

## The Baker & Dixon Leaving Care Services Self-Assessment Framework (January 2020)

### What is the Baker Dixon self-assessment?

It's a tool to help you review your services for care leavers across your organisation. It was originally developed to evaluate the previous New Belongings Programme<sup>1</sup>. It has been updated to include new legal duties or policies that local authorities should have in place.

### What will it show?

The framework is based on the New Belongings 10 'gold standard' areas which reflect young people's pathways to adulthood (Stein, 2012<sup>2</sup>). In each of the 10 areas there are a number of statements relating to what might be expected in a 'gold standard' service to care leavers.

Completing the self-assessment can highlight strengths (areas of good practice) that are making an impact on the lives of care leavers within your system, in your structures and with staff. It can also show gaps, or areas to develop or change (priorities for action).

Department of Education (as part of their role on the New Belongings advisory group) commented on the self-assessment:

*"It is comprehensive and covers all the main things that you would expect an excellent leaving care service to provide"* (Nov, 2019)

### How do we complete it and score it fairly?

It is the responsibility of each local authority taking part in New Belongings to decide *how* the self-assessment is completed and *who* will be involved in this (discussed and agreed at their New Belongings visit 2).

- Coram Voice suggests that as part of the completion of the self-assessment local authorities hold **a discussion group** during which the self-assessment is reviewed.
- It would be beneficial if participants have each (or as a team) completed a copy of the self-assessment prior to the discussion group.
- Representatives from a range of roles (e.g. senior management team, corporate parenting panel members, front line service staff etc.) and partner organisation should all be invited to take part in the group discussion.
- At the meeting each area can be debated and each person or group provide evidence to support their scoring.

Some form of moderation will be needed to bring all the answers and evidence together for consideration, deliberation and agreement so you can submit one completed version that you have agreed together to Coram Voice (deadline to submit tbc likely May 2020).

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<sup>1</sup> The self-assessment was created by Dr. Claire Baker and Jo Dixon in 2015 <https://www.gov.uk/government/publications/new-belongings-programme-evaluation>

<sup>2</sup> Stein, M. (2012) Young People Leaving Care: Supporting pathways to adulthood, Jessica Kingsley, London

*The process of completing the self-assessment (having the discussion and debate) is just as important as the results*

### What about young peoples' involvement?

You can invite young people individually or as part of groups to complete this version of the self-assessment. However, please note the tool was designed as a self-assessment for services and therefore has only been tested for use by staff. As part of New Belongings visit 2 young people will get the opportunity to discuss what they feel about services in relation to the 10 'gold standard' areas that the Baker and Dixon is based on and their feedback will be recorded.

### What happens once we've filled it in?

- The completed self-assessment will form part of the evidence (along with the results of the *Your Life Beyond Care* survey) to help inform your New Belongings action plan.
- Coram Voice will analyse your self-assessment and return results to you (visit 3 will review findings from both the survey and self-assessment).
- Your self-assessment will also be used to inform the evaluation of the New Belongings programme by Coram.

### How does this relate to our Ofsted self-evaluation?

*“Each year, Ofsted asks LAs to share a self-evaluation of social work practice. The voluntary self-evaluation plays an important role helping Ofsted to understand how LAs are working - including the extent to which leaders and managers have a grip on practice. LAs participating in New Belongings should be able to draw on their work on the project to provide up-to-date, robust evidence of progress and management oversight for their annual self-evaluation and engagement meeting”*

(Matthew Brazier, Her Majesty's Inspector, Specialist Adviser (Looked After Children), member of New Belongings advisory group, Nov 2019)

### How do we rate our services using the self-assessment framework?

A range of rating scales were tested with experts in social care when designing the framework, but there was little consensus on a preferred scale. We have opted for a scale that indicates the extent to which you agree that your service has in place the relevant approaches and provision listed across the 10 gold standard areas.

How you rate your service will depend on **how confident you are that your local authority has the relevant approaches and provision in place and the strength of evidence to support your response**. When completing the framework use this guide:

- **Agree** – there is strong evidence to suggest this is in place
- **Mostly agree** – although not implemented across the board, there is some evidence to suggest this is in place
- **Mostly disagree** – there may be some work in this area but insufficient or limited evidence to show this

- **Disagree** – there is little or no evidence that this is in place

The comment boxes will expand, so please provide as much information as you would like

*This is your self-assessment so use the tool in the most useful way for your local authority.*

**Name of Local authority:**

**Date self-assessment completed:**

<p><b>Name:</b></p> <p><b>Dorset Council</b></p>	<p><b>Date:</b></p> <p><b>5<sup>th</sup> June 2020</b></p>
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**Describe how the self-assessment was completed**

<p><b>The self-assessment was completed across a period of four weeks by ten specialist, virtual working groups, each of which focussed on a set of questions.</b></p>
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**Who was involved in completing the self-assessment? (number of people, types of roles of people involved etc.)**

<p><b>Operational manager for the Care &amp; Support team 13-25.</b></p> <p><b>Service Manager, Care &amp; Support, including Looked after Children</b></p> <p><b>Placement Team Manager</b></p> <p><b>Team Managers, Leaving Care</b></p> <p><b>Service Manager – Adolescent Services</b></p> <p><b>Principal Housing Officer</b></p> <p><b>Housing Officer</b></p> <p><b>Business Manager</b></p> <p><b>Team Lead for LAC Nurse service</b></p>
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**LAC Nurses**  
**Independent Reviewing Officer Manager**  
**Corporate Parenting Officer**  
**Director, Participation People**  
**Personal Advisers, Leaving Care Team (C&S 13-25)**  
**Assurance Officer – Complaints**  
**Commissioning Manager**  
**Friends of Dorset Care Leavers**  
**Virtual School**  
**SEN – Senior Adviser Education & Learning**  
**Ansbury**  
**L & D consultant**  
**Jobcentre Plus**  
**DWP**  
**Head of Revenues**  
**Head of LAC**  
**Residential Services Manager**  
**Operational Manager, CwaD**  
**YOS Manager**

Any questions and to send your completed self-assessment contact [newbelongings@coramvoice.org.uk](mailto:newbelongings@coramvoice.org.uk)

1. Gold Standard Area: Listening and responding to care leavers' views (as individuals and collectively)						
<b><i>Thinking about leaving care support <u>at present</u>, please indicate how far you agree with the following statements: please tick ✓ or X</i></b>	<b>Agree at present 4</b>	<b>Mostly agree 3</b>	<b>Mostly disagree 2</b>	<b>Disagree at present 1</b>	<b>How do we know this? Add evidence, examples and comments (e.g. policies, projects; any disagreements in rating; obstacles face)</b>	<b>Ideas for improvement / future actions</b>
a. Strategic leaders are committed to improving leaving care services in line with the Children and Social Work Act (2017) corporate parenting principles <sup>3</sup>	X				Updated Corporate Parenting strategy  Council tax exemption now in place  Care Leaver Housing Pathway  Increase in staffing in Leaving Care Service in new structure  Apprenticeship offer now in place with wider Council for Care Leaver	This is a strengthening area with future work planned and commitment from strategic leaders  QARO service (Quality Assurance Reviewing Officer ) to start reviewing of Pathway Planning similar to LAC reviewing process as the LAC numbers decrease.
b. Care leavers actively shape services and influence how support is delivered.		X			Care Leavers support other care leavers to answer annual service satisfaction survey; analysing results and feeding back to decision makers including service leads.  CiC council/Care Leavers Forum attend each Corporate Parenting Board and present challenge cards to which the LA responds.	Co-production needs further development to shape future service design.

<sup>3</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/683698/Applying\\_corporate\\_parenting\\_principles\\_to\\_looked-after\\_children\\_and\\_care\\_leavers.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/683698/Applying_corporate_parenting_principles_to_looked-after_children_and_care_leavers.pdf)

c. We regularly get feedback from care leavers about the support they receive.		X			<p>See above for representation at Corporate Parenting Board for reactive feedback</p> <p>Individual feedback received direct to PAs</p> <p>Annual Survey of children in care and care leavers. Needs strengthening in respect of seeking care leavers views as currently has wide age span of respondents</p> <p>Six monthly feedback from Care Leavers on delivery of service by PAs</p>	
d. Elected members often meet, listen to and work alongside care leavers.		X			<p>Elected members attend 'what it's like to be in care' led by care leavers.</p> <p>Care Leaver Forum video now being shown at all corporate induction/welcome days to showcase the service offered through their eyes.</p> <p>Elected members invited to 'socials' or 'activity days' co-facilitated by care leavers, supporting children in care to have fun and take part in short consultations. Members invited to Young Inspector presentations.</p>	

e. Our care leaver forum (or other representative group) has had an impact on our services.		X			<p>Care Leavers facilitate workshops with other young people in our Care; trained, accredited and supported as Young Facilitators.</p> <p>Care Leavers routinely involved in Tier 6 (corporate director and above) level recruitment and selection decisions across Dorset Council.</p> <p>Care Leaver Forum Yearbook - <a href="https://bit.ly/DCCLiCCYearbook19">https://bit.ly/DCCLiCCYearbook19</a> and #YouthVoice MAGAZINE (editions 1 and 2) published, printed and posted to all Care Leavers. All available on D4U.</p> <p>Care Leaver Forum has 6-8 regular members who attend monthly meetings (including 1 out of area). 5 others who feed in indirectly through #YouthVoice and Insight Officer social media and SMS conversations and attend socials and activity days. 12 Young Facilitators (Care Leavers) trained and supported to lead workshops with professionals and other children in care. This project was a finalist for CYPNow Awards 2018.</p> <p>Care Leaver Forum, in consultation with other young people in care co-produced a Youth Proof Charter - to guide how professionals communicate</p>	<p>Local charity – Friends of Dorset Care Leavers has an increasing reach to local care experienced population.</p> <p>Care Leavers not currently involved post advert, induction or appraisals. Expand and strengthen here.</p> <p>Feedback on how young people's views, lived experiences and perceptions of how decision makers have taken on board young people's views doesn't routinely get fed back to young people in care. Area for improvement.</p> <p>Co-produce redesign of Pathway Plan.</p>
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					with young people / care leavers. Review of Pathway plan also co-produced with care leavers and promises made on it's redesign through Mosaic.	
f. Our local authority celebrates care leavers' achievements.		X			<p>Annual awards ceremony for Care Leavers and Children in Care.</p> <p>PA in service celebrate individual successes.</p> <p>Care Leaver Forum members work is AQA accredited, level 3.</p> <p>Care Leaver Chair won a Diana Award and Wessex FM of the Year Award, nominated by #YouthVoice and Insight Officer.</p> <p>Care Leaver Forum all written to by our CEO to thank them for their contributions.</p> <p>Care Leaver Forum all offered CV and interview practice by our CEO.</p>	
g. Where complaints identify failings or gaps in services, we change the way we work		X			<p>Learning from complaints informs service delivery and improvement across Children's Services through quarterly reporting on all complaints and regular line of sight to Executive Director.</p> <p>Care Leavers review this report and offer feedback through CPB.</p>	



h. Care leavers are involved in the recruitment, selection and training of staff and carers.			X		Not currently taking place uniformly across Children's Services and needs re-establishing as usual practice	Specific training day "what it is like to be children in care"
i. Care leavers are involved in developing our local offer for care leavers annually.			X		Local Offer needs review. Care Leavers Forum were involved in the initial development of the Local Offer	
j. We regularly get feedback from care leavers to check how satisfied they are with the degree to which how they are involved in service improvement			X		<p>Care Leavers routinely involved in youth led inspections of services they access including: Primary Care, Ansbury, Virtual Schools, Drug and Alcohol misuse service and sexual health services (2017 – 2020). Reports and action plans from services made public on D4U.</p> <p>CLF take part in 6 month review of #YouthVoice offer and to what extent they have influenced change. See contract monitoring of Participation Service for detail.</p>	Area for development in terms of widening the group of care leaver participants.

2. Gold Standard Area: Relationships – having people to count on for emotional support						
Thinking about leaving care support <u>at present</u> , please indicate how far you agree with the following statements: please tick ✓ or X	Agree at present 4	Mostly agree 3	Mostly disagree 2	Disagree at present 1	How do we know this? Add evidence, examples and comments (e.g. policies, projects; any disagreements in rating; obstacles face)	Ideas for improvement / future actions
a. Care leavers are supported to maintain relationships that are important to them (e.g. with parents, siblings, friends, former carers).		x			<p>We are responsive in our service to requests for funding to maintain relationships and take the young person's lead. This has been a particular focus during the Covid-19 pandemic.</p> <p>Help practically as needed – money for bus fares, rail fare.</p> <p>We are not proactive in offering a set package for financial support and this is not written down, so consistency across the team could be an issue</p> <p>We provide mobile phones and laptops, internet and data packages</p> <p>Good at encouraging care leavers to maintain their relationships</p> <p>Specified in the pathway plan and relationships</p>	<p>Need to specify our offer on local offer</p> <p>Consistency across the team to be achieved, currently financial support is dependent upon the individual worker and it is hard to know if everyone is getting the same offer.</p> <p>Finance policy to be published which would offer clarity on what care leavers entitlements are available</p> <p>Equitable support for care leavers living locally and outside of Dorset – suggestion of number of contact visits to be funded vs a specific total of financial support for contact visits</p> <p>Bespoke packages, flexible for times of crisis</p> <p>If in pathway plan care leaver will feel more invested in the offer/plan</p>

						Life long links approach to be rolled out & incorporated in care planning.
b. All care leavers have a named allocated worker		X			<p>All care leavers are allocated to a named PA - up until the age of 21</p> <p>After 21 care leavers are allocated to a PA – 25 virtual caseworker if there is not a continuing service identified in the pathway plan. The virtual worker system relies on care leavers to call into the office or via previous PA to request a service. Reactive service, not proactive</p> <p>CWAD have a named PA alongside any adult services allocated worker</p>	<p>More PA capacity to work with all care leavers up until age 25 with a safe PA caseload limit</p> <p>Ideally care leavers will stay with same PA from 18-25, then close at end of service</p> <p>Way of identifying those over 21 on a caseload (lead PA/secondary worker)</p> <p>Better system to keep in touch with care leavers over 21</p>
c. We have good support in place for care leavers who return home.			X		<p>No specific support for care leavers returning home.</p> <p>It is assumed that parents support the care leaver</p> <p>Support is bespoke and individual to each care leaver.</p> <p>le Meet with parents and care leaver to talk through expectations and rules on a one to one basis</p>	<p>Formal assessment and review including parents</p> <p>Discuss and identify expectations and rules with care leaver and parents</p> <p>Summaries / chronologies Should look at issues of when they came into care and should review pathway plan, discuss previous issues (why YP came into care) and identify how to manage potential issues to ensure all feel secure.</p>

						<p>How to prevent carer role for care leaver, consider safeguarding issues Consider siblings welfare / impact on others in the home.</p> <p>Inform any other professionals involved</p> <p>Not to cut back on contact or assume all is well just because the care leaver is with family/ extended family</p>
d. We make sure all care leavers, staff and carers know that young people can keep PA support up to age 25 (if they wish) or return for support after age 21	x				<p>Local offer</p> <p>Pathway plan is completed prior to 21<sup>st</sup> birthday to clarify support available beyond 21 years</p> <p>Keeping in touch letters are sent</p> <p>Support to care leavers over 21 is in line with Care leaver nurse (up to 25 – although capacity stretched)</p>	<p>Improve the local offer detail</p> <p>Ensure that all care leavers are aware that this opportunity is there for them.</p>
e. We visit care leavers regularly and when they ask us to.	x				<p>Care leaver contact is recorded in MOSAIC,</p> <p>Contact uses young people mediums by text, WhatsApp, video call, phone as well as face to face</p> <p>– positive feedback from health colleagues about PA contact with care leavers</p>	<p>Challenge to measuring care leaver contacts within MOSAIC so that this can be monitored effectively</p> <p>We should obtain feedback from care leavers as to whether they feel we are visiting regularly</p>

					<p>Pathway plans reflect pattern of contact agreed</p> <p>Flexibility of approach</p>	
f. We value the expertise of older care leavers who can act as 'peer supporters'/role models.				x	<p>Older care leavers are invited to attend the Care Leavers Forum</p> <p>CLF supported to work with and support children in care as Young Facilitators at holiday activity days.</p> <p>Friends of Dorset Care Leavers have engaged care leavers to act as peer mentors / role models ie during care leavers week and music workshops led by care leaver</p>	<p>Peer mentor scheme</p> <p>Care leaver apprenticeship within the team</p> <p>Care leaver participation to be integrated within the team – better mechanism of obtaining and responding to feedback</p> <p>Each PA to take a responsibility of being a link for a peer mentor support</p> <p>Group activities to get care leavers together to benefit from peer support and care leaver role models</p>
g. Care leavers report that they find it easy to get in touch with their worker or others who know them.			X		<p>Team members have mobile phones with Whatsapp, social media capability</p> <p>Notify.gov is used to send group messages to care leavers</p> <p>Translation services and google translate can be used with care leavers for whom English is a second language</p> <p>Feedback Service – six monthly for Care Leavers</p>	<p>Translation services for care leavers whose first language is not English</p> <p>Care leaver app / Email to facilitate contact</p>

h. Our local authority does all it can to keep in touch with all care leavers & keeps reaching out to those we are not in touch with		x			<p>Good for those we are in touch with already but not so consistent with those we are not in touch with</p> <p>Keep in touch letters are sent and we offer a reactive service to those over 21</p>	<p>Better system to keep in touch with PA-25 annually</p> <p>How to continue to offer a service but respect young people's wishes to not be in touch</p>
i. Our leaving care service(s) is in a space that encourages care leavers to drop in and attend activities.				x	<p>There is no caller centre for care leavers</p> <p>Friends of Dorset Care Leavers has been set up with this specifically in mind</p>	<p>Development of a caller centre for care leavers - the hub?</p> <p>Combined services drop ins like the one in BCP where they have a care leaver drop in each Wednesday night</p> <p>Ideas of a Leaving care mini bus to provide some outreach</p>
j. We monitor work load for our staff to ensure they have capacity to develop meaningful relationships.		x			<p>Somewhat – managers monitor caseloads and try to establish parity of cases between team members</p> <p>Managers are responsive to caseload capacity and listen to PA's and efforts are made to relieve pressures</p> <p>Allocations meetings involve all team members to discuss new allocations</p> <p>Team are good at developing and maintaining meaningful relationships but at the expense of recording, so this is not reflected accurately on MOSAIC</p>	<p>4 FTE Additional PA support has been identified in the new structure which will positively impact on caseload weighting</p> <p>Specialist PA's (ETE, health, benefits etc) in the team working together to support the care leaver</p> <p>Co-located services – health nurses, benefits specialist, transitions, housing, adult services, Ansbury</p> <p>Multi agency attendance of team meetings</p>

					Team go above and beyond to build relationships	
k. Young people have someone to call 'out of hours'.			x		<p>Limited support from out of hours services / CHAD</p> <p>Different advice might be given from these services as they are not working with all aspects of care leavers</p> <p>Emotional support from LAC nurses, The Retreat, National charities – Listening Works Connection 24/7</p>	<p>Sharing toolkits from health etc of what is available in different services</p> <p>Understanding what other support services offer and how they work – experiencing this ourselves so we can tell care leavers what happens in these services and how to access them</p> <p>Continue to use virtual support services developed during COVID to reach care leavers</p> <p>Barriers of transport to services to be explored</p>
l. Our local offer details the <i>additional</i> (above statutory requirements) support available to care leavers to develop and maintain positive social networks				x		Local offer needs improving
m. We regularly get feedback from care leavers to check how satisfied they are with the support they receive in relation to emotional support			X		<p>New feedback mechanism in place six monthly</p> <p>Care leavers can comment and feedback via web pages, but we are not aware any have done so</p> <p>We try to obtain feedback through text messaging to elicit feedback responses to limited degrees of success</p>	<p>Use participation workers to obtain feedback</p> <p>Incentive to respond (high street voucher) and provide feedback</p> <p>The (online) gather system is used by health and young people appear to like this system. Can this be utilised for care leavers ?</p>

						Other feedback mechanisms include "You said, we did"
<b>3. Gold Standard Area: Care leavers' entitlements – being informed and supported</b>						
<b><i>Thinking about leaving care support <u>at present</u>, please indicate how far you agree with the following statements:</i></b> <b>please tick ✓ or X</b>	<b>Agree at present</b>  <b>4</b>	<b>Mostly agree</b>  <b>3</b>	<b>Mostly disagree</b>  <b>2</b>	<b>Disagree at present</b>  <b>1</b>	<b>How do we know this?</b> <b>Add evidence, examples and comments</b> (e.g. policies, projects; any disagreements in rating; obstacles face)	<b>Ideas for improvement / future actions</b>
a. Our local care leavers' offer has been given to all care leavers.				X	Published on DfU but not very specific or local. It has not been given to all care leavers.	Need to develop local offer jointly with finance policy. Need to be clear regarding statutory responsibilities and associated costs.  Consider different ways to communicate with care leavers to make sure they know what their entitlements are. Perhaps QR codes, credit cards with key numbers, possible printed version. Make accessible for all groups.
b. All adults supporting care leavers have a copy of the local offer and make sure young people access their entitlements				X		Will need to explore with care leavers the best way for this to happen
c. Care leavers are aware of the Care Leavers Charter (and/or local pledge) and involved in the design, updating and scrutiny of it.				X		Do we need the local pledge, the Care Leaver's Charter and offer as separate documents? Incorporate and join up.



d. Care leavers have opportunities to get support from, and give support to, other care leavers.			X		<p>Informally through meeting at care leaver forum or other events. Some introductions made by PA if care leavers are at the same Uni.</p> <p>Friends of Dorset Care Leavers promotes contact and builds confidence.</p>	<p>Consider peer mentor scheme.</p> <p>Develop opportunities through apprenticeships.</p> <p>Take forward Pathways to Employment which has stalled.</p>
e. Care leavers are encouraged and well supported to access their files		X			<p>Challenge by Care Leaver Forum to support Dorset Council to set up a protocol / policy to support Care Leavers to access their records.</p> <p>Pathway Plan asks about access to files, so is considered at each 6 monthly Pathway Plan review.</p> <p>DC Information Compliance have confirmed that they do not capture whether a file access request is from a care leaver.</p>	
f. Care leavers have clear information on how to make a complaint.		X			<p>There is a link to how to make a complaint from the Local Offer on Dorset for You, but the information is not as easy to find as it should be.</p> <p>Informal complaints are not always recorded.</p> <p>There is a postcard on complaints which has been</p>	<p>Easy to locate information to be developed.</p>

					<p>developed by Participation People, with LAC and care leavers. Folder plus postcards should be distributed to all LAC, but may have been lost by the time they leave care.</p> <p>There is a section in the Pathway Plan that gives information on how to make a Complaint.</p>	
g. We use a range of social media platforms to engage and inform care leavers.			X		<p>DCC previously reluctant to have a separate care leaver social media presence. However, DCYouthVoice shares information and engages Care Leavers – both on open group and private Care Leaver Facebook chat.</p> <p>Questionable whether WhatsApp is a social media platform?</p>	<p>Change of corporate membership to DC may assist with a new look at social media.</p> <p>Preference is for an App based platform.</p>
h. We actively support care leavers to build networks to reduce feelings of loneliness		X			<p>PA's look at where care leavers are living, who they are in touch with, where they can build on local networks.</p> <p>Provision of laptops, smart phones, Netflix packages etc during COVID-19 to reduce social isolation.</p>	

i. Care leavers are given and take up opportunities for volunteering in the local authority and community.			X		PA caseloads are large resulting in capacity issues.  Dc has always offered volunteering opportunities, but they are not widely promoted.	BfC has increased number of PA's which will enable them to spend more time with care leavers to work on these issues.  Take forward Pathways to Employment which has stalled.  Need wider promotion of volunteering opportunities.
j. We have a high-quality advocacy service accessible to all care leavers.			X		Improved, but not all care leavers know it is available to them.	Lucy Johns to follow up
k. All care leavers get the key documents they need to begin their lives as young adults, e.g. national insurance numbers, birth certificates and passports.		X			Fairly confident that care leavers have key documents.	
l. We help care leavers understand the reasons why they were in care.		X			Pathway Plan asks the question. PA then goes back to record to find background/history.	
m. We regularly get feedback from care leavers to check how satisfied they are with the support they receive in relation to their entitlements.				X	.	Plan to set up six monthly survey to check support CLs receive in relation to their entitlements.  Care Leaver as apprentice.

4. Gold Standard Area: Educated (to their potential)						
Thinking about leaving care support <u>at present</u> , please indicate how far you agree with the following statements: please tick ✓ or X	Agree at present 4	Mostly agree 3	Mostly disagree 2	Disagree at present 1	How do we know this? Add evidence, examples and comments (e.g. policies, projects; any disagreements in rating; obstacles face)	Ideas for improvement / future actions
a. We have clear financial policies outlining the support we offer care leavers attending further education (FE) and higher education (HE).				x	<p>No financial policy</p> <p>Informal understanding by PA's within the team – in particular KW and KH PA ETE</p> <p>Work on financial policy has been completed in draft and due to external influences has not progressed</p>	<p>Develop links with SEN regarding financial planning</p> <p>Virtual school already liaise with SEN for ages 16-18</p> <p>Need to develop local offer jointly with finance policy. Need to be clear regarding statutory responsibilities and associated costs.</p> <p>FE colleges may not fully understand what we offer beyond 18 – needs to be clear and accessible</p>
b. Our local authority education performance data shows care leavers starting points and individual progress made.				x	<p>We have two data bases – sims (until age 18) and MOSAIC which do not integrate</p> <p>PA's have attempted to record achievement data – MOSAIC doesn't record progress, only snapshots of data</p> <p>Data could be better recorded on MOSAIC – nowhere to record attainments or report on these</p>	<p>Sims data could be extracted and added to PEP or via attachment onto MOSAIC – time consuming</p> <p>Consistent system and recording of GCSE and A level attainment – labour intensive – need a better system as results are pulled together individually by PA/VS</p>

c. Our virtual school head takes responsibility for maximising the learning opportunities for all care leavers up to 25.				x	<p>VS work currently with ages 3-18 due to funding and resources</p> <p>There is VS involvement for care leavers who are 16-18 (until end of year 13) Specialist VS PEP worker links with Ansbury and leaving care</p> <p>LAC pupil premium is not available beyond 16, however there are some examples of good practice of utilising this funding for 16-18 year olds</p> <p>VS have no direct involvement with care leavers ages 18-25.</p> <p>No dedicated educational worker which then impacts on PEP completion which does not happen beyond this time. Education is included in Pathway plan however this is not as detailed as a PEP</p> <p>Careers South West data base / work experience is funded through VS and is available to access by all care leavers</p>	<p>DA and new VS Head Lisa Linscott are picking up the issue of VS working with 0-25 in the new structure</p> <p>Possible broadening of VS specialist teaching roles – barriers around capacity</p> <p>Possible development of a Careers Leader role to strategically monitor the careers planning of care leavers</p> <p>Future 1-1 mentoring to complete basic qualifications to level 2 for care leavers over age 18</p> <p>What opportunities are there for care leavers beyond 18 which could access – create an online learning hub? Or access to other peoples portals - Using COVID resources as a base of info</p> <p>PEP beyond 18 to be re-developed in line with pathway plan</p> <p>Expand team PA ETE capacity to provide opportunity to focus on NEET data / solutions</p>
d. We have effective partnership arrangements with local FE Colleges and Universities and have named lead contacts.	x				VS and ETE PA's have developed positive working relationships with colleges and Universities	Better transition information needed from schools to colleges

					<p>Colleges do not take ownership and responsibility for writing the PEP – colleges will provide information but the PEP is not completed by the college</p> <p>Lead contacts are identified in colleges and universities – staff changes can be a challenge to keep up to date</p> <p>PROPEL website has lead contacts listed</p> <p>Ansbury have close contacts with SENCo's in colleges. Colleges provide own careers and guidance</p> <p>Ansbury work with schools and NEETS up to 21, requests via PA's 21-25</p>	<p>Improve relationship building – restart meetings “from care to college” (possibly online/virtual) to meet with HE / FE partners These meetings previously involved key contacts in colleges and offered training to understand the needs of care leavers (attachment, solution focussed approaches)</p> <p>Reinstate bespoke University visits for care leavers and foster carers prior to attending with our local Universities in Bournemouth</p>
e. Young people are helped with moving and supported to settle into University	x				<p>Through KW and KH offering practical and emotional support to move and settle into University</p> <p>Some foster carers and staying put / supported lodgings providers also help support with settling care leavers into University</p>	<p>Development of university care leaver peer mentors to support year one students</p> <p>Expand team PA ETE capacity to increase support</p>
f. Education professionals contribute to the Pathway Planning process (assessment, review and actions).			x		<p>PEPs are not completed by FE college links and are separate to pathway planning.</p> <p>Education professionals contribute to plans under 18,</p>	<p>NEET PEP beyond 18 to be re-developed in line with pathway plan</p>

					<p>through attendance of LAC review</p> <p>Reports of attendance are sent to VS and PA ETE</p> <p>For care leavers over 18 there are issues arising around colleges requiring consent to share information about adult care leavers</p>	Pathway plan could be sent to education professionals so they can contribute
g. Our local offer details the <i>additional</i> (above statutory requirements) funding and support available to care leavers to achieve their potential in education				x	<p>We have a local offer and are making amendments to landing page and SEO. Content is also being worked on but is dependent upon finance policy being ratified</p>	Local offer to be improved
h. We regularly get feedback from care leavers to check that they are satisfied with the support they receive with their education.			x		<p>There is a feedback question within the PEP from 16-18 but is not asked after this time. Pathway plan has a "my view" section</p> <p>Neither option is anonymous</p>	<p>Develop a Tell us what you think / survey monkey.</p> <p>Thomas Fowler sending text questions to care leavers about the service generally, we need to gather feedback about education provision, specific to the education provider and what would have helped in transitions</p>

### 5. Gold Standard Area: Employment – care leavers helped into work

<b>Thinking about leaving care support <u>at present</u>, please indicate how far you agree with the following statements: please tick ✓ or X</b>	<b>Agree at present 4</b>	<b>Mostly agree 3</b>	<b>Mostly disagree 2</b>	<b>Disagree at present 1</b>	<b>How do we know this? Add evidence, examples and comments (e.g. policies, projects; any disagreements in rating; obstacles face)</b>	<b>Ideas for improvement / future actions</b>
a. We have a range of in-house 'ring fenced' opportunities for work experience, training, apprenticeships and employment for care leavers in the local authority.			x		<p>Already have work experience opportunities, care leavers have guaranteed interview within an apprenticeship. If this is a degree apprenticeship may also need to have certain qualifications</p> <p>DCI- highways – identifying apprenticeship opportunities – not ringfenced but have actively approached leaving care to promote the positions</p> <p>We have plans and need to move forward (pathway to employment ) – meetings and progression has been impacted by COVID 19</p> <p>There is a working group in place who are focussed on this project</p>	Colline Murphy has the pathways to employment project as her priority in her new role
b. We help care leavers find suitable apprenticeships and make sure young people access the £1000 apprenticeship bursary		x			<p>We support care leavers to access the bursary – team know about the bursary</p> <p>Signpost to Ansbury to look for an apprenticeships</p> <p>Encourage care leavers to set up alerts on Dorset for you</p>	<p>Training / info pack for potential employers – who are care leavers and what are their needs, identify wraparound services</p> <p>Videos to support care leavers / employers</p>



					LP discussions with employers about levy transfer for care leavers. Require commitment to support the care leaver from DC with ways to support care leavers and employer to avoid triggers wellbeing issues as they may arise and a named contact – PA. mentor scheme?	Corporate parenting page for the intranet for internal opportunities
c. We find employability opportunities with partner agencies and local employers and have engaged with the national Care Leaver Covenant			x		LP – has engaged with local employers  Levy transfer opportunities  Not engaged with the covenant as yet. Chamber of Commerce have been encouraged to consider engaging with the covenant – 20 business mentors trained	To sign up to the covenant Promote levy transfer opportunities  Links with Chamber of Commerce to promote offers to care leavers
d. All care leavers receive career planning support.		x			Ansbury are available for career planning support – offered at different points of life	Career coaching opportunities AQA accreditation
e. Employability professionals contribute to the Pathway Planning process (assessment, review and actions).				x	If a care leaver is in school, college or training these views are sought.  If NEET this is not consistent	
f. We track and monitor the employment needs of our care leavers and actively seek out opportunities to match the needs and aspirations of the group.				x	Ansbury are contracted to monitor and track  CSW database – work experience  Job centre job coaches	

g. We have approaches and services to support young people who are less academically able or not yet 'work-ready.			x		<p>Pathway to employment project however this has been stalled by COVID 19</p> <p>DC Work experience has been established – form available</p> <p>Work to be done regarding traineeships and supported internships – partner provider to be identified</p>	Pathway to employment to be progressed and embedded
h. We have effective local partnership arrangements with Job Centre Plus colleagues.				x	<p>Named link person Jason Dempsey at Weymouth job centre</p>	<p>To replicate a local partnership agreement as done by Trafford, and Somerset etc</p> <p>Positive links with job coaches needed to support care leavers into employment</p>
i. Our local offer details the <i>additional</i> (above statutory requirements) funding and support available to care leavers to achieve their potential in employment				x	<p>Some information about what we can support care leavers to apply for</p> <p>We have a finance policy written but this needs ratifying before local offer can be more specific</p>	Proposed funding and support to be clarified and added to the offer
j. We regularly get feedback from care leavers to check that they are satisfied with the support they receive in relation to their employment and work skills				x	Newly developed survey (5 themes) does not directly ask about employment and work skills	

6. Gold Standard Area: <b>Having good health and wellbeing</b>						
<i>Thinking about leaving care support at present, please indicate how far you agree with the following statements: please tick ✓ or X</i>	Agree at present <b>4</b>	Mostly agree <b>3</b>	Mostly disagree <b>2</b>	Disagree at present <b>1</b>	How do we know this? <b>Add evidence, examples and comments</b> (e.g. policies, projects; any disagreements in rating; obstacles face)	Ideas for improvement / future actions
a. Care leavers transferring to adult services report a smooth transition in support			X		The Transition process is started too late – 3 months before 18 <sup>th</sup> birthday, teams are often starting package. Earlier initiation and transition plan is essential. Learning Dis – it is smoother as the yp go on to Adult services. Transition team could effect a smoother transition. A 17 year old who needs CAMHS can fall through the gaps in provision, and too hard to get into CMHT. Overall transition is REALLY important – giving confidence to access services in future. The Care Leaver service is beneficial & offers good support.	Start earlier. Refer several months/a year before. Local services need to know more about the Transition team and how they work. Identify yp who need support well before 18.
b. Effective partnership agreements and joint working is established between health services and social services.		X			Relationships with LAC & Healthcare are improving. Can be fragmented and disjointed –	Gaps around communication. Paediatrics have TRAFFIC LIGHT

					<p>'we are trying to build a puzzle but don't have all the pieces'. Communication barriers – joint working – LAC Health get missed off meeting invites, or not told that there is a CAMHS referral. Is info about a child passed on from paediatrics? – are other concerns shared such as risky behaviour? No access to System 1 at present. LAC nurses are not office based with operational teams any more. Sharing an office space has helped communication.</p>	<p>system – at 15/16 yrs work on how to manage medical conditions. Communication must be joined up. Looking at the new structure – each nurse will be allocated a new permanence location– this will help with joint working. Foundation relationships need to be built on from previous close work with LAC SWs.</p>
<p>c. Care leavers have access to services to help with substance misuse, sexual health and pregnancy.</p>	X				<p>There is access to services – majority of social care workers will ask for signposting – Supported Lodgings help yp to get to appointments. LAC Health able to get in touch with the service leads for these areas. Team regularly get contacted to support with these issues. Sexual health works v closely with LAC Health and will prioritise LAC and CL, always find time to see yp. Reach – a very positive experience and quick response times as well. A recent referral to Reach was VERY fast.</p> <p>Care Leaver drop-in virtual service (2-weekly) to start June 2020.</p>	<p>No issues with sexual health services, a teenage pregnancy midwife and health visitor offer high level of service top Care Leavers.</p>

d. Links are established with CAMHS and community mental health services to ensure care leavers are given priority access to targeted services.			X		<p>If a yp is under CAMHS at age of transition, CAMHS refer to CMHT – streamlined - but dependent on whether they meet the threshold for CMHT. More difficult if not already under CAMHS. YP may not be ready to accept support when under 18, and then it is more difficult to get into CMHT. Have to have a diagnosed mental health disorder and then there are issues around consent. Steps 2 W – can self refer and yp have to be proactive; CL find it VERY difficult even at 18/19 and their mental age is a lot younger. S2W offer groupwork and online facilities such as Dorset Minds. More work needed by emotional health &amp; wellbeing practitioners. For YP not ready to engage with CAMHS, this gets yp prepared</p>	<p>There is a gap – struggle with transitions in relation to mental and emotional health.</p> <p>More work like that done by Emotional health &amp; well being practitioner – specifically for Care Leavers - would be beneficial and provide strong outcomes. YP can move forward to being CAMHS ready &amp; are not limited by timescale.</p>
e. Health professionals contribute to the Pathway Planning process (assessment, review and actions).			X		<p>LAC Health are not involved in pathway planning directly. If a health need is identified, the conversation would be had with the young person by the Personal Adviser, referring back to LAC Health for guidance as required. Health part of the Plan.</p>	<p>Liaison between LAC Health and PAs regarding the Health aspect of the CL's pathway plan.</p>

f. Care leavers have access to, and are supported to understand, their full health history	X				From the point of view of LAC Health, the team complete review health assessments every year and this is sent to yp and SW. Report is written to the yp, and yp can also request their health records. IHA shows a chronology of health. This will indicate when they have had chicken pox, weight at birth etc. Health passports cover all immunisations etc. The IHA is a full medical history.	Use an app instead of a paper copy of the Health passport. This would work better for yp, less likely to get lost & more yp-friendly.
g. We actively help care leavers to recover and heal from past harm and to promote resilience and emotional wellbeing.			X		For a lot of yp, this recovery depends on the professionals involved and the relationships with them, which help to build resilience and self-esteem. Yet CL do move to adulthood with trauma from early experiences. Self blame, shame can impact yp. It depends what they have experienced and who they have worked with – a poor rship with a SW/other professionals can significantly impact. CAMHS will emphasise a situation changing – behaviours sorted out- before they start therapy, which can cause friction to the detriment of the child. This is down to resources. YP have a	<p>More Life Story work. Better understanding of struggles with identity.</p> <p>Work with yp about triggers for behaviour – but with an awareness that suffering may be invisible if yp are conforming – puberty can be too late to implement support when yp behaviour changes.</p> <p>LAC psychologist work is very important. To support the carers to provide therapeutic pace parenting– More work from LAC psychologist is needed. LESS reactive work and more intervention &amp;</p>

					negative view of CAMHS – ‘they’re rubbish’.	prevention when young, rather than waiting for it to unravel when children are older..
h. Care leavers have access to a designated nurse (or equivalent).	X				All LAC children have a nurse allocated to them – support yp - can support them as well when they turn 18. There is now a new designated LAC CL nurse to bring the service up to date.	More PR for LAC Care Leaver Nurse’s service.  SW to promote the service to LAC, and the PAs – permanence teams to highlight the service.  More work around confidentiality needed.
i. Our local offer details the <i>additional</i> (above statutory requirements) support available to care leavers to promote healthy lifestyles		X			Focussed on the CL offer – PAs and Health. CL Nurse is part of the local offer. The local offer details the additional support offered to CLs. A signed covenant – all parts of society have a responsibility to help CL and promote their health and wellbeing, across education as well as health. LAC Nurses are pan-Dorset, one of the first counties to have a specialised CL service.	More insights needed into the CL local offer, shared across Permanence and Health. Updated info on financial support such as reduction in Council tax.
j. We regularly get feedback from care leavers to check that they are satisfied with the support they receive in relation to their health	X				For Feedback, LAC Nurses use an app – patient satisfaction questionnaire fed back to management teams. Specific to the trust to audit their work. Also, the service lead meets with operational SW teams to discuss feedback.	Info & Feedback from PAs to be shared, positive or negative, with LAC Nurses. Informally updating on CL feedback and evaluating the service from point of view of care leavers/PA.

<b>7. Gold Standard Area: Being in safe and settled accommodation</b>						
<b><i>Thinking about leaving care support at present, please indicate how far you agree with the following statements:</i></b> <b>please tick ✓ or X</b>	<b>Agree at present</b> <b>4</b>	<b>Mostly agree</b> <b>3</b>	<b>Mostly disagree</b> <b>2</b>	<b>Disagree at present</b> <b>1</b>	<b>How do we know this?</b> <b>Add evidence, examples and comments</b> (e.g. policies, projects; any disagreements in rating; obstacles face)	<b>Ideas for improvement / future actions</b>
a. We have developed a positive accommodation pathway (e.g. based on the Barnardos/St Basils' care leaver accommodation pathway) which means we have a range of accommodation matched to the needs of our care leaver population.			x		<p>Joint Housing protocol for Care Leavers follows this pathway and is in draft for over 18's. This considers pathways to supported lodgings, staying put, self contained supported accommodation. We would like to have the opportunity to utilise training flats to improve tenancy readiness however do not currently have this resource.</p> <p>The accommodation we have access to is not specifically matched to the needs of the care leaver population, but rather what is available in the locality</p> <p>16- 18 year old care leavers are not included in this policy, although are considered in the joint housing protocol</p>	<p>Joint Housing protocol for Care Leavers to be agreed and published</p> <p>Care leaver surveys could assist with more accurate matching of accommodation to needs</p>



					<p>There are issues for young people who are living in supported housing beyond 18 where the rent exceeds the LHA rates resulting in a top up rent payment for those on benefit and the high rent for supported housing makes this accommodation unaffordable for care leavers who are working – ie Lily</p> <p>QARO service in the new structure is considering being able to review the pathway plan beyond 18, and the use of family group conferencing which could be used for return home (reflecting the recommendations in the St Basils pathway)</p>	
b. We ensure that all accommodation offered to care leavers is safe and suitable including risk assessments conducted on unregulated accommodation (including for 16 and 17 year olds in 'other arrangements').			x		<p>Accommodation for 16/17 year old care leavers are on the framework or due diligence has been achieved for accommodation. Each housing provider needs to complete an expression of interest form which asks questions about safety, locks, fire etc</p> <p>This does not extend to care leavers over 18 as commissioning is not the main route for housing beyond 18.</p> <p>Supporting people, who provide contracts for local supported housing projects have an overview of this</p>	<p>There are two systems in place, one for under 18's and one for over 18's. An accommodation pathway could bring this together</p> <p>Adapt a separate document / risk assessment / checklist for housing safety and security needs for care leavers and housing team / PA's to follow</p> <p>The checklist should also include an assessment of the local area and potential issues within the area</p>

					<p>accommodation for over 18's which includes suitability and safety.</p> <p>Estate agents provide a level of assuredly for accommodation rented through them</p> <p>No formal process for private landlords in place.</p> <p>Housing colleagues and PA's offer advice to check over a tenancy agreement, check HMO licences. Housing colleagues are unable to complete a physical check of the building etc</p> <p>A risk assessment / checklist for housing needs to be completed by PA's as we would expect a reasonable parent to do. Checklist template now available.</p> <p>To evidence the assessment of accommodation it needs to be included in pathway plan</p>	<p>Evidence the risk assessment of accommodation / type of checks completed clearly in the pathway plan and review at each pathway plan review</p> <p>Pathway plans should address "the <b>facilities and services provided, state of repair, safety, location, support, tenancy status, and the financial commitments involved</b>" for the young person, in accordance with Schedule 6 Care Planning, Placement and Case Review Regulations 2010. Current practice needs improving and IROs to have greater scrutiny of this aspect in Reviews. It should be in the "Where I live section</p>
c. Services work together to avoid care leavers becoming 'intentionally' homeless.		x			<p>Housing and leaving care team work together to try to prevent any intentional homeless decision – although it is recognised that if the draft Housing Protocol for Care Leavers (which details what is expected in joint working) was in place this would contribute to</p>	<p>Progress draft Housing Protocol for Care Leavers (Matt, Simon)</p> <p>Specific point of contact in housing / specialist housing professional wo work with care leavers and</p>

					<p>increase in consistency of response from all workers.</p> <p>Monthly young persons housing panel is held</p> <p>Eviction policies within supported housing options are not consistent – work to ensure those are consistent</p>	<p>assist with working out the pathway</p> <p>Improve young person housing panel attendance by relevant professionals and review terms of reference</p> <p>Supported housing pre eviction protocol to be revisited and enforced</p>
d. All relevant services and stakeholders (including young people) have contributed to a detailed accommodation needs analysis.				x	<p>Questions about accommodation are included in participation people (Dorset's young people's satisfaction survey) or commissioning surveys</p> <p>JE, SR and JO conducted a housing accommodation needs analysis at request of care leavers via participation people This was 3 years ago</p>	<p>Annual survey to be developed – through participation people / commissioning</p> <p>Learning from surveys to be reviewed and embedded in practice</p>
e. Our housing allocation policy prioritises care leavers.			x		<p>Allocations policy is currently inconsistent across all districts, although since reorganisation a new allocations policy across the council will assist with consistency.</p> <p>Different districts offer different priorities to care leavers – wey / port – high banding for care leavers ready to move on East Dorset do not always include all types of accommodation</p>	<p>New allocations policy for social housing / housing to be progressed</p>

					<p>New allocations policy for social housing / housing is currently out for consultation although has been extended by 8 weeks.</p> <p>The new allocations policy prioritises <b>all</b> care leavers and gives the opportunity for care leavers to join the housing register before they are ready for move on to increase their opportunity for housing</p>	
f. We provide practical support with moving into and furnishing care leavers' homes.		x			<p>At present, this is done by PA's on a case by case basis, purchasing the furniture and household items as needed.</p> <p>There is a proposal within the finance policy to transfer to a £2000 setting up home allowance in line with DfE guidance and provided by other local authorities</p>	Leaving care finance policy needs to be progressed and agreed by SLT to ensure consistency
g. Joint working protocols and agreements are in place between children's services and housing partners.			x		<p>There are 2 protocols, one for 16/17 year old regarding joint housing assessment, and the 18+ housing protocol or care leavers.</p> <p>Feedback was that the 16/17 policy is too complicated /long and it has not as yet been publicised. Launch event to promote and publicise was delayed due to COVID-19.</p> <p>The joint assessment process has been previously</p>	<p>Amended joint assessment policy for 16/17 to be better publicised</p> <p>Draft housing protocol for care leavers to be progressed</p>

					understood however this is not consistent across all professionals and can be negative experience for care leavers if not conducted sensitively	
h. We never use B&B accommodation.			X		<p>18+ Housing – under the homelessness legislation, if a care leaver is in need of emergency that day, B&amp;B and nightstop are the only options available</p> <p>B&amp;B locations not ideal – all in one area – transport links difficult to rural areas in Dorset</p> <p>Under 18's B&amp;B is not used, however we have some creative unregulated solutions caravan / rent of properties to be staffed for young people</p>	<p>If B&amp;B is unavoidable for care leavers, floating support referral to be made to support the care leaver into more suitable and permanent accommodation.</p> <p>Homelessness PA could also provide this service</p>
i. We identify and intervene early if care leavers are at risk of tenancy breakdown		x			<p>PA's do this well, as do some housing colleagues</p> <p>Evidencing tenancy readiness is a challenge</p> <p>Intervening early is difficult if young person doesn't share their tenancy difficulties</p> <p>Stability meetings take place for 16-18 year olds and in supported lodgings</p>	<p>Some care leavers have never had tenancies before – no knowledge of budgeting etc.</p> <p>The new allocations policy specifies the need to show that care leavers are tenancy ready</p> <p>Develop tenancy ready courses – AQA accreditation via Friends or via care leavers team</p> <p>Creation of training flats</p>

						<p>Peer mentor sharing information about what supported housing is really like</p> <p>Video's via local offer to demystify what accommodation options are and processes of housing interviews etc</p> <p>Floating support referral to be made for all care leavers at the point of moving into their own accommodation</p> <p>Homelessness PA could also provide this service</p>
j. The accommodation offered to care leavers is affordable, now and in the future.			x		<p>Lily rents are above LHA rate and are therefore not affordable for care leavers over the age of 18 in apprenticeships and those working</p> <p>Medium/low support move on accommodation needed from projects</p> <p>The single room rate exemption for care leavers is only until their 22<sup>nd</sup> birthday</p> <p>Some of the affordable accommodation in private rented sector isn't always great quality</p>	<p>National drive for single room rent exemption to continue for care leavers to age 25</p> <p>Commissioning challenge to local providers who offer accommodation at rents above LHA rates</p>

k. Housing professionals contribute to the Pathway Planning process (assessment, review and actions).				x	<p>Not consistently. Housing colleagues may have discussions with PA's if involved</p> <p>PA's need to consult with housing and make this clear in the pathway plan</p>	New policies are clear that Personal housing plan is to be shared with PA – There is a consent issue about sharing the Pathway plan with Housing as it is the young persons document
l. All care leavers are given the opportunity and encouraged to stay put with foster carers should they wish to.		x			<p>There are small numbers of staying put arrangements but all are supported</p> <p>Small numbers may be due to financial implications for carers, pressure placed on carers by agencies/fostering to release the space for a child in care</p> <p>Work has already been started on trying to put staying put arrangements onto the IFA framework to ensure this can happen for care leavers placed with an IFA (currently approx. 100 children (0-18) in IFA's</p> <p>– funding streams, fees etc have been agreed but progression of this initiative has been prevented during lockdown</p>	<p>Staying put to be discussed at each LAC reviews from the age of 15 years. IRO to review the pathway plan from 16 not the care plan to ensure future housing is discussed and recorded in the plan</p> <p>Progress work to put staying put arrangements on the IFA framework</p> <p>We need more foster carers – recruitment campaign</p>
m. Staying close in residential care is available in our authority.				x	<p>Not available.</p> <p>JO and JE explored how to support care leavers stay close to their residential setting in 2018 however there was a significant impact identified</p>	

					through special schools and reciprocal arrangements for children placed in Dorset by other local authorities, which would not benefit Dorset care leavers	
n. Our local offer details the <i>additional</i> (above statutory requirements) support related to accommodation available to care leavers.				x	Dorset local offer requires updating	Bespoke local offer to be created Leaving care finance policy and draft housing policies to be ratified so that local offer can reflect these
o. We regularly get feedback from care leavers to check that they are satisfied with the support they receive in relation to their housing				x	Limited feedback received from surveys. Participation people conduct an annual survey which asks some limited questions about feeling safe in accommodation	Participation people surveys 2017 last done about supported housing  Develop a robust feedback process about services, using the communication methods we have with care leavers through social media.  Use feedback to inform services



## 8. Gold Standard Area: Having an adequate level of income

<b>Thinking about leaving care support at present, please indicate how far you agree with the following statements: please tick ✓ or X</b>	<b>Agree at present 4</b>	<b>Mostly agree 3</b>	<b>Mostly disagree 2</b>	<b>Disagree at present 1</b>	<b>How do we know this? Add evidence, examples and comments (e.g. policies, projects; any disagreements in rating; obstacles face)</b>	<b>Ideas for improvement / future actions</b>
a. Our local authority has in place clear written policies and procedures on the financial assistance available to care leavers.				X	Local offer is published on DfU, but is too generic. Lacks local focus.	Need to develop local offer jointly with finance policy. Need to be clear regarding statutory responsibilities and associated costs.
b. Care leavers pathway assessments and plans include a comprehensive assessment of financial needs and how these needs will be met.		X			Pathway Plan does have a section on finance and the PA is required to complete an assessment of financial needs and an action plan regarding how these needs will be met.	You Tube clips on finance tips and guidance as links to Local Offer.  Pathway Plan document is limited, and PA's can't be as creative as they would like.
c. Financial assistance is provided to young people when they are in a crisis.	X				PA's are enabled through All Pay cards to make limited emergency payments without referring to a manager.	
d. Care leavers receive a 'setting up home' allowance (at least £2000) that is sufficient to ensure they have all the essentials they need.			X		DC care leavers are not given a setting up home allowance which is not clearly defined. Payment is based on assessed need. However, the service does ensure they have all the essentials they need.	Current payments are not transparent and there is a risk of inequality. Finance policy and local offer need to be jointly developed.

e. Care leavers have choice and flexibility in how and when they receive and spend their setting up home allowance.			X		Care leavers do have choice in how they spend the funding they receive, but this is not defined as a setting up home allowance.	Finance policy and local offer need to be jointly developed.
f. Care leavers are exempt from council tax (these provisions extend to young people out of authority and apply to young people up to age 25)		X			Council Tax exemption has been in place since 1 April 2020 but does not include those living outside the Dorset Council area.	Decision regarding care leavers eligible to pay council tax, who live in BCP LA area or out of county will be reviewed when new arrangement has bedded down.
g. We open savings accounts for children in care and encourage use of these as the child grows.			X		If child in care has been placed with foster carer, this is more likely to happen. Inconsistent as it is not automatic or stipulated in DC policy.	There needs to be a policy review in relation to finance policy.
h. Young people and staff have access to expert advice to help maximise income and financial support.				X	Under developed.	Aspiration to have a welfare adviser for CS including care leavers to maximise support, provide financial education for them and build confidence in money management.  Financial stability needs to be assured early on when child is in care and reduce cost to LA.  Better working links with DWP to replicate what is happening in other LA's.

i.	Young people leaving care receive support to manage their money (e.g. to develop their budgeting and financial management skills).		X			PA's will work out care leaver income and outgoings, assist with setting up direct debits etc	Previous service resourcing has impacted on the ability to prioritise this support as much as would be wished. However there is additional staffing capacity going into the LC Service, so practice in this area will be strengthened going forward.
j.	Our local offer details the <i>additional</i> (above statutory requirements) financial support available to care leavers				X	This is not fully developed.	Finance policy and local offer need to be jointly developed.
k.	We regularly get feedback from care leavers to check that they are satisfied with the support they receive in relation to their income				X		Need a formal feedback system

### 9. Gold Standard Area: Managing day to day living

<p><b>Thinking about leaving care support <u>at present</u>, please indicate how far you agree with the following statements:</b></p> <p><b>please tick ✓ or X</b></p>	<p><b>Agree at present</b></p> <p><b>4</b></p>	<p><b>Mostly agree</b></p> <p><b>3</b></p>	<p><b>Mostly disagree</b></p> <p><b>2</b></p>	<p><b>Disagree at present</b></p> <p><b>1</b></p>	<p><b>How do we know this?</b></p> <p><b>Add evidence, examples and comments</b> (e.g. policies, projects; any disagreements in rating; obstacles face)</p>	<p><b>Ideas for improvement / future actions</b></p>
<p>a. Young people are supported to develop the skills and confidence they need to maximise their chances of successful maturity to adulthood whilst in foster care, children's homes' or supported accommodation.'</p>		<p>X</p>	<p>X</p>		<p>Individual case work evidences some young people are well supported but this is not always consistent. We need to develop our expectations on placements when we place children. There was a discussion about how we have heavily used semi independent accommodation for 16+ and whether this is delivering what we need it to for our young people</p>	<p>Strong commitment current senior leaders for this to be a priority going forward</p> <p>A framework around our expectations for our young people and what skills they need/ should be acquiring as they go through their teenage years</p> <p>We need to develop a/or commission a range of resources available to ensure stronger matches to young people's need</p>
<p>b. Young people can return to a more supported environment if they wish.</p>			<p>X</p>		<p>This is resource lead in terms of opportunity and placement and not an established model that we work to at this point but could be</p>	<p>Development of new adolescent service will include this consideration</p>

c. Training flats (or equivalent) are available to provide a supportive environment to 'test out' independence and skills.'				X	Not yet available but part of existing forward plan for Weymouth residential development	Key aspect of planned development in Weymouth  Commissioning conversations are starting about further developments in this area
d. Our preparation support is designed and run either by, or with, young people who have experience of leaving care. It focuses on both practical and emotional skills.				X	Currently we do not have this in place. We do have coproduction strategy launched in February but not fully operational currently due to COVID impact	An annual "Care Experienced" conference is held that has workshops on these issues and the information gleaned is put into an action plan for improvement and on-going iterative review.
e. Young people have a Pathway Plan that complies with regulations and guidance and that is reviewed in line with statutory requirements and quality assured.			X		Pathway Planning for young people in care in unregulated placements in particular needs strengthening. IRO service will be focussing on the QA of these placements in the future.  Care Leavers have Pathway Plans which are reviewed but these are not QA'd through an independent reviewing process currently. PPlan format is not thought to sufficiently focussed on developing independence	
f. Young people generally report that they find pathway planning helpful in supporting them day to day.				X	Limited opportunities currently to obtain views from young people in a systematic way. Feels more process lead rather	

					than meaningful and impactful to the young person	
g. Our local offer details the <i>additional</i> (above statutory requirements) support available to care leavers to help them 'participate in society'			X		Local Offer needs developing as is not sufficiently reflective of local situation and opportunities	Link to finance policy sign off as this will directly impact
h. We regularly get feedback from care leavers that they are satisfied with the support they receive in relation to managing day to day living.				X	We get feedback through reviewing individual Pathway Plans however this is not currently collated. We will be undertaking a customer satisfaction survey. We feel that the questions that we ask need to be developed to ensure that get feedback on this specific area	Link to proposed redesign of Pathway Plan

10. Making sure support works for all care leavers (for example: disabled care leavers; young people who are homeless; in the youth justice system; living out of area; UASC; parents; LGBTQ )						
Thinking about leaving care support <u>at present</u> , please indicate how far you agree with the following statements: please tick ✓ or X	Agree at present  4	Mostly agree  3	Mostly disagree  2	Disagree at present  1	How do we know this?  Add evidence, examples and comments (e.g. policies, projects; any disagreements in rating; obstacles face)	Ideas for improvement / future actions
a. Our service ethos values diversity, promotes fairness and challenges discrimination.		X			<p>Support to care leavers who came to the UK as UASC recognises and provides the additional support required.</p> <p>There is evidence of PA's supporting the religious and cultural needs of care leavers – <u>need case eg</u></p> <p>Evidence of LGBT work – <u>need case eg.</u></p> <p>PA's have links with projects and programmes which support and promote diversity – <u>need case eg</u></p> <p>DC has worked alongside Barnardo's on the HMP care leavers engagement service to provide support to care leavers in custody, contributing to training and awareness for prison staff about the needs of care leavers.</p>	<p>Training around equality and diversity specific to working with care leavers.</p> <p>Further developing the links with these organisations and agencies.</p>
b. We work with young people to actively mitigate discrimination and dispel myths about being in care.		X			PA are strong advocates for care leavers where they may be experiencing discrimination with housing providers, health	Need to roll out some information for partner agencies to get a better understanding of what is like

					providers and employers – <u>need case eg</u>	to grow up in care and how it impacts on day to day life as a care leaver.
c. We ensure that we offer the same level of support to care leavers living out of authority.		X			This is an expectation and is performance managed in PA supervision – <u>need case eg.</u>	
d. We have policies and procedures which specifically address the needs of different 'groups' of care leavers				X	None	Review of which groups are likely to experience poor outcomes with action plan to improve those outcomes.
e. Our staff are trained and supported to recognise and engage with care leavers with 'complex needs'			X		PA's have extensive experience in working with care leavers who are experiencing poor mental health, those in custody, those with learning disabilities and a range of other complex needs.	Reduced caseloads will equip PA's to do the work more effectively.  Training in trauma informed practice
f. We know the number and experiences of care leavers who run away, go missing or are at risk of exploitation.			X		Care leavers are at liberty as adults to come and go as they please. Where would the data re missing come from? How would the police know they were a care leaver?	Exploitation is an issue in terms of understanding impact on a vulnerable adult. Need to work with adult services and police to define and agree policy specific to care leavers who are a vulnerable group.  Helpful to explore what other LA's do around Care Leavers being reported missing
g. Care leavers in custody receive regular visits from their PA & support plans for release		X			Numbers of care leavers are very low. Those in custody get regular visits.	Lobby justice system to ensure care leavers are placed in prisons closer to home and that visits by PA's



					DC has worked alongside Barnardo's on the HMP care leavers engagement service to provide support to care leavers in custody, contributing to training and awareness for prison staff about the needs of care leavers.	are viewed by all prisons as professional visits.
h. We undertake multi-agency risk assessment on all care leavers, involving all agencies where necessary and have arrangements to escalate concerns to senior managers and DCS.			X		Pathway Plan only, reviewed at least 6 months which considers risk in a wider sense, but is not a multi-agency risk assessment.  Need to Know briefings are welcomed by Snr Managers.	Incorporate some sort of RA in a Pathway Plan. Would need care around wording and message.  Strengthen pathway for snr managers to be made aware of concerns.

## Final 'global' rating in each Gold standard area

Having reviewed the different statements in each 'Gold standard' area please give a 'global score' for each area (out of 10)

NB: young people taking part in New Belongings visit 2 are doing this work too (the way the 'gold standard' areas are described replicates the wording in the exercise with young people) – part of the feedback to your local authority will compare the score areas

We would rate our current performance in... <b>Listening to care leavers' views and doing something about it</b>	/ 10 [score out of 10]
We would rate our current performance in... <b>Entitlements: knowing your rights as a care leaver</b>	/ 10 [score out of 10]
We would rate our current performance in... <b>Supporting care leavers with their education</b>	/ 10 [score out of 10]

We would rate our current performance in... <b>Employment: helping care leavers into work</b>	/ 10 [score out of 10]
We would rate our current performance in... <b>Having good health and well-being</b>	/ 10 [score out of 10]
We would rate our current performance in... <b>Being in safe and settled accommodation</b>	/ 10 [score out of 10]
We would rate our current performance in... <b>Supporting care leavers to manage money</b>	/ 10 [score out of 10]
We would rate our current performance in... <b>Relationships: having people for emotional support</b>	/ 10 [score out of 10]
We would rate our current performance in... <b>Managing day to day life</b>	/ 10 [score out of 10]
We would rate our current performance in... <b>Making sure support works for all care leavers (different groups)</b>	/ 10 [score out of 10]