



# Innovation in shaping service provision

Ealing Care Leavers - Take Over the  
Council Day





# The Context

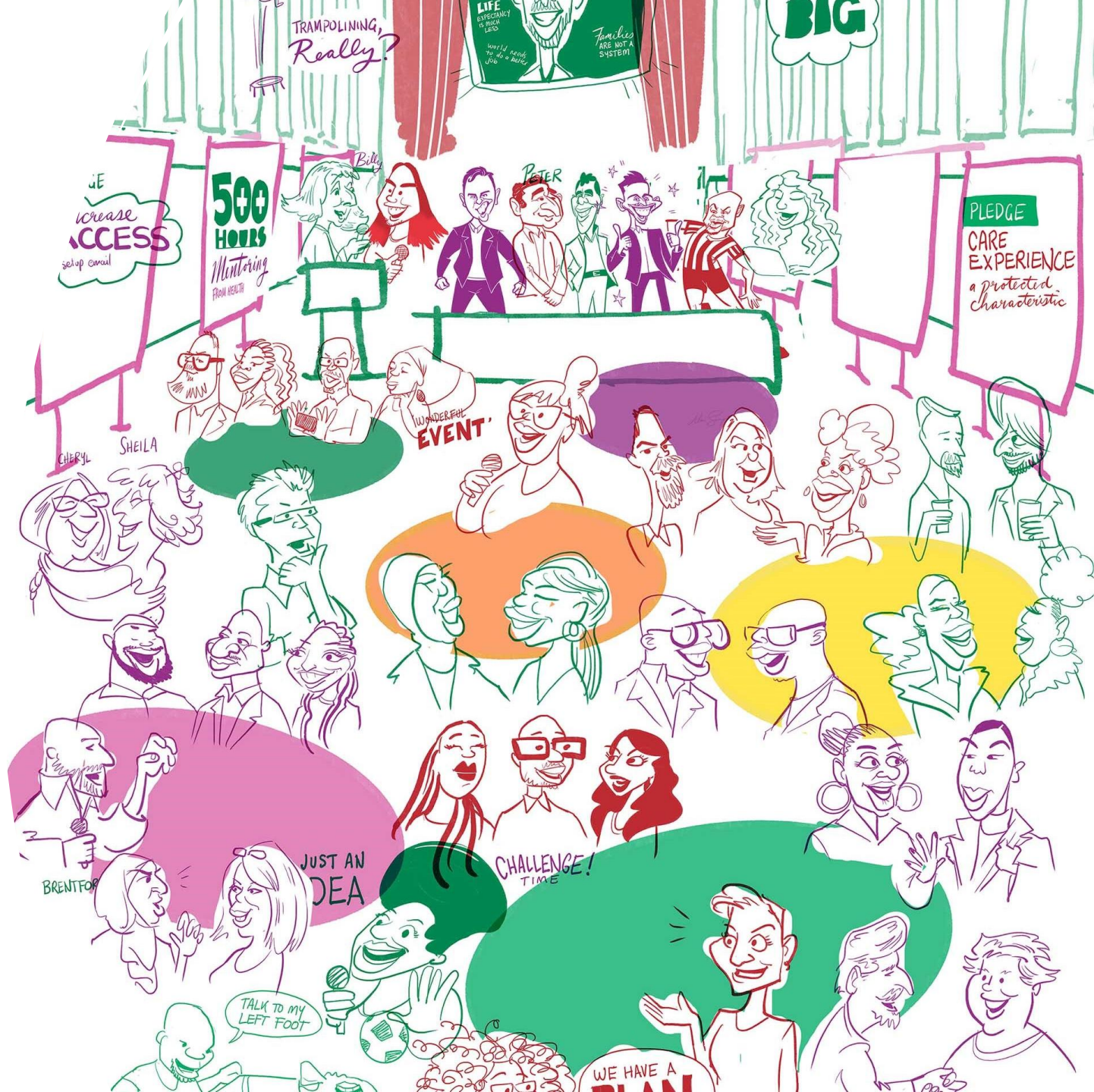
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## Leaving Care Service

- 3 Teams
- 2 teams of Social Workers and Personal Advisors 16- 25-year-olds
- 435 Young People

1 team for Aftercare 21-30

90 Young people at any time



# Experiences of Care Leavers

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Josh MacAlister Care Review 2022 highlights gaps for care leavers

We know that care leavers are disadvantaged in the following areas:

- Education: worse educational outcomes than their peers
- Employment: government data from 2021 indicates that 41% of 19-21 year old care leavers were NEET, compared to 12% of all other young people in the same age group (Department for Education, 2021b) Loneliness/ isolation
- Higher risk of mental health, self harm and suicide
- Higher risk of entering Custody: 49% of young men under the age of 21 in the criminal justice system have spent time in care (HMIP 2011)
- Homelessness: 25 % of homeless people in the UK are care leavers in the UK. Poverty
- Higher risk Contextual safeguarding / Cuckooing risks







# Co-production and young people shaping services

- We have done something extraordinary.
- We believe that there is no other borough who has taken co production to the level we have where care leavers are setting the agenda and shaping service provision.
- Ofsted noted our participation as good practice.

# The Care Leavers Corporate Parenting Summit March 2023

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- Survey of what young people wanted
- Invited the community to respond to those requests at our in-person Summit
- Care leavers hosted and led the activities
- 100 pledges
- These included :
  - Care experience status being voted in as a Protected Characteristic at Cabinet
  - An opportunity for Care Leavers to take over the Council
  - Develop a Care Leavers App





# Care Experience as a Protected Characteristic Status April 2023

- Young people presented the case to Full Council
- Unanimous decision across all parties
- Young people received a standing ovation





# Development of the Leaving Care App – Ealing Cares

- Young people developed the design and content of an App

Leaving Care apprentice posts content relating to

- Health
- Education Training and Employment
- Housing
- Leisure
- Financial support







Take Over Day October 2023





## Outcomes and impact of the Take Over Day 2023

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- Young people coming together to work with the council to shape services
- The opportunity for young people to experience work
- 36 young people attended

# OUTCOMES 2023

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- 6 Apprenticeship Placements were made.
- 90 places were offered to Care Experienced Young People on Ealing's Pathways Programme.
- Work Experience opportunities for Care Leavers.
- An increase in the Leaving Care Grant.
- Support to the age of 30
- A Young People's Complaints Panel has been established with young people representatives identified, meeting monthly.
- A 20% increase in social housing from 23/24 and a housing repairs champion has been established within the Housing dept.
- Counselling from employee Workplace Options has been made available for Care Leavers as our own children.
- Mentoring Programme has started with MCR Mentors (Motivation Commitment and Resilience)
- Support for after care till age of 30 years of age (nationally it is to 25 years)
- Ofsted noted great participation of Corporate Parenting with Ealing's Young People in the Inspection of Local Authority Children's Services (ILACS) in April 2024.







## Using complaints to shape service

- Development of a monthly complaints panel that reviewed all complaints by care leavers
- Young Person Rep a QA Officer and the managers of the service.
- Complaints are reviewed and even if not found in the complainant's favour, it is a key method for changing practice when it is clear things haven't worked well for the young person
- Young person has trained children's services staff on use and understanding of complaints to improve practice
- Directly changing practice

# Take Over Day November 2024

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# Activities and Topics on the day

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**57 young people attended and took staff roles**

**79 staff gave up their roles across the Council and partners**

- reviewing mental health pathways
- judging Foster Carer of the Year submissions
- leading a Contextual Safeguarding panel
- inspecting semi-independent provision
- further embedding protected characteristics status for care leavers in all policies in the Council
- updating safety planning in response to recent social unrest
- embedding the National Framework from the perspective of young people
- drafting the 2025/26 Leaving Care Service Plan
- a panel on the experiences of young Muslims in Ealing
- sexual health and emotional well being
- a community visit with the Lead Member.

And many more



# Films

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Young people took over the Social Care Academy and worked with a film company to create:

- [A film of the significance of take over day](#)
- [A recruitment video for Social Workers](#)







# Take over day 2024 Impact and Outcomes

## General

- 57 young people attended and took staff roles
- 79 staff gave up their roles across the Council and partners
- Created our main recruitment tool for social workers

## Housing/ Accommodation

- Developing increased housing opportunities - 45 young people moved to private rental and 25 through Social Housing

## Safeguarding

- Shaped services relating to missing and contextual safeguarding

## Shaping services

- Opportunities for Care leavers to shape other services in health and education
- Support services to care leavers
- Currently working on an improved process to support young people out of hours.
- YP training staff on complaints, pathway plans and participation
- Helped to shape Social Care Reform – national framework Stable homes built on love and Pathfinders
- Increasing the hours of provision to care leavers
- Increase in birthday allowances
- Developing the care leavers hub to extend usage and activity

# Impact and outcomes continued....

## Education Training and Employment

- Created additional tuition for UASCs at the hub
- Provided work experience opportunities in Legal Department and Comms Department
- Work experience
- 36 young people going onto the pre apprenticeship programme over the 2 years
- Improve EETs opportunities and outcomes - 18% increase in EETs from the work from the day
- Young person rep on the EETs Operational Group
- 15 Young people Driving lessons leading to employment





# Fostering a wider culture of innovation

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- Fostering Service - consultation similar process was used
- Adult Services Take Over day for Adults with Learning Disability
- Ofsted have used as example of good practice in inspection
- Government Advisor for Care Leavers has shared our practice with other authorities
- Met with other authorities to share the journey and practice
- Supporting another authority with a recent poor outcome for care leavers
- Increasing a strong culture of Corporate Parenting within all Council Departments, partners and into our community.



# Governance – closing the loop

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- Action plan from each event
- Reviewed at Corporate Parent Committee
- Co-Chaired by the Leader of the Council and a young person
- Young people reps attend the committee as well as key councillors, leaders and partner agencies.

