

Leaving Care NEET Reduction Action Plan 2019-20

This action plan sits within the NEET Reduction strategy for Cambridgeshire County Council

The overarching aim of this action plan is:

“Every young person in Care/Care Leaver is provided with the support to find and access Education, Employment or Training that is appropriate to their needs”

This action plan has 6 areas to help achieve the relevant outcomes, they are:

- Support Pre-16 young people to get offers of learning and make successful transitions into post 16 provision.
- Support post-16 young people to ensure that they sustain post 16 provision and achieve their qualifications or reengage into post 16 provision.
- Ensure the right support is provided to young people with SEND.
- Identify and Develop more provision to meet the needs for post 16 young people (including those with mental health needs)
- Support young people to make successful transition to employment and develop links with DWP to ensure claiming suitable benefits
- Improve data performance/Quality Assurance/Workforce Development

Successful outcomes for this action plan will mean that young people in Care and Care Leavers will:

- Feel supported to find the most appropriate education and/or training to ultimately find employment.
- More young people in Care or Care leavers will be in Education, Employment or Training.
- There will be seamless transition support from leaving school into post 16 education or training. The Virtual School Post 16 co-ordinators, EET providers, social workers and personal advisors will ensure there are clear plans which are reviewed regularly with young people.
- Young people in Care and Care leavers will know where they can access support regarding Benefits or find employment.
- Young people in Care and Care leavers who require support will be identified sooner and offered the right kind of support to find education, employment or training.
- Young people in Care and Care Leavers will sustain their care placements and we will minimise placement moves in the middle of academic year.
- More Care leavers will complete degree level courses and be supported to make a successful transition to university

Support Pre-16 young people to get offers of learning and make successful transitions into post 16 provision

<u>Aim</u> To ensure all young people in Care have all the support necessary to make a smooth transition from Education to Further Education or Training at age 16.				
<u>Action</u>	<u>Lead Officer</u>	<u>Timescale</u>	<u>How do we know if successful?</u>	<u>Comments on Progress</u>
1.1 The Virtual school and corporate parenting to carry out an aspiration audit of year 9s to identify their long term career goals	Mellisa Horn Rebecca McCallum	Dec 2020	Information is collated and analysed and we will use the information to help us target our services and support in the best way.	
1.2 The Virtual School to ensure there is appropriate IAG (Information, Advice and Guidance) and support in place for all young people making transition to post 16. This should start in Year 10. This will be monitored through Virtual School ePEP data and the September Guarantee.	Claire Hiorns	June 2020	All year 11 students report that have had suitable IAG appointment, either by school representative or by someone from Local Authority. NB: Is it possible to report on this via ePEP reporting?	
1.3 Every young person in Care will have an identified "Key worker" to support them through the transition from pre-16 Education to Post 16 Further Education identified through the Year 11 PEP Reviews. (This could be Senior Transition Adviser, Foster Carer, Careers Adviser in School)	Claire Hiorns	June 2020	All year 11 students know who their key worker is. NB: Is it possible to report on this via ePEP reporting?	

1.4 Where appropriate, the virtual school to advise Designated teachers in schools to complete a Senior Transition Adviser (STA) Criteria Form for support from District team. This should happen by December in Year 11.	Claire Hiorns	June 2020	In county year 11 young people who are identified as at risk of becoming NEET by Virtual School are referred to Early Help District teams.	
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Support post-16 young people to ensure that they sustain placements in post 16 provision or reengage into post 16 provision.

<u>Aim</u> To ensure that all young people in Care and Care Leavers have access to the right support when they have made the transition into further education, Higher Education or training to stay engaged in further education, higher education or training in order that they have better chances of employment and moving onto adulthood.				
<u>Action</u>	<u>Lead Officer</u>	<u>Timescale to be in place</u>	<u>How do we know if successful?</u>	<u>Comments on progress/On Track RAG</u>
2.1 Ensure that EET support needs are identified within the Pathway Plan and are discussed within the Pathway Planning meetings. This will be monitored through Pathway Plan Audits	Kerry Seymour/Peter Goddard	June 2020	All pathway plans that are subject to audit are assessed as being Good.	
2.2 Identification of those young people in care that are NEET or at risk of leaving their post 16 provision.	Claire Hiorns/Kerry Seymour/Pete Goddard	June 2020	All NEET young people who are considered able to engage in Employment or	

			Training are referred for specialised support.	
2.3 With the transport team, review Education Transport processes and policies to ensure children in care and care leavers vulnerabilities and needs are met	Mark Cowdell	June 2020	Young people whether in Care or Care leavers are able to receive appropriate support to attend school, college or Apprenticeships	
2.4 To further develop the support for care leavers going to university.	Rebecca McCallum/NNECL network	June 2020	More young people complete their degree courses	

Ensure the right support is provided to young people with SEND.

<u>Aim</u> To ensure that there are links between Corporate Parenting teams and SEND service to ensure that those young people with SEND have the right support for them to be able to engage in suitable education, training or employment.				
<u>Action</u>	<u>Lead Officer</u>	<u>Timescale</u>	<u>How do we know if successful?</u>	<u>Comments on Progress</u>
3.1 Complete data analysis to identify how many young people in Care/Care leavers have a current EHCP.	Mark Cowdell	October 2019	Understand the percentage of young people who are in care/care leavers have current EHCP and therefore understand better around what other services may be involved.	
3.2 Develop upon existing links between PA/SW in corporate teams and the SEND service, specifically the Statutory Assessment	Rebecca McCallum	June 2020	PA/SW know who to contact within the SEND service regarding young	

Team and 14-25 Preparing for Adulthood Additional Needs Team.			people that they are supporting.	
3.3 Develop processes to ensure that young people with SEND who are NEET are reviewed to identify the right support is being provided to find them suitable EET.	Sasha Long	June 2020	Feel confident that all young people in care/care leavers who have SEND are being provided the right support to move into Education, Employment or Training.	

Identify and Develop more provision to meet the needs for post 16 young people

<u>Aim</u> To identify and develop new provision that meets the needs of young people in care and care leavers who have left statutory education. This may include developing in-house provision with Early Help District teams or working in partnership with other organisations.				
<u>Action</u>	<u>Lead Officer</u>	<u>Timescale</u>	<u>How do we know if successful?</u>	<u>Comments on Progress</u>
4.1 Develop and maintain links with internal and external partners to develop the range of further education training provision to meet the needs of young people. Including links provided by the Children in Care	Rebecca McCallum/Mark Cowdell/Robert Froude-Break/	June 2020	There is more provision available to meet the needs of vulnerable young people and NEET % will therefore reduce.	

Participation Service and Break.	Claire Betteridge			
4.2 PA for the local offer to work with other directorates of the county council to identify opportunities for our care leavers	PA for the Local offer	June 2020	Employment or training opportunities are identified within the county council for care leavers.	
4.3 Develop links with Adult learning and skills to look at what provisions can be developed that could meet the needs of vulnerable young people including young people in care/care leavers.	Mark Cowdell	June 2020	There is more provision available to meet the needs of vulnerable young people and NEET % will therefore reduce	

Support young people to make successful transition to employment and develop links with DWP to ensure claiming suitable benefits

<u>Aim</u> To ensure that all young people in care and care leavers are provided the right support to make a successful transition into the right employment and develop links with Job Centre Plus to share information to ensure care leavers are claiming the right benefits at the right time.				
<u>Action</u>	<u>Lead Officer</u>	<u>Timescale</u>	<u>How do we know if successful?</u>	<u>Comments on Progress</u>

5.1	A review to be done with Semi Independent housing providers and the contracts for these providers to ensure there is a consistent rate paid by all LAC young people/care leavers and young people who find work or apprenticeships are not detrimentally affected.	Kate Knight	June 2020	All young people pay a consistent rate for living in semi-independent housing and are not demotivated to find work because of increased rent.	
5.2	Continued liaison and partnership working with DWP Representative to quickly resolve issues around claiming benefits for Care leavers.	Rebecca McCallum	June 2020	Processes are in place to escalate issues around benefits for Care leavers	
5.3	Develop a Business Mentor Programme to match care leavers who could benefit from the support of mentor to help with reach their career goals.	Rebecca McCallum/CRC/Break/Local offer PA.	June 2020	Identified care leavers have support from a business professional	
5.4	To further develop the support for care leavers going to university.	Rebecca McCallum/NNECL network	June 2020	More young people complete their degree courses	

Improve data performance/Quality Assurance/Workforce Development

Aim

To review the data that is used for Children in Care/Leaving Care young people EET status and ensure that we are producing reports that are useful for sharing with partner agencies and senior managers to be used to make decisions on how to improve performance. To ensure the workforce are suitably trained and knowledgeable to support our young people in Care and care leavers into suitable education, employment or training.

<u>Action</u>	<u>Lead Officer</u>	<u>Timescale</u>	<u>How do we know if successful?</u>	<u>Comments on Progress</u>
6.1 Review and investigate whether a process can be identified for NEET Reduction meetings to review the support provided to all NEET young people in Care/Care leavers and to check that data recording is correct.	Kerry Seymour/ Mark Cowdell	June 2020	All Young people in Care/Care Leavers who are NEET are reviewed at least every month to ensure that recorded correctly and right support is in place.	
6.2 Develop a working group to review the data recording guidance and processes for young people in care/care leavers. Taking into consideration the new Liquid Logic system and how this will be recorded in this system.	Kate Knight	November 2019	An identified process has been developed and is being followed by all teams that support young people in care & Care leavers.	
6.3 Development of ongoing training to Personal Advisers and Social Workers around all aspects of supporting young people back into EET.	Kerry Seymour/ Peter Goddard	June 2020	All PA/SW feel confident to support young people to make benefit claims and support into Education/Training or Employment.	

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