



# Corporate Parenting Action Plan

<b>Owner:</b>	Kay Jones
<b>Date:</b>	September 2023
<b>Review Date:</b>	Every 2 months; full review March 2024

All actions will be BRAG rated to demonstrate progress of outcomes and impact

	Outcome:	Impact:
<b>Red</b>	Tasks timescales have slipped and need immediate attention.	Not on target and outside of tolerances with no demonstrable improvement.
<b>Amber</b>	Tasks are on track/ happening, but may not yet be fully embedded into practice	Not on target but within tolerances
<b>Green</b>	Tasks are progressing as expected and are deemed to be on target	Outcomes is meeting or exceeding targets
<b>Blue</b>	Tasks have been completed fully and embedded into practice	Impact of outcomes is continually meeting or exceeding targets and is sustained
<b>Grey</b>	Action is not scheduled to start in this period/ action now closed	Impact not yet expected to be realised or unable to report this time



<p><b>Corporate Parenting Action Plan 2023/24</b></p> <p>The Corporate Parenting Action Plan incorporate priorities from SCF Business &amp; Improvement Plan, Sufficiency Strategy, and incorporates recommendations from the 2023 Local Government Association Corporate Parenting peer review.</p> <p>The CP Action plan is intended to be a live and evolving document. The plan will be delivered by the CP Task &amp; Finish Group and overseen by the Sufficiency Board and Corporate Parenting Panel.</p> <p><b>Priority Aims:</b></p> <ol style="list-style-type: none"> <li>1. Corporate Parenting Panel best practice development</li> <li>2. Corporate approach to Corporate Parenting</li> <li>3. Further Development of our Local Offer for CEYP</li> <li>4. Ensure Active Participation and Engagement with our CLA and CEYP</li> <li>5. Themed activities linked to Pledges</li> </ol>						
<p><b>1. Overarching Aim – Corporate Parenting Panel (CPP) best practice development</b></p> <p>To develop the Corporate Parenting Panel in line with National good practice and the LGA peer review recommendations; utilising the Corporate Parenting Diagnostic tool to ensure that the CPP is effective in its oversight, scrutiny, and delivery of services to children looked after (CLA) and Care Experienced Young People (CEYP).</p> <p>The aim is for CLA and CEYP to be an integral part of the CPP development and delivery, working in partnership with the Lead Member and CPP members.</p>						
	<b>Objective</b>	<b>Actions</b>	<b>Programme Lead</b>	<b>Action Owner</b>	<b>Timescales</b>	<b>Progress</b>
1.1	The Corporate Parenting Panel (CPP) to have clear priorities for the forthcoming	Create a forward plan of priorities, annual reporting, and themes schedule	KJ	KJ	21 Sept 23	Annual Schedule to be shared with relevant



	year and clarity of role and purpose, in line with LGA peer review recommendations and National best practice.					colleagues for contribution 08.09.23  Draft plan and annual schedule being presented to CPP 21.09.23.  Annual themed plan has been amended with Cabinet dates and will be ratified at CP Panel 21.11.23
		Review the CPP TOR to ensure they are in line with National best practice and the LGA peer review recommendations	KJ	KJ	Dec 23	Best practice examples sought 07.09.23  Draft TOR to be presented to CPP 21.09.23 – <b>agreed in principal however requires revision in order to go through Governance process</b>
1.2	Develop the CPP membership to include all 'relevant' partners, VCS and Faith Group representatives	Identify Strategic Lead representatives to be invited to the CPP	KJ	KJ / SB	21 Nov 23	Police, Health, Leisure, Housing rep's identified. Invite to be put together to share with Cherie from Primary, Secondary schools. Adult Services rep needed. Additional membership has been achieved to include senior managers in housing, Adult services, Leisure



						Services, Youth Service representative and health. <b>Police representative needs to be confirmed.</b>
1.3	Identify lead Cllr Champions for each of the 'Pledges' (themes)	LGA workshop will support CPP members to consider lead Champions in line with Pledges	KJ	KJ	26 Oct 23	LGC workshop took place and good practice examples shared with CP Panel members – <b>Lead champions to be considered.</b>
1.4	CPP to have clear mechanisms for effective communication with CLA and CEYP; listening, responding and acting <i>(*links to Participation Strategy/Action Plan/Section 4 CP Action Plan)</i>	Design a 'You said, we did, and so what' approach to listening and responding to young people	KM	KJ	Dec 2023	Kate to share Participation Strategy/action plan with T & F group to ensure joined up approach and avoid duplication.
		Consult with CLA/CEYP on the proposed process	KM		Dec 2023	
		CPP to consider the proposed 'You said, we did, and so what' approach for implementation	KM		16/01/24	
1.5	CPP to establish a clear vision for the panel and establish best practice working models, in line with LGA recommendations	LGA to co-present a CPP Vision and Best Practice workshop to the CPP members	KJ		26.10.23	LGA workshop complete – good practice examples shared and discussed by panel members. <b>Reflection will take place at CPP 21.11.23</b>
1.6	Develop an accessible and relevant CP Scorecard to inform the CPP on Key	Draft a scorecard for CPP consideration and approval	KJ		21 Sept 23	1 <sup>st</sup> draft scorecard presented to CPP 18.07.23 Simplified version in progress 09.09.23



	Performance Indicators for CLA/CEYP					Final draft to be presented to CPP 21.09.23
		Schedule a performance 'lesson' for CPP, led by Data officer	KJ	AR	Jan 24	
1.7	CPP to meet in a user friendly/accessible and informal environment where CLA / CEYP can participate	Identify accessible and user-friendly venues for CPP to be held, where CLA/CEYP can be invited to attend/participate and lead on CPP agenda points	KM	KJ	Jan 24	
1.8	CPP to utilise the support, guidance and training on offer from the LGA to develop a CPP and model of best practice	LGA to identify CP Lead Member mentor to support/guide our new Lead Member	KJ	KJ	Jan 24	The LGA have offered support regarding a Lead Member mentor – <b>confirmation required as to if we wish to progress</b>
		LGA to provide a facilitated discussion with CLT re: Corporate approach to CP	KJ	KJ	Feb 24	Discussion required as to whether the LGA should be invited to complete a CP session with CLT – <b>KJ to discuss with SB</b>
1.9	CLA and CEYP will co-deliver the CPP and CLA/CEYP views will be represented in the CP	Workstream to identify CLA/CEYP who wish to be involved in the CPP	KM	KJ	Jan 24	
		CLA/CEYP representatives to receive support/training/guidance in the CPP and how they	KM	KJ	Mar 24	



		can support the Panel process				
<b>2.</b>	<b>Overarching Aim – Corporate approach to Corporate Parenting</b>					
	<b>Corporate parenting is everyone’s responsibility. SCB and SCF are committed to children and young people being the top priority and aim towards all SCF/SBC employees understanding and demonstrating their Corporate Parenting responsibilities and ambitions through as range of strategic actions.</b>					
	<b>Objective</b>	<b>Actions</b>	<b>Programme Lead</b>	<b>Action Owner</b>	<b>Timescales</b>	<b>Progress</b>
2.1	Develop a new Corporate Parenting Strategy; identifying the Corporate Vision, Aims and Ambitions for our CLA and CEYP, with SBC/SCF, partner agencies and organisations	Draft strategy to be prepared, using research from best practice LA’s	KJ	KJ	29.09.23	Draft Strategy is in progress
		Stakeholder workshops to be established to consult on draft strategy	KJ		w/c 9th Oct 23	CLA/CEYP, Internal, external partners. Proposed dates for stakeholder consultation/involvement have been delayed and will be scheduled for Dec 23
		Present CP Strategy to SMT/SLT – with slides	KJ		End Oct (SMT) Early Nov (SLT)	Due to above stakeholder consultation delay SMT/SLT dates will be scheduled for end of Dec/ early Jan
		Present draft strategy to CPP	KJ		16.01.24	
2.2	Ensure all SCF and SBC staff are inducted in the role and responsibilities of Corporate	Produce a ‘one minute guide’ for all staff on ‘What is a Corporate Parent?’	KJ		Feb 24	



	Parenting and have easy access to information	Publish the 'One Minute Guide' on SCF and SBC intranet	KJ		Mar 24	
		Produce a Corporate Parenting Induction programme for all staff (mandatory)	KJ		Mar 24	
		Arrange and organise CP refresh/awareness raising of roles/responsibilities and duties with partner agencies	KJ		Apr 24	Helen to liaise with health colleagues (ICB/CCG) to identify dates/meetings etc.
		CP presentation to be delivered to SCF teams/service areas	KJ		Feb 24	
		Seek opportunity to add CP to the Governance Leadership training programme	KJ	KJ	Feb 24	
2.3	Corporate Parenting is everyone's responsibility. SCF and SBC will ensure that all departments contribute to their role as CP to demonstrate commitment and effectiveness.	Ensure all Service and Team plans include Corporate Parenting priorities/contributions, that is evidence based	KJ/SB		Apr 24	
		CP branding – e.g. teams background, to be drafted	KJ		Apr 24	
2.4	SCF/SBC are committed to prioritising childrens education, employment, and training opportunities within	Discussion with SLT to seek agreement in principle to approach all SBC/SCF departments to request	KJ	CS	Mar 24	Consideration of CL Protected Characteristic required





	the 'Family Business', providing opportunities for; mentoring, work experience, apprenticeships, and employment; interview guarantee etc.	EET opportunities for CLA/CEYP; to explore this being a policy decision and offer within the Local Offer				
<b>3.</b>	<b>Overarching Aim – Further Development our Local Offer for CEYP</b>					
	<b>The Local Authority have a duty to provide accessible information and guidance to all care experienced young people, informing them of their rights and support available to them in all areas impacting their lives and progression to independence, through a Local Offer. SCF consider the Local Offer to be an evolving menu of support, in continuous development with ceyp, to ensure that all available support locally, regionally and nationally is identified to improve the life opportunities for ceyp.</b>					
	<b>Objective</b>	<b>Actions</b>	<b>Programme Lead</b>	<b>Action Owner</b>	<b>Timescales</b>	<b>Progress</b>
3.1	Ensure CLA and CEYP have easy access to the Local Offer, in a format that is user friendly and accessible	Consult on proposed changes to the Local Offer; design, presentation, and access	RB	KM	September 23	A survey has been sent out to all ceyp. A range of informal sessions are taking place in September to seek the views of ceyp. Verbal update to be presented to CP Panel 21.11.23
		Redesign the Local Offer following consultation and user feedback	RB	RB	Dec 23	
		Launch the new Local Offer and ensure all CLA / CEYP / staff have access	RB	RB	Jan 24	



3.1	The Local Offer is a live and emerging offer that continues to be developed and enhanced, identifying further support to CLA /CEYP	Identify a task group to further develop the Local Offer for CLA/CEYP	RB	RB	Nov 23	There is a task and finish group in place to review the current Local Offer; the group will continue to meet to seek opportunities for further development.
		Research National & Regional Local Offers deemed best practice to benchmark against Slough	RB/KJ	RB	Jan 24	
		Work in partnership with the Care Leaver Covenant to develop regional and National offers for CLA/CEYP	RB / KJ	RB	Jan 24	
3.3	All CLA and CEYP have timely access to the Leisure Offer and staff, foster carers, providers can support the referral and membership process (Everyone Active)	Review the current Leisure offer for CLA/CEYP ensuring a clear process for referral/access	RB	RB	Nov 23	Leisure Services are working on putting together process – RB to finalise process to ensure accuracy and clarity for distribution
		Disseminate Leisure access guidance to all staff, partner agencies, foster carers and providers	RB	RB	Dec 23	
4.	<p><b>Overarching Aim – Ensure Active Participation and Engagement with our CLA and CEYP.</b></p> <p><b>SCF/SBC and partner agencies are committed to actively involving young people in the co-production of service delivery, actively listening, and responding to children and young people’s wishes, feelings and views. The Corporate Parenting Panel are ambitious in their aim to actively involve CLA and CEYP in the development of the Corporate Parenting Panel and the development of the</b></p>					



Corporate Parenting action plan to ensure it is responsive to their lived experiences, shaping and delivering services to meet their needs. *The action detailed below are aligned with SCF Participation Strategy and action plan.						
	Objective	Actions	Programme Lead	Action Owner	Timescales	Progress Desired Outcome
4.1	CP Pledges to be reviewed to ensure they are in line with CLA/CEYP priorities and become 'Promises'	Contact details of all CLA/CEYP to be established, identifying a range of mechanisms to consult and engage with CLA and CEYP.	KM		September 23	KM is currently developing contact details for all CLA and CEYP to establish direct communication strategies to consult and engage.
		Organise an event/survey/consultation mechanism with CLA/CEYP to review the CP 'Pledges'	KM		December 23	Explore survey's – CLA/CEYP details are being gathered to communicate (Faiza involved in organising text communication)
		Consult with all CLA/CEYP on proposed revision of Pledges	KM		Jan 24	
		Present proposed Promises to SMT, SLT	KM/KJ			
		Present proposed Promises to CPP	KM/KJ			
4.2	CLA/CEYP will have a 'safe space' to meet	Dedicated/accessible and safe spaces to be identified on Slough	KM/KJ	GR	Feb 24	A range of options are being explored, such as; dedicated room in Observatory House, room at the 'Yes' consortium, rooms with leisure services to be explored.



		Initial costings for refurb/furniture/equipment to be scoped	KM	KJ		
		Consultation with CLA / CEYP on safe space options	KM	KJ		
4.3	SCF will provide CLA / CEYP with the opportunity to meet regularly with their peers in participation groups/activities; Reach Out and Space to Talk	Explore additional capacity for Participation Officer support and or dedicated staff to establish regular groups	KM	KJ	Sept 23	SCF are recruiting to the post of Participation Officer, as the current post is vacant – upon
		Re-establish the CLA and CEYP participation groups; considering opportunities for more children to meet via social media platforms (e.g. teams, text communication), as well as in person	KM		Feb 24	
		Produce an annual schedule of participation group meetings	KM		Feb 24	
		Review and update invitations/literature for CLA/CEYP in what the participation groups are and how to get involved	KM		Feb 24	
4.4	CLA and CEYP will co-deliver the CPP and CLA/CEYP views will be represented in the CP panel	Liaise with PA's, SW's, Virtual School to identify CLA/CEYP to be CPP participants	KM	KJ	Nov 23	



	(linked to 1.9)	Organise a CPP workshop for CLA/CEYP identified to consider the development opportunity and seek their views on how to actively participate	KJ/KM	KM	Jan 24	
		Scope 'Total Respect' training or alternative, to enable CLA/CEYP to train CPP members and SCF/SBC staff	KM	KM	Mar 24	
4.5	CLA/CEYP will have opportunities throughout the year to participate in fun activities/consultation/service development events	Produce an annual programme of consultation and events (calendar) to guide themed participation and engagement	KJ	KJ	Sept 23	Draft themed activities to be presented to CPP 21/09/23 – identify consultation events to be incorporated into the Participation Strategy for CLA/CEYP
		Plan and prepare annual participation and consultation events, such as, Have Your Say Day, Take Over Day etc.	KM/KJ	KM	March 24	
5.	<p><b>Overarching Aim – Themed activities linked to Pledges (to become promises)</b></p> <p><b>Below are the current 'pledges' highlighting SBC and SCF commitments to CLA and CEYP. The action plan will identify specific actions relating to the pledges to ensure progress and development as required. These actions are dynamic and will evolve as priority actions are identifying in real time.</b></p> <p><b>Be Healthy</b></p> <ul style="list-style-type: none"> <li><b>We will make sure you have access to and are provided with the right advice and support to ensure you are physically and emotional healthy.</b></li> <li><b>We will make sure you have the opportunity to take part in activities and hobbies of your choice.</b></li> </ul>					



**Be Ambitious**

- We will help you to get the best educational outcomes and support you with your education.
- We will ensure you receive the best advice and support about applying for college and university, applying for a job and for your future career.

**Be Resilient**

- We will listen if you have a complaint or would like to praise someone.
- We will offer you the support of an advocate or independent visitor because sometimes you may find it difficult to say what you want, and you may want some support to put your views forward.
- We will support you to maintain positive relationships with your friends and family. If this is not possible, we will tell you why.
- We will make sure your social worker spends time with you to get to know you and understand you
- We promise not to change your social worker unless it is absolutely necessary. If this happens, we will tell you why.

**Be Happy**

- We will help you to be involved in choosing your home and to know more about where you are moving to, including being able to visit your new carers before you move.
- We will listen to you and involve you in the decisions and plans that are made about you and your future.
- We will help you to be involved in choosing the right school or setting for you, to help you enjoy learning.

**Be Independent**

- We will help and support you to learn about how to budget, cook, clean and other independent living skills.

**Be Safe**

- We will help and support you to stay safe and feel safe.
- We will make sure you know who your social worker, independent reviewing officer and learning advocates are and how to contact them.

Objective	Actions	Programme Lead	Action Owner	Timescales	Progress
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5.1	Be Healthy – ensure CLA receive their IHA’s and RHA’s in line with statutory timeframes All SCF and SBC departments to offer mentor, work experience and/or apprenticeship opportunities to CLA/CEYP	Meeting with relevant HoS to be established to review IHA, RHA referral process	KJ	RB	Oct 23	Meeting has taken place and process agreed
		Meeting with health partners to established to review process, identify issues, and seek resolution	RB	RB	Oct 23	Complete – regular meetings take place to review process and identify barriers/blockages and solutions
		Task and Finish group to review monthly progress, using performance data	RB	RB	Nov 23	
		Progress reporting to CPP	RB	RB	Nov 23	Health review data shared with CP Panel via CP Scorecard
	Housing Strategy has been developed; this requires inclusion of CEYP as protected characteristic and priority commitment to inform development of Joint Housing Protocol for CEYP	Meeting to be organised with Housing Director/Department lead to progress	KJ	KJ	Dec 23	Meeting to be arranged

