

AGENDA SUPPLEMENT (1)

Meeting: Children's Select Committee

Place: Kennet Committee Room, County Hall, Trowbridge

Date: Tuesday 12 November 2019

Time: 10.30 am

The Agenda for the above meeting was published on 4 November 2019. Additional documents are now available and are attached to this Agenda Supplement.

Please direct any enquiries on this Agenda to Roger Bishton, of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line 01225 713035 or email roger.bishton@wiltshire.gov.uk

Press enquiries to Communications on direct lines (01225)713114/713115.

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7 **Draft Corporate Parenting Panel Annual Report (Pages 3 - 36)**

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Wiltshire Council

Full Council

26 November 2019

Annual Report of the Corporate Parenting Panel
May 2018 to September 2019

1. Purpose of Report

- 1.1 This report forms the annual update to Council from the Corporate Parenting Panel (CPP) in accordance with the Council's Constitution.

2. Background

- 2.1 The role of the Corporate Parenting Panel is to secure Councillor involvement and commitment throughout the Council to deliver better outcomes for children and young people who are Looked After. All Councillors are reminded that they have responsibilities as a "corporate parent" for children and young people who are Looked After in Wiltshire.
- 2.2 Councillors Pat Aves, Mary Champion, Pauline Church, Jane Davies, (Vice Chair), George Jeans, Laura Mayes (Chair), Stewart Palmen, and Philip Whalley formed the membership of the Panel during the period May 2018 to April 2019. The Lead Officers were Martin Davis (Head of Service – Care, Placements and EDS) who was then replaced by Deborah Barlow (Interim Head of Children in Care and Young People).
- 2.3 In July 2019 the membership altered. Councillor Laura Mayes stepped down from panel having changed Cabinet Member responsibility and she was succeeded by Councillor Pauline Church as the Chair. In September 2019 there were further changes and Councillors Mary Douglas (Portfolio Holder for Skills and Social Mobility) and Bridget Wayman joined in place of Councillors Laura Mayes and Philip Whalley.
- 2.4 The meetings were regularly attended by the following officers and representatives:
- Emma (Young Person representative), Sarah Banks (Acting Senior Commissioner), Deborah Barlow (Interim Head of Children in Care and Young People), Martin Davis (Head of Care, Placements and EDS then Head of Service, Quality Assurance), Sally Ellis (Public Health Specialist), Judy Edwards (Senior Commissioning Officer), Sara James (Service Manager – Conference & Reviewing Service) Sarah Heathcote (Head of Child Health Improvement), Terence Herbert (Executive Director), Dr Cathy Mallet (Designated Doctor for LAC), Claudia Megele (Head of Service – Quality Assurance & Principal Social Worker), Denise Milton (Foster Carer and

Wiltshire Fostering Association representative), Lena Pheby (Designated Nurse for Looked After Children), Karen Stokes (Missing Children Co-Ordinator), Matthew Turner (Service Manager – Care and Placement Services), Lucy Townsend (Director Families and Children’s Services), Chris Whitfield (Virtual School Head), Jay Williams (Fostering Services Manager). Other Officers attended as required to present particular reports.

3. Work Programme

- 3.1 The Corporate Parenting Panel (CPP) has discussed a broad range of topics whilst considering the young people’s views. A Children in Care Council (CiCC) representative has been invited to attend each Panel meeting and, whilst not able to attend all, they have provided invaluable help and opinion.

The Panel has received the following reports and information:

Performance Data

- National and Local Key Performance Indicators for Children in Care data
- Looked After Children Missing data and commentary
- MOTIV8 (Substance Misuse Service) data

Annual Reports

- Independent Reviewing Officers Report - 2017/18
- Health of Looked After Children - 2017/18
- Wiltshire’s Independent Visitor Scheme - 2017/18
- Update on Disruption Meetings – 2017/18
- Private Fostering - 2017/18
- Virtual School: Headteacher’s Report - 2017/18
- Fostering Service – 2018/19
- Private Fostering 2018/19

Updates

- Children’s Placement Budget Management Project
- Looked After Children, Young People and Care Leaver's Improvement Group
- Work of the Children in Care Council
- Adoption West
- Family Fostering Groups
- Councillors Strategic Priorities
- MOTIV8 Referrals
- MOTIV8 Service Update
- Foster Carer Recruitment
- Initial Health Assessment Timeliness
- Virtual School – Provisional examination results 2018/19

4. Children in Care Council

4.1 The Children in Care Council is a key stake holder group relating to matters included in the Corporate Parenting agenda. There is a mature relationship between CiCC and as a result young people have helped to shape the way in which we undertake our work. Through the Shared Guardianship sessions, they have helped to influence the work and priorities of the CPP.

4.2 Historically, following each meeting of the Panel there was a 'Shared Guardianship' session where young people and Councillors met to discuss key themes. While these sessions have largely been successful as evidenced by the 'You Said, We Did' audit, following feedback from the young people we changed the format of these meetings, agreeing to hold two business meetings and two social events in the year.

- At the Shared Guardianship session held on 18 September 2018 there was a "check in" on an aspect of The Promise (that was adopted in November 2017). "To involve you in decisions about school and to help you get to school so that your education can continue". Cllr Phil Whalley as Strategic Priority lead and Portfolio Holder for Education and Skills asked questions of the young people present about their likes and dislikes at school and their understanding and experiences of their Personal Education Plans (PEPs). The young people also gave suggestions of what could be done to improve their education experience and their involvement with pupil premium funding and how it is spent.
- Also, at this session, Lucy Lewis talked with the group about their ideas for the change of use of Aspire House in Melksham to register Aspire as a children's home through Ofsted as part of the "Stronger Families" project which looks to support children in care/care leavers and those on the edge of care. Lucy had been tasked with providing a young person's guide providing basic information about Aspire, what to expect, what is expected of them and what their rights are and the group spent time looking at what should and should not be included.
- The Children in Care Council had worked in partnership with Bath University to put together the agenda for the Shared Guardianship session on 19 March 2019. Members of the group wanted the opportunity to feedback some positive and negative experiences of their journey in care. Three students who were currently completing a degree in Social Work from Bath University (along with their tutor) attended and facilitated the session in which the young people were asked to talk about the positives and negatives of their Review Meetings and their current and past placements with suggestions for improvements. The group also discussed Social Workers practice and the strengths and areas requiring improvement. The findings from the session would be shared with other Social Work students and be passed onto the Council so that Managers could share the findings with their Teams.
- For the Shared Guardian Session on 10 September 2019 the Children in Care Council had asked for a session to include Mental Health and how they could

support the Social, eMotional and mEntal Health service using technOlogy in Wiltshire (SOMEHOW) Project, with a view to their views being captured on what they think works, what could be improved and how it's best to deliver support services to young people. The project is piloting a new approach to identifying and responding to social, emotional and mental health (SEMH) needs in primary school children, making best use of multi-agency working and digital innovation. The aim is to upskill school staff to respond to emerging SEMH challenges, and for specialist services to respond proactively and holistically when further support is required.

- An interactive session was held with the Corporate Parents, Senior Officers and the young people representatives with a number of group exercises to review current services and give feedback on what works well and what needs to improve.

4.3 Membership of CiCC has steadily grown throughout the year however this work will continue throughout 2019-20 and more members of CiCC will be recruited so that the group is as representative of the care population in Wiltshire as possible and includes broad and consistent membership, allowing momentum to be built for the work they take forward. Attached as Appendix 1 is a copy of the Annual Report of the Children in Care Council for 2018/19.

5. Our Performance

5.1 The Corporate Parenting Strategy was reviewed in early 2018 and through consultation with the Children in Care Council the same seven priority areas for focus were agreed. These have continued through to July 2019; and at recent Panel meeting there has been discussion about whether the format of future meetings could be improved and decisions around this are planned for later in 2019.

The fundamental aims of this strategy are to ensure that Councillors:

- Understand their roles and responsibilities as Corporate Parents
- Scrutinise and challenge how the Council performs in delivering its services as a Corporate Parent
- Engage effectively, with energy, consistency, and confidence with children and young people so that their voice is heard and has influence
- Support and enable children and young people to challenge where services need to improve.
- Maintain a comprehensive overview of the progress of children who are looked after and for care leavers, scrutinising the quality, effectiveness and performance of the services that support them.

5.2 Within this Strategy, there are seven Strategic Priorities. To ensure that strategic oversight and critical challenge is effective, it is agreed that each member of the Panel will have a lead role in relation to delivery of a strategic priority. At each Panel meeting we receive a focused update from one of the Lead Members on their Strategic Priorities and these are detailed below:

5.3 CPP Meeting – 18 September 2018 – Councillor Phil Whalley, Lead Member for *Strategic Priority 5 – “Improve the educational outcomes for looked after children; closing the gap between looked after children and other children in the county”*.

At the meeting, the following was highlighted:

- That life chances would be improved if a young person had a good education and that Wiltshire Council had a moral and legal responsibility for all Looked After Children;
- There were currently 280 school aged Looked After Children and the Panel noted the Virtual School’s results on pages 59 and 60 of the agenda. The Panel was asked to note that those children being assessed for additional support is small (e.g. 7 KS1 children and 18 KS2 children) and so this can skew the figures;
- There was some improvement for the KS1 and KS2 results for reading, writing and maths compared to last year although the results for KS4 are weak with 20.9% achieving levels 4-9 in English and Maths;
- Issues that impact on education performance to consider are the age at which a child came into care as this is a factor for when they might start to receive enhanced support, how long they have been in care and what disruptions and changes they have experienced;
- The Virtual School always look to place Looked After Children in Good or Outstanding Ofsted rated schools. If a school is then rated as “Requires Improvement” a judgement is made by the Virtual School and Social Worker as to whether it is in the child’s best interest to be moved to a different school;
- Personal Education Plans (PEPs) will be carried out using an electronic process (ePEP), the designated teachers from each school will be able to use the form to overview progress and identify areas of concern;
- The Pupil Premium (PP) allowance for Looked After Children is £2,300 and it was confirmed that there was a robust process for the release of this funding – schools are required to indicate what they intend to spend it on and what improvements and outcomes are expected. Chris Whitfield (Virtual School Head - VSH) has the ultimate say on the PP spend and will re-iterate to schools that education must be the priority for young people;
- Every local authority must have a VSH and Wiltshire was in the original pilot scheme in 2007 so this position has been in place for over 10 years;

Chris Whitfield, VSH, reported that the Virtual School would be buying in an ePEP package for next year and that a Governing Body for the Virtual School was well established. Panel members asked to receive an update from the Virtual School Governing Body at a future meeting.

5.4 CPP Meeting – 20 November 2018 – Councillor Jane Davies, Lead Member for *Strategic Priority 2 – “Continue to improve timeliness of permanency for looked after children across the range of permanency options”*

At the meeting, the following was highlighted;

- The Permanence Framework that is for the establishing of emotional permanence (attachment), physical permanence (stability) and legal permanence (the carer has parental responsibility for the child) which gives a child a sense of security, continuity, commitment and identity – a sense of “home” and belonging;
- Social work teams and how they work closely together to achieve permanence for a child;
- Clear planning and review process and how it is undertaken for a child and what this involves;
- Monitoring of progress and outcomes takes place and with whom the data collected is shared and discussed;
- Routes to permanence which include adoption, long term fostering or Orders such as a Special Guardianship Order (SGO) or Child Arrangement Order (CAO) or a return home;

It was confirmed that one of the FACT workstreams is focussing on reunification. When it is the plan that a child will return home, the voice of the child, parents and the views of foster carers on how this might work will be taken into account.

- Wiltshire’s Adoption Scorecard for 2014-17 (for which Wiltshire shows strong results in the three key areas);

During the 2015 Ofsted inspection they positively commented on the adoption results and performance has continued to improve since. It is anticipated that the implementation of Adoption West will help improve things further and members were assured that Wiltshire’s performance would not be negatively impacted by the results of the other authorities who were part of Adoption West (note: subsequent reporting and the Ofsted inspection of 2019 indicated that adoption performance has continued to improve for Wiltshire’s children.)

- Regular monitoring reports are prepared and provided for Cabinet in relation to adoption;
- Definition of a long-term placement is one which is intended to provide for a child until they are 18 plus – if all goes well it is hoped they would ‘stay put’ in foster care. Long term matches with Wiltshire approved foster carers are agreed at Foster Panel. If a child has to be placed with an agency foster carer they can still be long term matched if it is the right plan for the child. In this

case, due diligence would apply and requests are approved by the Permanence Panel and then Foster Panel;

- If children are unable to live safely at home with parents, the next best option in terms of outcomes for the child may be a placement with extended family or close family friends for example – this would require a Special Guardianship Order or a Child Arrangement Order;
- In 2015-16, 29 SGOs were granted for Looked After Children (2 broke down). In 2016-17, 21 SGOs (1 broke down) and in 2017-18, 19 SGOs were granted. There is a support group for those holding SGOs and the children are invited to the Christmas party with their carers;
- It should always be considered whether a child can and should return home. Research shows that after leaving care many young adults do return home. So, the question should always be asked whether a return home is viable and safe;
- There is a lot of work going on as part of the FACT programme with the Sufficiency of Placements work stream, Reunification work stream and Kinship (Connected Persons) work stream;
- Placement stability, which can influence permanence, is measured by National Indicator 62 (placement stability: 3 or more placements during the year) which is currently at 8.8% (below current target range of 9-12%) and NI 63 (placement stability: 18 months plus in same placement) is currently 75%, above our statistical neighbours and the national average
- In the Looked After Children review audit completed in January 2017 almost 79% of those children reviewed had a care plan which included a plan for permanence. Those without an up-to-date plan were followed up – this audit is due to be repeated;

The challenges faced are:

- i) Sufficiency of placements around fostering and adoption – *When the Corporate Parenting strategic priorities were reviewed, it was agreed that this priority should remain, transformational work is located within FACT.*
- ii) Assuring the breadth and flexibility of support around complex children – *The No Wrong Door programme and strong partnership approach will help with this, especially with those children that are hard to place.*
- iii) The implementation of Adoption West reflecting a period of change – *As this has not yet gone live, we have been unable to assess the impact of the changes but will do so as soon as possible.*
- iv) Adoption West will not support Special Guardianship Order work previously held by the Adoption Team, so this work will transfer to the Fostering Team.

5.5 CPP Meeting – 29 January 2019 – Councillor Pauline Church, Lead Member for *Strategic Priority 6 – “Ensure that looked after children are protected from the risk of child sexual exploitation and reduce the frequency with which some looked after children and care leavers currently go missing”*

At the meeting, the following was highlighted:

Blair Keltie had retired in his role as Child Sexual Exploitation (CSE) & Missing Children Service Manager and Andrea Brazier will be taking responsibility for this area of work and supporting Cllr Church with her strategic priority focus;

The Ofsted recommendations of what local authorities should do to prevent CSE includes:

- Ensuring that managers oversee all individual CSE cases and that plans are progressing appropriately
- Ensuring that every child returning from a missing episode is given a return interview and that information obtained should be centrally collated and used to inform and improve future operational and strategic activity
- Ensuring that schools and the LA cross-reference absence information with risk assessments for individual Looked After Children and Young People
- Establishing a targeted preventative and self-protection programme on CSE for Looked After Children;

How the Council responds to Looked After Children who go missing includes:

- Robust communication with Wiltshire Police with reports being sent directly to Families and Children Service’s Missing Children Co-Ordinators (Karen Stokes and Mel Gillingham) to manage responses
- Systems of escalation as required
- The Missing Children Co-Ordinators track and monitor completion of Return Interviews
- The performance is monitored by the fortnightly Performance and Outcomes Group (POG)
- The information and data collated is analysed and reported in quarterly reports to the Wiltshire Safeguarding Children Board superseded in 2019 by the Safeguarding Vulnerable People Partnership (SVPP) , the Exploitation Sub Group (Of the Community Safety Partnership), senior managers and to the Corporate Parenting Panel;

A graph recording Looked After Children missing episodes from 2015/16 to 2017/18 showed evidence that responses to our children residing in Wiltshire is having a positive (trend) outcome with fewer missing incidents and more Return Interviews completed.

A graph recording our children residing out of county from 2015/16 to 2017/18 shows that our responses are improving but there is further room for improvement as the baseline was low.

There are a number of ways which are being used to support improvements in outcomes for Looked After Children who go missing which include:

- Reviewing and understanding criteria of the most frequently missing children
- A risk-based approach to missing incidents and return interviews (assessing that although a child may not be where they are supposed to be at a certain time and are classed as “missing” it may be due to a missed curfew and it is known where they are, who they are with and if they are “at risk”)
- Police report direct to the Missing Children Co-Ordinators for children placed out of county
- Information is communicated for Looked After Children prior to placement starts and the responses made to the top missing incidents
- The need for standardised procedures – development of practice standards
- An update on national guidance (issued in 2014) to include resolving cross border issues where relevant information is not passed on/received
- The Safeguarding Panel is looking to map out CSE hotspots in the county
- CSE training for staff and for the dedicated Emerald Team.

Panel Members asked about County Lines – it was reported that there is a list of around 22 children who are thought to be involved with this and they are regularly discussed and monitored, but none of these are Looked After.

Return Interviews can be carried out face to face or online or via skype as appropriate. One of the issues faced is how “missing” is reported/recoded as there is a lack of standardisation of the definition of missing; that is differences between how Police and the Local Authority interpret it. The risk-based approach on deciding whether a Return Interview should be offered and completed is the best way of using the intelligence known.

Work is ongoing to reduce missing incidents and it was confirmed that information is shared with Foster Carers before and during placement and the nature of any risk is discussed (if known) by the carer’s Supervising Social Worker. E-Learning on CSE/Missing children is available for staff and Foster Carers to complete.

Councillor Church had previously suggested that a RAG risk rating be introduced to identify the Looked After Children that are the most vulnerable and Officers had reported that this information would not be easy to achieve and as a result the Panel now received more detailed information in the quarterly Missing Children reports that referred specifically to Looked After Children.

Councillor Church agreed to continue to explore the possibility of RAG risk rating and will liaise with Andrea Brazier about this so that all relevant teams are aware of, and can work together to help, the most vulnerable children and young people.

5.6 CPP Meeting – 19 March 2019 - Councillor Stewart Palmen, Lead Member for Strategic Priority 7 “*Ensure that looked after children and care leavers have timely and easy access to mental health services*”

At the meeting, the following was highlighted:

Those who might identify emotional and mental health issues in Looked After children and young people included:

- Foster Carers
- Medical Professionals during regular health assessments and via the completion of Strengths and Difficulties Questionnaires (SDQs)
- School staff
- Social Workers
- Family Support Workers
- Other Agencies that come into contact with the Looked After Children
- Self recognition of issues

Once issues are identified this would lead to an assessment by a CAMHS (Child and Adolescent Mental Health Service) Looked After Children Therapist.

Another channel of entry to support children could come via a GP referral or from an A&E department following a self-harming episode requiring treatment or hospital admission.

The CAMHS Looked After Children Therapist (Roger Duncan) can be used to bridge the gap between services. He has been in post for 2 years and supports Looked After Children in the following ways:

- By meeting with the Looked After Children nurses for a weekly team meeting
- By joining the weekly Emerald Team meetings with Lena Pheby (Looked After Children Nurse) to identify any Looked After Children at risk of CSE
- By joining the monthly Vulnerable Adolescent Contextual Safeguarding Panel (VACS – previously Risk Management Panel) with Lena Pheby to identify any Looked After Children who are considered at risk.

The CAMHS Looked After Children Therapist offers the following:

1. Assessment of Looked After Children’s mental health needs and risk
2. Support for referrals to CAMHS
3. Short term therapy work for Looked After Children (10 cases)
4. Short term therapy work for Unaccompanied Young People (2 cases)

If further support is required after a set number of sessions the young person would be referred onto the CAMHS service. Currently there is only one CAMHS Looked After Children’s Therapist, so capacity is limited. The CCG is carrying out a review of demand and capacity to identify the commissioning gaps.

It was confirmed that, where appropriate, Roger Duncan does work with young people if their application to CAMHS is declined and if support has been requested by the family.

The CCG reported that there had been less “bounce back” from the young people in the system since the CAMHS Looked After Children Therapist role had been introduced. Other support services are available including Kooth (on-line counselling). Between April 2018 and March 2019, an average of 4.5 referrals of Looked After Children have been accepted in the specialist CAMHS Service – with a range of between 2 and 8 each month. This does not take into account those accessing Services through staff embedded in other teams, such as schools or The Emerald Team.

It was reported that there are many life experiences that can lead to mental health problems and Looked After Children are more likely to have experienced them; and not addressing these issues can lead to mental health issues in the future:

Early Life Experiences or Adverse Childhood Experiences (ACEs)

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Witness to Domestic Violence
- Neglect
- Trauma (unaccompanied young people arising from events in their country of origin) leading to PTSD. Interpreters are often needed to find out about these issues.

There are issues with providing CAMHS support for Looked After Children and Care Experienced young people, as follows:

- CAMHS is a “brand” that some young people may not want to be associated with as there is a stigma attached to the word “mental”
- Family Care Workers offering outreach in other specialist areas are essential to provide support for those who don’t want to see a CAMHS therapist; children cannot be made to have CAMHS support
- Initial Health Assessments (IHAs) can be delayed, more often for children placed out of county
- SDQ scoring is sometimes not completed in a timely manner
- There is no quantitative data available to see how well we are doing.

Cllr Palmen shared his improvement suggestions as follows:

- Improve support for Unaccompanied Young people
 - *I am aware that recently funding has been secured for three levels of training that can support unaccompanied young people;*

- Recognise Adverse Childhood Experiences (ACEs) early on and provide counselling and support quickly
 - *I feel this approach would benefit from multi-agency training and support including school as key front-line agencies.*
- Have quantitative measures of more than time for Initial Health Assessments.
- Improve the CAMHS brand
 - *I am aware that recent changes in the CAMHS structure and establishment of the CAMHS Wiltshire Wellbeing team is currently addressing this.*
- Looking at the Panel's Strategic Priority – do we need to take the focus off “Timely Support” and onto “Preventative measures with correct support?”

Lucy Baker (CCG Commissioning) wished to assure the Panel that the reported issue of timeliness of IHAs had been picked up and work was being undertaken to make improvements. They were talking to colleagues in Islington who are high performers in timeliness of IHAs to find out what they do. Lucy also reported that national funding was coming and that they would be looking to make improvements early on in a young person's pathway.

Lena Pheby reported that they are considerate in the way they address and discuss emotional health issues when they are talking to young people to take away the “mental” stigma.

A Panel Member asked whether young people had to be in a “stable” placement before they could access the CAMHS service. If we are aware of a drug or alcohol issue, then we would recommend a referral for a Motiv8 session with hope that more would be provided.

Lucy Townsend (Director – Families and Children's Services) reported that Tracy Daszkiewicz (Director of Public Health) was leading on the core skills workstream under the FACT project which was looking at support for adverse childhood experiences (ACEs).

A Panel Member asked if counselling should be offered to all children coming into care as standard?

Lucy Baker responded that workshop/play therapy is offered for younger children that come into care, particularly being available in school holidays so that they can continue to receive support during those times. Outdoor based activities and forest walks and talks are sometimes appropriate for older children. Lucy confirmed that the Wiltshire Wildlife Trust are used for adult support and she offered to see if they would be able to extend their service to young people. Chris Whitfield (Virtual School Head) suggested that she and Lucy Baker could meet to discuss support further and that funding from the top sliced Pupil Premium could be used.

A Panel Member asked if Wiltshire currently use the NSPCC for support work. It was confirmed that they do, but that they carry out specialist work and that they have a long waiting list to access the service.

The Panel requested an update in six months with an update on progress and Councillor Palmen would look to propose new wording for Strategic Priority 7 to cover more than speed of access to CAMHS support.

5.7 CPP Meeting – 23 July 2019 - Councillor Pat Aves, Lead Member for Strategic Priority 3 “Ensure that there is sufficient accommodation for looked after children within Wiltshire which meets the needs of those children. Prioritise placement within Wiltshire”

At the meeting, the following was highlighted:

- Most accommodation for children in care is provided by foster carers (about 75%) and to achieve and maintain this we need to recruit more foster carers for the Council, living within Wiltshire who have suitable accommodation and skills. Around 46% of children live with Wiltshire Council approved foster carers. This is a priority focus for the Council and much work is being undertaken to increase foster carer recruitment and retention;
- That she had been thinking about what Councillors can do to help ensure that there are suitable foster carers and accommodation for our looked after children. Councillors need to recognise that we need a diverse range of carers and that it is preferable to have carers within Wiltshire (and approved by Wiltshire Council) so that the Teams don't have to use Independent Fostering Agencies to look after children. The children need to be near enough to their own families for contact and visits from their own Social Worker and to hopefully remain at the same school or college if appropriate to keep in touch with friends;
- The role of the Fostering Panel and that she was currently the only Councillor representative on the Panel and had been for the past 2 years and was obviously not able to attend all the panel meetings. Councillor Aves thought that, although it is not a requirement, it would be beneficial for there to be a Councillor representative at each Panel meeting and this would mean that new representatives would need to be appointed and that to gain greater diversity of membership that maybe male Councillors would be interested. She would continue to seek interest in other Councillor volunteers for this role and suggested that this could be raised at the full Council meeting in October 2019;
- If there were more serving Councillors on the Fostering Panel this would strengthen the insight into the role as a corporate parent and give opportunity to learn about the needs of children and foster carers that you otherwise may not have known about and Councillor Aves felt that it had made her a more useful Member and she had been able to suggest and instigate a few small changes to make improvements such as enhanced Staying Put payments to foster carers until the end of the summer term for young people completing their education at 18+;

- Councillor Aves felt that the retention of foster carers was extremely important and suggested ways in which this could be achieved along with other ideas for improvements:
- A large amount of the Council budget is spent on the care of our looked after children, but it is easily the least talked about at any full Council meeting so we all need to raise the profile of the Families and Children's Service in general and give all Councillors the opportunity to actively demonstrate their commitment to their role as corporate parent. During the last administration period only about 28 of the 98 Councillors completed the online training session on CSE. Councillor Aves felt that this training should be repeated and done as face to face course which would give an opportunity to ask questions which is important, and completion of the course could be highlighted in the Councillor's profile on the website;
- Other ways to encourage members of the public to become Wiltshire foster carers could be by way of continuing to use simple posters and leaflets in Town Halls, Parish Council noticeboards, social clubs, doctors' surgeries which people can think about/take away and consider. This would be alongside other recruitment activity through radio advertising and social media; and
- Another good audience would be via Area Boards with the possibility of Officers attending and giving an update and the need to recruit more foster carers. Not all Area Boards are as well attended as others and obviously Officer time may be an issue, but this could be considered as front-line Officers are usually best placed to get the important messages across. Information about fostering for Wiltshire has previously been provided to Area Boards and this is always worth repeating.

A Panel Member who is also currently a Foster Carer commented that people can be very daunted at Fostering Panel meetings, based upon her experience in another local authority, and due to the numbers of those present in the room it can be quite scary with the feeling that you are being strongly interrogated. Councillor Aves acknowledged that these meetings are formal but that those present do what they can to put the foster carers at ease and explain carefully what is going on. It was planned that in future there would be a short biography of each person present and their role so that this could be read by those attending before they come into the meeting room. Wiltshire Foster Panel asks for feedback from those attending and this reflects that Panel works hard to make applicants and carers feel welcomed.

A Panel Member asked if analysis is carried out as to how potential foster carer contacts are made in light of the ongoing recruitment drive and what is the most effective method. Jay Williams (Kinship and Fostering Team Manager) reported that whilst there was not one answer, word of mouth was important and whilst formal enquiries are coming in for example during June 2019 there were 21 enquiries (with 5 coming via the Global communications campaign) not all had progressed to the assessment stage and it was unlikely that the target of numbers of foster carers for October 2020 would not be met. Foster carers identifying and recommending others was identified as key and, for example as one strategy to try and increase

recruitment, there would regular coffee mornings hosted to bring in more potential carers.

Several Panel Members expressed an interest in hosting a Fostering session at their respective Area Board meetings and Jay Williams agreed to investigate this further with this Team.

5.8 Review of Strategic Priorities

At the Panel meeting in September the Chair reported that she had reviewed the Strategic Priorities in advance of the meeting and had suggested that as there are 8 Panel Members that another strategic priority could be added so that each Member was responsible for one each. As there is strong focus on increasing Foster Carers, this should also be a priority for the Panel and that it should be added as priority number 8. It was anticipated that each Member would work with their support Officer to draw up an Action Plan of how they could progress their strategic priority. Councillors could then be invited to attend relevant operational meetings and/or team meetings to gain more insight and understanding.

The Chair also wanted to discuss the Strategic Priorities with the representatives of the Children in Care Council to seek their views and if they had thoughts on a focus of their way forward. This would be arranged and following this it was likely that the Strategic Priorities would be refreshed and reassigned for the Panel Members to progress.

6. Ofsted Inspection

6.1 Between 3 and 19 June, 2019, the Families and Children's Service was inspected by Ofsted. There are four domains that are graded and the outcome for the Service was as follows:

- The impact of leaders on social work practice with children and families – Good
- The experiences and progress of children who need help and protection – Good
- The experiences and progress of children in care and care leavers – Good
- Overall Effectiveness - Good

6.2 This is an endorsement of the effective services that are in place and delivered to children and young people, their families and carers who come from, and are living in, living in Wiltshire. There were five things that were identified as needing to improve:

- Raising awareness of Private Fostering in the community
- The impact of services on children's health and education when they are in care
- The clarity and accuracy of children's records when they are in care
- The availability of suitable placements when children first come into care
- The quality of social work supervision.

6.3 It is important to note that these are areas for improvement, not formal recommendations of which there were none. Some of these areas are general to the Service whilst others are more specific to the work of the CPP. There will be an improvement plan developed following the inspection and it will include actions designed to tackle the factors identified above, with the intention of the local authority being judged as Outstanding when it is next inspected.

6.4 The following extracts are taken from the Ofsted report. Members are encouraged to read the whole document:

- Children in care and care leavers receive a good service in Wiltshire. The vast majority...live in stable, permanent homes that meet their needs. Social workers and Personal Advisors (PAs) know the children and young people well, visit them regularly and build meaningful relationships with them. Tenacious social work and advocacy ensure that children's views are pivotal in plans for their future, and their experience and progress improve once they are in care
- Children are seen and the majority are seen alone by their social workers...have a good relationship with their social workers...
- Children and young people have regular visits with their family and other people who are important to them whenever possible
- The majority of children's assessments...are of a good quality, with children's wishes and feelings carefully considered. Some social workers write in the first person. These children's records are child-friendly...bring the child to life and evidence a real sense of care
- Since the last inspection, meeting children's health needs has improved...challenges remain in ensuring that all children benefit from a timely...health assessment
- There is careful oversight of children's journeys to permanence, underpinned by sensitive, child-centred work. A wide range of options are pursued....
- The majority of children in care...live with foster carers on a long term basis. The stability of these placements is good, and most children stay in the same place once they come into care
- The arrangements for finding...adoptive parents are a strength. The new relationship with Adoption West...is working well and has been seamless for both children and carers
- Children who arrive as unaccompanied minors are promptly safeguarded.... specialist social workers...have responded well to the complexities of safeguarding these children

- For care leavers there is tenacious work by PAs and young people value their support

In providing this flavour of the positive report, it is recognised that there are areas of improvement identified including the consistency of assessment, educational attainment and the consistency of health assessments. However, this inspection is strong evidence of the effectiveness of the Service.

7. Impact and Ambition

7.1 It is clear that this group has received information about a breadth of activity relating to Wiltshire's children in care and care experienced young people, "our" children. The body of this report indicates areas of impact whilst others are more subtle and are likely to arise because of raised awareness of the issues that most directly affect the lives of this group of children and young people:

- There is an established and still evolving Care Council and Care Leavers Council which ensures that the voices, experiences and opinions of our children and young people are reflected in operational practice development and in new areas of policy
- Members consider "dashboard" information relating to all responsibilities of the Families and Children's Service which allows them to question officers about effectiveness, celebrate success and raise awareness across the Council
- There is scrutiny and challenge regarding the identified priority areas. Mainly through exception reporting and the use of service area Key Performance Indicators, this allows members to understand the effectiveness of the organisation and to ensure that areas for improvement are identified and, where required, appropriate actions are identified and completed. For example, the ePEP process has been introduced and embedded which simplifies the PEP process for children with the aim of improving educational outcomes
- Return interviews, following missing episodes, are more regularly completed and the learning gained from them is incorporated into service development and our response to children who go missing, including those vulnerable to CSE
- The risk assessment process associated with missing children has been improved and there is closer working practice with foster carers
- There are improving responses available from CAMHS for children and young people experiencing mental health difficulties including a reduction of children "returning" to CAMHS for a subsequent time
- There is engagement with all members, driven by the lead member, of the importance of a whole council approach to the recruitment of foster carers for

children in care. Members have been provided with information and have been asked to promote the importance of fostering within the scope of their roles

- There is a strong offer of council-wide support available to care experienced young people. The existing core offer will be further developed with the support of the CPP over time.

7.2 It is important that there is no complacency about ensuring that the best possible support is available to children in care and those who are care experienced. In terms of ambition, we want to achieve the following:

- Narrow the gap in outcome and achievement, in the broadest sense, between our children and young people and others living in Wiltshire, thus reducing disadvantage and stigma
- For each of the priority areas, ensure that there are identified actions developed from scrutiny and challenge so that the CPP is an effective driver of change and improvement
- Provide a comprehensive and innovative care offer to care experienced young people that is based upon what they say they want. This will draw upon Council wide services and those that are provided by partner organisations and will be available to all our young people, including those who live outside Wiltshire, where applicable
- Continue to improve all outcomes for this group of children and young people: improve educational outcomes as we know this improves resilience and problem solving skills, improve health and lifestyle outcomes and reduce social isolation – these are things that young people are concerned about
- Increase accommodation options for children and young people, including approving more foster carers and Supported Lodgings providers, developing semi-independent and independent living options within Homes for Wiltshire and the voluntary sector
- Be sure that the voices of children and young people continue to be heard and understood by members, officers and all corporate parents whilst ensuring that these opinions are fully reflected in practice improvement.

8. Conclusion

8.1 The Corporate Parenting Panel has been challenged in past years to fully evidence its impact, this was reported in the 2015-16 CPP annual report. The introduction of a new Corporate Parenting Strategy for 2016-17, with new strategic priorities and an enhanced reporting system has helped to ensure greater impact by panel as evidenced in the updates from strategic leads contained within this report. Alongside this is the evidence within the report from the Children in Care council. Following the change of chairing responsibility and the outcome of the Ofsted inspection that the Families and

Children's Service in Wiltshire is Good, there is now further opportunity for the effectiveness of the CPP to develop and for its impact to be even more significant.

9. Safeguarding Children and Young People Panel

- 9.1 The Safeguarding Children and Young People Panel (SCYPP) (which was established in February 2014) has continued to meet in July, September and November 2018 and March, July and September 2019. The role of the SCYPP is to secure Councillor involvement and commitment throughout the Council to deliver better outcomes to ensure that all Wiltshire children and young people are safe.
- 9.2 Councillors Pat Aves, Mary Champion, Jane Davies (Vice Chair), Mary Douglas, Ross Henning, George Jeans and Laura Mayes (Chairman) formed the membership of the Panel during the period May 2018 to May 2019. From July 2019 Councillor Laura Mayes stepped down from Panel having changed Cabinet Member responsibility and she was succeeded by Councillor Pauline Church as the Chair. The Lead Officer is Jen Salter (Head of Service – Support and Safeguarding).
- 9.3 In the last year, the SCYPP has continued to receive briefings to enhance member's knowledge and understanding of Families and Children's Services responsibilities for safeguarding children and young people.
- 9.4 This has included; overviews of the core data which explains how the data is captured and monitored and used to compare Wiltshire with neighbouring councils and agencies, updates on the Families and Children's Transformation (FACT) Programme, a discussion about the self-assessment that was prepared prior to the Ofsted annual conversation meeting, what improvements were put in place following an internal audit on child sexual abuse, the findings from an independent peer review, an overview of the Wiltshire Obesity Strategy for 2016/20, a briefing on County Lines, timeliness of assessments, details of the current pressures facing the service and anonymised case studies that show the threshold levels.

10. Main Considerations for the Council

- 10.1 The Council is asked to note the work of the Corporate Parenting Panel to date and the success within year to strengthen its functions and impact of its work.

11. Safeguarding Implications

- 11.1 Within their role as Corporate Parents, Councillors monitor closely the safeguarding of children and young people looked after by Wiltshire Council and in doing so identify issues such as children missing from placement and children at risk of sexual exploitation. These safeguarding functions continue and will be enhanced.

12. Public Health Implications

- 12.1 Looked After Children are at particular risk of experiencing inequalities in health outcomes due to their difficult start in life. Within their role as Corporate Parents, Councillors monitor the health and wellbeing support received by our looked after children to ensure they receive regular holistic assessments of their needs supported by appropriate and accessible service provision. This may include access to a wide range of services including immunisations, emotional wellbeing support or substance misuse services.

13. Environmental and Climate Change Considerations

- 13.1 Not applicable.

14. Equalities Impact of the Proposal

- 14.1 The proposals seek to bring Councillors and Officers to work together to ensure that our Looked After Children and Young People have a voice within the Council in order to influence the improvement of services for them.

15. Risk Assessment

- 15.1 Panel Members are required to have an enhanced DBS check undertaken and Risk Assessments will be drawn up for when visits are made to vulnerable children and when Councillors attend Officer Team Meetings, etc.

16. Financial Implications

- 16.1 Expenses for young people participating in the CPP will be paid for from the Children in Care budget.

17. Legal Implications

- 17.1 Ian Gibbons (Solicitor to the Council) has confirmed that the Panel is an Advisory panel and not a Committee of the Council; it can therefore make recommendations but not decisions. Terence Herbert (Executive Director – Children and Education) is the lead decision maker.

18. Proposal

- 18.1 To receive and note the Annual Report and ratify the improvements required to strengthen Corporate Parenting in Wiltshire.

Lucy Townsend (Director - Families and Children's Services)

Report Author: Deborah Barlow (Interim Head of Service - Children in Care and Young People)

Date of report: 4 November 2019

Background Papers – None

Appendices

1. Annual Report of the Children in Care Council April 2018 to March 2019

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Wiltshire
Children in Care Council
Annual Report
April 2018 – March 2019

1. Introduction

Wiltshire's Children in Care Council (CiCC) is coordinated by the Children's Commissioning Team within Wiltshire Council. The team's work on youth voice activity supports the Council's ambition that no policy, or service, related to children and young people is developed without first seeking their views. Wiltshire Council believes that participation and involvement is 'the business of every service and organisation that works with children and young people'.

This report provides a summary of CiCC activities over the last twelve months, highlights key messages and outlines priorities for future development.

2. What is CiCC ?

CiCC is a forum for young people, 10 years and above, who live in care. CiCC extends an open invitation to care leavers. Members volunteer to join the CiCC and to have their voices heard in order to improve the lives of children and young people living in care and leaving care. Membership fluctuates as young people move onto new opportunities and given the time that they have available. CiCC strives to be as open, inclusive and accessible as possible and at March 2019 had a membership of 23.

CiCC plans to meet at least every other month. Twice a year, these meetings are held jointly with members of the Corporate Parenting Panel and are called Shared Guardianship Sessions.

Shared Guardianship Sessions – CiCC/Corporate Parent Panel 2019	
March	Tuesday 19 March – Cotswold Space, County Hall, Trowbridge, 5pm-6.30pm
September	Tuesday 10 September – Cotswold Space, County Hall, Trowbridge, 5pm-6.30pm

3. Messages from CiCC members

Since April 2018, CiCC has been consulted on a range of issues and has made the following input - *You said*. In response, councillors and officers have taken actions – *We did*.

	You said	We did
1	<p>We met with the Children and Families Commissioning Team and told them about our placement needs for the Draft Placements Commissioning Strategy:</p> <ul style="list-style-type: none"> It's important to be placed near your home when it's the right thing for the child or young person Food and drink are really important to me when I'm in a new family home 	<p>The Team reported that in relation to many of the points made, amendments have been made to the strategy, as below. In relation to some points, no amendments were made as priorities were addressed in other parts of the strategy.</p> <ul style="list-style-type: none"> Amendment to section 1 (introduction) Amend made to section 9 (strategic priorities)

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| <ul style="list-style-type: none"> • I want to be able to do the activities I like – I think it's really important carers encourage me to try new things • I think it's important that carers encourage me to make friends • I want to be placed with a happy and welcoming family • Contact with my siblings is important to me • I don't want lots of moves – I need to get used to living with someone new – I need to try and enjoy it • It's important for me to live near my siblings • It's important that the people who look after me encourage me to go to school • I want enough space – a bedroom of my own is important to me • I want to share a bedroom – I used to live with a lot of people and now there's only me living in my own bedroom • I want to be listened to about what's important for me about my new family home • We need foster carers who have received training around the issues children and young people experience, and training that continues on the job, and partnering • We need foster carers who have really good experience e.g. foster carers who are (or have been) SENCOs or SEND lead workers • Carers need to listen to what a child is like from the child's point of view, as well as from the social worker or foster carer, when we're making a good placement match – good matching will mean a more successful placement • It's really important that I meet by foster carer first before I am placed with them • I think some foster carers are scared to call the Police when a child or young person goes missing, because they become too attached to a child, and therefore don't want to ring the Police – but it's really important to do the right thing | <ul style="list-style-type: none"> • Bullet pt 4 amended of section 3.2.9 (summary of placement need for LAC) • Bullet pt 4 amended of section 3.2.9 (summary of placement need for LAC) • Bullet pt 2 amended of section 3.2.9 (summary of placement need for LAC) • Bullet pt 4 amended of section 3.2.9 (summary of placement need for LAC) • Bullet 5, section 3.2.9 (summary placement need for cyp) amended • Carers need to listen to what a child is like from the child's point of view, as well as from the social worker or foster carer, when we're making a good placement match – good matching will mean a more successful placement. Added to commissioning priorities under section 9 (strategic priorities) • It's really important that I meet my foster carer first before I am placed with them. Added to section 8.1 (views of cyp) • As we grow older, there are too many flaws in how the system and process work. Section 4.2.4 (summary placement needs for CLs) amended in paragraph 1 to include this. • It's important that if you fall back, there is a social worker or PA to sit with you in meetings and refer you on to services – it's important our support system is still there for us. Section 4.2.4 (summary placement needs for CLs) amended in paragraph 2 to include this. |
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	<ul style="list-style-type: none"> • I've had too many changes of social worker • I've had too many placement moves • I don't understand what happens if I don't get on my social worker and how I can ask for a different social worker and who supports me with this • We need people to listen to us – the needs of children and young people are not supported as well as they should be • As we grow older, there are too many flaws in how the system and process work • It's important that if you fall back, there is a social worker or PA to sit with you in meetings and refer you on to services – it's important our support system is still there for us • We need foster carers who have had experience with all of the issues we are facing as care leavers as well as care leavers who aren't struggling with these issues <p>Carers need to know what support and services are available both for themselves and for children and young people and how to access these services</p>	
<p>2</p>	<p>We met Fostering Services Manager and told him that:</p> <ol style="list-style-type: none"> 1) We are interested to be involved in future foster carer training; 2) We are interested in being involved in interviewing staff; 3) We are interested in having a chance to meet the fostering social worker. This is because we might get on better with the fostering social worker than our own, and there might also be less change and/or more regular visits. We don't know why our foster carers get to speak with our foster carers, but we don't get to speak with theirs; 4) We think it might be sensible for the fostering social worker and our social worker to speak and plan together with our carer's and to also invite us (children and young people) to participate; 	<ol style="list-style-type: none"> 1) Foster Services Manager will look at the opportunities for further training and interviewing. Currently, CiCC members do get involved in training new children's services staff, but not foster carers. In 2017, CiCC members provided some 'key messages' for foster cares, delivering during training, and also recorded a conversation about what makes a good foster carer, again to be used in training. 2) There is an appetite to take a more standardised approach to including young people in staff interviews. Currently, young people are included in different ways by different teams. Complications arise with the requirement to take children and young people out of school for these activities. Voice and Influence Team will discuss alternative and creative ways of children and young people being involved with colleagues in the HR team and seek to understand the quantity and frequency of the requirement. 3) To be followed up by Fostering Services Manager to understand if and why this is not already happening. 4) This should already be happening as part of our routine case management and placement planning process.

		We are currently updating our social work practice standards (the guidelines/rules to what social workers do). Within the fostering standards section we have included a clear expectation that fostering s/w will “Meet the children in care from time to time and see their bedrooms.”
3	<p>We met with Virtual School Head to talk about ways of celebrating successes of children living in care and care leavers, and also about Personal Education Plans.</p> <p>We said:</p> <ul style="list-style-type: none"> • Make sure that we can review the last paperwork produced at the PEP before we have our next one <p>Make sure the connection between the Virtual School Officer (VSO) and the school is good;</p>	<p>The new e PEP will start in January 2019, it is a continuous open document so the school can share it with a young person at any time and anything can be added; reports; certificates; photographs with young person’s permission; out of school activities that will give a full picture of the educational journey.</p> <p>The Virtual School is continuing to support good relationships with designated teachers in schools, increase training around the educational experience for Looked After Children and Young People so school staff have a greater awareness.</p>
4	<p>We met with our Corporate Parents and discussed education and the No Wrong Door Project. We said:</p> <p>1.Virtual School</p> <ul style="list-style-type: none"> • Help/support us with our revision and exams. • Some LAC have missed a lot of school – could there be a provision for them to catch up (maybe with longer days in school for those that need it?) • If you get free school meals, the allowance you are given to spend doesn’t allow you to choose a cold meal (like a salad) and isn’t enough for a drink also; • Fund the school equipment that we need, stationery, protractors, compasses and uniform; <p>2.We reviewed wording for a new Aspire House (NWD) leaflet and discussed the ‘No Wrong Door’ project. We did this by: Splitting into four groups to look at the draft guide, add to it and amend and consider what should and should not be included.</p>	<p>1. The Head of Children in Care and Young People reported that the Virtual School may be looking to provide extra weeks of tuition in the school holidays for those that need to/want to catch up. The young people indicated that they would be interested in this. Chris Whitfield (Virtual School Headteacher) is working with groups of schools to look at setting this up for the future.</p> <p>Revision sessions and individual support continue to be offered. Longer days, where necessary, can be discussed in PEP meetings or between them if necessary.</p> <p><i>Note: comments re: FSM and equipment were addressed with young people and their carers individually.</i></p> <p>2. The acting Lead Commissioner amended the document accordingly with more straight-forward language. Design team have created a draft which will be shared with CiCC at its next meeting.</p>
5	<p>We wanted the opportunity to feed back some positive and negative experiences of our journey in care.</p> <p>We discussed the option of Bath University’s offer to come in and do a session with us and agreed to invite them.</p>	<p>The Youth Voice Lead supported the CiCC to work in partnership with Bath University to put together the agenda for the Shared Guardianship Session on 19 March 2019.</p> <p>Bath University facilitated a series of exercises with the group to generate discussion, capture feedback and promote learning.</p>

As part of the session, these were the main areas we wanted to give our feedback on:

Exercise 1: Reviews meetings: we discussed and gave our views on what are they for, what works, what could improve?

Positives about review meetings

- ✓ I felt listened to
- ✓ They follow through on what they said they would do, and they focus on what I need
- ✓ I was able to chair my own review meetings towards the end
- ✓ My brothers were able to come to my review meeting
- ✓ The venue of the meetings was changed from school to my foster placement
- ✓ I was asked what I wanted
- ✓ I am happy, they are well organised meetings
- ✓ I am given the choice/freedom of whether I attend meetings
- ✓ I feel like I have a fair platform where I can express my views.

Negatives about review meetings

- ✗ They ask lots of questions
- ✗ My IRO (Independent Reviewing Officer) changed
- ✗ There were lots of Social Worker changes
- ✗ There are questions on the form that ask my parents about how I am getting on at school – “How are they supposed to know that?” The questions should be appropriate for me
- ✗ I would like to move the location of my review meetings as I don't like being in cramped spaces – no one has offered me this option
- ✗ I am aware that I could use the Mind of My Own app to share my feelings and record what I want to say at the meetings, but I am concerned about security and my words being changed – I prefer to hand write what I want to say and pass this on.

What can be improved?

- * I would like to receive a short profile about my Social Worker (and other Wiltshire Council staff who will be involved with me) before I meet them, so

A report on these outcomes will be made available to Wiltshire Council so operational children's services teams embed the learning.

Bath University with the agreement of the CiCC/Wiltshire Council will be looking to take the learning into their Social Worker degree course.

The Interim Head of Children in Care and Young People noted the issues raised around what the young people in care said could be improved and is requesting one-page profiles, starting with senior

<p>that I know what they look like, who they are and a bit of information about them.</p> <p>* My Social Worker should also know about me – a summary of my important points so that I don't have to keep repeating them and what I liked to be called. "I don't like Stephen, I am Steve!"</p> <p>* I am on a Pathway Plan, but I haven't seen a copy of it – could my PA share a copy with me?</p> <p>Exercise 2: Placements: moving in, staying, and moving on.</p> <ul style="list-style-type: none"> • What were your feelings when you were moving in? We said it... Can be scary at first but once you get settled in you realise that there was nothing to worry about. • How did you feel about staying (being in placement for a period of time)? We said it's.... More comfortable when you stay in one place for a long time. <p>Exercise 3: Social workers: A job description and a person specification, poem.</p> <p>We were asked to think about our Social Worker/s and write a poem starting with the words "I remember".</p> <p>We didn't all do poems but spoke of ones that we remember for all sorts of reasons, some funny and some not.</p> <p>What we all agreed is that it doesn't matter who they are: young, old, male, female, colour or anything else ...all we want are people who care and have the skills to support us.</p>	<p>managers and managers across the service, progressing to Social Workers, support workers and Personal Assistants (PAs). All one-page profiles to be kept locally so that they are used accordingly.</p> <p>Social Workers work closely with their children and young people. When a Social Worker leaves the LA, they will produce a 'short pen picture' of their child - to ensure that the new Social Worker gets to know their child or young person ahead of meeting them. We are capturing the 'pen picture' with our children over the summer break.</p> <p>All managers have discussed this issue of Pathway Plans in their team meetings. This triggered an audit including a question: Audit Q. Is there evidence that it has been written with the young person. Do they have a copy?</p> <p>Auditors could not evidence, and team managers said it is not consistent. Therefore, there has been an agreed amnesty: during the very next visit to our children, PA's and Social Workers will take a hard copy to discuss again and case note that it has been achieved (28 May 2019).</p>
<p>6 Chair of the CiCC raised the issue that young people in care cannot attend the Corporate Parent Panel meetings due to the time of day that they are held. This was raised directly with The Director, Families and Children's Services on 7 March 2019, during the joint meeting of the Wiltshire Youth Union/CiCC.</p>	<p>This issue was raised at the Corporate Parent Panel (CPP) on 19 March 2019:</p> <p>Timing of CPP Meeting</p> <p>The Director, Families and Children's Services reported that she had recently spoken with the Chair of CiCC (who has previously attended CPP meetings and is the current Chair of the Children in Care Council) who said that she had really enjoyed attending the Corporate Parenting Panel meetings but was currently in Year 11 studying for her GCSEs and found the current timing of the meetings to be a barrier for her.</p>

		<p>The Youth Voice Lead reported that whilst schools will release students to attend meetings such as the CPP and Children’s Select Committee, it is still inhibiting for the students as they are missing “the school day”.</p> <p>The Chair asked Panel Members for their views and it was suggested that later meetings/Saturday meetings or meetings during the school holidays could be considered. It was agreed that this would be further investigated outside of the meeting, but that for now the meetings would remain as they are.</p> <p>CPP agreed action: Officers to investigate changing the times/days of the Corporate Parenting Panel meetings and report back to the next meeting.</p>
7	<p>We wanted to take forward our action from 2018 around making a mental health awareness video, so that other young people might be helped by it.</p> <p>We discussed what we could do and asked The Youth Voice Lead for ideas and to support us making it.</p> <p>We looked at different types of videos and agreed on doing a Lego version. We also decided that this could be our CiCC ‘Brand’ and we could make other videos using the same Lego characters and add ones when new members joined CiCC.</p> <p>We wrote a script about mental health awareness and each member took a turn in making the video.</p> <p>Once we have finished the video we plan to promote it.</p>	<p>The Youth Voice Lead liaised with the internal Comms Team and discussed the option of Lego format characters being used for animated videos as the CiCC branding going forward.</p> <p>Wiltshire Councils Communications Team’s Technical Support Officer produced a demo list of animated Lego characters and facilitated a session with CiCC members to ‘animate and voice over’ each character to each one of the CiCC members.</p> <p>The first test draft version has been produced and will be edited in conjunction with the CiCC: https://youtu.be/3CSojc1zaUQ</p> <p>This video has been viewed and shared with the Corporate Parent Panel.</p> <p>Wiltshire Council will support and promote this and further videos to other stakeholders and partner organisations.</p>
8	<p>We want to get more young people to be members of the CiCC.</p> <p>So far, here are some of the things we have done:</p> <ul style="list-style-type: none"> Members manned a CiCC stand at a Post-16 Options event in Trowbridge on 4 December 2018. We spoke to young people who are in care that came to the event and some of them gave us their details because they wanted to join CiCC. 	<p>The Youth Voice Lead organised the stand and supported the production of CiCC literature for the event, transport and refreshments.</p> <p>Sarah Banks attended and co-manned the stand with CiCC members. Photographs were taken at the event so that CiCC can use them within future advertising. A ‘guess the sweets’ competition was put together and young people who attended the event were asked to take part.</p> <p>Sarah Banks - (Youth Voice Lead) collated the details of the young people in care who attended the event and expressed an interest in joining</p>

<ul style="list-style-type: none"> Produced our CiCC newsletter for Jan-June 2019, which included an article recognising National Care Day, which was in February. 	<p>CiCC. An email was sent to each with information on CiCC, newsletter and membership form.</p> <p>The Children and Families Commissioning Team has supported the editing and branding of the CiCC newsletter and the finalised newsletter will be mailed out to children and young people aged 8+ with an invitation to join CiCC, and other partner organisations.</p> <p>Sarah Banks – (Youth Voice Lead) is working with CiCC to update its action plan for 2019 to include an increase in the number of CiCC members and its diversity.</p>
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4. Activities during the last 12 months

As well as meeting and considering policy matters, CiCC has engaged in many activities, which have included:

- Discussions and engagement with corporate parents at Shared Guardian meetings and social events
- Enhanced CiCC voice by attending the new Wiltshire Youth Union (WYU), which combined the Wiltshire Assembly of Youth (WAY) and Youth Safeguarding Board (YSB) creating a stronger youth voice forum
- Consultation – Youth Consultant Pilot Project
- Induction training for new staff within Children’s Services
- Recruitment panels for senior appointments
- Host to Bath University – consultation session and feedback to support learning for Social Workers
- Held a CiCC stand at a Post 16 Options Event in Trowbridge, resulting in new members
- Researching external venues for 2019 forum meetings
- Engagement in CSE and County Lines Awareness Campaign in partnership with Wiltshire Police
- Co-produced a CiCC Mental Health Awareness video.

During 2018, a different forum model was reviewed by CiCC members. This review included opportunities to meet at a different time of the week, using different community venues across the county, having more time for fun, consultation, and personal development activities.

Reasons for change were considered necessary as:

- The existing format for CiCC was not ensuring a good enough experience for members
- This led to difficulties in recruiting and retaining members
- Holding all meetings at County Hall was not conducive to the safe and effective management of the group.

Proposals were drafted with young people from CiCC and actions have been taken forward into the 2019.

5. Sample Agenda

Time	CiCC – Agenda 4 June 2019 5.00-6.30pm
5.00pm	Welcome – How are we all?
5.10pm	Activity – Review/Feedback You Said, We Did – review/comment What can this tell us about what we have done...and want to do for 2019?
5.25pm	Issue-based activity/discussion e.g. mental health, video – finalizing it and discussion on how we will promote it...community, schools etc...
5.40pm	Break
5.50pm	Activity – Ofsted Wiltshire inspecting Wiltshire Council You have the chance to tell them what your views are and what you think, so would you like to discuss: <ol style="list-style-type: none"> 1. Do you know who Ofsted are? 2. What would you like them to hold WC accountable for? 3. Some good things you think WC do....Some not so good things? 4. How would you like Ofsted to feed back to you their findings? 5. Do you want the chance to talk to them ? Weds 12 June – 4.30pm at County Hall
6.30pm	Close

6. Recruitment

Recruitment remains a key priority to ensure secure and meaningful representation. Further support to promote CiCC and to capture a wider cohort of youth voice will be sought through partnership work with the WYU. It will also be linked to a 'Youth Consultant' Pilot which has been funded by Wiltshire Council and is being developed in conjunction with Wiltshire Community First.

This work may include the following pilot activities:

- Youth Consultants (x2) attached to and project work directed by CiCC
- Youth leadership support offered by trained Youth Consultants
- Joint project work – raising awareness, campaigns, initiatives
- Stronger voice representation at strategic level – i.e. panels, committees, steering groups
- Partnership working with organisations: Wiltshire Council Children's Services, Wiltshire Council Communities Team, Wiltshire Council Public Health, Healthwatch Wiltshire (delivered by Evolving Communities), Wiltshire Police, Wiltshire Safeguarding Vulnerable People Partnership, Virgin Care (delivering child health services), Oxford Health NHS Foundation Trust (delivering child and adolescent mental health services), Wiltshire Children and Families Voluntary Sector Forum, Wiltshire Parent Carer Council, Wiltshire Community First.

7. Priorities for future development

CiCC has identified priorities that it wishes to work on in 2019/20, some of which are continued from 2018/19, and are in order of priority:

1. Continuing to raise awareness of mental health and emotional wellbeing
2. Raising awareness of bullying
3. Continuing to make newsletters and promote our group
4. Training new staff – children’s services induction, Wiltshire college and any other opportunities
5. Being professional when we have meetings and develop skills to be effective representatives
6. Meeting CiCCs from other counties (it will be more fun if there are some activities)
7. Taking part in consultations
8. Influencing decision makers by sharing experiences and that of others

8. Meeting dates

In January 2019, the following schedule for the year was proposed. WYU meeting dates have also been included as CiCC members are active in the WYU and represent looked after children within this youth voice forum.

Month	Children in Care Council	Wiltshire Youth Union (WYU)
January	Dispatch out to CiCC with Meeting Dates January CiCC Newsletter	Dispatch out to WYU with Meeting Dates
February	Tue 5 February, County Hall, Trowbridge 5pm-6.30pm	Thur 7 February, County Hall, Trowbridge 4.45pm – 6.30pm
	Youth Elections – 11-29 February	
March	Tue 19 March, County Hall, Trowbridge Shared Guardian Session, (Corporate Parents), 5pm-6.30pm	Thur 7 March, WYU/UKYP Induction County Hall, Trowbridge, 4.45pm-7.15pm
April	Tue 9 April, Five Rivers, Salisbury 5pm-6.30pm	Dispatch out to WYU
May	Thur 2 May, Joint meeting - County Hall, Trowbridge, 4.45pm-6.30pm	
June	Tue 4 Jun, County Hall, Trowbridge 5pm-6.30pm	Dispatch out to WYU
July	Thurs 4 Jul, Joint meeting - County Hall, Trowbridge, 5.00-6.30pm	
August	No Meetings	
September	Tue 10 Sep, County Hall, Trowbridge Shared Guardian Session (Corporate Parents), 5pm-6.30pm	Thur 26 Sep, County Hall, Trowbridge 4.45pm-6.30pm
October	Sat 12 October, Fun Day Details to be confirmed	Dispatch out to WYU
November	Joint meeting for all – anti-bullying week (11-15 th), 5pm-6.30pm Thurs 7 Nov, County Hall, Trowbridge	
December	Tues 10 Dec, CiCC Christmas Event Details to be confirmed	Thurs 12 Dec, WYU Christmas Event Details to be confirmed

NB. 'Dispatches', referenced in the table above include surveys, newsletters/news articles/updates, and community-based engagement.

9. Moving on – Care Leavers Forum

In October 2018, Wiltshire Council launched its Care Leavers' Promise. The Council consulted with local care experienced young people about the types of support that would be useful when moving out of care. In support of the Promise, a meeting was sought with a group of these young people to discuss the option of co-creating a Care Leavers Forum. Wiltshire Council wants to strengthen care leavers voice and work in partnership to co-develop elements of the Promise, such as the Care Leavers App.

On 21 November, Care Leavers discussed their views during an informal get together with the Head of Children in Care and Young People, the Youth Voice Lead in Children's Commissioning and a selection of Wiltshire Council PA's.

Care leavers fed back that they wanted:

- to have a regular forum
- to be held quarterly
- meetings to be co-chaired – care leaver & PA
- venues to be booked around the county- so as many young people as possible could attend
- a time of day that suits them – after 6.00pm

Meeting dates:

Month	Care Experienced Forum – Schedule 2019
March	Friday 29 March Longfield Community Centre, Weavers Drive, Trowbridge, BA14 7DZ 6.00 – 9.00 pm
June	Tuesday 18 June Community Room, Tesco, Salisbury 6.00 – 9.00pm
September	Weds 25 September Meeting room, High Street, Chippenham (access next to Town Hall/Warrens Bakery) 6.00 – 9.00pm
December	Friday 6 December Longfield Community Centre, Weavers Drive, Trowbridge, BA14 7DZ 6.00 – 9.00pm

Work actively continues to support the forum and engage with our care experienced young people. The Wiltshire Care Leavers Annual Report for April 2019 - March 2020 will be available in April 2020.