



ADULTS AND COMMUNITIES OVERVIEW AND SCRUTINY COMMITTEE

3 MARCH 2025

PEER REVIEW OF PATHWAY FOR ADULTHOOD

REPORT OF THE DIRECTOR OF ADULTS AND COMMUNITIES

Purpose of the Report

1. The purpose of this report is to provide the Committee with an update on the actions taken following the recommendations from the Peer Review on the effectiveness of the current pathway to adulthood, with a focus on the Young Adult Disabilities (YAD) Team which is within the Adults and Communities Department.
2. The Peer Review took place in May 2024 by a team led by Andy Smith, Strategic Director of People Services at Derby City Council. The findings containing recommendations for improvement are presented as appendices to this 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 - Corporate Preparation for Adulthood Review (CPfAR) - is underway and is relevant to some of the recommendations taken from the review. The CPfAR is due to complete in the autumn of 2025.
5. PFA is now a key theme within the Local Authority Care Quality Commission (CQC) assurance regime. 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 adulthood is crucial for young people to have a positive experience as they enter 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.
8. The Peer Review Team was asked to consider the following Key Line of Enquiry:
“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 Peer 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 Peer Review Team in advance.
11. The Peer 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 Peer Review Team an opportunity to look at areas of practice, the 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 their equivalents 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.

Update of Actions

14. Below is an update on the actions following the recommendations from the Peer Review Team:
 - a) **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.**

- The YAD Team now has monthly meetings with managers from the Children's Leaving Care Team and managers from the Special Education Needs service (SEN) within Children and Family Services.
- Quarterly meetings are in place with Independent Reviewing Officers who support Care Leavers post 18.
- The YAD Team are looking at a joint training event in April 2025 with the Disabled Children's Service to share learning, examples of excellent practice and to strengthen relationships between front line workers.

The impact of these meetings has proved very positive, in that it provides an opportunity to discuss well in advance young people who are transitioning to adult social care services and secondly they have served to strengthen partnership working.

- b) **The Peer Review considered that the pathway for young people who do not have an Education, Health and Care Plan (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.**

After some consideration it was deemed that this action be transferred to the CPfAR for progression as it will enable defining of all the pathways for Children and Family Services as part of the wider strategy for PFA.

- c) **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.**

This action has been transferred to the CPfAR. Given the Peer Review feedback, it was imperative to consider immediate action and a business case for change has been developed with a clear recommendation. The business case is seeking to request the piloting of an alternative method for identifying young people who may require adult social care support.

- d) **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.**

The Strengths Based model "3 Conversations" has now been implemented within the service. 3 Conversations is a way of working, which focuses on the person, their strengths, skills, and promoting their independence. It recognises that people are the experts in their own care. Central to the approach there are three distinct conversations:

- **Conversation 1: Listen and connect.** This is about listening hard to people and their families to understand what is important, and working with them to

make connections and build relationships in order to help them get on with their life independently.

- **Conversation 2: Work intensively with people in crisis** focuses on understanding what is causing the crisis, put together an 'emergency plan' and sticking with the person to make sure that the changes happen quickly and that the plan works for them.
- **Conversation 3: Build a good life** focuses on understanding what this good life looks like to them and their family and helping them to get the support organised so they can live the best life possible.

Using this approach has stimulated workers focusing on the person, their aspirations, strengths, skills, and promoting their independence and a move away from assessments being completed from a deficit approach.

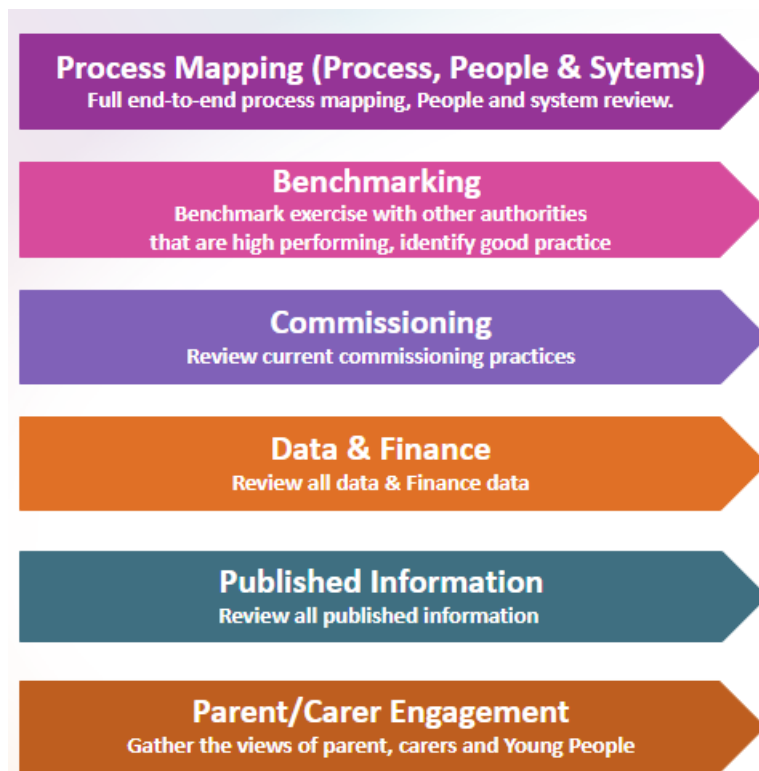
Conversation 1 has now replaced the pre-assessment document and is used as a triaging tool for new cases where it is not appropriate to move straight to Conversation 3.

- e) **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.**

The closure summary has been amended to include more detail about the intervention the young person has received from the YAD Team. This information is now readily available within case notes for future workers. All letters/emails to the young person advising of case closure are now more personalised and highlighting outcomes that have been achieved.

15. An action plan was devised following the Peer Review, to address the recommendations and has been progressed accordingly and has now been finalised. The YAD Team have embedded the changes and will continue to focus on continually developing their practice and performance in line with the operating model.
16. Remaining actions have been moved to the CPfAR where appropriate.
17. The CPfAR has the following vision:

“To develop efficient and effective social care pathways to adulthood and work together with partners to deliver high quality services for children and young people.”
18. The following highlights workstreams for the project are underway and progress is being reported to the PFA Board.



19. Process mapping for the YAD Team has been completed and is now underway with the Disabled Children's Service.
20. The timeline for completion and implementation of any recommendations from the CPfAR is expected to be in the autumn of 2025.

Consultation

21. A number of workshops took place on 13 and 14 May 2024 facilitated by the Peer Review Team and were held for staff from the Adults and Communities 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.
22. The workshop for parent/carers was advertised by the Leicestershire SEND Hub.
23. Further consultation with young people and parent carers is planned within the CPfAR.

Resource Implications

24. The delivery of the action plan has been achieved within existing departmental resources.

Conclusions

25. The recommendations from the Peer Review Team have been progressed and outlined in an action plan that built on identified strengths and included specific

actions to address the areas for development with the aim of improving the experience of young people moving into adult social care services.

26. The action plan has been completed with remaining actions being progressed as part of the CPfAR.
27. The Committee is asked to note the progress on the recommendations from the Peer Review.

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
- Report to Adults and Communities Overview and Scrutiny Committee: 2 September 2024 – Peer Review of Pathway for Adulthood - <https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=1040&MId=7818&Ver=4> - item 24

Circulation under the Local Issues Alert Procedure

28. None.

Equality Implications

29. There are no equality implications arising from this report that require the completion of an Equality Impact Assessment (EIA) at this time. Ongoing consideration will be given to the completion of an EIA as the CPfAR progresses.
30. 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. This will be progressed via the CPfAR as stated in paragraph 14 b) above.

Human Rights Implications

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

Appendices

Appendix A – Leicestershire Peer Review Findings Letter
Appendix B – Leicestershire Peer Review presentation

Officers to Contact

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