

## NYCC Partners in Practice (PiP) Programme Newsletter

(Edition 5) August 2017

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North Yorkshire's Children and Young People's Service was designated as a DfE Partner in Practice (one of seven Local Authorities nationally) in 2016. Through this we will deliver innovation and work towards our ambition to be outstanding. We are also supporting and working alongside other authorities to share best practice and, as a result, develop more sustainable high performance in children's social care across the country.

North Yorkshire's offer to other authorities includes best practice advice and support in a range of areas; from undertaking a whole system diagnostic / tailored review, to providing more specialised reviews and information on our Front Door (our Multi Agency Assessment and Screening Team (MAST)), Looked after Children (LAC) reductions, Strategic Planning Framework and/or Financial Modelling.

A full list of all the areas within the North Yorkshire offer with detailed information can be found at the following website <http://cyps.northyorks.gov.uk>

If you are interested in reading about the other Partners in Practice please visit the Spring Consortium website <http://springconsortium.com/partners-in-practice/> where there is further information on the programmes of work that the other local authorities have developed to drive continuous innovation and improvement.

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As part of the 'No Wrong Door' (NWD) Leaving Care Extension, and has been reported previously, new roles have been joining North Yorkshire within the Leaving Care service. The first to come into post were the Opportunity Brokers and the Opportunity Manager.



Vicky Steele



Jo Wood



Nicki Watkinson

These workers as the name suggests, are focusing on seeking out new opportunities for young people leaving care. This work focuses on the young person's interests and aspirations and aims for such opportunities to lead into longer term work and career opportunities.

The current Leaving Care Case workers continue to support and co-ordinate the pathway plans for care leavers. However they are now able to draw in the dedicated support of the Opportunity Brokers to find individualised opportunity packages for their young people, whilst still working alongside our established partners. The Opportunity Brokers are also working closely with private businesses and the wider communities around North Yorkshire to ensure more opportunities are available for young people leaving our care.

Vicky Steele based in Knaresborough and covering Northallerton and Jo Wood based in Scarborough and also covering Selby are the two new Opportunity Brokers. Nicki Watkinson is also new into role too as the Opportunity Manager and will be working across the county on employment, education and training opportunities alongside developing other accommodation options for care leavers.

Vicky, Jo and Nicki explain below a little about what they have been up to:

“It’s been an exciting first few months in our new roles. We have made contact with local training providers, colleges and the outreach programme run by Askham Bryan and Princes’s Trust. We have gained valuable insight into what is available for young people. Additionally, we have made links with a variety of departments within North Yorkshire County Council, to identify existing services that young people can access, as well as raising the profile of the Opportunity Broker role.

We have attended the launch events of Action towards Inclusion, which is a national project aimed to get people who are not economically active, moving towards the employment market. This information has been cascaded to the teams and hopefully there will be referrals to this scheme in the near future.

We have already found some exciting opportunities for young people!

These have included:

- engaging a young person in a football coaching opportunity with a visit arranged to the grounds and museum of his favourite football club – Chelsea.
- fulfilling a young person’s life ambition by setting up an HGV work experience opportunity which could lead to employment.
- Supporting a young person in applying for a college course in Information and Creative Technology and his application was subsequently accepted.
- Helping another young person in securing a position with a local builder where he will be offered progression and further training.
- Identifying an outreach course run by Askham Bryan for a young girl with special needs, who had been out of education and employment for some time. This has now been successfully completed and the young girl is now in the process of applying to attend the 12 week Prince’s Trust Course.

- We have recently supported a young person to apply for a residential apprenticeship with PGL, which offers outstanding training and future opportunities including working abroad.

Our next focus is to attend business network meetings to build relationships with local businesses and identify opportunities for work experience, volunteering and apprenticeships. Prince's Trust Courses are due to be rolled out in all areas across the County throughout September and October and we will be supporting applications onto this and other relevant courses.

We will continue to build on our role, identifying new opportunities for care leavers to improve their outcomes and life chances.”

Vicki, Jo and Nicki are contacted at the details below:

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Our work with other local authorities continues to develop and have a really positive effect on those that we are working with. We have undertaken further diagnostic over the past couple of months and can truly say we are learning and developing every time a diagnostic is successfully undertaken. We have undertaken Strategic Planning and Looked after Children diagnostics with Middlesbrough Council and a Looked after Children diagnostic with Durham County Council.

At the diagnostics NYCC Senior Managers spend two days assessing the authority's strengths, areas for development and next steps (recommendations). The work provides advice on how the ambitions of Council could potentially be achieved and provides an objective appraisal of current arrangements, on what further work could potentially be undertaken and what support from us or others may be required. In doing so we anticipate making a real contribution to these local authorities in delivering on their objectives and aspirations and in achieving longer term outcomes. Learning from the early diagnostics we are now ensuring the senior managers undertaking the diagnostic are fully supported through the process with those that can assist with the analysis and performance review. Iain Pick, who has joined the programme as a performance analyst, attends the diagnostics and helps to provide this analysis role as well as undertaking a review of the authority's

performance prior to undertaking the diagnostic for review which provides the team with excellent context setting.

As well as undertaking diagnostics we are continuing to receive many visits from Councils interested in hearing information and guidance on our areas of best practice.

Colleagues from Hull City Council attended North Yorkshire to hear information on our MAST development. The information presented ranged from the high level strategic approach to practical delivery and a visit to the team in action. Colleagues from Redcar and Cleveland also attended recently to hear information on our use of LCS and how the children's and families service uses data. The feedback from this event was excellent, colleagues from Redcar and Cleveland stating "the delivery of the information was highly professional, informative and thought provoking".

We also had three separate meetings on three different subjects being undertaken with colleagues from Wakefield Council last month, on the same day! Information was provided on the services reducing Looked after Children Journey, the developing Stronger Families data production and Family Group Conferencing. Feedback from all has been excellent.

Interest in our offer of best practice from other local authorities continues to grow – we now have a fully developed offer with Redcar and Cleveland Borough Council and have had initial discussions with Newcastle City Council regarding providing support.

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Our NWD Extension projects continue to move forward at pace. As mentioned previously we have recruited to the majority of posts and are working on these roles becoming immersed within the services and in delivering the new 'No Wrong Door' methodology. As well as the Opportunity Manager and Brokers we have welcomed Jonny Hoyle as Assistant Team Manager (Transitions) and Valarie Mills as the Leaving Care Case Worker (Staying Put), all are already making an impact.

The recruitment to key posts within the SEMH NWD Extension has also been undertaken with nearly all posts now appointed to. This project is on course to go live in September and work with a cohort of around 45 young people transitioning from primary to secondary school. We look forward to reporting more on progress as this develops.

The recruitment of psychologists through Tees, Esk and Wear Valley (TEWV) NHS Foundation Trust also continues to progress well. This month we have seen the arrival of Clare Snodgrass the Consultant Psychologist who will be based at Northallerton and lead the work of the other ten psychologists. We have also welcomed Rachel Ore who has started as a psychologist with the

Leaving Care NWD Extension Project. We look forward to hearing from both in the next newsletter on their first impressions of North Yorkshire. The second round of interviews has also been undertaken and again posts have been appointed to. There now just remains a small number of posts still to recruit to where our colleagues at TEVV will now undertake recruitment to ensure these positions are filled.

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Being one of the country's Partners in Practice we are working alongside the Centre for Social Work, through the Tri-borough, to introduce systemic practice into all parts of our work. This is being enabled through our staff attending a training programme run through the centre for Social Work which is supported by the DfE and Isabelle Trowler.

We have had the opportunity to initially send 20 participants to undertake the Certificate in Systemic Social Work Practice with Children and Families, 9 participants to undertake the Diploma in Systemic Social Work Supervision and Management and 7 participants to undertake the Systemic Leadership Course. The leadership course is entering its final few sessions, so the programme team asked those attending this training how the experience has been so far:

*"It is thought provoking and a great opportunity to look at some of the key reading and research around systemic practice. Although the reading can be at times challenging, it gives time to reflect on how we systemically work better together for young people. I feel it has real application for the leadership in North Yorkshire."*

*"The quality of the training is of a high standard and it offers me as a senior leader a real opportunity to create time to reflect on my own approach as a leader but also to learn and draw on other ideas. Thinking about how to manage risk differently and using different techniques feels liberating. Each time I attend a session I think about how I might alter something about my own style and I have really tried to put this into practice. For me as a leader I can really see the value of strong relationships and it has made me think very differently about me."*

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