.</b>	<b>Classification:</b> Open	<b>Date:</b> 26 <sup>th</sup> November 2009	<b>Meeting Name:</b> Corporate Parenting Committee
<b>Report title:</b>		Report of the Southwark Adoption & Fostering Service	
<b>Ward(s) or groups affected:</b>		All	
<b>From:</b>		Assistant Director of Children's Specialist Services & Safeguarding	

## RECOMMENDATION(S)

1. To note the annual report provided for Corporate Parenting Committee on the Adoption & Fostering Service 1<sup>st</sup> April 2008 – 31<sup>st</sup> March 2009.

## BACKGROUND INFORMATION

Southwark's Adoption and Fostering Service is located within the children looked after (CLA) Business Unit.

2. Southwark is an approved adoption agency.
3. The adoption team undertakes the following key functions:
  - Supporting two independent agency adoption panels who make recommendations with regard to:
    - the suitability of a child for adoption
    - whether a proposed adopter is suitable to adopt a child and
    - whether the child should be placed for adoption with a particular approved adopter, this is known as the matching process..
  - Recruit and assess appropriate potential adopters for approval by Southwark's adoption panels
  - Deliver post adoption support to adopted children and their new families
  - Manage post adoption contact between adopted children and their birth families as directed by the Courts
  - Provide specialist advice and support to looked after teams who are seeking adoption as a permanent outcome for identified children
  - Deliver overseas adoption advice, assessment and support service
4. A service manager provides overall management responsibility for the fostering and adoption service. The adoption team is staffed by a team manager, 2 practice managers, senior practitioner (post adoption support) and team of social workers.

5. Adoption is one of the most highly regulated areas of childcare practice as an adoption order transfers full parental responsibility (PR) for a child to a new family arrangement including changing of the child's name. The making of a final adoption order by the Courts actually removes parental responsibility from the birth parent although in some circumstances there can post adoption contact between birth parents and the child.
6. The 2002 Adoption Act introduced a new order (arrangement) which would offer Courts considering permanent outcomes for children, an alternative to adoption which would be particularly applicable to slightly older children and members of extended family. This new order is known as a "special guardianship order" (SGO) which has the effect of awarding the new carer parental responsibility but does not go as far as adoption with regards to moving PR from birth family and changing the child's name. Families who are granted special guardianship may also be eligible for ongoing support from the local authority and other agencies where appropriate.
7. Adoption performance (adoption and SCO orders granted) are reported to the DCSF on an annual basis as part of the set of performance indicators relating to children in public care. Southwark's adoption performance is then compared with other similar local authorities.
8. The DCSF (Ofsted) also undertake regular independent inspections of Adoption services.
9. Southwark's local authority fostering service is located in an inner city area with a wide range of racial and cultural diversity. It provides fostering placements for children and young people looked after by the council. The service also provides respite breaks for children with disabilities who live with their families (family link scheme).
10. The service manager with overall responsibility for the fostering service also oversees the adoption service. The fostering team is staffed by a team manager, three practice managers (1 of whom manages the family link service) and a team of social workers.
11. The fostering service has a number of lead responsibilities, these being: -
  - The recruitment, training and approval of foster carers.
  - The delivery of a planned short term break scheme for children with profound disabilities who usually live with their families.
  - Delivery of ongoing support to foster carers including specialist advice (drugs, teenage pregnancy, education, health) and direct support concerning challenging behaviour (care link).
  - Delivering foster care allowances (payments)
  - Maintaining appropriate safeguarding and reviewing systems for all approved carers
  - Provision of a 24 hour support, advice and back up system for Southwark carers to improve placement stability and resilience.
  - Deliver comprehensive post approval training for Southwark foster carers.

- Deliver additional supports to enhance foster carer provision of leisure, recreation, access to libraries and on line learning materials to support education.
12. The Adoption and Fostering service also has responsibility for delivering independent fostering and adoption panels who are legally required to approve and review foster placements and approve and match adoptive placements.

## KEY ISSUES FOR CONSIDERATION

CHILDREN'S SERVICES

Be a part  
of **History**

**Adoption & Fostering**

There are a large number of Black and Dual Heritage children currently in care. These children have a long wait to be placed in a family of the same cultural background, and Black boys have to wait even longer. We can't change their past, but with your help we can ensure they have a better future.

Contact us today for more information on:

**0800 952 0707**

**Fostering & Adoption**  
building today for Southwark's tomorrows

Southwark **NHS**  
Primary Care Trust

Southwark  
Council

### a) Adoption & Permanence Service

#### Adoption Panels

- 13 Southwark has 2 Adoption panels which recommend children for whom adoption is a child's best interest, recommends prospective adopters for approval as adopters and recommends matches for approved adopters with children. The final decision based on the recommendations is made by the Agency Decision Maker who is the Business Unit manager of the CLA Service.

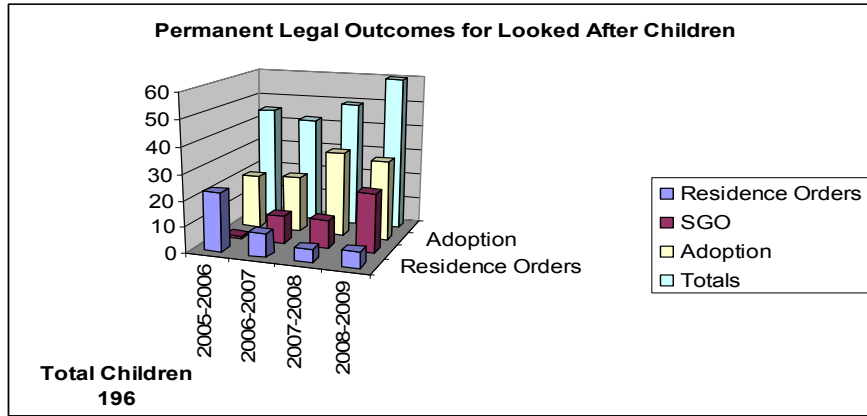
## Adoption Panel Activity

	2008-9	2007-8	2006-7	2005-6	2004-5	2003-4
<b>Children:</b>						
<b>Decision for Adoption</b>	<b>23</b>	<b>34</b>	<b>29</b>	<b>31</b>	<b>31</b>	<b>25</b>
<b>Applicants:</b>						
<b>Domestic Adoption</b>	<b>17</b>	<b>16</b>	<b>11</b>	<b>14</b>	<b>15</b>	<b>11</b>
<b>Inter Country Adoption</b>	<b>03</b>	<b>02</b>	<b>02</b>	<b>03</b>	<b>04</b>	<b>01</b>
<b>Matches:</b>	<b>27</b>	<b>31</b>	<b>14</b>	<b>28</b>	<b>29</b>	<b>17</b>

## Comments

- 14 This year panels have had the lowest number of children being considered for an adoption decision for over 6 years. This is not a reflection of the number of young children needing permanent substitute parents being looked after by the department. Nor is it a reflection of delays and drift in the system. What we have seen is a continued rise in the number of children leaving care with a Special Guardianship Order to a member of their family or kinship network. This order, introduced on 30 December 2005 was originally expected to be used for older children for whom adoption was not appropriate, children from cultures where adoption was unusual or unacceptable and children placed in foster homes where there was an enduring relationship but neither child nor carer wanted adoption. What has happened throughout the country, not just Southwark, is an ever increasing use of this order for very young children who might previously have been considered for adoption.
- 15 It is worth noting that of the 27 children matched this year 10 were matched with foster carers, including family foster carers, another child was matched with previous kinship carer. Southwark has a particularly good record of getting children already looked after and settled, adopted by their carers.
- 16 Adoption & Permanence Team workers have completed the highest number of assessments for 6 years and we were all pleased by the improvement in the number of Black and Mixed Ethnicity carers we approved. This may well have contributed to the lowest number of inter agency placements needed for our children this year.

## Permanent Legal Outcomes



- 17 31 children were adopted during this period and this gave a return to the NI 61 (% CLA adopted during the year within 12mths of the decision) of 90%. When taken with Special Guardianship Orders, the total number of children who are now with families who can exert legal parental responsibility is 54.

### Permanence Tracking

- 18 There are regular meetings between CLA 0-12 Team Managers and the Adoption & Permanence Service to track the permanence plans of all children looked after aged 7 years and under. About 120 children are tracked through this process to ensure that there is no avoidable delay by the local authority and that key information is shared and updated.

### Panel Training & Panel Review Day

- 19 Members of both Panels attended a Training Day on 27<sup>th</sup> November 2008 which included a very useful round up of legal cases and trends during the last year. A further training day is booked for November 2009. The Adoption Panel Review day is an annual event, involving social workers from the adoption service, children's social workers, panel members and representatives from Quality Assurance. The work of the panel is shared and various stakeholders provide their own experiences of adoption. Feedback is always positive.

### Children's Adoption Day Celebration

- 20 The 4<sup>th</sup> adoption celebration was held for Southwark adopted children in March with a range of entertainment provided. It was attended by 79 children and 84 adults. The event celebrates being adopted and is also used as an additional opportunity for children to meet up with siblings and previous foster carers.

### Ofsted Inspection December 2008

- 21 The Southwark adoption service was inspected by Ofsted in December 2008. Panel 2 was observed in action and both Adoption Chairs were interviewed. In addition various stakeholders in the Adoption Service were interviewed and files audited. This is an overview of what the inspector found during the inspection.

### Summary Extract – Inspection Report (Adoption)

- 22 The overall quality rating is good. This was a key, announced inspection, conducted over five days by two inspectors.

“Southwark delivers a solid and strong adoption service with elements of outstanding practice in all outcome areas inspected, but particularly so in relation to the support offered to adoptive families who commented, for example: ‘Southwark was amazing and would recommend it to everyone’.

Adopters are welcomed without prejudice; they are highly satisfied with the way their assessment and preparation is conducted and with what is offered to enable placements to settle and develop into stable families.

Birth parents value the information and support received and the arrangements made regarding direct and indirect contact, to ensure that children maintain heritage.

There is excellent attention to individual needs and the positive promotion of diversity. This is especially so in relation to the identification and support of adoptive children's emotional and mental health issues and the successful work done to find adoptive placements for children with disabilities.

There is a commitment to improve the quality and timeliness of life story work. There is a sense that all are aware of its importance; the shortfalls are mainly caused by difficulty in finding the time to do it. No actions arise from this inspection. Recommendations are made regarding a number of records, applications from prospective adopters and the support to birth parents before adoption”.

“Those actions and recommendations set at the key inspection of 2005 were followed up at the interim inspection conducted in January 2006 and found to have been complied with”.

There were no actions or recommendations arising from the interim inspection.

## **b) The Fostering Service**

- 23 The Fostering Service has 208 fostering households able to take 1-3 children and for whom approval is given as to the ages and gender of children who can be placed. This is a slight increase on the previous year. 348 children were in placement on March 31<sup>st</sup> 2009 and 45 young people left their placements,. Of these 28 had been in placements for less than 12 months.
- 24 The total number of children looked after at this time was 547 and the percentage of children in family placements with Southwark foster carers was 64%. There has been a marked reduction in the use of the Private and Voluntary sector to 17% of all placements.

### **Fostering Duty and Responses**

- 25 The Fostering Duty is the first port of call for all children needing to be looked after.
- 26 In July 2008, Fostering Duty commenced a new duty tracking system as a precursor to Carefirst.

## Initial Results

### Since July to mid August

Month	Referrals	No Longer required	Referral to Brokerage	Placed	Exemption required	Active Referrals	P&V refs Notes
July to mid Aug	20	7	2	11			C S 17 H H 16 Twins - teens
Aug	76	28	6	42	Croy -1		
	19	11	0	8		<b>25*</b>	S M S N
		<b>46</b>					
	<b>115</b>	<b>(40%)</b>	<b>8</b>	<b>61</b>			JW BN 2 boys currently in P&V and needing LTF
Sept	71	32	2	37	none		1 needed Bucks 1 High Risk
Oct	47	3	3	41			
Nov	41	5	0	36			
Dec to 9	20		3	17			x 3
<b>Total</b>	<b>294</b>	<b>86</b>	<b>16</b>	<b>192</b>			

**88% of all children referred requiring placements were placed in house.** (P&V referrals were largely teenagers and one younger child could not be sustained in a foster placement)

In September 100% of all children requiring placements were placed in- house.

27 By December, we had placed 92.3 % of all required referrals. 7.7% were referred to the P&V sector. This is a very high in-house referral success rate for any Fostering Service



**Children in Placement**

Gender	Girls	Boys
White British	41	37
White Irish	5	6
Any other White background	7	3
Traveller of Irish Heritage	0	0
Gypsy/Roma	0	0
White and Black Caribbean	25	24
White and Black African	4	3
White and Asian	0	1
Any other mixed background	12	11
Indian	0	0
Pakistani	1	2
Bangladeshi	3	0
Any other Asian background	4	8
Caribbean	19	23
African	27	26
Any other Black background	15	16
Chinese	1	2

## Ethnicity Foster Carers

White British	<b>120</b>
White Irish	<b>9</b>
Any other White background	<b>4</b>
Traveller of Irish Heritage	<b>0</b>
Gypsy/Roma	<b>0</b>
White and Black Caribbean	<b>2</b>
White and Black African	<b>0</b>
White and Asian	<b>0</b>
Any other mixed background	<b>4</b>
Indian	<b>0</b>
Pakistani	<b>1</b>
Bangladeshi	<b>0</b>
Any other Asian background	<b>0</b>
Caribbean	<b>105</b>
African	<b>36</b>
Any other Black background	<b>7</b>
Chinese	<b>1</b>
Any other ethnic group	<b>2</b>

Given the diversity of Southwark's population, exact cultural and ethnic matching is very difficult. We are slowly increasing our proportion of African foster carers and remain over-represented with Caribbean foster carers. Obtaining better matching takes particular priority when it comes to matching for long term fostering or adoption

### The Fostering Panel

28 The Fostering Panel meets monthly, recommends approval of new foster carers, reviews new foster carers, approves matches for long term fostering, considers de-registration, allegations against foster carers and any other matter which the service wishes to be considered. Training is provided on a yearly basis and this year concentrated on safeguarding.

### Fostering Panel Activity

#### New fostering households April 2008 - March 2009

29 A total of 16 new fostering households (20 people) were approved during the year out of these, 10 were single carer households and 6 were couples

**Capacity of new fostering households**

1 child/young person	8
2 children/young people	2
3 children/ young people	6

**Ethnicity of New Foster Carers**

White British	9
White Irish	
Any other White Background	
Traveller of Irish heritage	
Gypsy/Roma	
White and Black Caribbean	
White and Black African	
White and Asian	
Any other mixed background	
Indian	
Pakistani	1
Bangladeshi	
Any other Asian background	
Caribbean	2
African	5
Any other Black Background	
3	
Chinese	
Any other ethnic group	
Refused	
	<b>20</b>

**Religion of New Foster Carers**

Christian	3
C of E	9
Pentecostal	2
Roman Catholic	3
Muslim	1
None	2

Information about complaints made about the fostering agency or service (including foster carers) between 1 April 08 and 31 March 09					
	How many complaints did you receive?	How many of these were upheld?	How many and what percentage were resolved in 28 days?		How many are on-going? CURRENT INFORMATION
From:	Number	Number	Number	%	Number
children/young people	6	3	4	67	0
foster carers	0	0	0		0
other professionals	9	4	8	89	0
children and young peoples' parents	2	0	2	100	0
others for example: members of the public, Members of Parliament	1		1	100	0

## Complaints and Allegations

Allegations resulting in child protection referrals between 1 April 08 and 31 March 09	a) A foster carer	b) Member of the fostering household other than the foster carer	c) Staff of the agency/ service	d) Unrelated to foster care placement
	Number			
How many children in foster care were the subject of child protection/safeguarding enquiries following allegations about the following people?	7	0	0	0
How many child protection enquiries for a foster carer, member of the fostering household other than foster carer and staff of the agency/ service led to a child/ young person being the subject of child protection plans?	Number			
	0			

- 30 The Fostering Service takes all complaints and allegations seriously. Each year there is an annual audit of complaints about foster carers involving Service Managers from CLA , Safeguarding and the Independent reviewing Service.
- 31 Although most allegations and complaints do not meet the Safeguarding criteria, recommendations are often made with respect to improvements in standards of care. As a result a new Standards of Care Document has been

produced and this clarifies the process of standards of care investigations – specifically and generally.

### Recruitment

- 32 Recruitment plays a key role in Adoption & Fostering Services and we operate in a competitive market economy for both adopters and foster carers. Successive inspections of both areas have commended the impressive support to both foster carers and adopters. As noted previously, we have a high success rate in placing children in-house, initially but we wish to increase capacity for children who require long term fostering and that requires a different strategy.
- 33 Developing and commencing a Long Term Fostering Strategy will be a key objective for 2009 this service.

### POLICY IMPLICATIONS

- 34 There are no policy implications contained in this report.

### COMMUNITY IMPACT ASSESSMENT

- 35 Where ever possible Southwark seek to recruit foster carers from within the London Borough of Southwark. Southwark is in a unique position however as one of the biggest social landlords in the country which places it at a disadvantage because of the statutory requirement that children should have their own bedroom. By it's nature, the allocation of council tenancies does not afford residents additional bedroom space. During the last twelve months however the fostering service has revised its screening processes in partnership with Southwark housing where potentially high quality applicants (likely to become approved following the assessment process) could be allocated a larger tenancy.

### RESOURCE IMPLICATIONS

- 36 There are no resource implications outlined in this report.

### AUDIT TRAIL

<b>Lead Officer</b>	Assistant Director Children's Specialist Services and Safeguarding	
<b>Report Author</b>	Head of Services for Children in Care and Team Manager Adoption and Fostering	
<b>Version</b>	Final	
<b>Dated</b>	17/11/09	
<b>Key Decision?</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / EXECUTIVE MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments included</b>
Strategic Director of Communities, Law and Governance	No	No
Finance Director	No	No

Executive Member	Yes	No
Date final report sent to Constitutional/Community Council/Scrutiny Team		17 November 2009

<b>Item No.</b>	<b>Classification:</b> Open	<b>Date:</b> November 26 2009	<b>Meeting Name:</b> Corporate Parenting Committee
<b>Report title:</b>		Children Looked After: Performance Monitoring Report	
<b>Ward(s) or groups affected:</b>		All	
<b>From:</b>		Strategic Director of Children's Services	

**RECOMMENDATION**

- 1 That the committee note this report, and endorse the measures adopted to address performance in relation to long-term stability.

**BACKGROUND INFORMATION**

- 2 Services for Children Looked After (CLA) are monitored through a series of national and local performance indicators.
- 3 This information is monitored on a monthly basis at senior management meetings. Summary information is monitored by the Young Southwark Executive.
- 4 In year reporting is not always meaningful due to the way some indicators are calculated.

**Particular Success**

- 5 Children Looked After short term stability shows an improvement on the end of year figure 2008/09 (12.6 per cent in Q2 2009/10 compared to 14.1 per cent end of year 2008/09).
- 6 A continued improvement in long term stability in Southwark with figures increasing by 2.3 percentage points from end of year 2008/09 (69.7 per cent).
- 7 Further improvement on end of year 2008/09 in the proportion of care leavers in suitable accommodation (98.1 per cent end of quarter 2 2009/10 compared to 97.6 per cent end of year 2008/09).

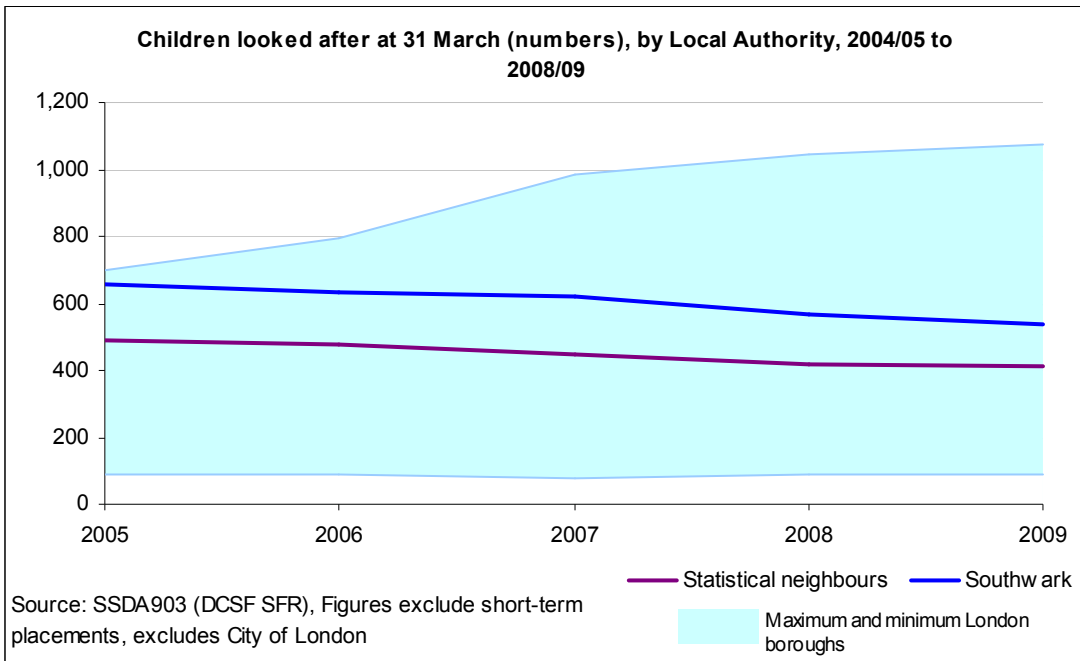
**Areas of Development**

- 8 The proportion of care leavers in education, employment or training remains in line with end of year 2008/09 (61.1 per cent compared to 61.9 per cent respectively).

**Summary as of September 2009 Indicator Set**

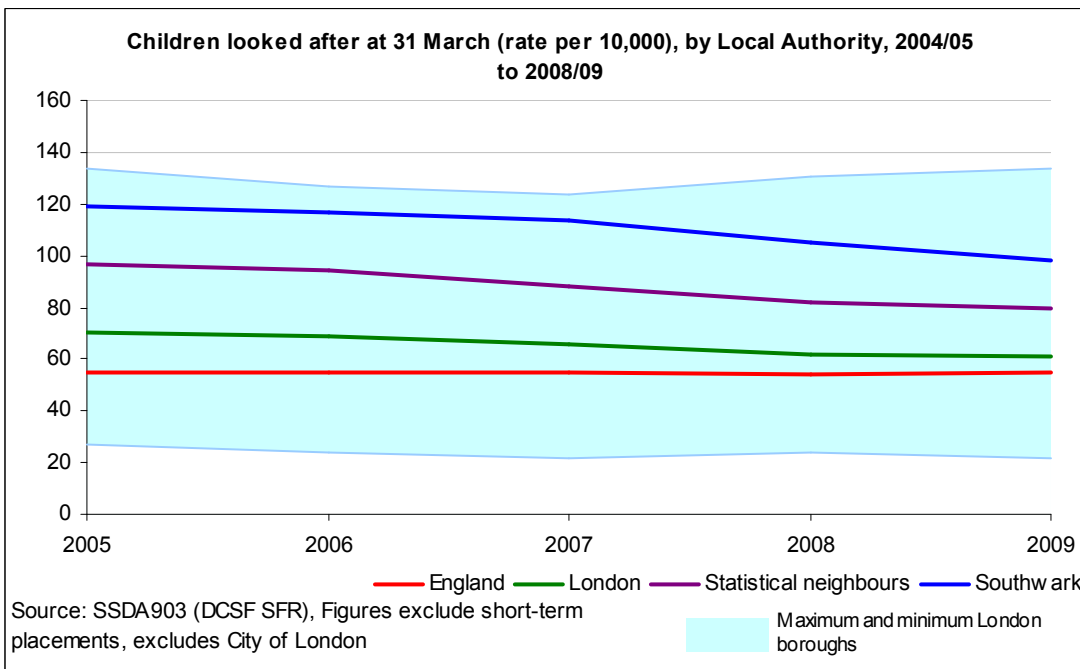
- 9 Children looked after as at 31 March 2009

End of year 2008/09 shows a further decline in the number of children looked after in Southwark (535 looked after children). Southwark had the 5<sup>th</sup> highest number of children looked after in London, improving from 3<sup>rd</sup> position end of year 2007/08. However, Southwark still remained in the top quartile nationally.



September 2009 figures show an increase in the number of children looked after in Southwark (572 looked after children).

The rate of children looked after had also continued to decrease in Southwark end of year 2008/09 (98 per 10,000 population under 18 years). Although Southwark has improved since end of year 2007/08 it still had the 5<sup>th</sup> highest rate out of the 32 London boroughs (excludes City of London).



10 NI 62 – Stability of placements of looked after children: number of placements

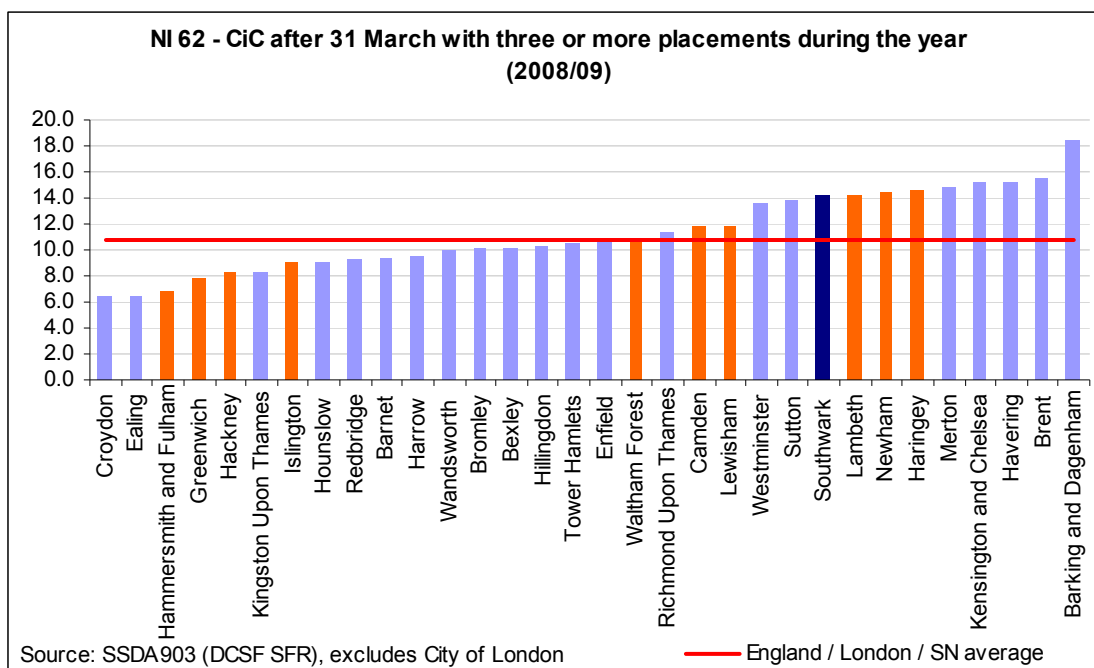
End of quarter 2 2009/10 performance shows an improvement on the end of year figure in 2008/09 (12.6 per cent in Q2 2009/10 compared to 14.1 per cent end of year 2008/09).

Southwark showed a decline in performance end of year 2008/09 with an increase by over two percentage points in the children looked after with three or more placements (14.1 per cent in 2008/09). The gap with the national, London and statistical neighbour average has



continued to increase and Southwark fell short of its target for the 4th consecutive year. Southwark continues to have one of the highest percentages in London being ranked 9<sup>th</sup> highest out of 33 London boroughs and is in the top quartile nationally.

(Good performance for this indicator is typified by lower percentages. Bandings for 2006-07 described performance as: 0 < 16.01 – Very Good; 16.01 < 20 – Ask questions about performance; 20 <= 100 – Investigate urgently. As a Key Threshold Indicator performance of > 20% has also limited overall performance judgements.)

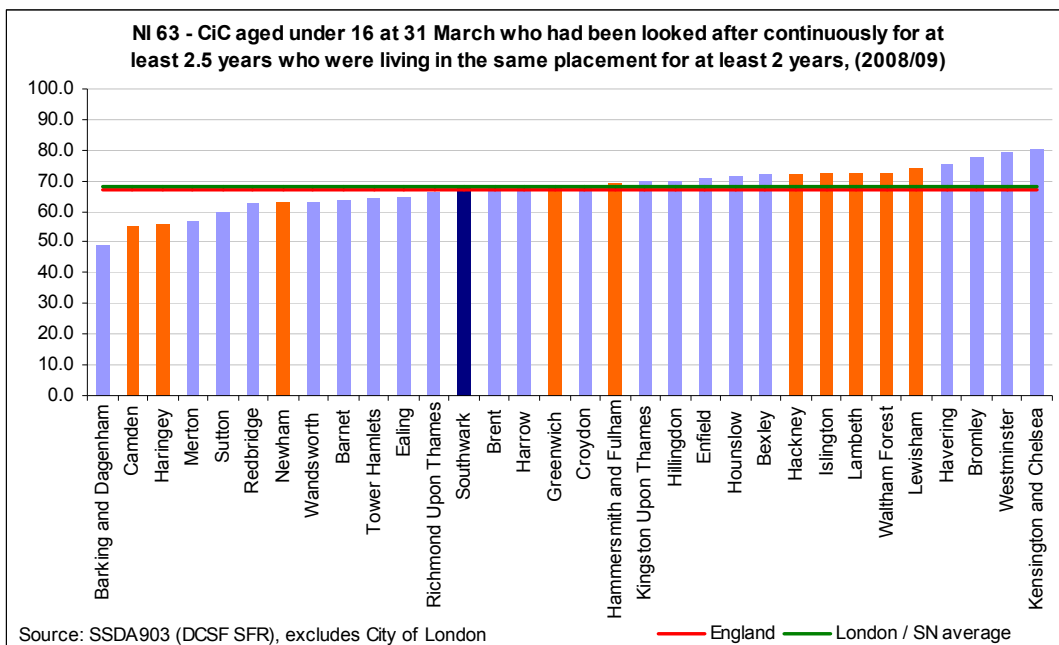


#### 11 NI 63 – Stability of placements of looked after children: length of placements

End of quarter 2 2009/10 figures (69.7 per cent) shows an improvement in performance from end of year 2008/09 with figures increasing by 2.3 percentage points (end of year 2008/09 - 67.4 per cent).

End of year 2008/09 figures (67.4 per cent) showed a three percentage point decrease in the proportion of Children Looked After living in the same placement for at least 2 years from end of year 2007/08 (70.0 per cent). Southwark fell slightly below the end of year 2008/09 target of 69 per cent (by 1.6 percentage points). Southwark was only slightly above the national average (67.0 per cent) in regards to long term stability but had fallen below the London (68.0 per cent) and Statistical neighbour (67.7 per cent) averages end of year 2008/09.

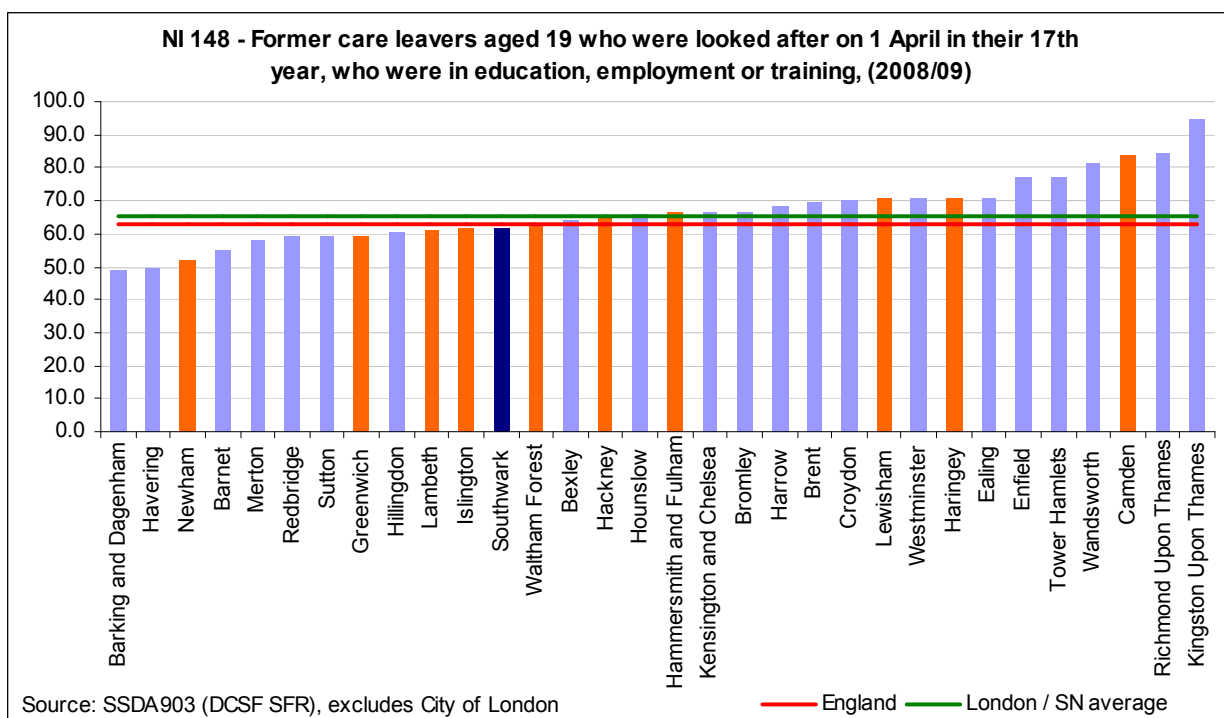
Southwark was ranked 20<sup>th</sup> out of 32 London boroughs, dropping 10 places from end of year 2007/2008 and has dropped to the 2<sup>nd</sup> quartile nationally.



12 NI 148 – % of care leavers in education, employment or training

End of quarter 2 2009/10 (61.1 per cent) figures show Southwark remains in line with end of year 2008/09 (61.9 per cent).

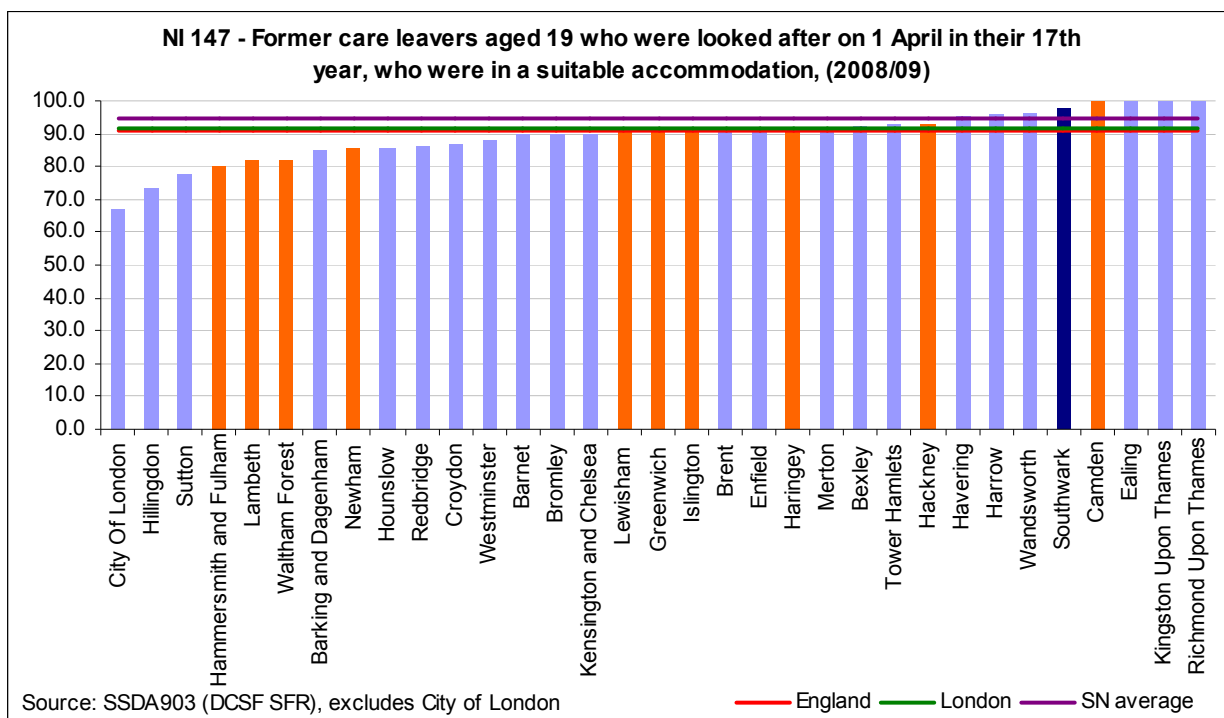
The proportion of Southwark care leavers in education, employment or training had decreased by nearly 6 percentage points end of year 2008/09 (61.9 per cent) and was in line with end of year 2006/07 (61.6 per cent) figures. Southwark had the 13<sup>th</sup> lowest proportion out of the 33 London boroughs and had fallen below the national average (63.0 per cent). Although the London (65.2 per cent) and statistical neighbour (65.3 per cent) average had decreased end of year 2008/09 Southwark had further increased the gap with London and statistical neighbours.



13 NI 147 – % of care leavers at age 19 in suitable accommodation

End of quarter 2 figures in 2009/10 show further improvement on our high standards with 98.1 per cent of care leavers at age 19 in suitable accommodation.

Southwark had improved end of year 2008/09 increasing by 6 percentage points in the proportion of care leavers at age 19 in suitable accommodation. Southwark continued to exceed the national, London and statistical neighbour average considerably and had the 5<sup>th</sup> highest proportion out of the 33 London boroughs. Southwark also exceeded its target of 93 per cent.



## Policy Implications

14 This decision has been judged to have no policy implications.

## Community Impact Statement

15 The decision to note this performance report has been judged to have no or a very small impact on local people and communities. Clearly the quality of these services has a big impact on children looked after from all communities. The ethnicity breakdown of the children looked after population is shown in appendix 1.

## Resource Implications

16 This decision has no resource implications.

## Consultation

17 The management teams of Children's Safeguarding and Specialist Services have discussed the indicators set out in this report.

## Strategic Director of Communities, Law & Governance

18 There are no specific implications

## AUDIT TRAIL

<b>Lead Officer</b>	Rory Patterson	
<b>Report Author</b>	Monika Ciurej / Gwen Sinnott	
<b>Version</b>	Final	
<b>Dated</b>	26 <sup>th</sup> November 2009	
<b>Key Decision?</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / EXECUTIVE MEMBERS</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments included</b>
Strategic Director of Communities, Law & Governance	No	No
Finance Director	No	No
List other officers here	No	
<b>Executive Member</b>	Yes	No
<b>Date final report sent to Constitutional Officer</b>	16 November 2009	

<b>Item No.</b>	<b>Classification:</b> Open	<b>Date:</b> 26/11/09	<b>Meeting Name:</b> Corporate Parenting Committee
<b>Report title:</b>		Children Looked After – 2008/09 Academic Year GCSE Results	
<b>Ward(s) or groups affected:</b>		All	
<b>From:</b>		Assistant Director of Children's Specialist Services	

### RECOMMENDATIONS

1. To note 2009 GCSE results for Southwark looked-after children.
2. To note the celebration and award ceremony (Class of 2009) held Thursday 29<sup>th</sup> of October.

### BACKGROUND INFORMATION

- 3 Each year (1<sup>st</sup> of November) all local authorities are required to report to the DCSF concerning performance of looked-after children at all key stages and GCSE achievement. This performance measurement (OC2) is a position statement relating to all children who have been in care for a year or more as at 30<sup>th</sup> September and also includes information concerning inclusion, attendance, special educational needs and health.
- 4 This year the Looked After service had 253 number of children who would have been in care for twelve months as at 30<sup>th</sup> September 2009.
- 5 The service also had a further 78 school age children who had been in care for less than twelve months – an overall total of 331 school age children..
- 6 In July the service sent letters to the schools of the whole cohort of 331 school age children to obtain key data relating to sats results, exclusions, special educational needs and attendance.
- 7 A further set of letters were distributed in September 09 to the schools of those looked after children in Year 11 to obtain their GCSE results. These returns are then used to validate the verbal feedback obtained by social workers.

NB: Over 60% of Southwark's looked after children of school age do not attend a Southwark school.

- 8 Two dedicated administration officers within the looked after service have a lead responsibility for writing to each school and inputting the data upon return. From mid September these officers then had to liaise further with those schools who had either failed to make a return or where the original requests had been lost in the post (postal strikes) or within internal school systems.

- 9 From 2008 GNVQ's are no longer part of the national curriculum and have been replaced with a range of other courses at level 1 & 2, which can contribute towards the young person obtaining the equivalent of a GCSE. As yet the national government reporting system (OC2 return database) does not permit these qualifications to be uploaded. It is important that these are included as Southwark's cohort of looked after children have specific challenges relating to language, rates of unaccompanied minors and deprivation.

## KEY ISSUES FOR CONSIDERATION

### Performance

- 10 The chart below outlines Southwark's GCSE performance for the 2009 and provides comparison with the previous three years.

### 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

- 11 The 2009 cohort was significantly smaller and aside from the 5 A\* – C category has seen a dip in performance. The % gaining 5 A\* to C has remained roughly the same as last year whilst the % gaining 5 A\* to G has dipped slightly but is fairly consistent with other years.
- 12 The % however who have achieved at least 1 GCSE or equivalent has dropped by 8%.
- 13 The 08/09 cohort was much smaller and therefore makes it much more difficult to draw detailed conclusions.
- 14 It should also be noted that the actual number of young people who did not sit GCSE's has remained the same over the past four years.

### Children who did not sit GCSEs or equivalent

- 15 The diagram below indicates the presenting issues of young people who did not sit exams at Level 1 or above. The service has a designated education advisor who has worked with CLA Management to identify and track all young people who are not pursuing GCSE coursework and required targeted interventions to get them back on track or to pursue alternative qualifications.
- 16 This year, there were 18 who did not achieve any qualification at Level 1 or above.

<u>Year 11 Pupils not achieving Level One or above</u>		
Of the 46 LAC eligible to sit GCSE &/or equivalent 18 did not sit for the following reasons:-		
Reasons: -		
Number who sat exams which were not GCSE &/or equivalent	= 4	(8.7%)
Poor attendance/school/placement disruption	= 5	
Complete/Profound school refuser	= 3	
Profound SEN/Disability	= 2	
Missing from care	= 1	
Failed to attend exams	= 1	
UM Age disputed	= 1	
Living in Ireland will complete next year	= 1	
<b>Total</b>	<b>= 18</b>	

- 17 Of the 18 young people listed above, there was only 1 young person who was expected to sit GCSEs who failed to attend despite specific arrangements. This was an improvement upon last year when there were 5 who failed to attend. Last year the Corporate Parenting Committee requested that information relating to young people not sitting their exams should be provided each year. The reason for this child not sitting GCSE's was that he was living and studying out of Borough but his placement broke down. At his request he was brought back into Borough and arrangements were made for him to sit his GCSE's at his previous school placement but he flatly refused to attend.
- 18 Listed below are two case study examples that the CLA Advisory Teacher has identified to describe to the Corporate Parenting Committee the sort of issues some of the young people are experiencing which may result in significant disruption or absence of meaningful education provision. It also provides an insight into the amount of support activity being provided on a case by case basis.

### **Case Study One**

#### **Nadia**

Nadia has a statement for emotional behavioural difficulties, which predates her coming into care. She also has literacy difficulties and mental health needs.

Nadia came into care aged 10.

Nadai has had a lot of trouble settling into care placements, she has spent her teenage years so far, worrying about her mother with whom she has frequent contact, her older sister who has spent a considerable part of the last few years in prison and her nephew who has now been adopted.

Nadia had very low self esteem, she has had five different schools since coming into care. Each time the move has been because her care placement broke down.

With each change of school, her self esteem dwindled as did her academic attainment.

She began to truant and to present with a series of low level health problems in order to avoid school.

Her last school placement began in September 2007. At that time she was achieving at roughly three years behind the average for her age.

The carers, the school, the social worker and the CLA education team met and put in place a package which included: in school support, extra curricular activities, home tuition and CAMHS support. This has been closely monitored and reviewed over the last two years.

Nadia achieved six and a half GCSEs at A-G and is currently enjoying a college course in hairdressing.

### **Case Study Two**

#### **Toby**

Toby came into care in April 2007 as a result of his involvement in the youth justice system. Toby had been living with his sister, as he no longer wished to stay with his mother who had been suffering from domestic violence. Her sister felt unable to cope with his anti social behaviour and so he was accommodated in a residential unit with a view to returning him to his mother's care. His mother had removed herself from the domestic violence situation and was anxious for her son to return. Toby refused to go. He was an able student, who according to his school could have achieved 10 GCSEs at A-C. He had however started to truant.

Once in care he was offered extra help to catch up on missed work, in school support, an escort to school, financial rewards for school attendance, a reduced timetable and a part time college place .All of these he refused, he also refused CAMHS support .

He took no GCSES and is currently NEET. His current semi-independent housing providers are trying to engage him in voluntary work and the CLA post 16 education advisor is working to support him into college.

In terms of what he was achieving at KS3, he should currently be studying 4 A levels.



## Key Stage 2 Results

The 08/09 key stage results are outlined in Diagram 3 below,

Key Stage 2	26	NA	20	NA	<b>Number in year 6 at school who were eligible for the end of Key Stage 2 tests</b>  <b>Of these:</b> - the number who sat all of these tests <b>Number who attained at least level 4 in the following tests:</b> - english - mathematics - science
	15	57.69%	19	95.00%	
	7	26.92%	8	40.00%	
	6	23.08%	9	45.00%	
	12	46.15%	15	75.00%	

- 19 The numbers of looked after children at Key Stage 2 are relatively small as a cohort and have fallen by a further 20% this year.
- 20 Last year's apparent very poor performance should be seen within the context of the number of children who actually sat the assessment or results available at the time, because only 15 of the 26 children in the cohort were available results this produced a particularly poor return for 2008.
- 21 The collection of key stage data has improved further this year and also a higher proportion of children have actually sat their school assessments at Key Stage 2.
- 22 Then performance comparison with Southwark children are laid out in full in Appendix 1.
- 23 This performance represents an improvement on last year and has further narrowed the gap between the Southwark average and Southwark looked after children. This performance is also broadly in line with the London average and key comparators.

## **POLICY IMPLICATIONS**

24. There are no policy implications.

## **COMMUNITY IMPACT STATEMENT**

25. Looked after children in Year 11 will use these results to form decisions relating to future education employment and training choices. At 18 most care leavers return to Southwark (if placed outside the borough) to live. The achievement of GCSEs is a key foundational stage to enabling care leavers to be successful in making a positive contribution as adults and their overall economic wellbeing.

## **RESOURCE IMPLICATIONS**

26. None.

**APPENDICES**

<b>No.</b>	<b>Title</b>
Appendix 1	Key Stage Two Comparator Report

**AUDIT TRAIL**

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

## Appendix 1 - Key Stage Two Comparator Report

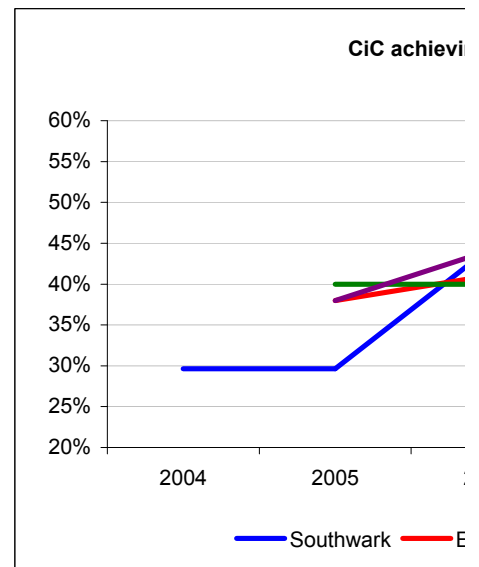
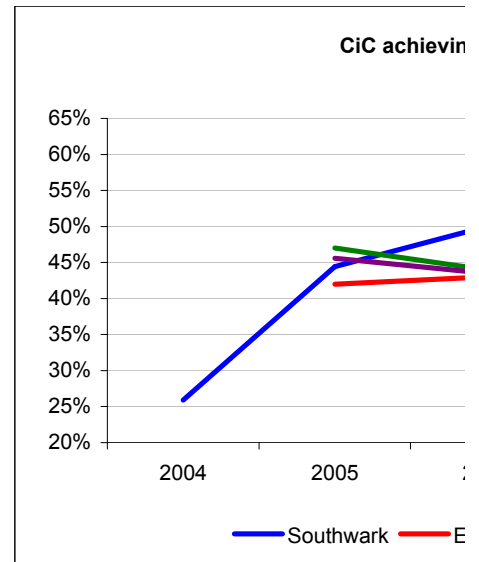
	2004		2005		2006		2007		2008	
Section 4 :	27		27		34		15		<b>26</b>	
<b>Key Stage 2</b>	24	89%	26	96%	30	88%	13	87%	<b>16</b>	<b>62%</b>
	7	26%	12	44%	17	50%	9	60%	<b>8</b>	<b>31%</b>
	8	30%	8	30%	15	44%	6	40%	<b>7</b>	<b>27%</b>
	10	37%	16	59%	20	59%	10	67%	<b>13</b>	<b>50%</b>

### KS2 English

	2004	2005	2006	2007	2008	2009p
Southwark	26%	44%	50%	60%	31%	40%
England		42%	43%	46%	46%	
London		47%	44%	49%	49%	
SN average		46%	44%	48%	52%	
Sthw Target					50%	56%

### KS2 Maths

	2004	2005	2006	2007	2008	2009p
Southwark	30%	30%	44%	40%	27%	45%
England		38%	41%	43%	44%	
London		40%	40%	48%	44%	
SN average		38%	44%	51%	52%	
Sthw Target					50%	56%



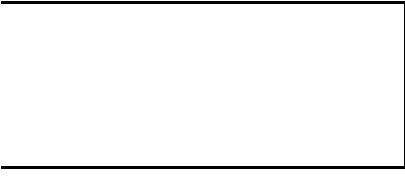
2009	item	Data definitions
20	4a	Number in year 6 at school who were eligible for the end of Key Stage 2 tests
19	4b	Of these: - the number who sat all of these tests
8	4c	Number who attained at least level 4 in the following tests: - english
9	4d	- mathematics
15	4e	- science

ieving level 4+ in KS2 English



ieving level 4+ in KS2 maths





Department for Education and Skills: Form OC2 twelve months ending September 2009

Consider only children who were looked after by your authority on 30 September 2008, and who on that day had been looked after continuously for at least one year (i.e. since 1 October 2007)

2009 figures from Liza Bahula 21/10/09

LA: 710

Southwark

		2004		2005		2006		2007		2008		2009		Data item	Data definitions
Section 1:	<b>Total children</b>	490		495		462		432		395		371		1	Number of children looked after at 30 September 2006 who had been looked after for at least 12 months
Section 2 :	<b>General education</b>	384		376		348		318		292		253		2a	Of these: - the number eligible to receive full-time schooling during the 2006/07 school year
		101	26%	93	25%	95	27%	80	25%	92	32%	85	34%	2b	and of these: the number who at any time during the school year: - were covered by a statement of special educational needs
		2	1%	8	2%	6	2%	3	1%	2	1%	6	2%	2c	- received a permanent exclusion from school
		39	10%	29	8%	29	8%	46	14%	23	8%	17	7%	2d	- missed at least 25 days school for any reason
Section 3 :	<b>Key stage 1</b>	22		11		18		8		11		6		3a	Number in year 2 at school who were eligible for the end of Key Stage teacher assessment
		21	95%	8	73%	15	83%	6	75%	9	82%	6	100%	3b	Of these: - the number who received a teacher assessment
		8	36%	6	55%	12	67%	2	25%	6	55%	4	67%	3c	Number of pupils that achieved level 2 or above in reading
		11	50%	5	45%	9	50%	1	13%	5	45%	2	33%	3e	Number who attained at least level 2 in the following: - writing Former item 3d is no longer required; include figures in item 3c
		14	64%	8	73%	11	61%	2	25%	5	45%	2	33%	3g	Former item 3f is no longer required; include figures in item 3e - mathematics
Section 4 :	<b>Key Stage 2</b>	27		27		34		15		26		20		4a	Number in year 6 at school who were eligible for the end of Key Stage 2 tests
		24	89%	26	96%	30	88%	13	87%	16	62%	19	95%	4b	Of these: - the number who sat all of these tests
		7	26%	12	44%	17	50%	9	60%	8	31%	8	40%	4c	Number who attained at least level 4 in the following tests: - english
		8	30%	8	30%	15	44%	6	40%	7	27%	9	45%	4d	- mathematics
		10	37%	16	59%	20	59%	10	67%	13	50%	15	75%	4e	- science
Section 5:	<b>Key stage 3</b>	36		47		46		41		37				5a	Number in year 9 at school who were eligible for the end of Key Stage 3 tests
		27	75%	23	49%	26	57%	40	98%	16	43%			5b	Of these: - the number who sat all these tests
		7	19%	7	15%	6	13%	10	24%	9	24%			5c	Number who attained at least level 5 in the following tests: - english
		8	22%	11	23%	11	24%	10	24%	8	22%			5d	- mathematics
		7	19%	7	15%	5	11%	9	22%	7	19%			5e	- science
Section 6:	<b>GCSEs and GNVQs</b>	66		69		57		56		63		46		6a	Number in year 11 at school who were eligible for GCSE (or GNVQ equivalent) examinations
		26	39%	41	59%	39	68.4%	38	67.9%	45	71.4%	28	60.9%	6b	Of these: - the number who sat at least 1 of these examinations
		25	38%	41	59%	38	67%	37	66%	43	68%	28	61%	6c	- the number who obtained at least 1 GCSE (or GNVQ equivalent) at grade A* to G
		18	27%	28	41%	22	39%	20	36%	29	46%	16	35%	6d	- the number who obtained at least 5 GCSEs (or GNVQ equivalent) at grade A* to G
		5	8%	10	14%	9	16%	10	18%	12	19%	5	11%	6e	- the number who obtained at least 5 GCSEs (or GNVQ equivalent) at grade A* to C
Section 7 :	<b>Offending</b>	349		372		354		330		304		297		7a	Number aged 10 or over at 30 September and looked after for at least 12 months
		21	6%	27	7%	24	7%	23	7%	14	5%	18	6%	7b	Of these, the number convicted or subject to final warning or reprimand during the year for an offence committed while being looked after
Section 8:	<b>Development</b>	61		51		49		48		47		41		8a	Number aged 5 years old or younger at 30 September and looked after for at least twelve months
		45	74%	49	96%	49	100%	48	100%	45	96%	27	66%	8b	Of these, the number whose child health surveillance or child health promotion checks were up-to-date
Section 9		474	97%	486	98%	438	95%	315	73%	353	89%	293	79%	9	The number of all children looked after for at least 12 months whose immunisations were up-to-date at 30 September
Section 10		389	79%	397	80%	394	85%	377	87%	356	90%	330	89%	10	The number of all children looked after for at least 12 months who had their teeth checked by a dentist during the year ending 30 Sept
Section 11		437	89%	407	82%	399	86%	393	91%	365	92%	348	94%	11	The number of all children looked after for at least 12 months who had their annual health assessment during the year ending 30 Sept
Section 12:	<b>Substance misuse</b>	N/a	N/a	N/a	N/a	21	5%	21	5%	9	2%	0	0%	12a	The number of all children looked after for at least 12 months who were identified as having a substance misuse problem during the year 30 Sept
		N/a	N/a	N/a	N/a	19	90%	18	86%	8	89%	#DIV/0!		12b	Of these: the number of these children who received an intervention for their Substance misuse problem during the year
		N/a	N/a	N/a	N/a	2	10%	3	14%	1	11%	#DIV/0!		12c	the number of these children who were offered an intervention but who refused it
Section 13 :	<b>Position at age 16 or over</b>	66		69		57		56		63		46		13a	The number in Year 11 at school who were eligible for GCSE (or GNVQ equivalent) examinations
		39	59%	48	70%	39	68%	35	63%	43	68%	32	70%	13b	Of these: - the number who at 30 September 2008: - were in full -time education
		8	12%	6	9%	4	7%	1	2%	2	3%	1	2%	13c	- were in full -time training
		0	0%	1	1%	0	0%	0	0%	1	2%	0	0%	13d	- were in full-time employment, with planned training
		0	0%	1	1%	0	0%	5	9%	0	0%	0	0%	13e	- were in full-time employment with no planned training
		3	5%	4	6%	0	0%	3	5%	6	10%	3	7%	13f	- were in part-time employment, education, or training
		3	5%	0	0%	0	0%	1	2%	0	0%	1	2%	13g	- were unemployed as a result of ill-health or a disability
		13	20%	9	13%	14	25%	11	20%	11	17%	9	20%	13h	- were unemployed for any other reason
Section 14 :	<b>PAF Indicators1</b>	413		402		396.5		385		361		339			Numerator - the average of the figures from items 10, & 11
		490		495		462		432		395		371			Denominator - the figure from item 1
		84.3%		81.21%		85.8%		89.1%		91.3%		91.4%			<b>PAF C19: Health of children looked after (numerator divided by denominator) 80&lt;100 is top banding</b>
		39		29		29		46		21		17			Numerator - the figure from item 2d
		384		376		348		318		292		253			Denominator - the figure from item 2a
		10.2%		7.71%		8.3%		14.5%		7.2%		6.7%			<b>PAF C24: Children looked after absent from school (numerator divided by denominator) 10&lt;15 is 3 blob banding</b>

		Low				high			
		●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●
C19	0<50	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●
C24	50<60	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●
	60<70	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●
	70<80	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●
	80<=100	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●
	0<5	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●
	5<10	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●
	10<15	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●
	15<20	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●
	20+	●	●●	●●●	●●●●	●●●●●	●●●●●●	●●	●

## 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

<b>Item No.</b>	<b>Classification:</b> Open	<b>Date:</b> November 26 2009	<b>Meeting Name:</b> Corporate Parenting Committee
<b>Report title:</b>		Corporate Parenting Committee – Workplan 2009 -10	
<b>Ward(s) or groups affected:</b>		All	
<b>From:</b>		Strategic Director of Children’s Services	

## RECOMMENDATIONS

1. That the corporate parenting committee consider reviewing the work plan for 2009 -10.

## BACKGROUND INFORMATION

### Role and function of the corporate parenting committee

2. The constitution for the municipal year 2009 -10 records the corporate parenting committee’s role and functions are as follows:
  1. To secure real and sustained improvements in the life chances of looked after children, and to work within an annual programme to that end.
  2. To develop, monitor and review a corporate parenting strategy and work plan
  3. To seek to ensure that the life chances of looked after children are maximised in terms of health educational attainment, and access to training and employment, to aid the transition to a secure and productive adulthood.
  4. To develop and co-ordinate a life chances strategy and work plan to improve the life chances of Southwark looked after children.
  5. To recommend ways in which more integrated services can be developed across all council departments, schools and the voluntary sector to lead towards better outcomes for looked after children.
  6. To ensure that mechanisms are in place to enable looked after children and young people to play an integral role in service planning and design, and that their views are regularly sought and acted upon.
  7. To ensure performance monitoring systems are in place, and regularly review performance data to ensure sustained performance improvements in outcomes for looked after children.
  8. To receive an annual report on the adoption and fostering services to monitor their effectiveness in providing safe and secure care for looked after children.
  9. To report to the council’s executive on a twice yearly basis.
  10. To make recommendations to the relevant executive decision maker where responsibility for that particular function rests with the executive.
  11. To report to the scrutiny sub-committee with responsibility for children’s services after each meeting.
  12. To appoint non-voting co-opted members.



### **KEY ISSUES FOR CONSIDERATION**

3. The committee receives an annual report on adoption and fostering services and independent review officers service, quarterly reports on performance indicators for children looked after, regular reports from the speakerbox service for children looked after and ad hoc statistical analyses and the outcome of statutory service inspections.

### **Policy**

4. The policy agenda has been measured against the government's five "Every Child Matters" outcomes: Be Healthy; Stay Safe; Enjoy and Achieve; Make a Positive Contribution; Achieve Economic Well-Being. The committee's programme of work has been developed to meet these outcomes.

### **Future agenda items**

5. The following workplan listing agenda items for this municipal year have been drafted. The committee is asked to consider other future items.

November 26 2009 - Corporate Parenting Committee

- Annual report on the adoption and fostering services
- Children looked after (CiC) performance indicators 2009 -10 Quarter 2
- Coaching Scheme for Care Leaver
- Aftercare Service for Care Leavers
- GCSE Examination Report

February 11 2010 – Corporate Parenting Committee

April 14 2010 Corporate Parenting Committee

- Children looked after (CiC) performance indicators 2009-10 Quarter 4

To be allocated:

- Employment Education and Training for care leavers
- Annual reports – ref apprenticeships, fusion, university
- Annual Report – Health of CiC
- Aftercare Service for Care Leavers
- Unaccompanied minors – Annual report
- Children missing from care

### **Community Impact Statement**

6. The work of the corporate parenting committee contributes to community cohesion and stability.

### **Resource Implications**

7. There are no specific implications arising from this report.

**BACKGROUND DOCUMENTS**

<b>Background Papers</b>	<b>Held At</b>	<b>Contact</b>
Minutes of meetings of Corporate Parenting Committee	Constitutional Team	Bola Roberts 020 7525 7232

**AUDIT TRAIL**

<b>Lead Officer</b>	Rory Patterson, Assistant Director: Specialist Children's Services and Safeguarding	
<b>Report Author</b>	Bola Roberts, Constitutional Officer	
<b>Version</b>	Final	
<b>Dated</b>	November 9 2009	
<b>Key Decision?</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / EXECUTIVE MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments included</b>
Strategic Director of Communities, Law & Governance	No	No
Finance Director	No	No
<b>Executive Member</b>	Yes	Yes
<b>Date final report sent to Constitutional Officer</b>		November 17 2009

<b>Item No.</b>	<b>Classification:</b> Open	<b>Date:</b> 26 November 2009	<b>Meeting Name:</b> Corporate Parenting Committee
<b>Report title:</b>		Adolescent and Aftercare Service Coaching Scheme for Care Leavers Employment Education and Training for Care Leavers	
<b>Ward(s) or groups affected:</b>		All	
<b>From:</b>		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 30<sup>th</sup> 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 29<sup>th</sup> 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**

<b>No.</b>	<b>Title</b>
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

<b>Lead Officer</b>	Assistant Director Children's Specialist Services & Safeguarding	
<b>Report Author</b>	Head of Services for Children in Care	
<b>Version</b>	Final	
<b>Dated</b>	17/11/09	
<b>Key Decision?</b>	Yes	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / EXECUTIVE MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments included</b>
Strategic Director of Communities, Law & Governance	No	No
Finance Director	No	No
<b>Executive Member</b>	Yes	No
<b>Date final report sent to Constitutional/Community Council/Scrutiny Team</b>	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 21<sup>st</sup> 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 6<sup>th</sup> 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 6<sup>th</sup> 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 19<sup>th</sup> birthday
- The percentage of care leavers who on their 19<sup>th</sup> 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 19<sup>th</sup> birthday who are attending university
- the number and percentage of young people on their 19<sup>th</sup> birthday who have been matched to a coach under Southwark's scheme
- the percentage of young people on their 19<sup>th</sup> birthday are resident in the London Borough of Southwark
- the percentage of young people on their 19<sup>th</sup> 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
<b>Raising Achievement - promoting and accessing a diverse range of services</b>	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 <sup>th</sup> form and college placements			
<b>2a) Preventative Action</b>	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			
<b>2 b) Targeted Intervention</b>	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			
<b>2c) Sustainability</b>	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**

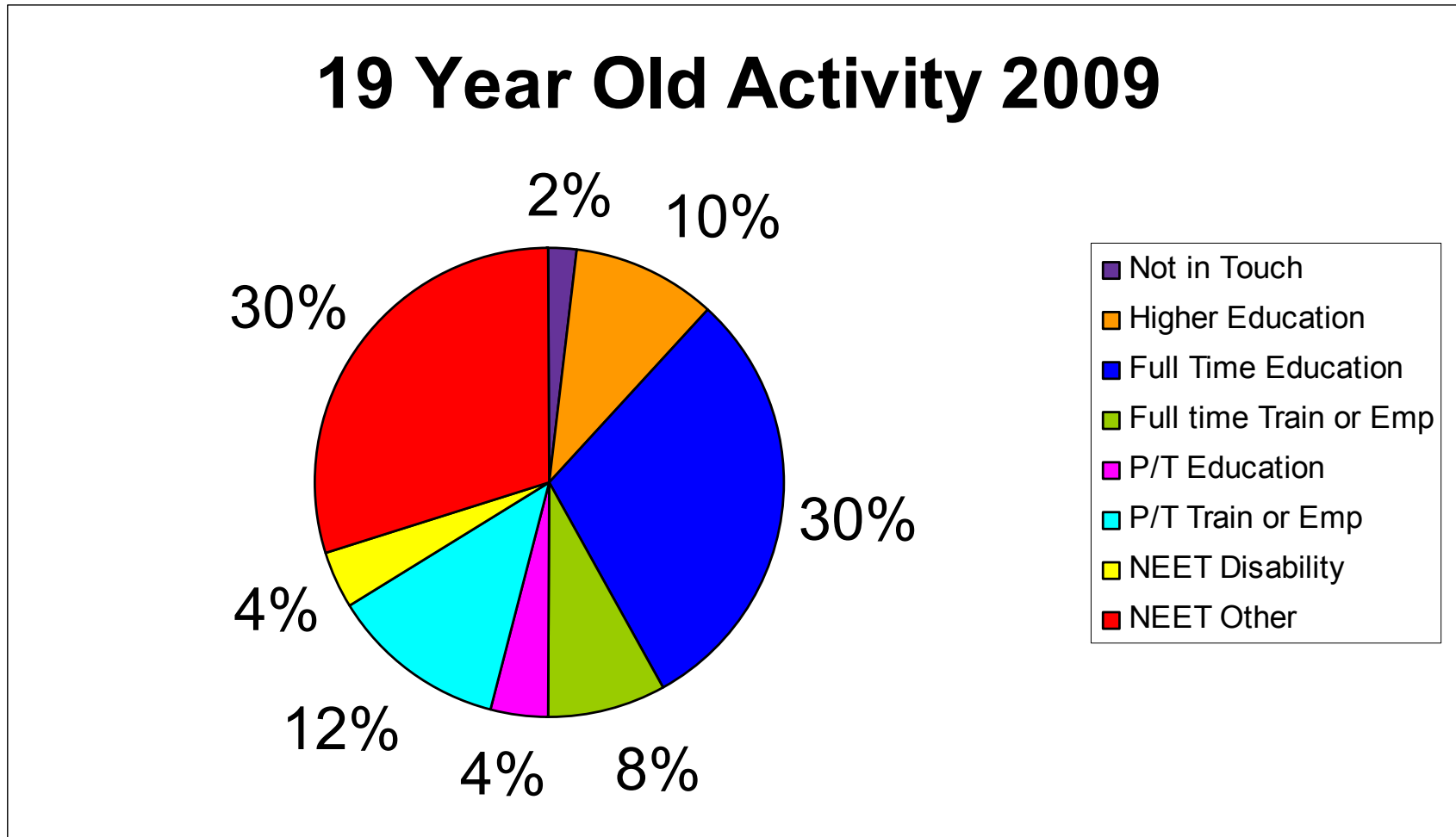
**Appendix 1**

<b>3) Effective Information and Advice and Guidance</b>	Provision of accurate and up to date information on opportunities, progression routes, choices and where to find help and how to access it			
	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.			

# OC3 Activity on 19<sup>th</sup> Birthday 2009/10

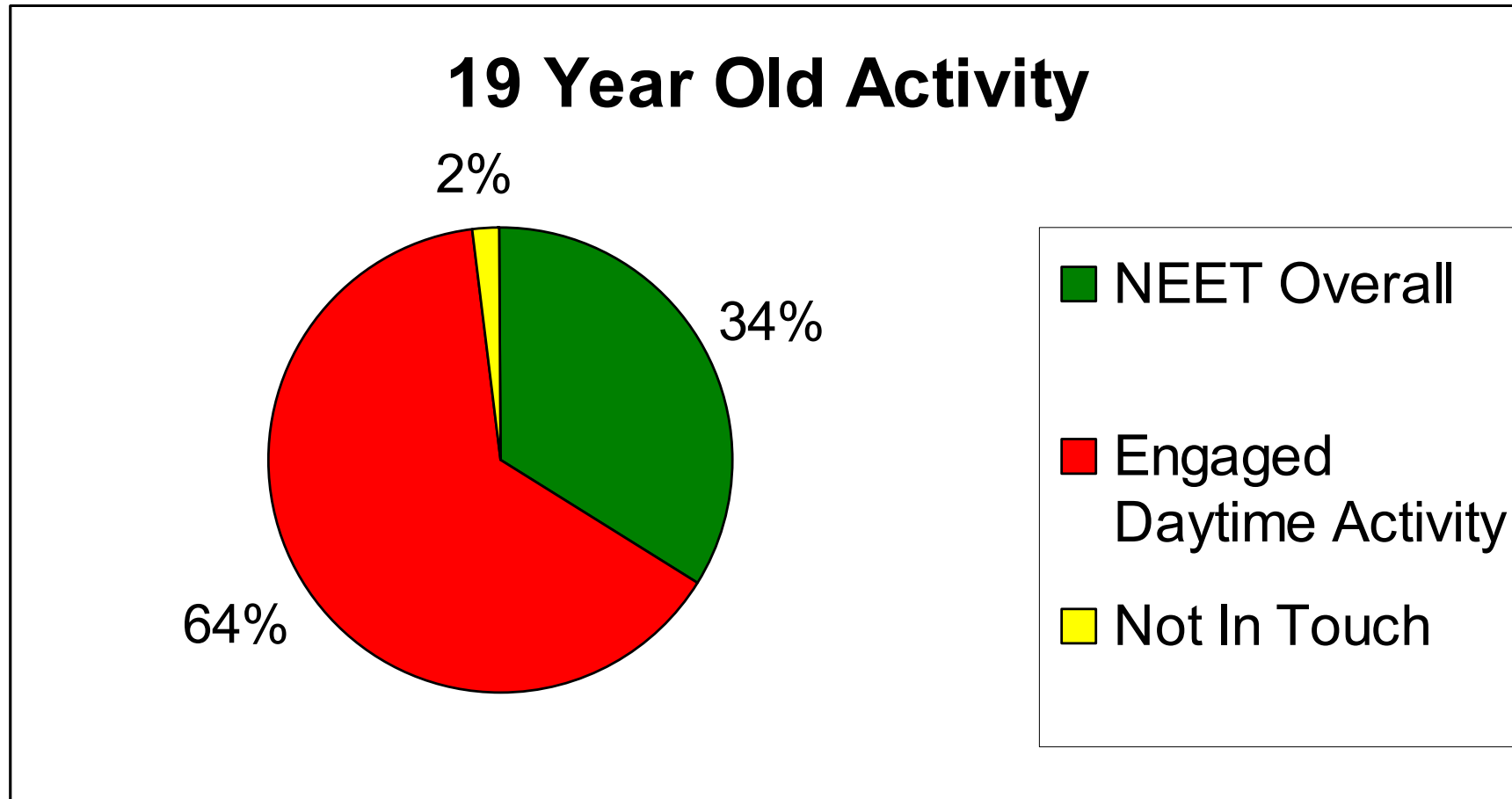
## Appendix 2

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

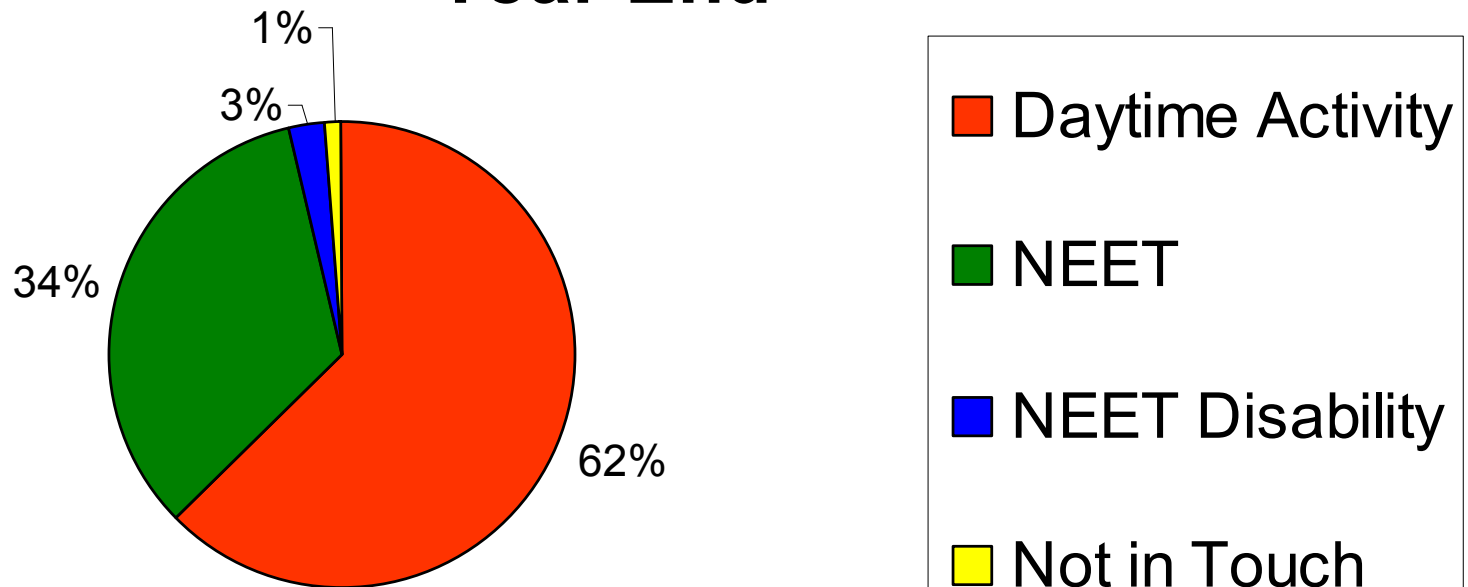


## OC3 Activity on 19<sup>th</sup> Birthday 2009/10

Cohort Summary as at 30<sup>th</sup> September 2009



## Projection 19 Year Old Activity at Year End



## OC3 Activity on 19<sup>th</sup> Birthday 2009/10

## OC3 Activity on 19<sup>th</sup> Birthday 2009/10

Current NEET within the 19 year old group as at 30<sup>th</sup> 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 19<sup>th</sup> Birthday 2009/10

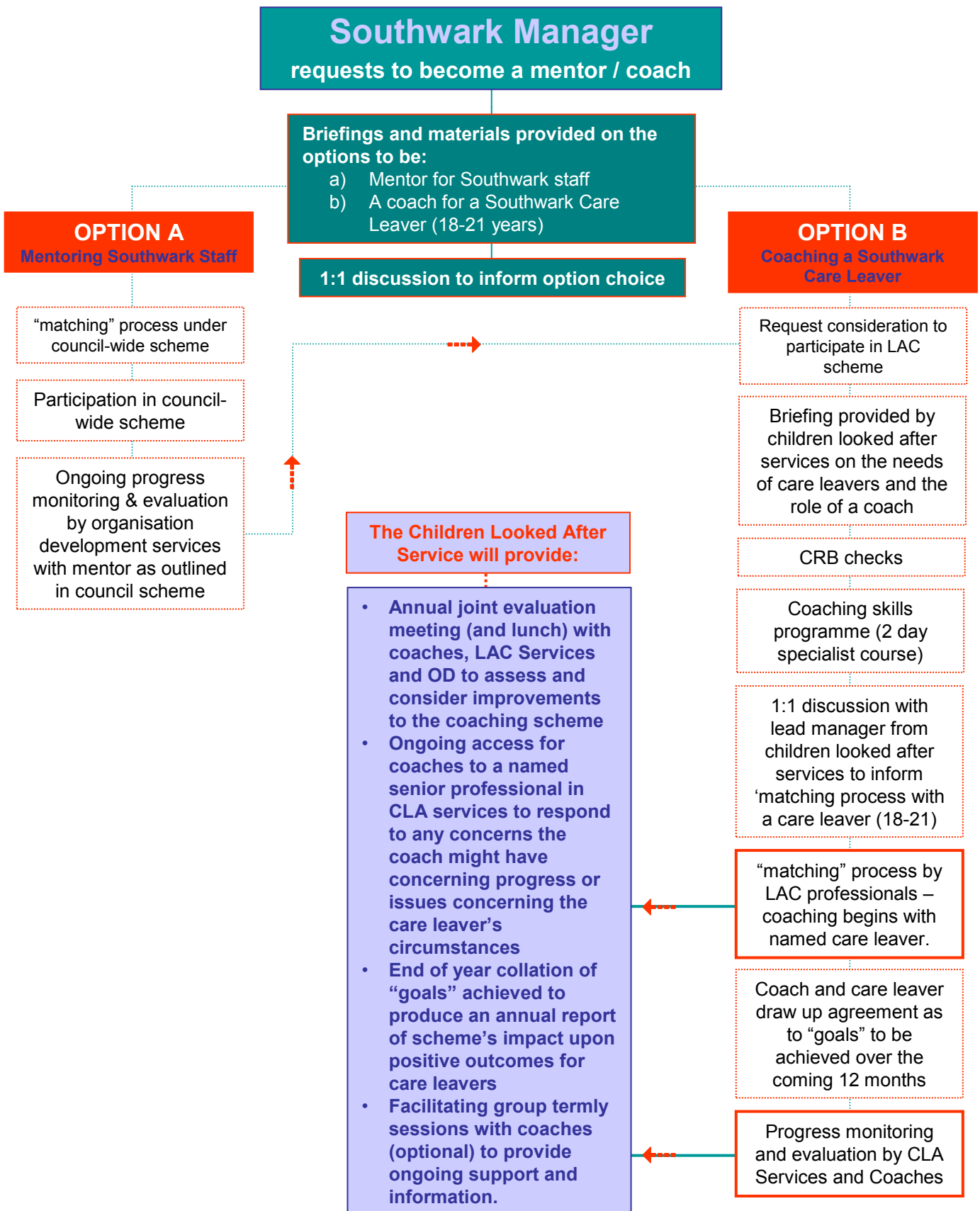
18 Year olds within the cohort and their current daytime activity year end tracking

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
<b>Total</b>	<b>30</b>

## 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.

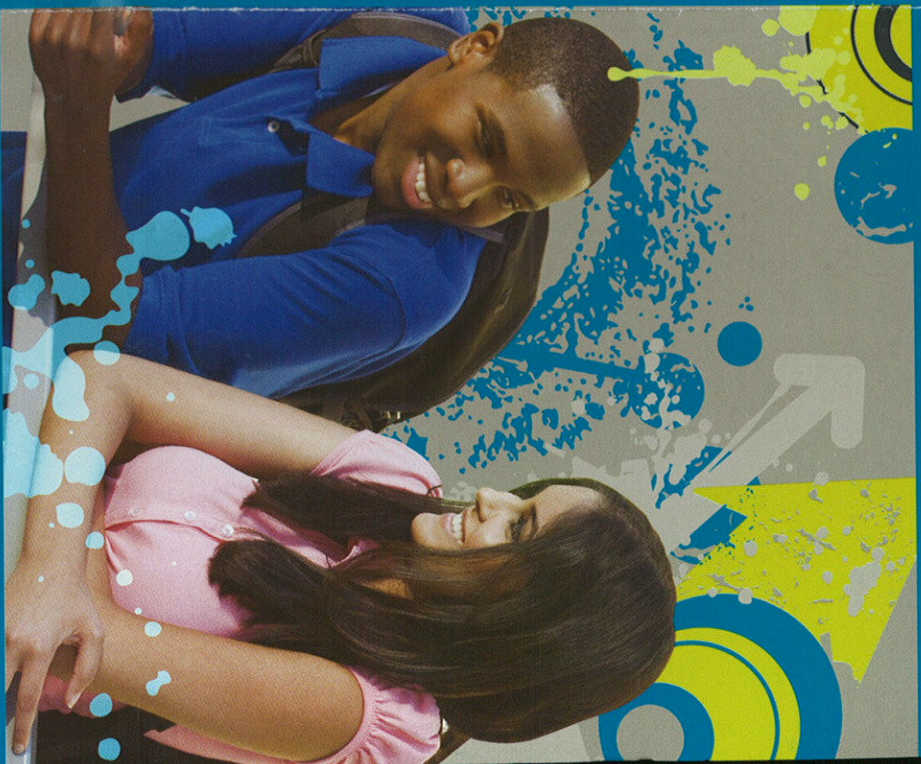
Bermondsey one stop shop  
17 Spa Road, SE16

Peckham one stop shop  
Peckham Library, SE15

Walworth one stop shop  
151 Walworth Road, SE17

# 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](http://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

<b>CORPORATE PARENTING COMMITTEE AGENDA DISTRIBUTION LIST MUNICIPAL YEAR 2009-10</b>			
<b>NOTE:</b>		Original held by Constitutional Team; all amendments/queries to Bola Roberts 020 7525 7232	
To	Copies	To	Copies
<b>Membership</b>	1 each	Constitutional Officer	10
Councillor Lisa Rajan		1 copy to Bola Roberts, Tooley Street	1
Councillor Ade Lasaki			
Councillor Eliza Mann		<b>Total:</b>	38
Councillor Lewis Robinson			
Councillor Olajumoke Oyewunmi			
Councillor Barrie Hargrove			
Councillor Veronica Ward			
Councillor Althea Smith			
<b>Reserves</b>			
Councillor Jame Barber			
Councillor John Friary	1 each		
Councillor Ian Wingfield			
Councillor Sandra Rhule			
Councillor Michelle Holford			
Councillor Caroline Pidgeon			
<b>Co-opted members</b>			
Barbara Hills	1 each		
Chris Sanford			
<b>Libraries</b>			
Albion			
Dulwich			
Newington			
Local Studies Library			
<b>Children's Services</b>			
Romi Bowen			
Rory Patterson			
Chris Saunders			
Adrian Ward			
David Hook			
Debbie Walsh			
Eleanor Parkin			
<b>Legal</b>			
Sarah Feasey			
Jill Easty			
<b>Organisational Development</b>			
John Howard			

**Dated: November 17 2009**