

Notes from the NICC meeting 4th August 2015

Visitors

Karen Searle 16 plus education employment and training advisor.

Item	Purpose	Discussions	Any actions
<p>Changes to the current guidance advisor service</p>	<p>To speak to the NICC about changes to the current guidance advisor service.</p> <p>To ask the NICC 3 questions that were asked to pupils attending a Dereham High school.</p> <ol style="list-style-type: none"> 1. What are your experiences of careers advice? 2. What should the experience be like in an ideal world? 3. What do you think of this document prepared for young people about their entitlement to a careers guidance service. 	<ul style="list-style-type: none"> • Karen explained to the group that due to the restructuring the number of GA's (guidance advisors) had dropped to around 8 this meant that as they were responsible for all young people that each technically had to cover around 20 thousand young people. The new PAs (personal advisors) would be picking up much of their role and be researching career paths and supporting young people to access this as part of their new role. • The young people are concerned about this as so far none of the members had had a positive experience with their current worker and felt that the PAs will not have the skills and knowledge base to really support young people in this are, they would like to know what training will be offered to PAs and how we will monitor if this has a negative effect on the EET outcomes for young people in and leaving care. 	<ul style="list-style-type: none"> • The NICC have concerns about this and would like to raise their concerns at the next executive board. • Whilst the NICC recognises that many of the young people's poor experiences in school are from a year or two ago they do feel it is important that everyone makes sure that all teachers have the highest aspirations for looked after children and to not judge their ability due to their care status. • The NICC will take this up with the new head of the virtual school once he takes up post in September.

		<p>Responses to questions posed.</p> <ol style="list-style-type: none">1. Poor overall , two of the young people spoke highly of their experience, one encouraged him to use his love of sport to access a sports related course at college and the other felt that they had been given good advice on a 1 to 1 basis the remainder of the group either had had no experience of a GA or felt the experience had been “rubbish”<ul style="list-style-type: none">• Some issues arose about young people’s aspirations being affected by the attitude of teaching staff Some felt they had been discouraged for aiming for high level jobs for example psychology or science and instead signposted to café work or told outright that being in care meant the chances of them achieving anything were slim.2. Meetings should be positive with lots of options available. The PA should know the young person well enough to be able to support them to see their skills and understand things they are good at and interested in and so should be able to relate these to possible career paths.<ul style="list-style-type: none">• Teachers need to support you and make you confident not put you down. If you are put down it doesn’t matter what you are told you won’t	
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		<p>have the confidence you can achieve anything.</p> <ul style="list-style-type: none">• Young people should be treated as individuals and a variety of options available for example 1 to 1 sessions and or group sessions.• Plans need to be small steps getting from where you are now to where you want to be can be scary set small steps that are easy to achieve not huge ones where we are likely to fail.• Having the same worker always helps you know them and they know you changing workers all the time damages relationships and can affect the ways young people engage.• They need to have empathy and understand how being in care or being bullied or being a young carer affects your life and not just ignore things that can make it harder for you to succeed.• Be ambitious for us, don't make us feel dumb encourage us to reach whatever potential we have do not always go for the easy option.• Understand and inform us what we are entitled to regarding physical and financial support this helps us set goals if we know we would be supported to achieve them. <p>3. The young people liked the form and</p>	
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		would like to include a short version in the new leaving care information books they will work on this and send a draft copy to Karen to look at before it goes in the book.	
Ofsted	Feedback from the group that met with Ofsted inspectors	<ul style="list-style-type: none"> • The group felt it had gone really well and the Ofsted inspectors gave the group very positive feedback around their links with members and managers and the impacts they were able to talk about that had happened due to work they had done. They liked that they managed their own budget, chaired their own meetings and were given the ability to choose who came to meetings rather than the expectation that any manager could come along. The feedback was that this showed that Children's services respected them as a n independent group who were given space to discuss issues before taking them to relevant meetings for example the CP executive group where they would be recorded minuted and actioned. • 3 members of the group that had been part of Ofsted inspections before did ask the group not to get too excited as last time the feedback given directly to the group did not match what was written in the report. 	<ul style="list-style-type: none"> • To ask Sheila Lock and Cathy if the feedback given to the NICC is the same that was given to managers by Ofsted
Corporate parenting	Decision about which items to raise as NICC priorities	<ul style="list-style-type: none"> • The group wanted the item from the previous meetings minutes to be 	<ul style="list-style-type: none"> • NICC would like the CP

<p>executive group.</p>	<p>Volunteers to attend on the day.</p>	<p>visited again, around setting a guidance on how much training foster carers should be expected to take part in each year.</p> <ul style="list-style-type: none"> • The concerns about how will we make sure that the Pas can do the role of GA and help make sure the EET outcomes for children and young people improve and do not get worse. • Send a copy of the YP version of staying put to all members for their information if the draft is agreed by Sheila and Cathy. 	<p>executive group to consider their points at the next meeting where young people will raise them.</p> <ul style="list-style-type: none"> • These minutes to be sent out with the agenda for the next CP executive group.
<p>Leaving care service</p>	<p>Staying put guidance</p> <p>Draft letter to young people about the new service</p>	<ul style="list-style-type: none"> • The group signed off on the draft staying put guidance, now it has been approved by Stew Betts and young people it will go to the leaving care steering groups next meeting. • The group have drafted the letter and it will now go to the LC steering group and the AD for LAC/CL for comments. • 7 YP volunteered to attend the CP executive group 	<ul style="list-style-type: none"> • Irene to send letter to LC steering group and Cathy Mouser for comments. • Staying put YP version to go to LC steering group and Cathy Mouser. • JS, TL, DC, SA, CH, RS and PJ volunteered to attend the next CP executive board meeting on August 20th. IK to notify the admin team of attendees and write to carers to inform them of transport etc.

	<p>Survey for children and young people to look at experiences of change of worker and the impact it may have on children and young people.</p>	<ul style="list-style-type: none"> The draft is written this will be typed up and sent out to children and young people via frontline workers as CC felt the IRO service are too busy at the moment to be able to undertake this. It will also be available online. 	<ul style="list-style-type: none"> All LAC team managers and fostering team managers to be aware of this and promote it to foster carers and young people via front line workers. NICC recommend that whilst they understand that having the same worker, if you get on with them, is a positive thing that workers also have the right to have maternity leave, take the opportunity of working closer to home etc.
AOB		<ul style="list-style-type: none"> Birthdays Rob and Tom the group celebrated with Rob and Tom and shared a birthday cake. Group congratulated Ashleigh on passing her stable management exams and wished her luck as she will be returning to her birth family before next meeting. Ashleigh will stay as an NICC member as her experience will be very valuable to the group and the consistency will help with her move. 	<ul style="list-style-type: none">