



**ADULTS AND COMMUNITIES OVERVIEW AND SCRUTINY COMMITTEE**  
**1 SEPTEMBER 2025**

**PREPARATION FOR ADULTHOOD REVIEW**

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

**Purpose of report**

1. In March 2023, the Committee considered a report which provided an update on the actions taken following the recommendations from the Peer Review on the effectiveness of the current pathway to adulthood and the subsequent Corporate Preparation for Adulthood Review (CPfAR).
2. The purpose of this report is to provide the Committee with an update on how the points raised in the report are being addressed as requested by the Committee at its meeting on 3 March 2025.
3. The CPfAR is supported by the Council's Transformation Unit and is a joint review across Children and Family Services (CFS) and Adults and Communities (A&C). This report will focus on progress from an adult social care perspective.

**Policy Framework and Previous Decisions**

4. The CPfAR aligns with the Council's Preparing for Adulthood (PFA) Strategy.

**Background**

5. The Peer Review of Pathway to Adulthood examined the effectiveness of the current pathway to adulthood, with a focus on the Young Adult Disabilities (YAD) Team located within the A&C Directorate.
6. The scope for the CPfAR is a broader review of the internal PFA pathway between children's and adult services.
7. The Pathway to Adulthood Project Board is responsible for providing strategic oversight and governance of the project which is sponsored by both the A&C and CFS Departments.
8. The aim of the CPfAR is to:
  - Establish a model that will work with children from birth to adulthood, reducing dependency and maximising independence.
  - Identify and understand the full cohort of children that will need to transition through to adult services.

- Establish if the current County Council model is effective for children and young people where they need to transition.
  - Understand if the current model delivers good outcomes for children and young people in line with their aspirations.
  - Establish if the current model is fit for purpose or are there alternatives that deliver better financial management.
  - Establish if the right level of provision is being provided in line with needs and strengths-based practice.
  - Establish the demand data and make recommendations for a clear PFA pathways for those children and young people.
9. The Council is committed to preparing children and young people for adulthood and providing a good transitional experience whilst considering good financial management.

### **Preparing for Adulthood**

10. PFA is not a singular event but something that should begin at the point a person is born and is a collective responsibility between the parents and the partner organisations. It is critical that any pathway agreed is clear, smooth and addresses all the required skillsets and person's aspirations to be an independent adult.
11. The project has been structured around the following workstreams:



### **Workstreams Updates**

12. Below is an update on each of the workstreams, including summaries of proposed key recommendations.

### Process Mapping (Process, People and Systems)

13. The full end to end process mapping for both children's and adults has been completed. A joint workshop was held with workers from both adult and CFS on 24 June 2025 to present the key findings and to gather the views and comments of front line practitioners.
14. The workstream identified several areas of improvement including establishing a criteria to identify young people who are likely to require a transition to adult social care rather than using the Education Health and Care Plan as an indicator, and establish a more efficient process for assessing and assigning cases.
15. Work has commenced to look at digital solutions to improve the current identification method alongside the potential to develop a robust interface to connect the IT systems currently in place across CFS and A&C (Mosaic, Synergy, and Liquidlogic Adult System [LAS]) improving data sharing and continuity of care, with consideration for a unified platform.
16. A full review of demand and resource allocation for the Community Reablement Worker (CRW) role will be conducted, ensuring CRW interventions are consistently recorded in LAS and update performance dashboards to track impact and cost-effectiveness.
17. Work with commissioning teams will be undertaken to co-develop a clear PFA pathway with health services and to promote dual registration of providers and streamline protocols for transferring direct payments between children's and adults' services.

### Benchmarking

18. A joint benchmarking framework for children's and adults' services was used to engage with 17 local authorities; which were selected based on proximity and demographic similarity to Leicestershire; as well as the National Benchmarking Forum. Key recommendations are summarised below in paragraphs 19-21.
19. A proactive, joint approach to PFA be adopted from age 14, alongside reviewing and enhancing methods for identifying young people needing transition support. The creation of a comprehensive pathway plan involving all relevant services as well as broadening enablement services to include structured life skills development.
20. Partnering with district councils and social landlords to deliver housing and tenancy education and improve co-ordination with primary mental health services and clarify referral routes to specialist teams.
21. Work to establish a cross-service protocol outlining roles, timelines, and expectations, embedding strength-based practice and explore co-location, shared supervision, and joint cohort meetings to improve frontline integration.

## Commissioning

22. A shared understanding of strategic commissioning has been established across CFS and A&C. This includes assessing local needs, aligning priorities and resources, shaping the provider market, and redesigning services to meet demand.
23. A joint workshop was held to explore barriers, challenges, and opportunities within commissioned services. As a result, a joint report outlining key findings and opportunities has been finalised. It includes proposed recommendations aimed at improving integration, efficiency, and outcomes across both service areas as set out below in paragraphs 24-29.
24. Establish a dedicated commissioning function for Education, Inclusion, and Special Education Needs and Disabilities within CFS, engaging stakeholder to co-develop a shared educational vision.
25. Strengthen joint working with Integrated Care Board (ICB) to support smoother transitions, ensuring health representation in complex case planning and improving transparency of health services and funding pathways. Extend wellbeing services to younger cohorts and collaborate with Public Health on preventative strategies.
26. Provider contracts to align with progression and enablement principles. Improve transition pathways from high-cost placements and explore dual registration models for complex care provision.
27. Introduce a person-centred planning model from early years and expand reablement capacity to promote independence. Develop flexible services responsive to evolving needs.
28. Collaborate with District Councils and strategic housing leads to improve housing options and explore use of assessment flats to evaluate independence readiness.
29. Co-produce guidance materials with parents and young people and enhance communication and share positive case studies to promote best practice.

## Data and Finance

30. A validated analysis of adult services data has been completed, with a final report capturing key findings and proposed recommendations, as set out below in paragraphs 31-34.
31. There are clear overlaps between the Data and Finance and Process Mapping workstreams, presenting opportunities to align efforts and strengthen the overall approach to transition planning and service delivery.
32. Referrals from CFS to A&C to include comprehensive and accurate information to support effective decision-making. A detailed review be conducted to confirm the YAD service is appropriately resourced for current and future caseloads. Reporting mechanisms to be introduced to compare service packages across Children's and YAD services, supporting financial oversight and strategic planning.

33. Identify potential efficiencies through earlier assessments and proactive engagement with care providers, ensuring NHS contributions are applied to eligible cases and reflected accurately in financial reporting.
34. Progress on the analysis and verification of children's services data has experienced delays, which has impacted the overall project timeline.

#### Published Information

35. This workstream is currently paused and will resume later in the project, once the final service redesigns have been completed. At that stage, all published materials will be reviewed to ensure that any process changes are clearly documented and accurately reflected in public-facing information.

#### Parent/Carer Engagement

36. A survey was conducted with parents, carers, young people, and professionals, resulting in 75 responses. The key themes and proposed recommendations have been analysed and documented which will inform the wider project and are summarised below in paragraphs 37-41.
37. Introduce longer handover periods between children's and adult services to support better preparation and understanding of individual needs. Maintain consistent social workers and Personal Assistants throughout the transition period to reduce reassessments and minimise stress for families. Involve transition workers from age 14/15 and provide families with detailed information packs to support early planning.
38. Provide families with a dedicated contact and regular updates to reduce anxiety and improve engagement. Help families and young people understand the legal and financial changes that occur at age 18 to ensure smoother transitions.
39. Improve communication with schools and colleges to ensure timely updates on review meetings and transition planning. Offer multiple ways for families to share feedback - face-to-face, online surveys, and email - to improve accessibility and responsiveness.
40. Create a comprehensive directory of services, contact details, and a glossary of key terms to help families navigate the transition process. Provide booklets or leaflets outlining what to expect during transitions to manage expectations and reduce confusion. Provide earlier information on adult social care charges to support informed financial planning.
41. Increase the availability of suitable placements for individuals with physical disabilities and complex health needs. Develop programmes that support access to part-time employment and work experience as part of the transition to adulthood.
42. The findings have been shared with the Parent Carer Forum, who confirmed that their views and experiences have been accurately represented.
43. Reports and proposed recommendations on the above workstreams will be reviewed by the sponsors/Senior Responsible Owners and will be signed off by the CPfAR Project Board in September 2025.

### **Equality Implications**

44. The proposals outlined in this report have the potential to positively impact children and young people with protected characteristics, particularly those with disabilities, by improving the transition process from children's to adult services.
45. Equality implications will continue to be considered as part of this review and an Equality Impact Assessment will be completed once any agreed changes to the pathway are made.

### **Human Rights Implications**

46. This review will continue to respect the rights of young people as they move into adulthood, particularly around dignity, independence, and being involved in decisions about their lives. Any changes to the pathway should support their right to family life and ensure they are not treated unfairly. Human Rights implications will continue to be considered throughout the duration of this project.

### **Consultation**

47. Consultation with relevant stakeholders will be considered as the project progresses with any approved changes to the pathway are implemented.

### **Resource Implications**

48. The CPfAR has been identified as a savings under development within the 2025 Medium Term Financial Strategy. At present, it is not possible to specify the resource implications, as these will be contingent upon the outcomes of future service design proposals.
49. The Director of Corporate Resources and Director of Law and Governance have been consulted on the content of this report.

### **Timetable for Decisions**

50. The joint reports for all workstreams will be finalised in readiness for presentation to the September CPfAR Board, where formal approval and agreement will be sought.

### **Conclusions**

51. This report has been prepared to provide an update on the progress of the CPfAR. It outlines the significant work undertaken across each of the workstreams.
52. It reflects the strong commitment across A&C and CFS to improving the transitional experience for young people.
53. The timescale for the completion of the final business case for change is scheduled for mid-October 2025. A high-level plan is attached as Appendix A for reference.
54. The Committee is invited to review the progress of the review to date and to raise any questions or comments for consideration.

## **Background papers**

- Preparing for Adulthood Strategy -  
<https://www.leicestershire.gov.uk/sites/default/files/field/pdf/2019/2/1/Preparing-for-adulthood-strategy.pdf>
- 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
- Report Adults and Communities Overview and Scrutiny Committee: 3 March 2025 – Peer Review of Pathway for Adulthood -  
<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=1040&MId=7852&Ver=4>

## **Appendix**

High level plan

### **Officers to Contact**

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