

# Calderdale Pathway Leaving Care Service

## Annual Report

April 2017 to March 2018

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**Date submitted: 7<sup>th</sup> August 2018**

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### **Calderdale Council**

Calderdale Council's vision is that all children in Calderdale are happy, healthy, safe, and successful and is a child-friendly borough with a focus on growing the economy, reducing inequalities and building a sustainable future. As a learning and influencing Local Authority the Council actively seeks opportunities to share learning and adapt services to better meet the needs of our local communities. The Council strives to achieve the best outcomes from the interventions that made into the lives of children and their families, within the limits of the resources available.

### **Prospects Services UK**

Prospects Services UK is commissioned by Calderdale Council to deliver the Pathway Leaving Care Service as a service on behalf of the Adults and Children's Services.

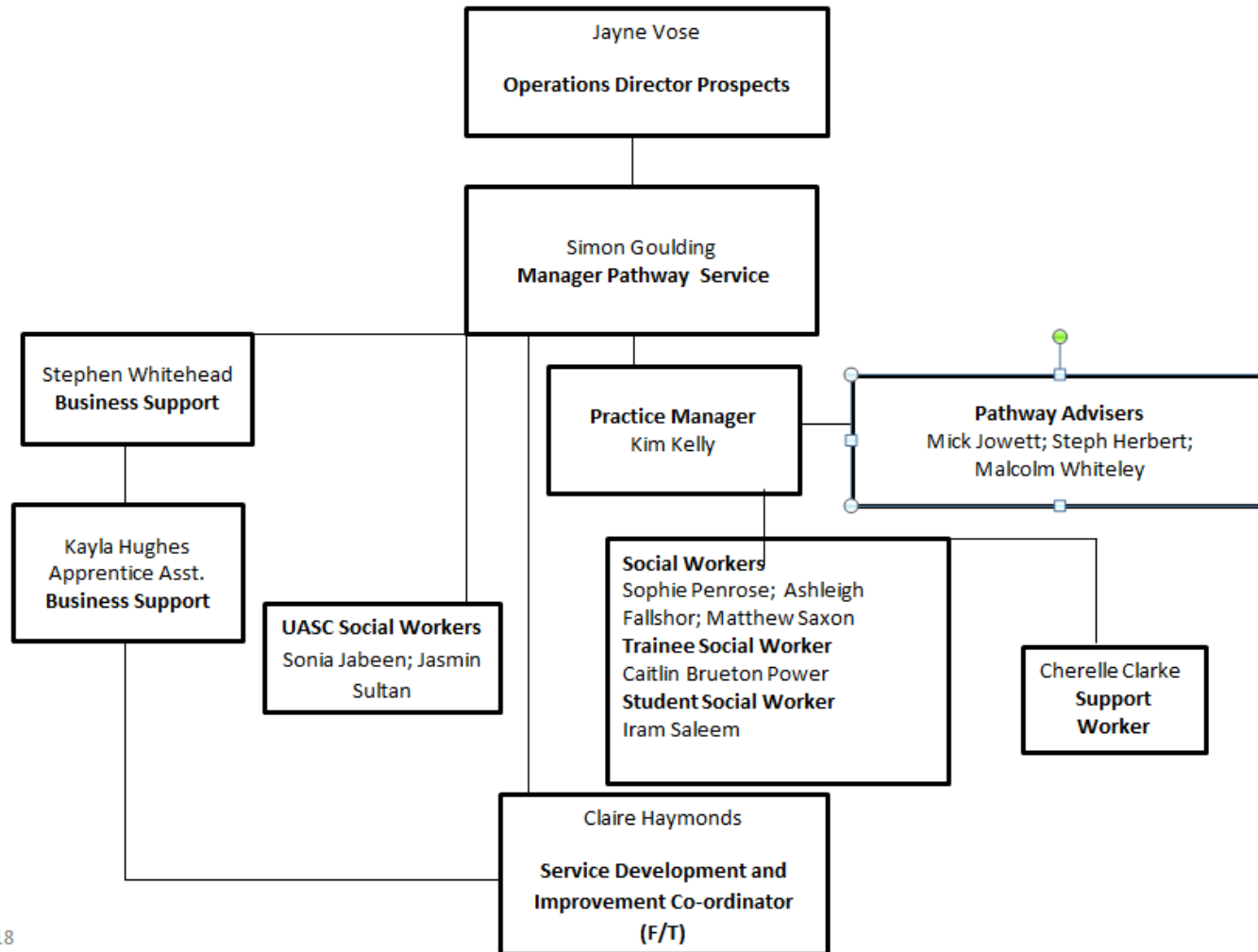
The service was originally commissioned for three years with a two year extension. The contract was due to end on the 31 December 2016. However, due to the statutory changes planned to Leaving Care Services as a result of the Government document Keep on Caring (July 2016) and the Children and Social Work Act 2017 (enacted 29 April 2017) Cabinet agreed an additional extension to 31<sup>st</sup> December 2018 to ensure the Local Authority were fully informed and prepared for changes in order to commission appropriate service for young people leaving care.

The services leadership and management;

- Jayne Vose, Prospects Regional Director joined Prospects in May 2016.
- Simon Goulding has continued to be employed as the manager of the service. In February 2017 this post moved from an agency employment arrangement to direct service arrangement with Prospects.
- Kim Kelly was appointed as Practice Manager for the Pathway Team and commenced in post at the beginning of February 2017.

## Service staff structure March 2018

### Prospects Services Calderdale Pathway Team



3 April 2018  
Approved by: Jayne Vose

## Changes to the team

In summary:

- The team remained stable throughout this reporting year 2017/18. There are planned changes to the service as a result of Malcolm Whiteley's decision to retire at the end of April 2018. An existing Prospects employee, Simon Holmes, will transfer from Prospects Schools Careers contract in Bradford to fill this vacancy.
- The service have also created an Apprentice Pathway Advisor post ring-fenced for a young Calderdale person leaving care. Whilst the national scheme to develop apprentice Pathway Advisor roles, supported by the DfE has set the qualification requirement at Level 3, we are adopting a Level 5 qualification. This post will be filled by Kayla Hughes, who is currently our Business Support Apprentice.
- The vacancy created by the Apprentice Pathway Advisor has been filled by Leanne Roberts, also a young Calderdale person leaving care.
- The total number of young Calderdale people leaving care directly employed in the service is three with an additional post of Caitlin Brueton-Power, trainee Social Worker on secondment from the Council bring the overall total to four.

## Service Summary

Prospects Services, Calderdale Pathway Team works with young people aged from 15 ½ years to their 18<sup>th</sup> birthday that are from Calderdale who are looked after, or who have left care up to the age of 25 years. It provides a wide range of services, information and support and works with young people to help make the right choices and decisions through the transition to adulthood and independent living.

The Pathway Advisors work with the young person to look at their needs, support development and writing of each a pathway plan that covers accommodation, budgeting, health and education, training, employment and social inclusion. Office accommodation, equipment and resources including and IT infrastructure is provided by the Council and bases the service at the public access building, Customer First, in the centre of Halifax.

Numbers of young people receiving support from the Pathway Service have increased over the reporting year on year. In March 2017 there were 182 young people 'receiving' support at the end of March 2018 this increased to 285 'eligible' for support under the extension of offer in The Childrens and Social Works Act 2017.

The service have received 27 Unaccompanied Asylum Seeking young people since October 2015 and developed a successful service for these young people. This group of young people have either arrived via the National Transfer Scheme and the close working with Migration Yorkshire or have been spontaneous arrivals in Calderdale.

The quality of services and support to young people remains very good and Pathway Plans and Safety Plans are robust and effective. Plans continue to be the subject of development and improvement.

The service continue to achieve have high numbers of young people who are in Education, Employment or Training (EET) and in Safe and Suitable Accommodation. This reflects the quality of support and Pathway Planning work undertaken with young people leaving care and the services that support them.

## Top three headlines in each area

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### Successes

- The increase in our young people employed and seconded to the Pathway Service in key roles acts as a role model for all our young people evidencing and encouraging aspiration. It has enabled our young people to have a real voice in the service and enables us to connect with our young people in a way that professionals without 'lived experience' could not.
- The service to Unaccompanied Asylum Seeking Children continues to be successful and provides stability, care, emotional support and good education outcomes to this group of young people. Since the service was developed in 2016 a total of 27 UASCs have been looked after, there is a confident prediction more will spontaneously arrive. The Council and the service will continue the close working with Migration Yorkshire and the Reginal UASCs Group to continue to provide support in a planned approach. The service work robustly directly with the Child Assessment Team to act as the "front door" for UASCs arriving in Calderdale and considerable expertise in this complex area of work. All Pathway Social Workers are Age Assessment trained and have received no challenges to the three completed age assessments year. Calderdale is unique amongst Local Authorities in that no UASC's have been missing.
- The service continues to support a higher than national average numbers of our young people in employment, apprenticeships, education, particularly in university and living in suitable accommodation. The "in Education, Employment and Training" continues to be the highest in the country. This year as with all previous years the services support has achieved no undergraduates 'drop out' of university.

### Learning

- The service continues to develop reflective practice, and improves how case and supervision recordings are capture. This is an issue that has been highlighted in case audits.
- The service is undertaking a comprehensive review of risk assessment process, recognising that lines have been blurred between risk and vulnerability.

The service is developing Contextual Safeguarding as a central systemic practice model. This model is more relevant to young people than traditional safeguarding/child protection models as it focusses us on risks faced by young people in the community from peers, older people and on line via social media.

## Outcomes

- Throughout the year the service has had a stable staff team, and where known changes occurred this has been met by well managed succession plans enabling young people to benefit from safe stable relationships with their allocated workers.
- Calderdale young people enjoy stability and lives that in the main are not driven by crisis. This is evidenced by the relatively small amount of EDT referrals, missing episodes and the fact that the service continues to be able to operate in a way that does not require a duty system to deal with crisis.
- As noted above and in the data regarding NEET and EET, young people continue to achieve positive outcomes due to them being able to have ambition and belief that they can achieve, based in the Council's overall ambition for their young people, the continued development of Corporate Parenting and Grandparenting throughout the authority, and a 'family based' practice model that makes the Pathway Service personalised and accessible for young people.

## Our young people

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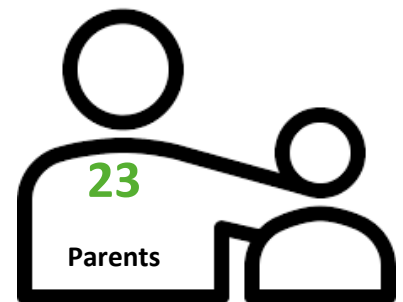
Numbers of our young people receiving support from the service have increased over the reporting year. In March 2018 there were 182 young people 'receiving' support at the end of March 2018 this increased to 285 'eligible' for support under the extension of offer in The Childrens and Social Work Act 2017. As at 31<sup>st</sup> March 2018 a total of 189 were 'actively receiving' support and 94 young people were 'allocated' to the virtual worker on the recording system.

### Care Leavers who are parents or pregnant

Currently 23 young people aged 17-25 who are in touch with the Pathway Service and who are parents.

The service continues to be a part of the MAPLAG, a monthly multi-agency group that regularly reviews vulnerable young males and females who are children looked after or young people leaving care are expecting children. The Councils successful Positive Choices<sup>1</sup> service supports vulnerable young people as a parent during pregnancy and in early years. The service is supporting the development of a mentoring service.

Two pre-birth assessments were completed during this year and both were co-worked between a Pathways Service and Council Social Workers. This is a good example of co-working and inter-service cooperation. One child of one of our young people has been made subject to a PLO agreement in Calderdale during this quarter. There are child protection plans in place for the children of three young people and child in need plans in respect of the children of three young people.

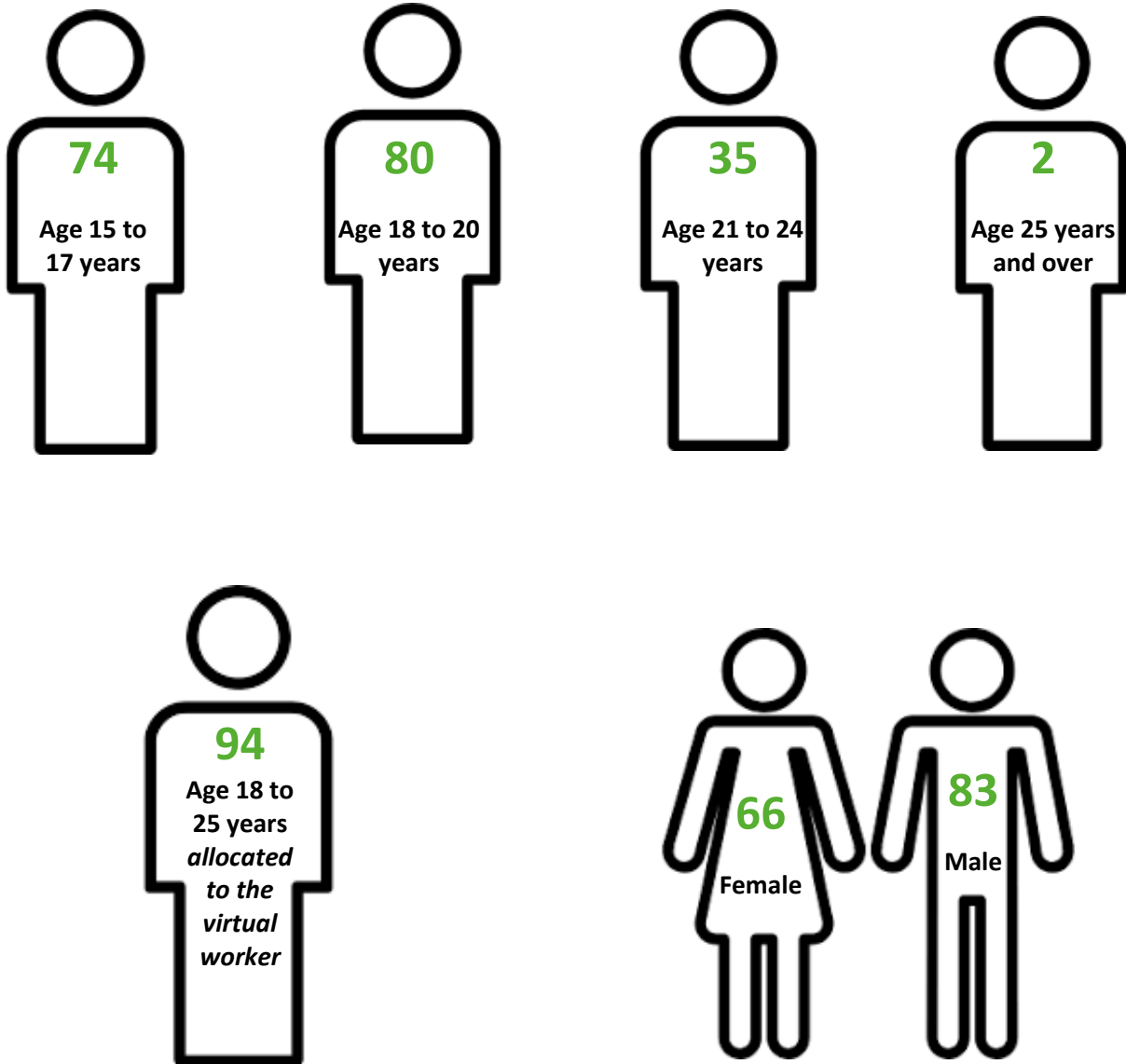


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<sup>1</sup> [www.calderdale.gov.uk/positive-choices](http://www.calderdale.gov.uk/positive-choices)

## Age range

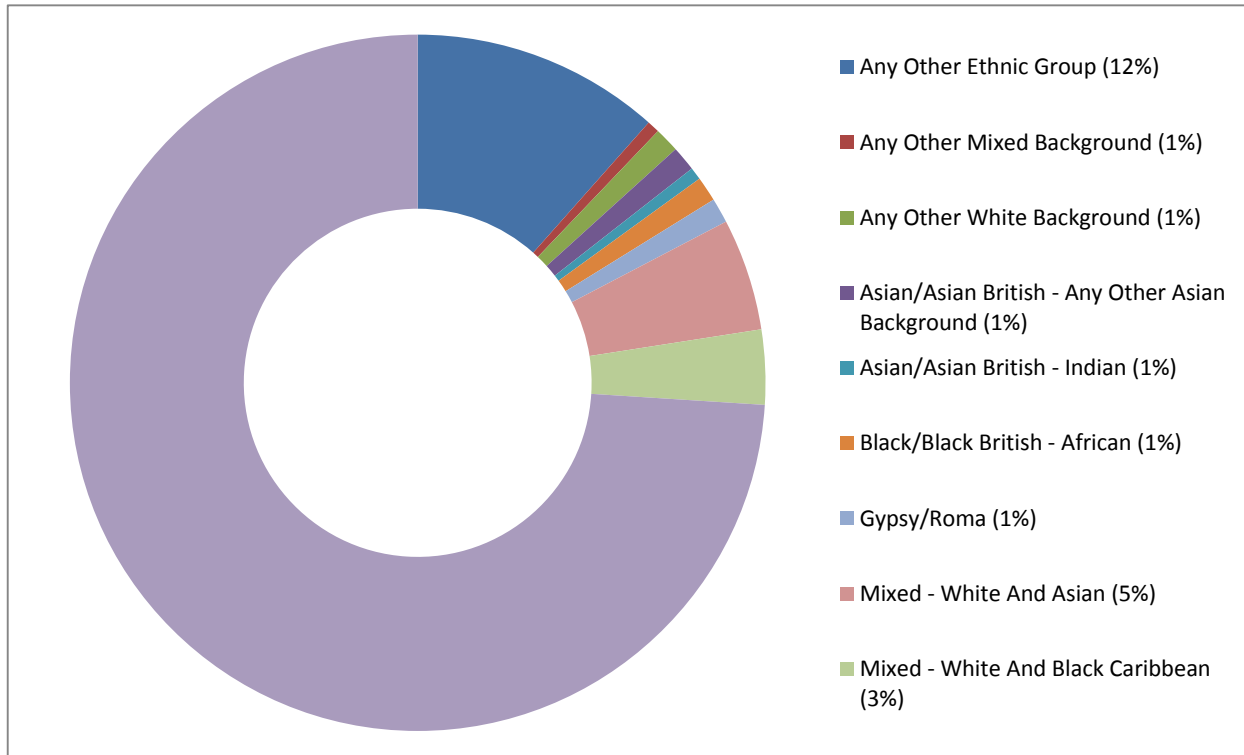
The Pathway Service currently works with young people aged 15 ½ up to 25; and under 15 ½ if they are an Unaccompanied Asylum Seeking Children (UASC).





The following information relates to the 189 young people receiving support only.

### Ethnicity

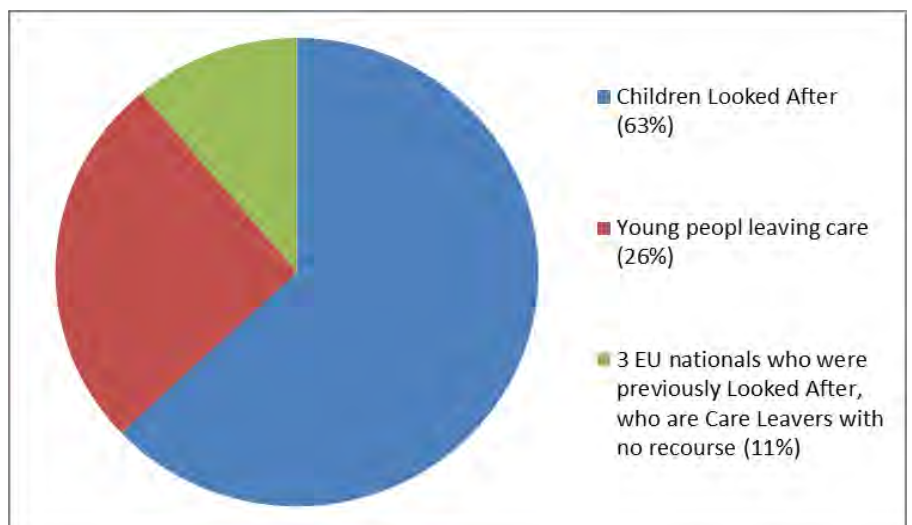


### Special Education Need and Disability (SEND)

A total of 25 disabled young people are supported and 21 have education, health and care (EHC) plans.

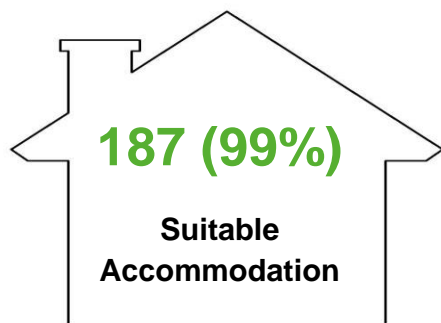
### Unaccompanied Asylum Seeking young people

The services have received 27 Unaccompanied Asylum Seeking young people since October 2015 and have developed a successful service for these young people. This group of young people have either arrived via the National Transfer Scheme or have been spontaneous arrivals in Calderdale.



## Accommodation Stability / suitability

There have been 2 unplanned moves during this year.



Only two young people were assessed to be in unsuitable accommodation in using the DfE 903 criteria due to being in custody.

These figures are very positive and we consistently perform significantly above the national average and our statistical neighbours.

The Children and Social Work Act 2017 will, as figures demonstrate, have an impact as it extends the age of support to all Care Leavers from 21 to 25. This may impact on the potential duration of Staying Put Arrangements and consequently cost. Work is being undertaken between the Pathway Service and commissioning to prepare a briefing paper for senior CSC managers regarding this and other impacts on the Pathway Service and Local Authority.

We have switched from our use of Supported Lodgings for our UASC young people aged 16+. Instead we have developed a strong partnership with Impact Living Housing association in Bradford who are providing supported tenancies for our 16+ UASCs. This provision is enabling us not to use Local Authority care resources for this group of young people and to keep our care costs down.

## Young Peoples Placements

There continues to be a challenging national issue regarding the shortage of all types of placement for young people who are looked after. We have increase our use of supported tenancies for young people aged 16 and 17 who cannot remain in a children's home or family placement, where they are not suitable to be placed with foster carers. We have also had to source a number of placements off the White Rose Framework as no suitable offers were available.

We will need to have further discussions about how we manage this issue and the nature of such off framework arrangements as they are not subject to an IPA issued via CYP Contracts. Following a meeting I had with our Commissioning Team and subsequently one provider, Next Stage Ltd. They have agreed to introduce independent Regulation 34 Inspections of their Supported Tenancies where we have eight young people placed. The cost is being borne by the organisation; this is a positive move forward in what is unregulated provision

## Education Employment and Training

**145** young people are in Education Employment and Training (EET)

**20** enrolled in Higher Education (of whom 19 are at University). Using DfE Statutory Guidance and Regulation definition January 2015 the national average for care leavers in University is 6%.

**19.5%** of our young people leaving care leavers over 18 are attending University.

**90** are enrolled in Further Education including school

**20** are in employment

**8** are in Apprenticeships (of whom 2 are in Calderdale Council Care Leaver Apprenticeships. Our recent successes are 3 of our young people completed or ended their apprenticeships.



## Young people Not Education Employment and Training (NEET)

Age	Total	Other information
15 to 17 years	3	3 are either Parents or Pregnant
18 to 20 years	30	9 are either Parents or Pregnant and 11 are in receipt of ESA
21 to 24 years	10	4 are either Parents or Pregnant and 5 are in receipt of ESA
25 years and over	0	
<b>Total</b>	<b>43</b>	<b>A total of 11 young people are in a position to engage.</b>

Our figures continue to be well below the national average for NEET Care Leavers (38%) and compare favourably with the figures for all young people.

## Health

The vast majority of young people who are Looked After have their annual health assessments, dental checks and opticians appointments completed within timescales. There have been 2 young people who on approaching their 18<sup>th</sup> birthday have declined health appointments. Accessing CAHMS and Adult Mental Health Services remains a challenge in some cases, particularly in respect of those young people placed out of Calderdale. There have also been challenges when young people move area and it appears there is no mechanism between CAHMS Services to transfer cases and the service have been required to start the referral process from the beginning.

## Health Passports

The Named Nurse for children looked after (CLA) has delivered health passports support to our young people. As 31<sup>st</sup> March 2018 a total of 103 young people were offered health passports, 46 have been completed, 19 young people declined and to date 42 gave no response. Feedback from young people who have received their health passport has been very positive. As off July 2018 all

young people leaving care will be offered a health passport routinely as part of the last statutory review health assessment.

## Participation and influence

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### UnO

UnO are a specific participation group that works to represent children and young people accessing the leaving care service. Using their own voice and representing others they undertake influence work, this year it has included;

- Development and design of the Local Offer for young people leaving care
- Representation at the Regional young people leaving care Council meetings and events to share their opinions nationally and influence areas of focus for Care Leavers Councils for example mental health support.
- Joint work with Right2Voice (children looked after) on projects, for example ITV Fixers to develop an animation developed by young people to shown on television

The UnO group meets once every two weeks on a Wednesday evening and also attend the Corporate Parenting Panel to represent young people leaving care.

Contact: [Uno@calderdale.gov.uk](mailto:Uno@calderdale.gov.uk)

### Yorkshire Urban and Rural Teaching Partnership

The Council are the lead employer for the Yorkshire Urban and Rural Teaching Partnership and have supported the participation of young people with lived experience of services. The Partnership was awarded a second year of funding enabling the continued participation of young people in the social work undergraduate degree and social work postgraduate degree at both the University of Huddersfield and York University.

The services were involved in delivering taught sessions at the University of Huddersfield at the beginning of December 2017. Since this time, direct involvement in taught sessions has reduced due to student placements.

The Pathways Leaving Care Service Development and Improvement Co-Ordinator attends regular catch up meetings with Project Manager and the working group; discussions around the next admissions phase have begun and are very positive.

### Department for Education (DfE)

The council worked closely with the service to enable children and young people to have their say on the DfE guidance for the guidance related The Children and Social Work Act 2017. The consultation involved feedback on a range of guidance documents for 'Local Offer', 'Applying Corporate Parenting Principles to Looked-after Children and Care Leavers' and 'Extending Personal Adviser support to all Care Leavers to age 25'. These key guidance documents have now been published and shared with the team.

## Celebration

A number of celebration events have taken place throughout the year including;

- A meal at the Chinese Buffett in Halifax attended by 26 young people, this was preceded by a Keep on Caring Consultation event.
- A Summer Barbeque at Mixenden Activity Centre that very well attended event by 40 of our young people with every having an opportunity to go canoeing, mountain biking, football and archery and followed a disco.

- In December 2017 the Pathway Service used their Christmas Team Meal as an opportunity to host a 'family meal' with our young people. The meal was held on the 22 December 2017 in the early evening at the Imperial Crown Hotel as the venue. A total of 46 young people attended, together with the Pathway Team and Council Senior Officers. The meal was a resounding success, due to the hard work of Kayla Hughes, Business Support Apprentice organising attendance and was cited by our young people as the best event said the service have hosted.



- On Christmas Day, Jasmin Sultan and Sonia Jabeen, UASC Social Workers, and Iram Saleem, Student Social Worker, took some of our Unaccompanied Asylum Seeking Young People for lunch at a restaurant in Bradford. This was in recognition that this group of young people are separated from their family a long way from home and might feel lonely and isolated at this time of year. This successful event was attended by a mixture of our Local Young People and our Unaccompanied Young People who all got on brilliantly together. Our young person placed in Carlisle attended brought down to the event by her support worker.



*"I just wanted to pass on thanks and say well done to you and colleagues for last night. To organise an event with around 40 care leavers who inevitably can be a group of young people who need support to attend events like this, was amazing and wonderful. The energy, sense of care and respect in the room was palpable. Do pass on my thanks to those who made it happen with you."* Robin Tuddenham, Chief Executive, Calderdale Council

*"It was a great evening! A credit to the young people and a credit to those who have help and supported them so closely through their early years. I am sure that many of them have been through very difficult times and I was a pleasure to see how they reacted and supported each other with warmth and friendship. Well done everyone..."* Councillor Marilyn Greenwood, Calderdale Council



## Processes and developments

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### Referrals, Assessment, Planning, Support

All referrals have been made within agreed timescales throughout the year and no young people have transferred to the service without a pathway plan. During the last quarter a referral mapping meeting was established between the service Practice and the Children Looked After Team Manager to monitor and track referrals to the service. It has been agreed that this meeting will be held every 6 months to track those young people who are aged 15 and agree referral timescales for the young people.

All young people have an allocated social worker or pathway advisor and have regular contact with their allocated worker unless they have made it clear that they do not wish to engage with the service.

The service utilises social media to maintain contact with young people and to inform them of any changes or developments. An up to date team Facebook page is used as a noticeboard and contains information and links regarding personal safety, child sexual exploitation and violation, support services and upcoming events/ activities.

The information guide booklet sets out information about the Pathway Service for young people and the support available. It was last revised in February 2017 to incorporate the new finance policy. Following the launch of the Local Offer <sup>2</sup> and implementation of the Keep on Caring agenda in April 2018 the information booklet will require further revision and will be incorporated to the overall Calderdale Local Offer.

The service is actively working to ensure all young people have a valid Passport where they are eligible to have one issued. We are currently 6 Passports away from achieving 100%. There are 4 Passports due for renewal in the next 3 months.

### Case Loads

Current caseload ceilings are in line with case load limits in the local authority CLA pods. Social worker caseloads are capped at a maximum of 22 and ASYE social worker caseloads are capped at 16. There are currently no ceilings in respect of pathway advisor caseloads, though it is hoped that a caseload ceiling of 28-30 can be achieved with the implementation of apprentice pathway advisor roles which may provide increased capacity to pathway advisors.

Regular caseload management reviews are carried out by the management team to ensure that worker caseloads are manageable and that new referrals are allocated appropriately within the team. April 2018 will see the launch of the Local Offer and the Keep on Caring Agenda both nationally and in Calderdale. Caseloads will be reviewed early in Q1 2018-19 to ensure that cases are allocated appropriately.

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<sup>2</sup> <https://www.calderdale.gov.uk/socialcare/family/children-incare/leavingcare.html>

## Staff and volunteers supervision

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All staff in the service have monthly supervision in line with CSC Quality Practice Standards undertaken by the Team Manager and Practice Manager. Formal case supervision is offered monthly to all pathway advisors and social workers, currently all social workers are being offered supervision twice monthly to allow time for greater reflection in supervision. The team manager is responsible for providing supervision to 3 social workers, practice manager and service development coordinator. The practice manager is responsible for the supervision of 2 social workers, 3 pathway advisors, support worker, social work trainee supervised during formal social work placement period and 2 business support staff.

Cases where a young person is aged over 18 and settled are considered during supervision but not necessarily discussed in detail every month. Where young people are Looked After and in long term matched placements statutory visits take place at a frequency of 12 weeks. Where there is no change in the young person's plan, supervision consists of a brief recording that the plan remains the same. Informal supervision is accessed by all staff members when required with the team manager and practice manager ensuring that they are available and accessible to staff during core working hours and beyond.

A shared conversation is completed with all staff at 3 monthly intervals by their line manager to consider their appraisal and career development. In addition to this, monthly group supervision is conducted at the start of each team meeting where any team issues or development ideas can be discussed as a team.

## Policies and procedures

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All Tri x policies and procedures have been updated in respect of changes and extension of duties under the Children and Social Work Act 2017.

## Partnership working

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### **National Leaving Care Benchmarking Forum (NLCBF)**

Prospects have paid the subscription for NLCBF (National Leaving Care Benchmarking Forum) for 2018/19. Calderdale Council are part of this membership and are able to access NLCBF resources as part of this membership.

The DfE have published guidance in February 2018 relating to the implementation of the Children and Social Work Act 2017 This includes 'Local Offer Guidance', 'Applying Corporate Parenting Principles to Looked-after Children and Care Leavers' and 'Extending Personal Adviser support to all Care Leavers to age 25'. These key guidance documents have been shared with the team and reflect current working practices and approaches.

### **Inter Authority Cooperation including NLCBF**

The most recent NLCBF Managers Peer Learning event was held on 01 and 02 March 2018, unfortunately due to weather conditions there was no one from the team able to attend. Regular email updates are received from NLCBF and where appropriate relevant information is shared with the team via email or during team meetings.

During the last quarter information was published by the DfE regarding additional funding being made available to local authorities for the extended provision of support to young people to 25 years.

Please see the new burdens assessment which is intended to inform local authorities of the total funding for the new duty extending Personal Adviser support to age 25

The S31 Extended Personal Adviser duty Implementation Grant (New Burdens) Determination Letter 2018-19 was also published. Annex A of the document includes the amount of funding awarded to each local authority for 2018-19. Information regarding the funding amounts for 2019-20 will be available in February 2019.

England Total: £3,029,520 Calderdale total: £7,965

### **The Care Leavers Association**

The service has taken ownership of further developing the GOAL (Getting on and Living) group from the Care Leavers Association and are in the process of re-writing the GOAL Group programme.

### **Transitions to Adult Social Care / Adult Services and the All Age Disability Service Teams.**

There are currently 25 young people who have an EHC plan, an allocated adult social worker or are receiving adult services.

Since the Council established the of the All Age Disability Service<sup>3</sup> (AADS) the service have had regular meetings with the AADS Service Manager. This has resulted in significantly improved relationships, communication and referral management.

Transitions, referral processes and communication with adult services remain positive and a number of young people have an allocated adult social worker and access to adult provision and support.

There is currently one young person who is awaiting an adult assessment to confirm whether the shared lives placement can continue post 18. A contingency plan is in place to continue as a staying put arrangement should the adult assessment not be completed by the young person's 18th birthday.

### **Child Assessment Team / Child Sexual Exploitation (CSE) Team.**

The continues a strong partnership with colleagues in the CSE team and if any of our young people are subject to the CSE matrix a representative from the Pathway Service attends the weekly CSE hub meeting.

The Service is a member of the Operational Steering Group to ensure strategic involvement and partnership on the approaches in Calderdale and across West Yorkshire. A number of young people involved in the Pathway Service are or have been victims of sexual exploitation/ violation and the service is working with partner agencies to ensure effective support and safety plans are in place.

### **Police**

The Police Intensive Offender Management Multi Agency meeting has been disestablished due to retargeting resources. This two weekly briefing has been replaced with a daily email update bulletin regarding offences, offender management and criminal activity. This has enabled the service to better monitor and gain current information regarding the very small number of young people involved in offending and the Criminal Justice System. It has also assisted the service in knowing when parents and/ or relatives of our young people have been involved with the police.

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<sup>3</sup> [www.calderdale.gov.uk/all-age-disability](http://www.calderdale.gov.uk/all-age-disability)



Working relationships between the Police and the Pathway Service continue to be positive; with key contacts in the CSE team, mis-per coordinator and intensive offender management teams.

## **Missing**

The service is a member of the Calderdale Joint Missing and Children's Residential Home Providers, an established group of Local Authority and Partner Agencies that share information regarding Calderdale children and young people who go missing from home, care or education. The purpose of group and the six weekly meetings is for all group members to share relevant information around children and young people who are going 'missing' or 'absent' in Calderdale both in and out of area. This group ensures that children/young people have appropriate packages of support in place to be happy, safe and successful; this information sharing not only helps to reduce the risk to children and young people when going missing, but also provides earlier intervention and further develops packages of support they may already receive.

## **Pre-tenancy Training**

Pre-tenancy training is completed by all young people who are living in supported tenancies as part of their placement plan.

There were 21 young people living in supported tenancies during this year, where pre-tenancy training is part of the care plan; these accommodations are provided by the Foyer, GBA care, Inspire social care services and Next Stage Ltd. Support worker CC also delivers independence work including budgeting and cooking lessons to our UAS young people.

There is a Service Level Agreement between Prospects and Horton Housing. This has resulted in Sarah Burns (YPASS/ Horton Housing) being seconded to the Pathway Service for two days per week (16 hours) where her specific remit is to work with our young people who are at risk of homelessness or requiring additional tenancy support. Sarah is currently working with some of our young people to address their accommodation needs; her caseload limit is 7 young people.

## **Department for Work and Pensions (DWP)**

The services working relationships with the DWP and Halifax Job Centre continue to improve. The transition from legacy benefits to Universal Credit has raised many issues for all people; however we have worked closely with the Job Centre staff in Halifax to ensure that the claims of our young people are processed in a timely way.

## **Virtual School / Education**

The team continues to work closely and productively with the Virtual School to ensure that education plans for young people meet their needs.

Working relationships with the Virtual School are positive and they are invited to planning meetings where any changes in care plan are being considered.

The virtual school are now notified of all new allocations and transfers to the Pathway Service. Regular meetings have taken place and are planned between the Virtual School Head, SEND Team and Pathway Manager to review the educational progress of our young people aged 16 to 18 years.

## Influence, promotion and sharing learning

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The following are examples of how the service has been involved in influencing provision and approach and shared learning;

- Development of the new project plan to meet the objectives set out in Keep On Caring, In Care Out Of Trouble and the Children and Social Work Act 2017.
- Attendance of two Westminster Briefing sessions regarding the Children and Social Work Act 2017 and Keep on Caring.
- Keep on Caring consultation event in April 2017 attended by 26 of our young people. This informed young people of changes in legislation and enable them to identify the key themes for example; young people's concerns about access and support in respect of their emotional wellbeing and mental health.
- Membership of the National Care Leavers Benchmarking Forum, which includes and attending the two day national Care Leaver manager's event at the end of November which focussed on the impact of the Children and Social Work Act 2017. The service and the Council shared our understanding of best practice at this event and were informed what other Councils approaches.

## Inspections, audits and reports

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The Local Authority has continued to audit Pathway Case Files throughout the year. The audit outcomes for Social Work practice have been either Good or Outstanding. There have been observations that management supervision needs to be recorded in a more reflective manner. There are no concerns that the supervision discussion is not reflective, it is the method of recording the narrative that needs improvement. This is an area identified for development and training and has been added the training development plan between the service and the Council.

## Future planning

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The following are highlighted areas for the service future developments;

- To explore and develop improvements to the apprenticeship offer to 16 and 17 year olds and access to advanced degree level apprenticeships. The service and the Council will ensure an informed proposal is development for consideration.
- To plan a more closely aligned service systemic practice working with that of the Local Authority.
- Members of the team are enrolled on the Institute of Leadership and Management Level 5 award. This will contribute to the development of leadership in the Service.

### Compliments

#### Feedback from IRO's about a service Social Workers;

*"The tenacity of the allocated Social Worker has to be acknowledged in working this complex case with much crisis intervention and little planned, meaningful work."*

*"I have observed Michelle at two multi agency meetings recently and have been very appreciative of the way in which she has contributed to discussion, analysis and solutions for the young people she is working with. At a recent ICPC Michelle was the Social Worker for a very young mother, whose child is was made subject to a CP Plan. The child's social worker was off and a duty worker attended. Michelle was one of the only people who knew of the situation first hand and her contribution was comprehensive, balanced and supportive. As the Chair, I was very grateful to have her present. Michelle is Social Worker for a vulnerable young person with complex issues. Michelle again presented complex information in a very clear and balanced way. She has quickly gained a clear understanding of the needs of the young person and is gaining his trust, which is no easy feat. His carer told me that she is delighted that Michelle is the Social Worker and will be continuing in that role post 18 years. She feels Michelle has made great effort to understand G's needs, to build a relationship and commented how impressed she was that Michelle will research and feedback clear and helpful advice regarding autism etc. Although the carer has support from her SSW and G's school, she really values the support that Michelle offers"*

*"I'm reminded by how much I like Pathway Care Plans, this is well written, reflects the young person's very well and her needs"*

#### Feedback from CCG Safeguarding Support Officer for team member and young person

*I really enjoyed listening to what you do and the information provided was truly inspirational. I just wondered if you have volunteers working with young people as it is something I would love to do.*

#### Feedback from a foster carer for a Service Social Worker following a placement unexpectedly breaking down in December 2018.



Dear [redacted],

I wanted to write to thank you for the support and compassion you gave to [redacted] whilst I was in hospital. It must have been a nightmare situation to negotiate and have added so much pressure on to your work. I am so deeply sorry to have not seen it coming and been able to do more to give [redacted] the care and support he deserves.

Even in the most difficult moments I felt reassured knowing [redacted] had you on his side because I have seen first-hand the dedication and skill with which you help in.

I have the most enormous respect for the way in which you do such a complex and difficult role. I think you are phenomenal at your job and I'm glad that so many young people get to have you on their teams.

Warmest wishes,  
[redacted]

## Feedback from a student social about her placement in the service

Dear Simon and Kim,

I have currently finished my placement with the Pathway Team this Monday. Thank you for taking me on within the team as a student. I appreciate all the support you have given me and all the knowledge that I have obtained during my time within the leaving care service. I think your both amazing and the best managers anyone could ask for, Thanks to the team for all their support and guidance when I have struggled .

I hope the best for you both within your career and once again thank you. I hope I do meet you both again throughout my future practice and hopefully I find a role within Calderdale Council.

Thank you So much ☺

Iram Saleem  
Calderdale Pathway Team.

## Complaints

There was one complaint in quarter 2 made by a young person regarding a placement move. This is being investigated by the Fostering Manager. This was partially upheld.

There was one complaint made during quarter 4, however this was withdrawn.

## Glossary of terms

ASYE	Assessed and Supported Year in Employment
CAHMS	Child and Adolescent Mental Health Services
CASS	Children's Assessment and Safeguarding System
CAT	Child Assessment Team
CCG	Clinical Commissioning Group
CLA	Children Looked After
CSC Tri x	Children's Social Care information and procedures
CSE	Child Sexual Exploitation
DCS	Director of Children's Social Care
DfE	Department for Education
EET	Education, Employment or Training
NEET	Not in Education, Employment or Training
EDT	Emergency Duty Team
ESA	Employment and Support Allowance - money if people can't work because of illness or disability
ESF Funding	European Social Fund
FT	Full Time
FTE	Full Time Equivalent
GOAL	Getting On and Living
IFA Carer	Independent Fostering Agencies
IPA	Individual Placement Agreement
IRO	Independent Reviewing Officer
MAPLAG	Multi-Agency Pregnancy Liaison and Assessment Group
Pathway Plans	A process whereby young people map out their future, articulating their aspirations and identifying interim goals along the way to realising their ambitions.
PLO	Public Law Outline
UASC	Unaccompanied Asylum Seeking Children (includes Young People)
UnO	Upwards n Onwards

## Web links to key information

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Calderdale Local Offer web page

<https://www.calderdale.gov.uk/socialcare/family/children-incare/leavingcare.html>

Care Leavers - Calderdale Joint Strategic Needs Assessment (JSNA)

<https://www.calderdale.gov.uk/v2/residents/health-and-social-care/joint-strategic-needs-assessment/children-and-young-people/care>

Prospects Services UK

<http://www.prospects.co.uk/>

National Leaving Care Benchmarking Forum (NLCBF) [https://www.catch-](https://www.catch-22.org.uk/collaborate/current-collaboration/national-leaving-care-benchmarking-forum/)

[22.org.uk/collaborate/current-collaboration/national-leaving-care-benchmarking-forum/](https://www.catch-22.org.uk/collaborate/current-collaboration/national-leaving-care-benchmarking-forum/)

Children and Social Work Act 2017

[http://www.legislation.gov.uk/ukpga/2017/16/pdfs/ukpga\\_20170016\\_en.pdf](http://www.legislation.gov.uk/ukpga/2017/16/pdfs/ukpga_20170016_en.pdf)

Department for Education

<https://www.gov.uk/government/organisations/department-for-education>