

Corporate Parenting Strategy

2020-2023



Sandwell
Children's Trust



NHS



Sandwell
Metropolitan Borough Council



Corporate Parenting Strategy 2020-2023

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Forewords

We are pleased to say that this Corporate Parenting Strategy shows the increase in better discussions with children and young people. It shows that our Corporate Parents and everyone involved have the commitment to ensure children and young people - who are the experts in their lives - influence and shape the services which are being provided for them.

As representatives of both Voices of Sandwell Board and Care Leavers Forum, we aim to ensure that this progress is continued by directly speaking to the Corporate Parenting Board through the engagement sessions and business meetings which are held regularly so our voices can be heard. We want the actions from the Strategy to happen over the next year and want our Corporate Parents to continue to take our views and opinions into account and for all children and young people to bring positive change on issues that impact all our lives. We want our Corporate Parents to develop the Local Offer for Care Leavers and to continue to co-produce through the How Can I Help You Strategy and the 4 I's which focus on Invest, Inform, Involve & Influence.

Through the Voices of Sandwell Board and the Care Leavers Forum, we have developed crucial platforms to obtain young people's views aiming to bring in experiences from different young people and give them the opportunity to improve the services for Children in Care and Care Experienced young people. The engagement sessions with the Corporate Parenting Board will allow us to have these important conversations regularly with our Corporate Parents and make sure progress is being made.

We will continue to work hard as representatives of young people and will work closely with our Corporate Parents to ensure the best outcomes are achieved for all Children in Care and Care Experienced young people.

Ieasha – Care Leavers Forum Chair

Jaskiran – Voices of Sandwell Board Chair



Looking after and protecting Sandwell’s children and young people is one of the most important jobs that we do. The Children and Social Work Act 2017 defined our responsibility as a Corporate Parent for the first time in law.

Being a Corporate Parent means providing secure, nurturing and positive experiences for children and young people in our care wherever they live. Where a child or young person can’t safely stay at home, it’s up to us to provide them with the care, support and stability that they deserve.

Public Service Partners have a shared responsibility to act for the children and young people in our care as a parent would for their own child. Those partners come together with young people as a Corporate Parenting Board. Our responsibilities involve considering the impact on the young people within our care when services are being reviewed, when reports are being received and when gathering feedback. We should all be considering:

"What if this were my child?"

Each young person within our care is unique and will require support specifically to meet their needs and allow them to reach their full potential. It is important to recognise this individuality and the need for tailored services.

In Sandwell we are committed to listening to the young people and children who are, or have been, in our care so that we can ensure that their needs are at the centre of everything that we do. It is important that we value the experiences of each young person within our care and so the priorities outlined within this strategy were agreed after consultation with a representative group of our young people.

Cllr Joyce Underhill
Cabinet Member for Best Start in Life
Corporate Parenting Board Co-Chair



About the Strategy

In Sandwell, all partners share a commitment to creating opportunities that ensure that the children and young people in our care are encouraged to reach their full potential by empowering them and promoting positive outcomes. This strategy sets out how we plan to further improve the services offered within Sandwell, both for the children currently in our care and for our care experienced young people.

The strategy is underpinned by the 10 messages that steer the work of Sandwell Council's Corporate Parenting Board within the Corporate Parenting Pledge. These were adopted based on the Pledge drawn up from the messages delivered by more than 150 Care Experienced people at the National Care Experienced Conference 2019.

Corporate Parenting Pledge

The 10 messages that will steer our work:

- | | | | |
|---|--|--|----|
| 1 | We need more love in the care system, including displays of positive physical affection. | The impacts of the care experience do not end at 18, or 21, or even 25. | 6 |
| 2 | We want to be seen as individuals worthy of respect much more than we are. | Our sense of who we are is important, our family heritage and history are uniquely ours and must be protected. | 7 |
| 3 | Relationships are critically important to us. | Having our say is essential. | 8 |
| 4 | Instability and loss of continuity in our lives is made worse through no fault of ours by pressure in the care system. | We have legal rights and entitlements and we are not always being told what they are. | 9 |
| 5 | Mental health and well being are our biggest worries and the most important and urgent things that have to improve. | Nobody knows more about what it means to be in care than we do. | 10 |



As Corporate Parents, we have pledged to:

- Support the principles which underpin the 10 Messages and apply these to the way our services are planned and delivered in the future;
- Use our position as local system leaders for children to change things for the better;
- Use the 10 Messages to drive improvement in our local arrangements; and
- Encourage children in care and care experienced young people to tell us how well the Pledge is being upheld.

Sandwell's Vision 2030 sets ambitions for a thriving, optimistic and resilient community. This vision shapes the work within all of the partner organisations and steers us in the direction of high aspirations; healthy lives; rewarding jobs; high quality education and safe communities.

Just like any other parent or carer, we also want to celebrate the achievements and successes of our children in care and care experienced young people, so, we arrange a wide range of celebration events throughout the year for children, young people, carers and staff from all partner agencies. Pictures of some of these events and samples of the 'Floetry' that young people have written are an important part of this Strategy.

This document outlines our vision, priorities and work streams that are in place to support our children in care and our care experienced young people. The strategy is presented as a high-level strategic overview of the various pieces of work that are on-going. The Strategy is supported by an active annual action plan that is regularly monitored by the Corporate Parenting Board.



Our Children in Care and Care Experienced Young People

Floetry

*Racism is a problem that we all need to fix
We need to put our ideas together to let them mix
Racism isn't good, and it's not very smart
I'd end it if I could because it stinks worse than a fart
Racism is wrong it doesn't make you bad
it doesn't take long to make people really sad
Racist people are missing out on lots of good things
Like foods, music, hobbies and all the joy that they bring
Racism is for bullies it happens too much in schools
Racism isn't funny and racism isn't cool
Experiencing racism can be very emotional
Racism is something that is very antisocial
No one likes racism, we need to stop it now
Love and forgiveness are the only way how*



Our young people leading sessions with some of our Directors on Youth Takeover Day 2019.



Some of our Care Experienced young people leading a Housing Select Committee meeting.



Floetry

*Felt like a failure all of my life
but that's ok considering the strife
They say fall down 7, stand up 8
but, I have fallen down a lot more as of late*

*Went to go and get my degree
but it really wasn't for me
Always wanted to be a teacher
but I have struggles saying nice to meet ya*

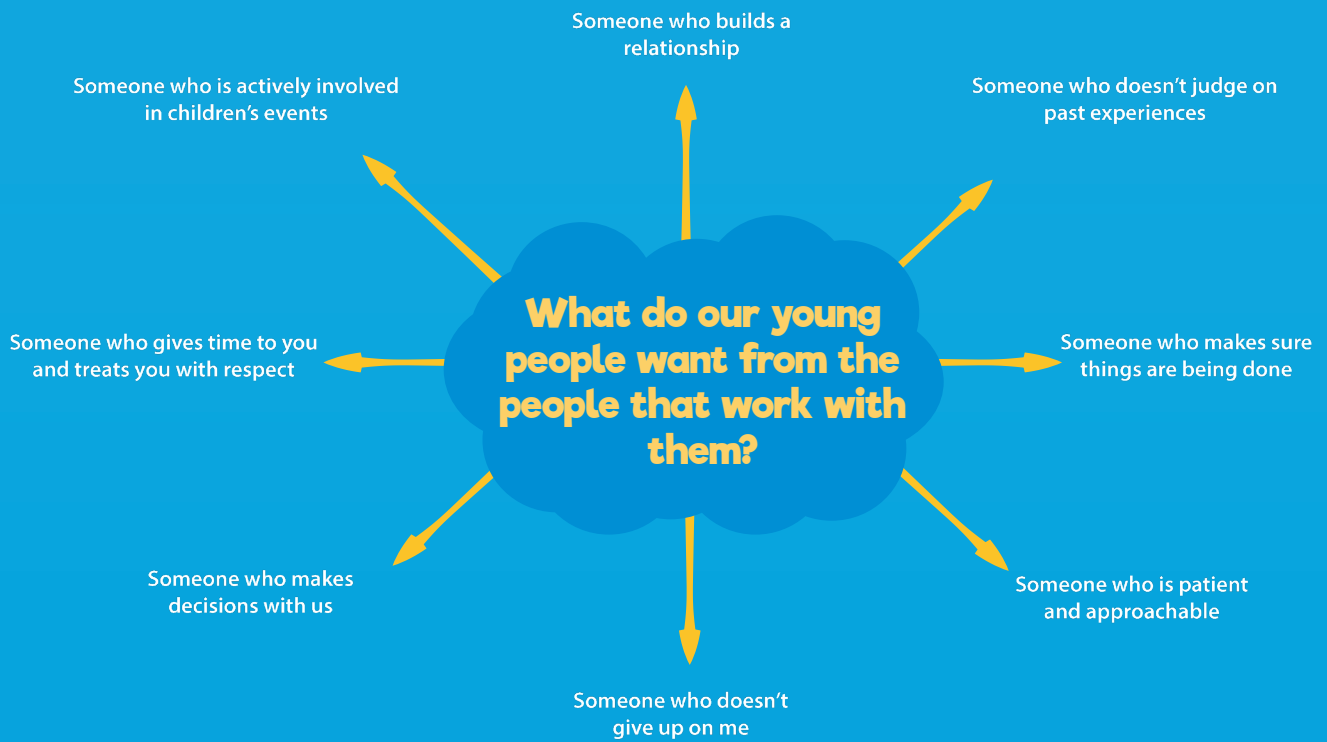
*Recently went to Budapest
When I say this it's with my whole heart
it really was the best
The whole city was a work of art*

*A city full of history
Maybe I will go back to university
Yes, the world is full of strife
but I won't let that be my life*

Some of our young people with Deputy Mayor Cllr Suzanne Hartwell at our Care Leavers Awards Evening 2019.



Responses from young people through consultation



Floetry

*Thinking people are talking about me
all while I'm just trying to be
Sometimes when I'm feeling low
It can suddenly stop my life's flow
medication is a pill that helps my mood
When I'm stressed I tend to turn to food
Anxiety can make people feel suicidal
Emotions come in waves that can be tidal*

2019 Christmas meal for our Care Experienced young people.



Our young people leading on Staff Inductions at Sandwell Children's Trust.

Floetry

*I'm really really scared
Of people finding out I'm in care
For this I would get selected to bully
Some people would even find it funny
I feel like my mom has dumped me
Although, I have a nice carer. Luckily
When it comes to social workers I've had over 3
they just decide to leave and make like a tree
out of the whole school, only two of us are in care
It's a secret situation so that people won't stand & stare
I find that most of the meetings a really boring bore
I'd rather be at home on FIFA trying my best to score
Some kids don't look like their carers and it really shows
Out of all my friends at school only one of them knows.*



Headline Data

Placements December 2019

74.3% in foster care
5.4% in residential care
58.2% placed outside the borough
46.9% within 20 mile radius of home address
11.3% further than 20 miles from home address

Social Care December 2019

87.5% visited within statutory timescales
92.8% LAC Review within statutory timescales
77.3% of Missing with Return Home interviews
85.4% care leavers in suitable accommodation

Education 2018/19 Cohort End of Year Attainment

GLD on entry to school – Early Years: 58%
KS1 Attainment: R- 50% W- 46% M- 58%
KS2 Attainment: R- 59% W- 64% M- 54% GPS- 59% RWM- 44%
Progress KS1 to KS2: R- +0.3 W- -0.8 M- -0.9
Attainment 8 is 24.2
Progress 8 is -0.74
Post 16: 61% engaged in EET, 39% NEET - December 2019

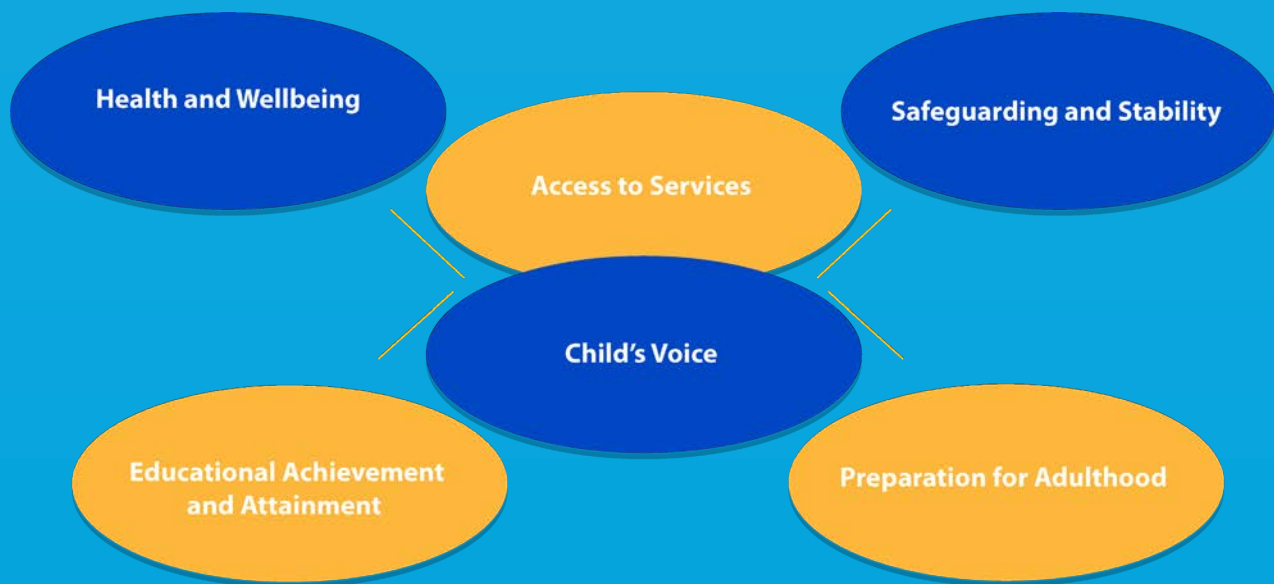
Health 2018/19

37.2% with teeth checked - December 2019
62.4% had an annual health assessment - December 2019
88.9% had up to date immunisations
91.5% children in care for at least 12 months aged under 4
with an up to date development assessment
1.2% children in care identified with substance misuse problem
70.7% SDQ completed; Average SDQ score = 12.8



Corporate Parenting Board

Diagram: Corporate Parenting Board Workstreams



We know all of our children and young people are unique, with individual needs and circumstances. Through our Corporate Parenting Board and various young people's Forums, we work closely with our young people to understand their needs and ensure that their voice is at the centre of everything that we do.

The Corporate Parenting Board aims to ensure the delivery of the 7 Corporate Parenting Principles (2017):

- To act in the best interests, and promote the physical and mental health and well-being, of those children and young people;
- To encourage those children and young people to express their views, wishes and feelings;
- To take into account the views, wishes and feelings of those children and young people;
- To help those children and young people gain access to, and make the best use of, services provided by the local authority and its relevant partners;
- To promote high aspirations, and seek to secure the best outcomes, for those children and young people;
- For those children and young people to be safe, and for stability in their home lives, relationships and education or work; and
- To prepare those children and young people for adulthood and independent living.



Our Corporate Parenting Board is underpinned by the 7 Corporate Parenting Principles identified by the Children and Social Work Act 2017. These Principles have been organised into the workstreams identified in the 'Corporate Parenting Board Workstreams' diagram. The work completed within each workstream is co-ordinated through the Corporate Parenting Board with regular feedback to the young people's Forums where necessary, allowing our young people to be actively involved, provide feedback and challenge and hold their Corporate Parents to account for any commitments that are made.

Our Corporate Parenting Board is a platform for our young people, councillors, and staff from partner agencies to join together to discuss the important issues, to celebrate achievements and share ambitions for the future. It is accountable to the Full Council of Sandwell Metropolitan Borough Council and is strategically placed to ensure that the council effectively fulfils its role as Corporate Parent for all children and young people in its care and Care Experienced young people. The Board is co-chaired by the Cabinet Member for Best Start in Life and the Chair of the Care Leavers Forum.

Meetings of the board are separated into business and engagement sessions. This structure aims to encourage active participation from our young people, who attend both types of sessions. Young people are supported to do this by the Participation Team in between and at the sessions.

Engagement sessions are facilitated by our young people and aim to approach issues that are important to them at that moment in time. The sessions give our young people the opportunity to have important conversations with their Corporate Parents about the things that matter the most to them. Business sessions are the platform for key partners to present any issues that require a decision or an action or provide relevant information to the board and our young people.

For our Corporate Parenting Board, success will mean that we feel confident as Corporate Parents that we are working towards delivering every principle within each identified workstream. It will also mean that we are able to evidence where we have taken into account the views, wishes and feelings of the young people in, and previously in, our care.



Participation

We are committed to promoting the active participation of children, young people and their families wherever possible in Sandwell. Participation is the means by which young people realise their rights, where they join with adults to make decisions. This influence can range from having input into their own care plans, to helping develop and implement service delivery. Children and young people in Sandwell who wish to participate in any way are supported to do so, with guidance from the Participation Team and other staff within Sandwell Children's Trust.

Sandwell's Participation Strategy is based around the principles of Invest – Inform – Involve – Influence and is an aspirational and inclusive approach to ensuring the children and young people of Sandwell have the opportunity to shape the services they receive.

In Sandwell, our Voices of Sandwell Board comprises of a group of young people of different ages and backgrounds who work hard to represent children in Sandwell's care. They meet fortnightly to support each other, build friendships, talk about what is going well for them and what changes to their support they would like.

Our Care Experienced young people are invited to join the Care Leavers Forum, if they join they are given a reward and are helped with transport costs to attend the meetings. The format of these meetings is similar to those of the Voices of Sandwell Board, with similar aims representative of all Care Experienced young people within our care.

Members of the Voices of Sandwell Board and the Care Leavers Forum are invited to, and attend, every Corporate Parenting Board meeting. Their involvement is an important part of the meeting.

The Corporate Parenting Board utilises these existing avenues of participation to engage with children in care and care experienced young people, as well as developing new ways to get them involved based on the views, wishes and feelings of those children and young people.

What We Will Do



The strategy will be monitored yearly at the Corporate Parenting Board Business meetings. A performance report will be presented to the Board bi-monthly with headline data to be monitored and acted upon promptly wherever necessary.

Appendix 1 details our action plan, setting out how we will deliver this strategy. The action plan spans one year and will be regularly monitored and updated through the Corporate Parenting Board.



Appendix 1

Corporate Parenting Action Plan 2020-2021

This action plan supports the Corporate Parenting Strategy March 2020- March 2021 and provides the actions to be completed by Sandwell Council and its key partners in their role of Corporate Parent during that period.

This document has been prepared as part of the Corporate Parenting Strategy and the performance management of the Corporate Parenting Board. The Action Plan will be monitored regularly through the Corporate Parenting Board and will be refreshed yearly, before being added as an Appendix to the Corporate Parenting Strategy.

The Action Plan has been developed in line with the Corporate Parenting Board's objectives and priorities and will regularly be presented back to the Board as well as our young people as part of our 'you said, we did...' framework.

The Action Plan encompasses the actions of the Corporate Parenting Board from March 2020- March 2021 and includes sections relating to Health and Well-being, Child's Voice, Educational Achievement and Attainment, Safeguarding and Stability, Preparation for Adulthood and Access to Services.



Health and Wellbeing

Priority Group	Action	Who will be responsible?	What will success look like?	How will we measure success?
Health and Wellbeing	Launch and utilisation of the Care Leavers Passport App.	NHS	The App will allow important health information in one secure place, making everything easily accessible for our Care Experienced young people. Use of the App will increase following the launch and our young people will be able to access their health information more freely and securely.	Initial feedback will be obtained from Care Experienced young people, allowing further development of the App where necessary.
	We will strengthen existing links with School Nurses to ensure that the needs of our children and young people in care are considered within their daily role.	SMBC Public Health	We will renew our School Nursing contract to make sure that there is sufficient capacity available to support children and young people in care.	Renewed School Nursing contract.
	We will explore the development of a social space available for our young people to socialise.	Sandwell Children's Trust and SMBC Children's Services	Our young people will benefit from a social space that is accessible to them. This is a space to help combat loneliness and an opportunity to learn life skills.	Development of a social space available to our young people.
	We will explore the implementation of faster doctors' appointments being available to our care experienced young people.	NHS and SMBC Children's Services	Our young people will benefit from the availability of faster doctors' appointments and will be able to recognise the difference of having this in place.	Implementation of faster doctors' appointments for our Care Experienced young people.

Child's Voice

Priority Group	Action	Who will be responsible?	What will success look like?	How will we measure success?
Child's Voice	We will create and manage a "You Said, We Did..." web page where feedback and updates from Corporate Parenting Board will be showcased.	SCT Participation Team	A regularly updated web page that provides our young people with progress updates and feedback opportunities both to and from their Corporate Parents.	The development and delivery of a "You Said, We Did..." web page.
	We will make sure that children and young people can easily access relevant information about the services available to them from partner agencies.	All Partner Agencies	Our young people will be able to easily access the relevant information that they need. This web-based approach will be developed with our young people to ensure that it is accessible and incorporates everything they will require.	The development and launch of this web-based approach.
	We will commit to the development of a short film to be produced by Our Care Experienced young people as a resource to raise awareness of their experiences and 'what not to say'.	SMBC Children's Services and Sandwell Children's Trust	Our young people will have the opportunity to develop a film that raises awareness of their experiences and identifies some of the key things that they think staff working with them should be aware of. This will be targeted at all agencies and at all levels and will allow our young people to directly raise awareness of 'what not to say' in the way they think best with regard to their own experiences in working with these agencies in the past.	A short film is developed that is used as a resource in training for agencies working with young people.
	We will explore the provision of laptops for our young people from School Year 9.	SMBC Children's Services and Sandwell Children's Trust	Our young people will benefit from laptops to complete their homework and coursework for their studies.	Provision of laptops for our young people.



Priority Group	Action	Who will be responsible?	What will success look like?	How will we measure success?
Child's Voice	We will explore the provision of monthly reward activities that our young people can earn.	SMBC Children's Services and Sandwell Children's Trust	Our young people will be able to earn and participate in an activity of their choice as a reward. This will be funded and will allow our young people to pursue their hobbies and interests.	The provision of monthly reward activities that can be earned.
	We will offer training for staff who will regularly work with our children in care and care experienced young people. Young people will co-design and co-deliver the training sessions.	All Partner Agencies	We will see increased confidence from our Officers who will regularly work with our Children in Care and Care Experienced young people.	Training course developed with our young people that increases the confidence of our workforce.

Access to Services

Priority Group	Action	Who will be responsible?	What will success look like?	How will we measure success?
Access to Services	We will develop a local offer for Children in Care.	All Partner Agencies	We will develop a local offer which outlines the services for children in care available within Sandwell.	Local Offer for Children in Care developed and delivered.
	We will promote the use of the Health Passport App.	All Partner Agencies	We will ensure that wherever possible our young people are encouraged to utilise the Health App.	Increased use of the Health Passport App.
	We will promote increased uptake of free leisure passes for Care Experienced Young People.	SMBC Public Health via Sandwell Leisure Trust	We will see an increase in the current offering of free leisure passes for our Children in Care and their families. We will consider how this offering could be extended to our Care Experienced young people and Children in Care 16+.	Increased uptake of free leisure passes.
	We will ensure that our young people are involved in the commissioning processes wherever possible. This may be through discussions about what is required or through the evaluation of existing services.	All Partner Agencies	We are able to identify key points in the Commissioning process where our young people have not only been involved but have been able to influence the process.	Our young people are involved in the commissioning of services.
	We will promote increased uptake of free swimming for Children in Care and Care Experienced Young People.	SMBC Public Health via Sandwell Leisure Trust	We will see an increase in the numbers of our children and young people visiting Sandwell swimming pools.	Increased uptake of free swimming sessions.
	We will strengthen and promote our existing offers from our Youth Services to our children in care and care experienced young people and their families.	SMBC Children's Services	We will see an increase in the uptake of the current offering	Increased uptake of Youth Services offers.
	We will promote access to Play Services for our Foster Carers and families.	SMBC Children's Services	We will see an increase in the numbers of our Foster Carers and their families accessing our Play Services.	Increased uptake of access to Play Services.



Priority Group	Action	Who will be responsible?	What will success look like?	How will we measure success?
Access to Services	We will develop the work experience offer within Sandwell Council and Sandwell Children's Trust for our children in care and care experienced young people, including a focus on how this is promoted.	SMBC Children's Services and Education and SCT	Our young people will benefit from a well-advertised programme that allows them to complete work experience within Sandwell MBC where they wish to.	Increased uptake of work experience opportunities within Sandwell Council and Sandwell Children's Trust.
	We will ensure Foster Carers and families have access to events hosted by Sandwell Council. We will consider our current offering and the promotion of this offer.	SMBC Neighbourhoods	We will see an increase in the uptake of our current offering of our Foster Carers and their families having access to our events, Christmas at Sandwell Farm etc.	Increased uptake of tickets to Sandwell Council events.
	We will explore the introduction of subsidised Air Mayhem access for Children in Care and Care Experienced young people.	SMBC Public Health via Sandwell Leisure Trust	Our children and young people will benefit from subsidised entry to Air Mayhem in Sandwell.	Air Mayhem subsidised access is offered.
	We will explore the provision of bus passes for children in care and care Experienced young people.	SMBC Regeneration and Growth	We will consider the barriers to this provision and if possible establish avenues to subsidise bus passes for our young people. If possible, young people will benefit from being able to travel more freely.	Provision of bus passes for our young people.

Educational Achievement and Attainment

Priority Group	Action	Who will be responsible?	What will success look like?	How will we measure success?
Educational Achievement and Attainment	We will fully utilise the new ePEP system.	SMBC Virtual School	Improved quality of Personal Education Plans which will be more child-centred.	Improved quality of Personal Education Plans.
	We will promote our offer of subsidised music tuition to our children in care (KS2).	SMBC Education	Our young people will be able to take up the opportunity of learning an instrument, should they wish to.	Increased uptake of subsidised music tuition.
	We will consider the barriers to our children in care and Care Experienced young people accessing apprenticeships and seek to overcome these barriers to encourage apprenticeship uptake wherever possible.	SMBC Resources and Education	Consultation with key agencies surrounding the existing barriers and the potential ways to overcome these.	Feedback to Corporate Parenting Board to highlight the findings of this consultation work and to identify any next steps if developments are possible.
	We will broaden our carers and children's horizons through training and Cultural & Arts opportunities.	SMBC Virtual School	Offers of cultural programmes and training will be shared with carers and children.	Increased uptake of cultural programmes and training.



Safeguarding and Stability

Priority Group	Action	Who will be responsible?	What will success look like?	How will we measure success?
Safeguarding and Stability	We will continue to listen to the concerns of our young people by developing a range of mechanisms to make it easy for them to get in touch.	All Partner Agencies	Our young people will have a clear platform to raise any concerns that they may have.	Increased number of young people getting in touch about their concerns.
	We will continue to support anyone looking after our children and young people to ensure they are safe.	Sandwell Children's Trust	Increased uptake of training for anyone caring for our children and young people.	Increased uptake of training.
	We will improve the help we give you to plan for your transition into further education, employment or training and listen to your career aspirations.	Sandwell Children's Trust	Our young people will feel supported in preparing their plans for their future, whether this is regarding education, employment or training.	Reduced Not in Education, Employment or Training numbers.

Preparation for Adulthood

Priority Group	Action	Who will be responsible?	What will success look like?	How will we measure success?
Preparation for Adulthood	We will offer support to our Care Experienced young people within the first 6 months of employment. This support will include workshops on understanding what to expect from work, understanding employment rights and considering sustaining employment.	SMBC Education and Resources	Workshops will be developed that support our young people effectively at the beginning of employment to ensure they feel comfortable, aware of their rights and are encouraged to sustain employment. We will work with our young people to develop these workshops so that they provide relevant information.	Support workshops offered to our Care Experienced young people.
	We will offer Council Tax exemption for our Care Experienced young people. Our current offer is 100% exemption between the ages of 18 and 22, with 50% exemption between 23 and 25. We will look to extend this 100% exemption for all Care Experienced young people up to 25.	SMBC Resources	100% Council Tax exemption for our Care Experienced young people up to 25 years.	Exemption approved at Cabinet and Full Council.



Priority Group	Action	Who will be responsible?	Who will be responsible?	How will we measure success?
Preparation for Adulthood	We will give our Care Experienced young people the opportunity to join the Housing Register from age 16. We will place our Care Experienced young people in Priority Band 1.	SMBC Housing	Our young people will be registered for housing as early as possible and when eligible for housing, they will benefit from Priority Band 1.	Increased number of young people registering.
	We will consider the current Volunteering Scheme offering with Sandwell MBC and look to raise awareness of this so that staff can offer their time to mentor our children and young people.	SMBC Children's Services and Resources	A volunteering scheme that supports SMBC employees to volunteer their time to mentor our young people. The scheme will link with the lifestyle skills that our young people tell us they would like to develop and allow staff to volunteer their time to assist with this development.	A volunteering scheme that is utilised to support our young people.
	We will explore the provision of household maintenance, similar to that found in supported accommodation or training flats, for all accommodation for our care experienced young people.	All Relevant Partner Agencies.	Our young people will receive support with household maintenance in their own properties.	Household maintenance support is offered to our Care Experienced young people.
	We will provide support to Care Experienced young people with SEND to find and sustain paid employment and apprenticeships.	SMBC Education, Skills and Employment	Our Care Experienced young people will be supported to find and sustain paid employment and apprenticeships. This will include the use of work placements, job coaching, job carving strategies and in-work mentoring.	More Care Experienced young people with SEND entering and sustaining paid employment.
	We will advocate on behalf of Care Experienced young people with employers to secure job opportunities.	SMBC Education, Skills and Employment	Our Care Experienced young people will be supported to secure job opportunities, this will include: job carving, work experience and apprenticeships.	Reduced Not in Education, Employment or Training numbers.
	We will generate opportunities for supported internships for Care Experienced young people with SEND.	SMBC Education, Skills and Employment	Our Care Experienced young people with SEND will benefit from supported internship opportunities through partnership working with schools and Education providers.	Increased number of supported internship opportunities for our Care Experienced young people with SEND.
	Students that are in Care or Leaving Care will be offered a personal careers guidance interview and an action plan in Year 8 or 9 (depending on the year they choose their options) and in Years 10 and above until their leaving year. The Connexions Adviser will be qualified at least to level 6 in Careers Advice.	SMBC Connexions	Young people will aspire to and be placed in to appropriate Education, Employment and Training.	Reduced Not in Education, Employment or Training numbers.

