

Annex B Corporate Parenting Strategy Action Plan 2024-02.xlsx

Objective (can be repeated and have multiple actions)	Reference ID	Action	Accountable Officer	Date Added	Completion Date	Update (Milestones/Deliverables) Include date of update
Updating our sufficiency strategy to ensure we have a range of placement options available to meet need.	1	1) Complete development of revised sufficiency strategy. 2) Sign off of sufficiency strategy 3) Implementation of sufficiency strategy (the key actions are reflected in actions in this plan linked to fostering and residential placement development.)	Head of Resources	22/11/2023	1) 29/02/2024 2) 01/03/2024 3) Ongoing	This strategy sets out how York City Council intends to meet its Sufficiency Duty for the children we look after, improve the quality and choice of placements, ensure value for money and minimise the likelihood of suitable placements not being available locally. We will continue to use findings from Analysis of Data and Intelligence to understand need both now and in the future.
Continue the work of Make York Home to ensure children and young people are in placements that best meet their needs and support more young people to live in York near to the networks and relationships that matter most	2	1) Continue to review placements of children in care and ensure they best meet children's needs. 2) In Spring 2024 we will open Wenlock terrace children's home and continue to develop our bespoke supported accommodation offer. 3) We will create a tailored accommodation offer for our Unaccompanied Asylum-Seeking Children in the York area.	Head of Resources	22/11/2023	1) Ongoing 2) 01/04/2024 3) Proposed model in development following Executive January 2024.	We will continue to see less children placed out of York, reduce children in IFA places and will see a reduction in costs. We will develop alternative options to better support children and young people with the most complex emotional and behavioural needs to remain safely within a family setting. We will have a specialist social work post for all Unaccompanied Asylum-Seeking children to help make York home, streamline their support and promote their health and aspirations.
Deliver on our Fostering recruitment plan to recruit more foster carers locally.	3	1) Put in place a SLA with Communications team to improve recruitment. 2) Deliver programme of recruitment activity that secures 10 to 15 foster carers each year.	Head of Resources	22/11/2023	1) 14/11/2023 2) Ongoing	York children will be cared for whenever possible within York, minimising the need for external placements. We will relaunch our media campaign to increase the number of enquiries to grow the number of carers from assessment to approval year on year. Therefore, increasing the total number of foster carers. Will ensure that foster carers are regularly accessing purposeful, targeted training that will help promote positive outcomes and increase retention. 14/11/2023 – SLA is now in place and recruitment campaign is active. Progress on recruitment will be shared with SLT quarterly.

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Developing our approach locally to build an enhanced approach to residential care that works in an integrated way with local fostering provision.	4	1) Using the "Together we can model" we will increase bespoke placements in York that support reunification and reduce the length of time that young people remain look after. 2) We will develop tailored services for our Unaccompanied Asylum-Seeking Children within York area. 3) Develop a specific placement support offer (keep close, approach) and deploy support to fragile placements. 4) We will work to reduce short notice placement moves and children with more than one placement move. 7) We work with young people and their families to limit the time the young people spend in residential care and return to live within their family network. 8) We provide better support to young people leaving residential care and reduce the risk of homelessness.	Head of Resources	22/11/2023	Together We Can launching February 2024.	We act as a responsible authority by ensuring we comply with the recent introduction of The Supported Accommodation (England) Regulations 2023 by 30/10/23 Clinical psychology provision will be in place to support children and young people who are categorised as looked after and/or where there are complex safeguarding concerns.
Implementing our Family Seeing approach and supporting children and young people to develop the positive relationships and networks they need to thrive and sustain them throughout their life.	5	1) Continue with the Family Seeing Training and extensive Signs of Safety programme for all practitioners. 2) Ensure that Care leavers will have at least three loving and meaningful relationship when they reach adulthood.	QA training,	22/11/2023	Ongoing	We will see evidence on child's file that families' networks have been understood and utilised to support children to remain at home or have ongoing positive contact. That we see that every opportunities for looked after children and young people to stay in touch with their family, friends and other people who are important to them is explored regularly as the child gets older or things change. We would like invite the children's guardians to Hamilton House to showcase the offer of support and build relationships.

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Continuing to develop our Life Story work so that children can understand what is happening in their life and why.	6	<p>1) We will ensure that Social Workers and Carers have sufficient training to be able to deliver appropriate life story work with children and young people so that they understand their past experience and their journey into our care.</p> <p>2) We will identify where there are specific therapeutic needs for our children and ensure that they have the correct support they need to overcome the past trauma and abuse they have experienced in order to help their recovery and better achieve and succeed in life.</p> <p>3) Continue to support children and young people to build and maintain good relationships with birth and extended families, wherever possible, to make sure they have strong support networks outside of our care.</p> <p>4) Ensure that Hamilton House staff are include in Children's Resource Panel (CRP) paper work.</p>	Head of Corporate Parenting , Hamilton House	22/11/2023	<p>1) 01/06/2024</p> <p>2) Aligned to recruitment of clinical psychologist</p> <p>3) Ongoing</p> <p>4) 01/03/2024</p>	Ensure that all our social workers are trained in the narrative model which will help enable them to understand the importance of their lived experience and journey in a way they can best understand. Develop and implement resources that we can use with children and young people, such as life story work, to help explain why we are involved in their lives and their life journey.
Ensure 'My Care Plans' identify who is important to children and young people and how they are able to keep in touch.	7	<p>1) Signs of belonging training to be offered to staff in 2024.</p> <p>2) Ensuring that children know what their care plan says and ensure better facilitating children and young people to play a more active part in the creation and review of their Care and Support Plans (co-production).</p>	Head of Corporate parenting	22/11/2023	<p>1) 2024</p> <p>2) Ongoing</p>	We will help develop relationships with children and young people, which are built on trust and respect and that are longstanding. we will ensure by use of Audits that Children and young people's plans evidence that the child has been meaningfully involved in their development and review.
We will develop our model of family time to make better use of family networks and develop new ways of keeping in touch.	8	<p>1) We will review how we manage our family time offer so that this meets the needs of our children and young people who are going to stay in our care. We will try to ensure that this family time feels safe and as natural as possible to help children in our care maintain their connections with their natural families and siblings and look at how we can move away from traditional family contact arrangements .</p>	Head of Corporate Parenting	22/11/2023	31/03/2025	We have secured funding from the Department for Education from December 2023 to March 2025. This funding will support the development of our approach to 'family seeing' and will also support the co-production of a new model for family time.

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We will work to ensure Personal Education Plans (PEP) are good quality, aspirational and ambitious.	10	<p>1) Be ambitious for children and young people's education and learning. This means keeping an up-to-date Personal Education Plan (PEP), which we will develop with the young person, that has their personal interests and ambitions represented throughout.</p> <p>2) Increase the % of good and better PEPS by ensuring that there is a targeted response to any PEP submitted which does not sharply focus on learning outcomes.</p> <p>3) Help children and young people feel safe, happy and well at school by working closely with schools.</p>	Virtual School Head	22/11/2023	Ongoing	We will see and improvement in timely, ambitious, and high quality Personal Education Plans that promote the learning and education of our children and young people to achieve their future life . Continue our close partnership working with the Virtual School, which ensures monitoring, support and advice for young people and career goals throughout the year. See a reduction in children absent or excluded from education. Children and young people will tell us that they are enjoying learning and being at school more and feel able to do the best they possibly can.
We will work with all partners to ensure young people have the right support to be in school and to succeed.	11	<p>1) We will ensure that Personal Educational Planning and Pupil Premium funding is targeted to support our children directly in terms of their education attainment and attendance. We will challenge when we feel our children are not getting what they need.</p> <p>2) Continue our close partnership working with all schools, settings and FE colleges to monitor provision, support and aspirations for young people. There will be an improving pattern in attainment and progress of children in care and oversight and scrutiny by the virtual school.</p> <p>3) The SLEA team provide IAG to all CYPIC to ensure they have options for future destinations</p>	Virtual School Head	22/11/2023	Ongoing	The number of children and young people accessing education, employment and training will increase. Offer focused careers advice, interview and skills work
We will support and young people to plan for their future after school to help achieve their goals.	12	<p>1) We will work with local further and higher educational establishments to create opportunities to enable our young people to interact with them from an early stage, so that engagement with these establishments is a norm not an exception creating setting stronger ambition.</p> <p>2) We ensure that every young person has a Passport to Employment which is designed to travel with the young person as they grow older and detail all of their achievements, school info, training and results.</p>	Virtual School Head and Skills Officer	22/11/2023	1) Linked to Staying Close programme 2) 01/04/2024	There will be an improving pattern in attainment and progress of children in care and oversight and scrutiny by the virtual school. Plans will be in place before children leave education and will be updated if plans change.

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As a corporate parent we will develop our approach to apprenticeships to help care experienced young people have another route to gaining experience and qualifications to help them in their career.	13	1) We will establish and promote a range of mentoring and befriending offers to help our children and young people learn from the experiences of others to help inspire them to achieve and succeed. 2) The new Employment and Opportunities Broker post will work to ringfence apprenticeships & opportunities within City of York Council.	Head of Resources	22/11/2023	1) Linked to Staying Close programme 2) 31/03/2024	Increasing the numbers of Care Leavers engaged in education, training and employment. We will undertake an evaluation of our training and communication activity to assess its impact on outcomes for young people.
We will have high expectations of partners in the city to improve their offer of support for care experienced young people to have access to apprenticeships and employment opportunities.	14	1) Through the new Employment and Opportunities Broker we will broker more opportunities with local business across the city.	Head of Resources	22/11/2023	31/03/2024	Increase the number of work placements, apprenticeships, and progression opportunities created for young people by local businesses. More young people will be either studying, working, or on a training scheme or in an apprenticeship.
Improve time timeliness of Initial and Review Health Assessments.	15	1) Meet regular with Health Assessment providers, understand barriers for delay in paper work. Develop clear work flows and process for social workers when placing children. 2) We will improve our performance as a partnership in understanding and supporting our children's emotional and mental health by more effective use of the strengths and difficulties questionnaire.	Head of Corporate Parenting , Health Partners	22/11/2023	1) Ongoing 2) 01/04/2024	Improvement on timeliness and quality of health care assessment performance. We will ensure that no one misses out on healthcare, with regular assessments to help identify need. We will encourage all young people to attend their assessments by offering flexible arrangements and improve uptake.
Work with partners in health to maximise access to dentistry and regular check ups.	16	We will identify the barriers to accessing health and dental care for young people who are leaving care, and which ensures a smoother transition to adult services where required. Further actions would follow to address barriers identified.	Head of Corporate Parenting . York Health board.	22/11/2023	01/04/2024	Children and young people will tell us that the health care and support they receive is more joined-up, consistent and is more tailored to their needs as an individual. We will see an improvement in the uptake of regular dental checks in the next 6 months. A pathway has been agreed for Care Leavers experiencing dental pain and do not have access to dental care.

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Improving support for children and young people's well-being through the development of 'Together We Can' and Staying Close.	17	1) Recruit a Consultant Clinical Psychologist to work across children's services. They will provide formulation for teams, advice, guidance and strategies for managing complex risk situations where children return home. They can also be used in foster placement breakdown for those young people who have been in settled placements but reached critical point.	Head of Resources	22/11/2023	01/05/2024	Reduce waiting times for children and young people accessing emotional wellbeing and mental health services. Children and young people know who to turn to for support with their health and wellbeing. They will trust that we will listen to their views and care about them. Support children and young people and care leavers to have fun and new experience develop their own interests. Social workers will use the support of the clinical psychologist to develop plans of support for children and families.
Developing how we work with CAMHS for care experienced young people to improve access and coordinate support.	18	1) Develop proposals for an embedded CAMHS offer to help support the mental and emotional wellbeing of children and young people.	Susan Deval	22/11/2023	31/04/2024	Improved social, emotional and mental health for children and young people, and timely access to CAMHS, especially for our most vulnerable children. We will report on SDQ year on year scores to examine trends and ensure that these are informing care and education plans. We ensure that consent is provided by the appropriate social worker to the health team within 3 days of child / young person coming into care to enable health assessment to be completed within 20 working days.
Update our leaving care pathway so it supports young people to prepare for successfully leaving care.	20	1) Ensure our care leaver offer includes access to activities which can promote strong physical and emotional health and wellbeing. 2) We will ensure that all young people have Health Summaries before they leave care to support their understanding of their health journey. 3) Strengthen the initiation of pathway planning prior to allocation to the pathway service.	Head of Corporate Parenting	22/11/2023	1) Ongoing 2) 01/03/2024 3) 01/04/2024	For those children and young people approaching points of transition, especially back into mainstream settings and to adulthood, that they have a voice and are able to access the right transitional support to help them on the next stage of their journey to independence and positive futures. Young people with have health passports so they know their health journey and can take this with them if needed.

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Update our local offer for care leavers that allows for more bespoke support for each young person.	21	<p>1) We will ensure that our care leavers offer is of high quality, that our young people know what it offers them, and that this is reflected in their pathway plans according to their individual needs and wishes.</p> <p>2) Implement our Staying Close model to support young people moving into adulthood stay close to the residential or out of area carers if that is where they have established their local links to and wish to stay, or ensure that there is a stronger and supportive offer for them locally should they move back to the city.</p>	Head of Corporate Parenting	22/11/2023	<p>1) Ongoing - to be updated following launch of new local offer.</p> <p>2) 01/03/2024</p>	The local offer is comprehensive, detailed and ambitious. Care leavers have access to high-quality information about their rights and entitlements. It details how we will care for Care Leavers like they are our own, keeping in touch and making sure they have access to a strong, multi agency Care Leaver Offer. We will ensure we regularly refresh and publish our care leavers offer, co-produced with them, and reviewed bi-annually to ensure it is kept up to date and meets the changing needs of young people and young adults leaving our care.
Develop the advice and support offer for care experienced young people beyond the age of 25.	22	<p>1) We will undertake consultation work with care leavers (21- 25 years old) to understand their wishes and feelings in relation to support post 25 & what this might look like</p> <p>2) We will Benchmark against other local authorities for good practice and guidance. Pathway duty service remains a support to those post 25 for advice and guidance should this be needed.</p>	Head of Corporate Parenting	22/11/2023	<p>1) 31/03/2024</p> <p>2) 31/03/2024</p>	Young people are well prepared for adulthood and greater independence. Young people will be clear around what the support will look like after 25 years. We will improve our links with adult social care and ensure that we have clear transition plans.
Review the impact of our housing protocol for care experienced young people.	23	<p>1) Work with housing and young people to understand the impact of the housing protocol for care experienced young people. Develop any actions as a result of this review.</p> <p>2) We will ensure that we have access to a variety of different options suitable to their assessed need and that can be flexible if needs change.</p>	Head of Corporate parenting. Head of housing services	22/11/2023	<p>1) 01/12/2023 - then every six months</p> <p>2) Ongoing</p>	We will regularly review the protocols effectiveness by gaining feed back from Care leavers that they are all in suitable accommodation. Set up monthly 'Move on 'panel meeting with housing to ensure repairs or any concerns are dealt with swiftly. Ensure all Care leavers accommodation endings are reviewed to ensure that all support has been explored and no other actions are available.

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We will ensure the workforce across the city understands their responsibilities as corporate parents.	24	1) Task and finish group to test the viability of developing and roll out an e-learning module for employees as part of the mandatory induction programme. 2) Review and update our existing learning and education programmes to incorporate corporate parenting duties. 3) Involve children and young people with care experience as far as possible in delivery of corporate parenting training.	Head of Corporate Parenting	22/11/2023	1) 31/03/2024 2) 31/03/2024 3) Ongoing	Corporate parenting responsibilities will be understood by all York City Council partners and the Care Leaver Offer will clearly lay out what support or service Care Leavers are entitled to. Employees will be able to think about how each policy impacts on their roles as Corporate Parents. We want to secure improved outcomes for people and places through effective partnership working at a local, regional and national level. To do this we want to join forces with local business forums to ensure we have a wide range of opportunities and support for our young people in our city. This will be supported by the Employment and Opportunities Broker post.
We will continue to develop how children and young people can have a voice through Show Me That I Matter, I Still Matter, Advocacy, UMMatter, through the role of Corporate Parenting Advisors and through implementing Mind of My Own.	26	1) Continue to promote engagement with SMTIM and ISM to reach more young people. 2) Develop further involvement opportunities including embedding the use of Mind of My Own across the service. 3) Review the impact of the Corporate Parenting Advisors pilot and develop long term model.	Advocacy	22/11/2023	1) Ongoing 2) 01/02/2024 3) 31/03/2024	We will continue to work with key partners to strengthen the voice of young people so that they are central to decision making, especially the role of Show Me That I Matter, I Still Matter, Advocacy, UMMatter. We will put the voice of children and young people at the centre of all levels of decision-making by providing opportunities so that young people co-produce more services and strategic plans with us and let children and young people know the outcomes of decisions, what is possible to do, what is not, and why. We will monitor and ensure more children and young people are making use of independent visiting and advocacy services while in care.
We will make sure that we celebrate key milestones and achievements with children and young people.	27	1) Support individual workers to recognise the achievements of young people they are working with. 2) Ensure recognition and celebration is reflected in expectations of placement providers. 3) Build on the successful celebration events in 2023 and plan a programme of city wide celebration opportunities in 2024/25.	Advocacy and Speak Up Service	22/11/2023	1) Ongoing 2) 31/03/2024 3) 31/03/2024	Highlight the contribution of children and young people to their communities through events /awards and see an increase in YP attending celebration events. Ensure that those who cant and don't yet feel ready have their achievements celebrated in other creative ways. we will ensure we seek the views of Young People to ensure we are getting celebrations right.