

13th & 14th May 2024

Leicestershire Review



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.**
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- **Consideration for part of the review to focus on the current methodology for identifying the cohort of young people that will require an intervention?**
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Case audit Working

- Young people stay within the team while cases are active
- There is a system for identifying young people
- Evidence of regular progression supervision in case files and target dates for activities eg closure . Most met the 3 weekly cycle
- Some examples of good strength-based assessment
- Team manager meets regularly with children's services to highlight young people for YAD
- Caseloads are kept low and good use of reablement team members
- Named Links with schools in localities
- Good example of person centred “shared support “ within a family



Case audit – Areas for development

- A lot of Assessments viewed were still based on deficit model not very strength based.
- EHCP plans were not all up to date . One we saw had not been updated since 2019
- Some evidence of great assessments and support plans but not always recorded correctly in line with the LCC process – Activity
- not always recorded
- Processes referred to in team to team not evident on files eg pre assessments, journey to adulthood plan
- The prioritisation tool doesn't appear to be identifying well in the medium priority area . Saw young people identified as medium who were more complex and others whose needs appeared quite low
- Some files appear to still be open but not active or in need of intervention



Team to Team – Working Well

- A strong and passionate team , the majority of whom had been there for a significant time . One worker had been supported to undertake social work training within her role, agency workers reported the support she received was excellent “ where there's a will there's a way”
- New workers offered a buddy system which was highly valued
- Team morale is clearly very strong
- Multiple channels for sharing, support and joint working – weekly informal team catch ups ,group supervision , what's app group
- Clear process for allocation, activity and tracking progress
- Good understanding of the care act and role of preparing for adulthood
- Supervision was highly valued including individual and group
- Final EHCP plan offers an opportunity to catch up with young person and those involved in their support in final year of school
- Access to step through accommodation for young people
- Staff give young person and their families their one page profile



Team To Team – Areas for development

- Increased use of agency in social work posts but this is being addressed
- The TOM did feel prescriptive and may be reducing the workers ability to be creative as well as increasing risk of duplicating work eg an assessment done at just 17 often needed to be repeated just before adulthood as needs and aspirations can change- “would like some autonomy back”
- Unanimously workers reported the use of the dashboard at GSM had The TOM had increased stress and anxiety levels – (it goes red) “Creates a sense of dread”



Working well within the YAD

The YAD service is helping young people prepare for adulthood and supporting them to maximise their independence to reduce the need for long term support

Young people we spoke to said they were involved in their support planning and choice of PA's

Communication works well where there are strong relationships eg with disabled childrens, review team and health

Staff spoken to were passionate about their work and colleagues and partners perceived that they were aspirational for their YP

Reablement workers were highly valued by staff and the families we met. Workers focus on progression with the flexibility to work with YP pre 18

The adult teams described an appropriate and proportionate handover

Link workers with special schools



Working well within the YAD

YAD operates within a multi agency approach

Effective working relationship between disabled children's team and YAD

Complaints numbers are reported as low

Recognition of the need for flexibility in approach where YAD skill set more appropriate to meet need– e.g. some young people referred to team not subject to EHCP.



Not working as well Yad

- Whilst managers worked well together there was a missed opportunity to bring frontline workers (and other professionals) together to share training and practice
- Whilst relationships are strong with those in same patch the team appears to be working in a bit of a silo and doesn't appear to have links with teams eg SEND , benefits and virtual schools
- Opportunities to strengthen the relationship between YAD and EHCP team (linked to contributing to annual reviews)
- No link workers in mainstream schools



Working Well – other pathways

- Our evidence and insight on other pathways is limited
- Joint adults and children's OT team has reduced waiting times for young people considerably
- Collective view that there are clear TCP pathways for children and adults
- Arrangement with health linked to joint funding for TCP is value for money.
- Positive Behaviour Support Team effectively working with providers to appropriately reduce levels of support needs for young people and therefore costs
- Learning for Independence Service (within Adult Learning) work with people with a learning disability with the opportunity to expand this to work with people with more complex disabilities



Not working as well- general

- *The transition and pathway for CYP referred to YAD is well articulated and understood but less so for young people who transfer via other pathways. This leads to a reflection about the equity of experience . If people don't go through the YAD pathway there is no pre 18 work done*
- *Confusion from parents talked to about lack of clear signposting and understanding of pathway*
- *Information pack and letter do not reflect what is on the website and no easy read versions*
- *Reflections from review and internal teams is that pathways feel like a 2 tier service*



Not working as well- Other pathways

- *Strategically children's and adult services working on developing a shared practice and value culture although this not fully embedded in teams especially outside DCS and YADT.*
- *For children not referred to the YADT there is not a systematic flow of information between CYP and Adult Services and Health*
- *Transition from Aspirations (Step Through) is often delayed due to lack of planning and/or suitable provision but perceived by some that it's a male only service*
- *General lack of joint commissioning although an ambition to do this.*
- *No visibility of costs of CYP care and support packages which impacts on ability to strategically commission*
- *The strategic positioning of PFA in key boards – e.g. SEND Board - in order to ensure focus on partnership responsibilities and outcomes.*



Refection's on 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.

- We can only comment on the YAD pathway which appears effective but this is only a limited proportion of the young people who are moving through services
- Evidence that the YAD team are striving to maximise independence but as this is only a proportion of the young people and they do not have costs prior to YAD we cannot comment on best value

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

- Methodology and criteria for YAD is clear but is this effectively picking up all YP transitioning into adult services ?



Areas of focus from Case and team to team

- **Closure summaries may be helpful particularly if further work may be needed at a later date or to assist review and audit**
- **Outcome letter could be expanded to include more information about the outcomes of contact with service inc decisions and next steps**
- **3 conversation's and revised paperwork may assist in improving strength based approaches**
- **Incorporating the journey to adulthood into assessment or support plan**
- **Would like to work more closely with leaving care PA's possibly invite to group supervision of talking about a young person they know**
- **Carrying out pre assessment on allocation and delaying full assessment to just before 18th birthday to allow for needs and aspirations to change**
- **More young people to have opportunity to work with reablement workers to enable them to maximise skills and independence**
- **Less focus on dates and more on outcomes and activities – “ 3 weeks doesn't always give enough time to do anything or for significant “**



Recommendations areas for Improvement

- **Develop a collective understanding and definition of transitions and preparing for adulthood**
- **Strategic overview of those young people who might transition from CYP to adult services – Numbers, costs, pathways , processes and commissioning opportunities**
- **Information sharing agreement between childrens and adults services LA and Health**
- **Thematic audit (PSW LED) of young people that transition to ASC directly (not YAD) to understand transition planning and experiences**
- **Review of YAD to ensure you are making best use of their skills and experiences inc link worker role and prioritisation tool**
- **Strengthening the interface between YAD , EHCP team and virtual school**
- **Quick Win - Ensure website and information are up to date**



Questions and reflections

