



**ADULTS AND COMMUNITIES OVERVIEW AND SCRUTINY COMMITTEE**  
**2 SEPTEMBER 2024**

**PEER REVIEW OF PATHWAY FOR ADULTHOOD**

**REPORT OF THE DIRECTOR OF ADULTS AND COMMUNITIES**

**Purpose of the Report**

1. This purpose of this report is to provide the Committee with the findings and recommendations from the Peer Review undertaken on the effectiveness of the current pathway to adulthood, with a focus on the Young Adult Disabilities (YAD) Team managed and operated by the Adults and Communities Department.
2. The review was carried out in May 2024 by a team led by Andy Smith, Strategic Director of People Services at Derby City Council, the findings of which, and action plan containing recommendations for improvement, are presented as appendices to the report.

**Policy Framework and Previous Decisions**

3. The focus of the Peer Review links with the Council's Preparing for Adulthood (PFA) Strategy and Whole Life Disability Strategy.
4. A wider corporate review of PFA services is underway and is relevant to the recommendations taken from the review.
5. PFA has been a key theme in Local Authority Care Quality Commission (CQC) inspections conducted with other local authorities. The CQC will consider the effectiveness of the pathways young people take as they move from children's services to adult social care services.

**Background**

6. Peer Reviews are an important part of sector-led improvement activity in the East Midlands and this is one of 10 such reviews being carried out in the East Midlands over a two-year cycle. The Peer Review process is designed to support the Council's performance by identifying its areas of strength and areas for development. The framework for this round of reviews focused on:
  - What is working well?
  - What does not work as well and why?
  - What areas for improvement are you prioritising and why?
7. It is also widely recognised that early preparation for adult life is crucial to success and for young people to have a positive experience as they become independent and

move into adult life. Successful preparation for adulthood focussing on the young person's strengths to enable independence has great benefits to both the Council and to young people receiving support. PFA is a key theme for CQC assessment, and the review will support ongoing preparation for future assessment.

8. The Review Team was asked to consider the following Key Line of Enquiry (KLOE):

*“To review the effectiveness of the current pathway to adulthood for young people within Leicestershire to ensure timely independent outcomes for young people and Best Value for the authority are achieved.*

*Consideration for part of the review to focus on the current methodology for identifying the cohort of young people that will require an intervention?”*

9. The Review Team was chosen based on the skills, experience and interest in the chosen area, and included colleagues from the local authorities in Derby, Nottingham, Nottinghamshire, and West Northamptonshire.
10. A range of documentary evidence including policy, process and guidance information, and key service performance data was provided to the Review Team in advance.
11. The Review Team had access to the Department’s case recording system (Liquidlogic Adult System) and were supported to view care and support assessments, case records and support plans. The cases reviewed were a mixture of young people whose support from YAD was either concluded or part way through. This gave the Review Team an opportunity to look at areas of practice, to look at journey of the young person and what outcomes were achieved.
12. On 7 May 2024 a ‘Team to Teams’ session took place. This involved members from the YAD Team meeting with members of the service equivalent in Derby City Council. The teams explained what their current process for supporting young people involved, what was working well and things they would like to see reviewed.
13. On 13 and 14 May 2024, a series of meetings explored the views and experiences of a wide range of professionals from the Department’s Adult Social Care teams, Children and Family Services, and key Health partner representatives. Meetings were also held to seek the views of young people and parent carers to understand their experience of the service provided.

### **Summary of Key Findings**

14. The detailed findings are set out in Appendices A and B attached to this report and are summarised below.
15. The YAD Team was observed to be positive, passionate and highly motivated to deliver positive outcomes for young people. There was evidence of a strong sense of team working and of being well respected by stakeholders, internal and external partners.
16. Caseloads in the YAD Team are kept at a realistic and manageable level with a focus on case progression supervision evident in the case records. The Review Team

found examples of great practice and joint working. The reablement offer was especially valued by the young people and parent carers that were consulted.

17. Whilst the YAD Team has good links with special educational schools, the Peer Review highlighted future opportunities for the service to expand this to develop and strengthen links with mainstream schools and wider relevant community services.
18. Whilst the managers from the YAD and Disabled Children's Service, managed within the Children and Family Services Department, meet on a regular basis and have strong working relationships, the review identified opportunities to bring together the front-line workers to share training and practice. Further opportunities to strengthen the relationship between YAD and the Special Educational Needs and Disability Team (SEND) managed within Children and Family Services were also identified. Work has commenced following the review and initial meetings have been arranged to support greater partnership working.
19. The Peer Review identified areas of practice and process that are working well with the service. There is a clear process in place for identifying the young people who have an Education Health and Care Plan (EHCP) and will receive a service from the YAD Team. Allocation of cases is supported by the use of a prioritisation tool along with information gathered at regular cohort meetings with the Disabled Children's Service. The Team has clearly identified documentation such as pre-assessments and My Journey to Adulthood Plans, as well as the care and support assessment.
20. Young people stated they felt they had been included in the support planning process and were able to choose their personal assistants and service to meet their needs. Young people articulated they felt encouraged to become as independent as possible as they moved through into adulthood with the reablement worker being highly valued and flexible in their approach.
21. The Peer Review considered that the pathway for young people who do not have an EHCP was less clearly defined and this was identified as an area for future development. Families told the Review Team they did not feel informed about what to expect if the YAD Team was not involved and gave an impression of service that is not equitable for all where an EHCP is not in place.
22. Work is being completed to identify young people who do not have an EHCP in place and are likely to have social care needs in adulthood. The pathway for this cohort of young people will be mapped out as part of the peer review action plan to understand if a process for identification could be developed.
23. The prioritisation tool is not always accurate in determining the level of need a young person may have. During the case audit several young people had been rated as *Medium*, but went on to require a significant intervention from the Team.
24. A review of the prioritisation tool will take place to look at the effectiveness and accuracy of identifying risk.
25. The case audits also highlighted that pre-assessments and the 'My Journey to Adulthood Plans' were not always being completed and care and support assessments often need to be updated before a young person turned 18. There is an

opportunity to look at better ways of capturing the information required whilst continuing to meet statutory requirements.

26. In response to this the YAD team have been prioritised for the roll out of 3 Conversations and this is expected to commence week commencing 2 September 2024. The 3 Conversation model is a particular strengths-based approach to providing services that work collaboratively with people seeking support, including carers. Conversation 1 and 2 will replace the need for a pre-assessment and My Journey to Adulthood to be completed as this can be incorporated in to the conversation held.
27. The closure summaries completed by the allocated YAD worker at the end of an intervention did not always fully reflect and capture the work that had been completed with a young person regarding the achievements and outcomes they had achieved.

### **Other Observations**

28. The Review Team found that the move to a single Adults and Children's Occupational Therapy Team based within the Adults and Communities Department had resulted in significant improvement in the waiting times for assessments for young people.
29. There was a collective view that the Transforming Care Pathway, focuses on making sure there is the right support for people with a learning disability and or autism to be discharged from inpatient hospital care at the right time and also helping people who are at risk of being admitted, was clear and working well and the arrangements with Health around joint funding appeared to demonstrate value for money.
30. To consider developing a shared understanding and definition of transition and PFA (because transitions and PFA are related but also distinctively two different concepts and processes) which can be clearly articulated by all those involved from the young people and their families to the professionals around them. Working together to co-produce this will assist with strengthening the interface between teams and services around the young person.
31. Transition focuses on moving from one service to another. PFA should start early, from age 14, and means preparing for: higher education and/or employment, independent living, participating in society and being as healthy as possible in adult life.

### **Proposals/Options**

32. The Peer Review findings and presentation, are attached as Appendices A and B respective to this report, have been shared with the wider corporate review of PFA to assist with identifying the opportunities set out in the review.
33. An action plan has subsequently been developed, attached as Appendix C to this report, to address the recommendations and findings and work has started on implementing the actions.

### **Consultation**

34. A number of workshops took place on 13 and 14 May 2024 as part of the review and were held at County Hall. The workshops were ran by the Peer Review Team and were held for both internal County Council participants from adult services and Children and Family Services as well as for external participants including:
- Young people experiencing or have experienced transition;
  - Parents and carers who have young people transitioning or transitioned;
  - Health colleagues from Children's and Adults services;
  - External and third sector providers.
35. The workshop for parent/carers was advertised by the Leicestershire SEND Hub.

### **Resource Implications**

36. The delivery of the action plan can be achieved within existing departmental resources and the Preparation for Adulthood Project.

### **Timetable for Decisions**

37. It is intended that all the work set out in the action plan will be completed by January 2025.

### **Conclusions**

38. The recommendations from the Peer Review Team have been considered and an action plan has been agreed which builds on identified strengths and includes specific actions to address the areas for development with the aim of improving the experience of young people moving into adult social care services.
39. Some of the actions will be considered as part of the corporate PFA workstream as outlined in the attached action plan for example developing a collective understanding and definition of transitions and PFA and defining the pathway for young people is not clear where no EHCP in place.
40. The Committee is invited to comment on the findings and recommendations of the Peer Review and the action plan.

### **Background Papers**

- Preparing for Adulthood Strategy - <https://www.leicestershire.gov.uk/sites/default/files/field/pdf/2019/2/1/Preparing-for-adulthood-strategy.pdf>
- The Whole Life Disability Strategy - [leics.sharepoint.com/sites/childrenandfamilyservices/Shared Documents/Forms/AllItems.aspx?id=%2Fsites%2Fchildrenandfamilyservices%2FShared Documents%2Fwhole-life-disability-strategy%2Epdf&parent=%2Fsites%2Fchildrenandfamilyservices%2FShared Documents](https://leics.sharepoint.com/sites/childrenandfamilyservices/Shared Documents/Forms/AllItems.aspx?id=%2Fsites%2Fchildrenandfamilyservices%2FShared Documents%2Fwhole-life-disability-strategy%2Epdf&parent=%2Fsites%2Fchildrenandfamilyservices%2FShared Documents)

### **Circulation under the Local Issues Alert Procedure**

41. None.

### **Equality Implications**

42. There are no equality implications arising from this report that require the completion of an Equality Impact Assessment (EIA) at this time. However, an EIA will be undertaken, as actions are developed further, if required.
43. The Peer Review highlighted that the pathway for young people who do not have an EHCP may be less clear, and as such the Council needs to ensure that there are equitable opportunities and outcomes achieved for all young people transitioning into adult services.

### **Human Rights Implications**

44. There are no human rights implications arising from this report.

### **Appendices**

Appendix A – Leicestershire Peer Review Findings Letter

Appendix B – Leicestershire Peer Review presentation

Appendix C - Leicestershire Peer Review Action Plan

### **Officers to Contact**

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