

Leaving Care NEET Reduction Action Plan 2020-21

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	Rebecca McCallum	To complete May 2021	Information is collated and analysed and we will use the information to help us target our services and support in the best way.	Now aspiration project and virtual school appointed staff. Links made with regions of learning city council pilot.
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	July 2021	All year 11 students report that have had suitable IAG appointment, either by school representative or by someone from Local Authority.	We have appointed an Aspirations Development Lead who will take this work forward. She is due to start in Feb 2021. We have found a company who are able to offer additional CEIAG and we will be purchasing additional services to supplement the offer made by schools

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	July 2021	All pathway plans that are subject to audit are assessed as being Good.	There has been some good progress on this. Many pathway plans are good and address EET needs, however not confident that all do. Continue with audits to monitor this action.
2.2 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 Rebecca McCallum Joe Gilbert	Sept 2021	Young people whether in Care or Care leavers are able to receive appropriate support to attend school, college or Apprenticeships	No progress. Education transport have confirmed that they do not have capacity to address this at present.- Jan 2021
2.3 To increase % of care leavers that go to Higher Education to 12% by 2024. This will be done in a stepped approach.	Rebecca McCallum/NNECL network	September 2021	Continued work that has been developed with IAG and partnership working with HE providers culminating in a stepped improvement. Current % is approx. 6% 2021 – 8% 2022 – 10% 2023 – 11% 2024 – 12%	Ongoing target to meet a national target of 12% by 2024. Good progress- 10 new HE starters sept 2020. 12 applicants for 2021
2.4 To extend the use of PEP's to include 18 year old care leavers who are in Year 13 and PA's in the Care leaver team to complete these.	Kerry Seymour Peter Goddard Peace Anumah	December 2020	Consistent approach to all years 12 and 13 regardless when their birthday falls in the academic year.	This has now been completed. PAs have been provided with the PEP training via the webinar. PAs have also had an account created for them to access the ePEP system so as to complete the PEP for those age 18 and in EET. PAs also have access to VS PEP

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<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>
				Champion should they require additional support
2.5 Develop a post 16 NEET reengagement programme (Ace the Race) for Cambridgeshire young people and those at risk of becoming NEET.	Peace Anumah	July 2021	A reduction in NEET figures for those young people who engage in the programme.	New action added in January 2021. Great initiative from Virtual School.

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/Rebecca McCallum	March 2021	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.	See below also. This has been superseded by other developments eg the SEND mapping and commissioning work group.
3.2 Work with the Statutory Assessment team to ensure post 18 care leavers do not have their EHCP's ceased without first discussing with Corporate Parenting team.	Rebecca McCallum	March 2021	Better communication between corporate parenting and SEND SAT around the needs and support of Care leavers.	Task and finish group established and currently mapping roles and responsibilities. Aim is to produce organisational flow charts. On target

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 Participation Service and Break.	Rebecca McCallum/Mark Cowdell/	April 2021	There is more provision available to meet the needs of vulnerable young people and NEET % will therefore reduce.	Expansion of provision means lack of this is less of an issue eg Beats, PACE . Currently developing programme for UASC disengaged from ESOL in conjunction with groundworks. On target
4.2 PA for the local offer to work with other directorates of the county council to identify opportunities for our care leavers	Joe Gilbert/ Rebecca McCallum	Dec 2021	Employment or training opportunities are identified within the county council for care leavers.	Impacted by Covid. We are working on kickstart and using this as a supported entry route 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	March 2021	There is more provision available to meet the needs of vulnerable young people and NEET % will therefore reduce	This work has been taken on by new NEET Strategy group and a working group from that will be formed to complete a Gaps in Provision form to ESFA.

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.	Kerry Seymour Phil Turton/ Pete Goddard	Dec 2020	All young people pay a consistent rate for living in semi-independent housing and are not de-motivated to find work because of increased rent.	This has been investigated and it is clear that there would be financial costs as rent costs would need to be met by the Council. Actual likely costs are being estimated and a business case will be required to identify possible funding sources.
5.2 Develop a collaboration with a national employer around work experience for children in care.	Peace Anumah	April 2021	Children in care will be able to develop their work experience to increase employability	An agreement has been reached with Timpsons and Partners to offer 2 week work experience placements with £25 to cover travel and expenses. Further development of this is ongoing and it is hoped that more employers can be recruited and an extension of the current agreement can be agreed. This action will report back to the working group in August 2020 This has been impacted by COVID 19 but hope to restart this asap.
5.3 Working collaboratively with DWP to ensure that care leavers are put forward for Kick Start opportunities.	Rebecca McCallum	Dec 2021	Care leavers are accessing kick start opportunities.	New action added in Jan 2021.

Improve data performance/Quality Assurance/Workforce Development

<u>Aim</u>				
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 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.	Kerry Seymour Mark Cowdell	April 2021	An identified process has been developed and is being followed by all teams that support young people in care & Care leavers.	A new form has been created and available on Liquid Logic for Cambs and Peterborough. We are now working with BI team to be able to create reports from the completion of these forms. On target to have better reporting by April 2021
6.2 Development of training for PA's in the Care Leaver teams to be able to complete PEP's so that all young people in year 13 consistently have PEP's completed	Kerry Seymour Peter Goddard Peace Anumah	December 2020	All PA's in the Care Leaver teams are confident and able to complete PEP's.	Completed as per 2.4 above.
6.3 Improve the attendance of social workers at PEP meetings and the quality of PEP meetings through quality assurance and feedback.,	Kerry Seymour	July 2021	Social worker attendance and quality of PEP's as monitored by Virtual School will improve to 95% attendance and 85% quality.	New action added in January 2021.