

**Update of Commitments to Support the Pledge for Children in Care - July 2016**

<b>Service Director Name:</b> Hazel Lymbery; Maureen Darbon; Iain Peel; Frank McGhee	<b>Directorate:</b> CYP for People Services			
<b>What will you do to support The Pledge?</b>	<b>When will you do this?</b>	<b>What difference will this make for Children in Care and Care Leavers?</b>	<b>April 2016 – Progress Made</b>	<b>July 2016 – Progress Made</b>
Facilitate Leaving Care Forum -MD  Commit to 2 CYP apprenticeships of the 6 across the Council-IP  All care leavers having Bank Account and a passport-MD  Coordination process to identify and source care leavers for Apprenticeships – if criteria met – guaranteed an interview-IP	Current  Current  Immediately  Currently planning	Voice heard and help shape services  Meet individual aspiration and learning opportunities  Essential for independence  Prioritisation given to care leavers. Care leavers have a quick and effective response.	Completed  Agreed  Agreed and implemented  Completed	Officers have in addition been working with Derby College to ensure that Care Leavers are included in their apprenticeship academy programmes.

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Each SW to complete a profile on themselves to share information about themselves-MD/HL	Current	An equal balance of information	Completed	
Commission enhanced support to meet mental health and psychological needs of cyp-FM	Current work	Quicker access to support for mental health needs	Funding is secured, pathway under development	
Consider Grand Mentor scheme-MD	March 2016	Combat loneliness	Under consideration	
All senior managers in CYP to commit to taking part in 'takeover day'-ALL	November 2016	Personal confidence, improve aspiration	Currently in planning	
All SSIOs (Senior School Improvement Officers) will be asking about the progress and attainment of Children in Care on their visits out to school. A proforma has been provided by the Headteacher of the Virtual School for this purpose. Headteachers will be expected to talk through this data and to discuss any support they require to help CiC with their learning. The SSIO will evaluate (or	Spring term 2016 and termly	Ensure that Children in Care are making progress in line with their peers and that the school is utilising appropriate strategies and all available support in order to meet their needs.	All visits to schools and academies have been completed and data collected. Pupil Premium plus funds have been allocated to schools to support strategies in raising the achievement of Children in Care.	SSIOs – Senior School Improvement Officers continue to challenge schools about the progress which CiC make. In addition, the Head of the Virtual School has strengthened the ePEP system and is consulting with CiC about the right level of rewards for Year 6 and Y11 children.

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signpost) use of the additional funding available to schools (Pupil Premium Plus) and will send on this information to the Head of Virtual School.				
For sponsored academies, the Head of Service will contact each headteacher to collect the current achievement data.- IP	Once a month for 6 months	Support children and young people's education	Vouchers have been purchased. The aim is to start sending from June or July	
Send vouchers to support the purchase of educational books and resources	For year 6 and year 11 pupils	Incentivise progress, attainment and attendance until the end of the Key Stage	Reward scheme is now in place and running from February half term to May half term	
Incentive and reward scheme being finalised	Weekly			
QA the PEP Process	Twice a year	Targets set by schools and SW's are challenged for appropriateness	Returned ePEPs are QA'ed once a week	
Allocate PP+ funding to support the educational targets identified in the e PEPS	As Required	Identified additional needs are resourced	PP+ resources are allocated against identified need	

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<p>Attend e PEP meetings as necessary</p> <p>We will support Vulnerable Learners through Derby City Inclusion Strategy and Vision.- IP</p> <p><b>Access</b> being an advocate for parents and families by ensuring that there is fair access to all schools for all children and young people.</p> <p><b>Advocacy</b> for all children and especially for vulnerable children – by using the LA's democratic mandate, the LA will act on behalf of groups of children and young people to ensure that they receive the best education from schools, including those with special educational needs and those outside mainstream education.</p> <p><b>Achievement</b> for all by being a champion for educational excellence – The LA will challenge all schools in Derby</p>	<p>On-going Inclusion Service for Vulnerable Learners</p>	<p>Pupil has an additional advocate</p> <p>This will prepare Children in Care and Care Leavers to achieve the best possible outcomes; keep safe and healthy and go on to enjoy life.</p>	<p>Virtual School staff are attending PEP meetings as appropriate</p> <p>School admissions champions needs of children and parents to ensure fair access</p>	<p>Inclusion: CiC are no different to those not in care and a number of additional educational needs. Therefore we have developed a new method for funding top up which places the decision making at a school level and will mean that some children with special educational needs (including Children in Care) won't have to go through a long a formal assessment for additional support.</p>
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to deliver excellence				
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<b>Service Director Name:</b> Brian Frisby, Kirsty Everson, Perveez Sadiq & Cate Edwynn		<b>Directorate:</b> Adults for People Services		
<b>What will you do to support The Pledge?</b>	<b>When will you do this?</b>	<b>What difference will this make for Children in Care and Care Leavers?</b>	<b>April 2016 – Progress Made</b>	<b>July 2016 – Progress Made</b>
Make sure that every looked after child with a disability has a named adult social care social worker from age 14, to support them in preparing for adulthood.	By September 2016	It will make sure that planning for life beyond age 18 starts early and provide more certainty about what comes next.	PFA head of service to attend the Care leavers improvement board. This commenced in February and is ongoing	We have 9 LAC without an allocated worker at present. This is due to the case work pressure in the team. We have agreed some additional resource to boost capacity and this shall address this issue by Sept 2016.
We will offer work experience opportunities within our service – as many as we can, to young people who are interested in adult social care.	During the Summer Term, 2016	It will give care leavers an insight into a career in adult social care and/or public health.	A monthly LAC tracking forum is to be established with CIC teams to begin earlier discussion of the needs of care leavers to support earlier planning and intervention.	In the next CiC newsletter we shall ask for expressions of interest in gaining work experience in our care homes and day centres.
We will offer up to 3	By	It will give up to 3 care	Work experience and	Two places identified, one

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apprenticeships within adult social care and/or public health – including one looked after child with a disability.	December 2016	leavers significant paid work experience and increase their future prospects for employment.	apprenticeship offer currently in development.	in finance and the other in intermediate care. Seeking one more business area to place a young person.
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<b>Strategic Director:</b> Christine Durrant	<b>Directorate:</b> Communities and Place			
<b>What will you do to support The Pledge?</b>	<b>When will you do this?</b>	<b>What difference will this make for Children in Care and Care Leavers?</b>	<b>April 2016 – Progress Made</b>	<b>July 2016 – Progress Made</b>
<p><b>Recreation Leisure Card</b> Foster Carers are entitled to get a Recreation Leisure Card which offers discounted activities at a charge of £1 adults and 50p juniors at our Leisure facilities.</p> <p><b>Training / Employment</b> Training / employment opportunities can be explored; both relate to over 16's; for</p>	<p>The Leisure Card scheme is in place and being promoted; Foster Carers can apply at any time.</p> <p>Training opportunities could be</p>	<p>The Leisure Card helps children in care to access our services at an affordable rate to help enhance their health as well as providing social opportunities.</p> <p>The provision of experience and training that could lead to employment opportunities.</p>		<p>We will explore the possibility of giving Independent Visitor entitlement to a Recreational Leisure Card</p>

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example, National Pool Lifeguard Qualification course and work experience opportunities.	offered later in 2016 following the implementation of service restructuring.			
<b>Health / Livewell</b> Foster Carers may be referred to our Livewell service to enable them to be supported to stop smoking. Children in care could be referred to our child weight management programme.	The service is available for referrals and applications.	The services help to keep children in care healthy.	We don't have a way of reporting whether a child/foster carer has been referred however we are considering how this could be achieved. Meanwhile referrals can in fact be made to the service.	We are working with our children's team to support schools work which will allow us to access those that look after children. A new CRM systems will be in place from the autumn which should allow us to report on the number of children in care/foster carers who have been referred.
<b>Library Service</b> The library service will send details of all forthcoming events for children and young people to be included in mailings to foster carers and Children's Residential Homes e.g. the annual Summer	As part of our promotions plan during event planning events/ service updates etc.	Able to participate in all our library services to support leisure activity, education and learning, personal development and general health and wellbeing.	Done and on-going. Details of our new Code Club courses starting Jan 16 sent out to foster carers via official mailings. We will be doing the same in July to promote this year's Summer Reading	The Summer reading challenge is due to start on the 16 July and runs until the 17 September. Details of the challenge have been sent to foster carers via official

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<p>Reading Challenge. Also updates regarding details of other regular services we offer as required e.g. Code Clubs and Homework Clubs.</p> <p>We will ensure that front-line library staff and volunteers delivering services to children and young people are fully trained on health and safety, safeguarding including safe surfing and are aware of any specific duty of care issues specific to children in care.</p> <p>Front-line library staff have discretion to waive late fees and lost/ damaged stock charges for children in care as circumstances require to enable them to continue to use our services.</p> <p>Informal agreement across</p>			<p>Challenge including the supporting holiday events programme.</p> <p>Done and on-going. All libraries have advisory notices close to PCs about not giving out personal details. Also from time to time leaflets issued by DCC and/or other official agencies. Duty of care/ safeguarding/ online safety including signposting to websites such as Thinkuknow covered in recent induction for new staff and as required via email refresher/ updates for arising issues.</p> <p>In place over a number of years as part of close partnership with education of children in care team. On-going instruction / reminder to staff as required</p>	<p>mailings.</p> <p>The theme for this year is the Big Friendly Read celebrating 100 year since the birth of Roald Dahl. The challenge is to read six library books during the summer and those taking part can collect six Quentin Blake illustration to go in a special wallet</p> <p>Last year 3,500 children took part.</p>
	As part of staff induction, focused and refresher training on safeguarding.	Able to feel confident and safe in using the library and be assured of friendly and welcoming staff.		
	Staff induction,	Able to feel confident that they		

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<p>library authorities nationally that if children in care move residential placements they can return library stock to any UK library and that library will send it back to the home library authority. We will ensure that frontline library staff are aware of this.</p> <p><b>Arts Development</b> The Arts Development Service plays a strategic role linking cultural provision into city priorities. This has supported the development of the Plus One scheme led on by Derby Theatre, with QUAD, Déda and Baby People. This has enabled over 1,500 positive arts experiences to young people in care and their carers.</p> <p>Funding agreements with recipients of regular Arts Grant</p>	<p>instructions and refresher training.</p> <p>Plus One project is on-going. In addition the service will be alert to further opportunities that will enable children in care to access cultural experiences.</p> <p>To be implemented</p>	<p>won't be judged and that there is an understanding that they may have specific issues that impact on their use of libraries.</p> <p>Plus One project enables young people to experience arts and culture in the city and participate in workshop activity. This can build confidence and self-esteem. Project also provides opportunity for deeper engagement for those who will be leaving care and care leavers. This has included paid work and apprenticeships.</p> <p>Ensure council funding to partner organisations supports</p>	<p>As above - in place over a number of years as part of national agreement. On-going instruction / reminder to staff as required</p>	<p>Plus One project continues to deliver creative and cultural experiences for children in care. A coordinator role has been developed for the project and is currently hosted by Derby Theatre.</p> <p>There is a planned, phased reduction and</p>
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<p>funding require them to abide with the principles of Putting People First in Derby. The funding agreements are due to be refreshed for 2016/17. Improving life chances of young people is being developed as a funding priority.</p> <p>Review of Small Arts Grants priorities is under way. Improving life chances of young people is being developed as a funding priority.</p>	<p>April 2016</p>	<p>delivery of The Pledge. This with particular relevance to developing a strong sense of personal identity, encouragement to reach goals and achieve potential.</p> <p>To encourage grant applicants to consider building benefit to children in care into their project activity.</p>	<p>total withdrawal of regular arts grant funding by 2018. For this reason in 2016/17 grants were extended on current funding agreements. Main grant recipients are members of the Plus One scheme so have a commitment to working with children in care and care leavers.</p> <p>Small Arts Grants – Strategic Priorities for funding have been updated to include “Provide opportunities for children in care and care leavers to participate in cultural activities”. Whilst not all project applications will fit this criteria, applicants are being encouraged to consider how their activity could support this priority.</p>
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<p><b>Culture and Business Development</b></p> <p>Review of Cultural Strategy for Derby is under way. Corporate Parenting role within culture is on the agenda for this.</p>	<p>In progress</p>	<p>Potential to place greater emphasis on meeting The Pledge within future service delivery.</p>		<p>The role of the arts within corporate parenting sits within the responsibilities of the arts development service, in the Council's Culture Strategy. Options for outsourcing the arts development service are currently being explored and consequently issues around corporate parenting and the arts are part and parcel of these explorations</p>
<p><b>Mock Interviews</b></p> <p>Enterprise for Education run Mock Interview sessions for secondary school students on a monthly basis with business volunteers giving students a 1-2-1 mock interview. We will put on a session for Children in</p>	<p>Children in Care could be invited to join some of these Mock Interview sessions run at a school near</p>	<p>Having a mock interview with a business volunteer will help Children in Care and Care Leavers to increase their understanding, practice and confidence of interview skills.</p>		

<p>Care and or invite them to an upcoming session at a school (with the schools permission).</p>	<p>to them - sessions are run monthly. Alternatively an extra session could be put on for these students at the Council This could be done by July 2016.</p>			
<p><b>Industry Visits</b> Throughout the year Enterprise for Education arrange for students from secondary schools to visit local industry and annually in June we run “Just Imagine... Working Here”. This JIWH could be opened up to Children in Care.</p>	<p>A visit to for example the Council House to find out about the different job roles and departments could be arranged during “Just Imagine... Working Here”</p>	<p>This would help inform and inspire Children in Care about the opportunities in the world of work. The children will get the opportunity to speak to local employees and find out about their job role.</p>		

<p><b>Apprenticeship Opportunities</b></p> <p>Enterprise for Education promote apprenticeship opportunities to all young people across Derby via various methods. These vacancies can be promoted to those in Care and support can be given with the application process.</p>	<p>in 2016. .... By July 2016</p> <p>The latest vacancies are sent to the team on a weekly basis and so this can be available to the Children in Care team from February 2016 onwards.</p>	<p>Children in Care will have additional information, access and support with applying for apprenticeships.</p>		
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<p><b>Service Director Name:</b> Nick O'Reilly</p>	<p><b>Directorate:</b> Digital Services (Customer Management and Information Systems)</p>			
<p><b>What will you do to support The Pledge?</b></p>	<p><b>When will you do this?</b></p>	<p><b>What difference will this make for Children in Care and Care Leavers?</b></p>	<p><b>April 2016 – Progress Made</b></p>	<p><b>July 2016 – Progress Made</b></p>
<p>Ensure customer services staff when they interact with customers understand and</p>	<p>In all relevant interactions</p>	<p>Make it easier to report and raise concerns and ensure early response as appropriate.</p>	<p>This has been cascaded to staff.</p>	<p>Customer Services Staff are aware and endeavour to follow the pledge.</p>

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follow the pledge				
Promote and provide safeguards for staying safe on line be this in school, at home or in use of digital tools such as social media.	Embedded in the service provision throughout the year and responding to increased alerts when notified.	Ensure stable foundation for on line access in school, in care homes to enable young people to engage digitally and to avoid exclusion. Helping prepare them for a digital world.	Additional stay safe advice and guidance has been made available to schools and throughout the council and we have and promote resources.	We have maintained the security protection in accordance with best practice guidance.
Provide secure gateways for schools and care homes and provide advice and guidance on line for children and parents	As above	As Above	The secure gateways are in place and have been tested to meet best practice and compliance standards.	No reported breaches of internet security either through monitoring alerts or reported manually.
With respective services work with children's groups to seek feedback on their digital experience and on how our digital presence helps or hinders them and involve children in reviewing and improving such digital content.	Led by the timing and touch points planned by the service who are the owners of the content.	Provide more engaging digital content and possibly help children learn their own digital skills as they can contribute to content and subject to cyber security self-help community forums where they may feel better able to discuss on line problems and challenges they face.	Digital content review is planned between June and December aiming to have more in video. There may be scope to have the Children in Care group create a video of their experiences subject to additional resources being approved.	The review is the topic of the next Voices in Action meeting when we will be actively seeking contributions from young people. Extra resources as part of the delivering differently team have been approved and when appointed we will start

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				creating new video, audio and infographic content.
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<b>Service Director Name:</b> Gordon Stirling	<b>Directorate:</b> Strategic Services and Organisational Development Organisation and Governance Directorate			
<b>What will you do to support The Pledge?</b>	<b>When will you do this?</b>	<b>What difference will this make for Children in Care and Care Leavers?</b>	<b>April 2016 – Progress Made</b>	<b>July 2016 – Progress Made</b>
We will work with Customer Management to monitor the complaints made across the Council including those made by Children in Care. Where possible we will encourage the service to learn from complaints and challenge them if we do not respond to you in a timely way. ( Pledge 1)	We monitor complaints on a quarterly basis. (every three months)	It will mean if things go wrong that your views are responded to and that you are reassured that workers in Children's Services will be challenged to demonstrate how they are learning from your experiences to mean this does not happen for another child or young person.		There is a customer feedback policy in place that is available on the Council's website which covers all complaints including Children's Social Care complaints. Customer complaints are managed and recorded within the customer management system and details on learning / outcomes as a result of complaints should be recorded alongside the

				<p>details of the complaint. Complaints are reported to departmental management teams on a quarterly basis, this includes details of the time taken to respond to each complaint and any learning actions noted. The last update was presented to the CYP Improvement Board, chaired by the Director of People, in May 2016. In addition to this, a draft action plan to support improvements in recording, processing and learning from complaints was also considered.</p>
<p>We lead on the production of management information for Children's Services, which means that we will know if you have moved home a lot or if</p>	<p>We update Children's Services key performance information</p>	<p>We will challenge the service if performance information shows too many children / young people are moving too often or are in unsuitable</p>	<p>Quarter 3 performance results were considered by the CYP Improvement Board in January 2016 – stability of placements for our looked</p>	<p>Quarter 4 performance results were considered by the CYP Improvement Board in May 2016 and June 2016 – the stability</p>



<p>you are in accommodation that is not safe. (i.e. B&amp;B).</p>	<p>every three months and undertake a full review of performance at the end of the year.</p>	<p>accommodation. Where necessary we will escalate issues to the Corporate Parenting Board for further investigation / challenge through our Annual Update on performance.</p>	<p>after children was a strength and audit outcomes on the quality of casework is 'good' with our looked after children and young people being appropriately safeguarded.</p>	<p>of placements for our looked after children remain a strength (being in line with or better than national averages- two measures (number of moves and placements lasting 2 years or more) and audit outcomes on the quality of casework continues to be 'good' with our looked after children and young people being appropriately safeguarded. (Recent audit evidence included a Mocksted inspection in April 2016 and an audit of recent LAC entrants in April 2016 where the largest percentage of cases had 'good placements').</p>
<p>We also undertake regular benchmarking so know how</p>				<p>An update on the latest performance outcomes</p>

your experiences compare to children in care in other areas and if we need to challenge the service to make improvements for you. ( <i>Pledge 2</i> )				for our looked after children, compared to peers, was considered by Corporate Parenting in April 2016. Further to this, there was a Performance Surgery on LAC education outcomes in April 2016 where key elected Members were able to challenge the service on performance to support improved outcomes. To support continuous review of local outcomes an analysis of Ofsted's annual data has been completed for 2014/15 and will be considered by the CYP Improvement Board in June 2016. National outcomes will inform local targets for 2016/17 to ensure we aspire to achieve the best possible outcomes for our looked after children.
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<p>We will support the Leaving Care Team to establish the Leaving Care Forum so that Young People can feel comfortable to have their say and influence decisions.</p>	<p>On a monthly basis.</p>	<p>This will build the confidence of care leavers and will mean that you can influence decisions about the services that matter to you.</p>		<p>Derby's CYP Participation Officer has supported and attended five Leaving Care Youth Forum meetings to date and provided 'arms-length' support to a further three meetings. This has included helping to set the agendas, recording the minutes and coordinating feedback to Care Leavers. The CYP Participation Officer has also supported two Care Leavers to represent the views of the Forum to the Leaving Care Improvement Board, which is chaired by the Deputy Head of Children in Care.</p>
<p>We will continue to run the Council's Youth Forum 'Voices in Action' that provides all</p>	<p>We will make contact with the Children in</p>	<p>The Forums will help to build your confidence and share your views and ideas with other</p>		<p>Volunteering Matters, who coordinate the Children in Care Council (CICC), receive monthly</p>

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<p>young people in the city with an opportunity to get involved in decision making. For any Children in Care or Care Leavers who participate in Voices in Action there will also be an opportunity to stand for Youth Mayor. <i>(Review of the Youth Mayor to be completed on 2016/17) (Pledge 3)</i></p>	<p>Care Council at least twice a year to make sure that you are aware of the Forum and how to get involved.</p>	<p>young people in the city.</p>		<p>invites for members of the CICC to attend Voices in Action (VIA). The CYP Participation Officer met the Corporate Parenting Lead in April 2016 to consider a joint consultation project for 2016/17.</p>
<p>We lead on Equality and Diversity for the Council and if you require support with any issue we will be available to support you. <i>(Pledge 5)</i></p>	<p>On an on-going basis</p>	<p>It will provide children in care and care leavers with an opportunity to seek independent support if they feel it is needed.</p>		<p>Support is available as required – to date there have been no requests for support.</p>
<p>We will work with the Virtual School to make sure that they have all the information they need about your education to support you to achieve your best outcomes. <i>(Pledge 7)</i></p>	<p>We review school information relating to you at the end of each term, as a minimum.</p> <p>We will benchmark</p>	<p>If you are not achieving your full potential or are behind peers we will challenge the service on what further actions they could take. Where necessary we will escalate issues to the Corporate Parenting Board for further investigation / challenge through our Annual Update on</p>		<p>The Learning Business Intelligence Team support the Virtual School as required. Recent work has included a virtual school cohort being created on the Fischer Family Trust database to support with reviewing school information. The Virtual Head updated the</p>

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<p>We will participate in the Strategic Engagement Group and support the Strategic Director for People to challenge all services on how they are listening to your views and what they are doing as a result of what they tell you.</p>	<p>with our peers once a year.</p> <p>On a monthly basis through the Improvement Board and every two months through the Strategy Engagement Group</p>	<p>performance.</p> <p>If there is evidence that your voice is not being listened to, we will challenge the service and make recommendations on how they could improve this. If necessary we will escalate issues to the Corporate Parenting Committee</p>		<p>2014/15 Annual Report following the DfE Statutory Release on educational outcomes for LAC at the end of March 2016 and this was reviewed and challenged by elected Members to support improvements in April 2016 (Performance Surgery coordinated and led through the Policy and Improvement Team).</p> <p>The 2016/17 forward plan for the Strategic Engagement Group has been drafted and was considered by the group in January 2016. This group is attended by the CYP Participation Officer to support the Director of People to make sure that we are listening to our children and young people and that we are doing something about</p>
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We will lead on the development and delivery of an Engagement Strategy for Children and Young People's Services.	<p>Every 6 months through our participation measures.</p> <p>Once a year through a review of the Engagement Strategy Delivery Plan.</p>			what they tell us. A mapping exercise is currently under way (led by the CYP Participation Officer) to understand all opportunities to listen to the views of children and young people (including looked after children and young people) and this will be used to support further improvements. We are helping with the development of a Voice of the Child Toolkit which also includes specific tools relating to Care Leavers such as preparing for adulthood. An Annual Engagement Report will be drafted in Summer 2016 that will incorporate examples of how we have listened to our looked after children and young people and the CYP Engagement Strategy (drafted at the
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<p>We will support Children's Services on targeted 'engagement projects' which means if they are planning to make a change to a service that you receive, we will work with them to provide advice on how you should be involved (CYP Participation Standards) in decision-making and challenge them on what difference your views have</p>				<p>end of 2015 by the Policy and Improvement Team) will mean we remain focused on a shared set of priorities. The Strategy will be reviewed by the CYP Engagement Group following the mapping exercise and the 2016 Annual Report (to be available September / October 2016).</p> <p>The CYP Participation Officer supported the Virtual School to develop a 'voice booklet' in 2015. This aim of this was to make sure that the voice of looked after children and young people inform and shape their personal education plan (PEP). The Housing Framework was considered by Voices in Action in May</p>
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made. ( <i>Pledge 9</i> )				2016 to influence the provision for children in care. The Youth Mayor and Deputy Youth Mayor will be attending CICC in September.
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<b>Service Director Name:</b> Martyn Marples	<b>Directorate:</b> Organisation & Governance - Finance			
<b>What will you do to support The Pledge?</b>	<b>When will you do this?</b>	<b>What difference will this make for Children in Care and Care Leavers?</b>	<b>April 2016 – Progress Made</b>	<b>July 2016 – Progress Made</b>
My Department has supported Voices in Action for many years. I have attended a number of meetings to explain the Councils finances, and to listen to views raised by young people. This relationship will continue to ensure that the voice of young people is heard when we are making important decisions ( <i>Pledges 8 &amp; 9</i> )				
ACTION: Continue to listen to	Annually	Their voice will be considered	The budget strategy will be	These meetings have not

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Voices in Action as the conduit for young people's input into budget decisions.	through the budget cycle	in designing future services of the Council	developed during the Summer. I am happy to attend an appropriate Voices in Action meeting to discuss.	taken place yet.
My service has recruited and subsequently recruited a number of young people through the Councils apprenticeship scheme. This not only supports their employment opportunities, but sometimes training is provided. Each apprentice also gets a dedicated manager and a wider support network (Pledges 4, 7 & 10)  ACTION: Look to target specific young people when apprenticeship opportunities arise	Usually annually, around the end of the summer academic year	This will provide opportunities to gain valuable work experience	My department has made available two apprenticeship opportunities which were recruited to through Derby Adult Learning Service. However, my department did not receive any applications to consider from children in care or care leavers, as we had hoped. We hope to receive future applications through DALs from children in care and care leavers.	Recently we have recruited two apprentices to permanent positions and are looking to fund further placements if affordable.
I have personally attended interview skill training for young people in my spare time. This scheme is vital for young	Not time specific	This is a skill which all young people should hold, but is vital for those young people leaving	I am promoting future attendance at interview sessions during the Summer	These sessions have not happened yet.

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<p>people to prepare themselves for the first steps into work and to build their confidence in what can be unfamiliar circumstances. (<i>Pledge 3</i>)</p> <p>ACTION: Continue to devote my time and available team time to sharing advice and experience in supporting interview skills</p>		care and into the world of work		
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<b>Service Director Name:</b> Janie Berry	<b>Directorate:</b> Organisation and Governance			
<b>What will you do to support The Pledge?</b>	<b>When will you do this?</b>	<b>What difference will this make for Children in Care and Care Leavers?</b>	<b>April 2016 – Progress Made</b>	<b>July 2016 – Progress Made</b>
My department will support the People Directorate by providing timely professional advice and support to promote and secure your rights as an individual and to ensure your interests are safeguarded (pledges 2 and 9)	On going	Ensure that you are respected and valued as an individual	This is an on-going daily commitment via the provision of robust advice to CYP colleagues. It is therefore impossible to monitor progress as the action is continuous.	

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<p>We will work with colleagues to ensure there are opportunities for work experience, apprenticeships, skill development such as CV writing and interview skills (pledges 7 and 10)</p>	<p>During 2016</p>	<p>Provide our young people with key opportunities to develop skills for the transition into adulthood and empower and confidence build.</p>	<p>This will be promoted as part of corporate HR function</p>	<p>Elections – young person recruited to assist us at the Count both for the local elections in May and the Referendum in June.</p>
<p>My department will review the systems and procedures in place that support our children in our care to ensure they are robust and that risks are properly mitigated. This will also include safeguarding now the Council holds and processes your personal data (pledges 2 and 9).</p>	<p>Annually through the Audit cycle.</p>	<p>Ensure that you are respected and valued as an individual</p>	<p>As per the comments above this is a continuous daily responsibility we have for supporting colleagues within CYP and therefore difficult to monitor progress</p>	
<p>My department is responsible for supporting Elected Members in the delivery of a variety of Council meetings. We would therefore be able to support opportunities, for example supporting 'Take Over Day' to attend, participate in and possibly Chair a meeting.</p>	<p>Dates to be agreed with the Municipal Year.</p>	<p>Provide an opportunity to get directly involved in the Council's democratic process and utilise key skills required in a large public setting.</p>	<p>Action in respect of this cannot happen until after the new municipal year commences on 18th May 2016, and we will await the publication of our Meetings Calendar and further details from CYP about the Take Over day in November 2016.</p>	<p>Waiting for more information on the Take Over Day in respect of Committee Meetings etc.</p>

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<b>Service Director Name:</b> Maria Murphy	<b>Directorate: Managing Director of Derby Homes</b>			
<b>What will you do to support The Pledge?</b>	<b>When will you do this?</b>	<b>What difference will this make for Children in Care and Care Leavers?</b>	<b>April 2016 – Progress Made</b>	<b>July 2016 – Progress Made</b>
Derby Homes is committed to supporting young people with training and employment opportunities. Our Board has approved an apprenticeship programme through which we currently employ around 30 young people in apprenticeship opportunities in the areas of customer service and administration and trades backgrounds. We pledge to work with our colleagues to identify at least one opportunity a year to a young person leaving care.	Our Apprenticeship Development Manager will contact colleagues to start discussions for our intake in Spring/Summer 2016.  Lead Officers – Christine Hill – Personnel Manager & Sophie Bancroft – Apprenticeship Development	We believe that this will give a care leave an opportunity to gain valuable skills and experience with a caring and responsible employer. The Apprenticeship programme within Derby Homes aims to develop young people to achieve their full potential and aim to move into full time permanent employment at the end of the Apprenticeship.	A meeting has been held with DALS to discuss the use of 'traineeships' as an entry into potential apprenticeship opportunities. This is now working through the stages of the process to identify potential young people.	A meeting has been held with the Connexions Team who monitor the progress of care leavers, such as employment and training for the care leavers to discuss the process. Details of potential opportunities at Derby Homes will be shared with the young people identified who are ready to undertake this opportunity.

<p>Through the Care Leavers Pathway we will work with our colleagues in CYP to ensure that the future housing needs of young people leaving care are properly assessed. We will aim to ensure that they receive offers of suitable and appropriate accommodation with the correct packages of support to ensure that they are able to sustain their tenancies and enter independent living with confidence.</p>	<p>Manager</p> <p>The Care Leavers Pathway is already operating and during 2016 we will strive to work more closely with CYP to ensure that our services in Housing Options and Housing Management are effectively linked in with the care leaves process.</p> <p>We will identify key named officers to develop</p>	<p>Moving from a care environment to independent living is an experience which is daunting for many care leavers. The new levels of responsibility and potential isolation can be factors which result in the failure of tenancies and potential other problems.</p> <p>We believe that by supporting care leaves in the early years of their transition we can prepare them better to cope with the challenges and succeed in their future lives.</p>	<p>We are holding discussions with appropriate operational heads of service and officers to establish the appropriate communication channels.</p> <p>We will use the learning from recent cases to improve and strengthen our internal communication and information sharing to ensure we do everything possible to prevent tenancy failure.</p>	<p>Key links identified within DH and CYP and meetings scheduled. Focus on strengthened links between CYP and Tenancy Sustainment teams ensuring correct package is tailored and delivered.</p>
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	<p>effective communication and liaison between the departments.</p> <p>Lead Officers – Clare Mehrbani – Head of Housing Management &amp; Housing Options. Lorraine Testro – Tenancy Sustainability and Safeguarding Manager.</p>			
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<b>Service Director Name: Peter Ireson, Head of Culture and Business Development</b>	<b>Directorate: Derby Live</b>			
<b>What will you do to support The Pledge?</b>	<b>When will you do this?</b>	<b>What difference will this make for Children in Care and Care Leavers?</b>	<b>April 2016 – Progress Made</b>	<b>July 2016 – Progress Made</b>

<p><b>Arts Development</b> The 'Plus One' scheme is in place and on-going, so far enabling over 1,500 positive arts experience for young people in care and their carers.</p> <p>Funding agreements for both Regular Arts Grants and Small Arts Grants are being refreshed and when issued for 2016/17 will include 'improving the life chances of young people' as a funding priority.</p> <p><b>Culture and Business Development</b> A new Derby City Council Culture Strategy is currently being drawn up, this strategy will consider the Corporate Parenting role within Culture.</p>	<p>The 'Plus One' scheme is in place now and on-going</p> <p>The funding agreements for Regular and Small Arts Grants will be in place from 1 April 2016</p> <p>The new Derby City Council Culture Strategy is being worked up at the moment, I anticipate this will take 2 to 3 months to complete and</p>			
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	could then go forward for approval at Cabinet early Summer.			
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