

**Open Report on behalf of Janice Spencer OBE,  
Assistant Director of Children's Services (Safeguarding)**

Report to:	<b>Corporate Parenting Panel</b>
Date:	<b>17 September 2020</b>
Subject:	<b>Presentation of the revised Pathway plan</b>

**Summary:**

The purpose of this report is to provide an update to Corporate Parenting Panel on the new Pathway Plan.

A review of the individual experiences of young people with SEND transitioning into Adult Services was undertaken by the Transitions Scrutiny Panel in 2019. Three key recommendations were presented and instructions were given to LA Officers to respond to these recommendations in order to improve the already good practices currently in place.

The Transitions Scrutiny Panel identified the need to undertake improvements in the following areas of transition:

1. Information and advice through the Local Offer,
2. Improve Health Outcomes, and
3. Review Pathway Plans for Care Leavers.

Ofsted also identified a need to improve the quality of Pathway Plans when Lincolnshire was inspected in 2019.

This paper addresses the review of the Pathway Plan document and process; all other recommendations are being address by other lead officers in separate papers.

**Actions Required:**

Members of the Corporate Parenting Panel are requested to review the new Pathway Planning document, the process, and the content of the covering paper.

## 1. Background

In 2019 the Scrutiny Panel considered transitions; one of the actions was to reviewing the format and structure of the current Pathway Plan document for Care Leavers. At the time of the review the Panel recognises that although the old document met the requirements of the regulations around Pathway Planning, they believed that the structure of the document needed to be reviewed in order to be more useful in meeting the needs of young people, truly capturing their voice, tracking their progress and planning for their future.

In July 2019 a core group of professionals met to start the review the Pathway Plan. Key representatives from the Children in Care teams, the Family Assessment teams, the Virtual School, Leaving Care, Independent Reviewing Officers and the Children with Disabilities team all gathered to draw together the outline of a revised Pathway Plan and process. The meeting was guided by the feedback from the scrutiny review, the report from the 2019 Ofsted inspection, and of course the views and opinions of young people who had been filling out Pathway Plans with their workers in the preceding few months.

Key feedback from all of those consulted was that the Pathway Plan was too long, the questions were repetitive in nature, young people did not like multiple uses of scaling, and all professionals agreed that the plan was ridged and they were unable to use it creatively to include images or capture the different ways in which young people might choose to express themselves. On the above basis, the decision was made to split out the old Pathway Plan into two different documents to first of all shorten the documents whilst still meeting the regulatory requirements. Splitting the document in two now means there is an Assessment at the age of 16, and then the assessment is followed by a shorter Pathway Plan that is more focused and engaging for young people.

Prior to the roll out of the newly designed document, a raft of training was carried out across the county. Representatives from all the teams who work with young people attended these events, and the feedback from the attendees at the training then fed into final alterations to the document prior to roll out

**Appendix A** – is the Pathway Assessment. This assessment is completed with the young person just before they turn 16 years old. The assessment at 16 is a regulatory requirement, this point of the young person journey is intended to be an opportunity for all involved to pause and plan, take stock of the past, and prepare the young person for the next 2 years of their life ready for adulthood and independence. The assessment is the bedrock of a good Pathway Plan and all subsequent reviews.

**Appendix B** - is the Pathway Plan itself. The previous Pathway Plan blended the Pathway Assessment (above) and the Pathway Plan into one document. This amalgamation resulted in the document being lengthy, and the assessment continual being reviewed with the young person when this is in fact required once.

The Pathway Plan is broken down into two elements, the first element being about the young person, their voice, and their wishes. The first section seeks to be more

young person friendly, allowing young people to be creative and seeks to understand who the young person is as a person, rather than just capturing what they need and want out of life. The first section is designed in a way that enables images of direct work and young people's self-expression to be directly attached to their Plan. The process of enabling young people to express themselves in their own way on their plan, through art and other forms of self-expression, is recognised as good practice by the National Care Leaver Benchmarking Forum.

The second stage of the pathway plan has been created in such a way that it meets all of the regulatory requirements of Pathway Planning. The second section seeks to capture an on-going assessment and analysis of needs across certain domains such as accommodation, education, finances, personal wellbeing etc. The plan covers the remaining regulatory requirements whilst also seeking to be concise and remain more engaging for young people.

**Appendix C** - is how the Pathway Plan will look if the young person is an Unaccompanied Asylum Seeking Child (UASC). Research into work with UASC identifies how important it is to "triple plan". It is vital that professional support this group of young people to prepare for the 3 different eventualities of their asylum claim. This must include preparing to remain in the UK, their claim being suspended, and having their claim refused and being sent to back to their country of origin. The document will only look like this, with the additional triple planning stages outlined, if the worker identifies that the young person is a UASC or former UASC. This is again recognised as good practice by the National Care Leaver Benchmarking Forum.

Members should note that the guidance seen in all these documents will never show on the young person final version. The guidance and prompts are for staff to see when filling out the plan on the system only.

**Appendix D** - is the old Pathway Plan document which is attached for reference and comparison purposes.

## **2. Conclusion**

The Quality and Standards team are currently in the process of auditing the Pathway Plan document, and the initial findings are pleasing. Feedback from staff and young people is that the new document is more flexible and easier to complete. Fewer Young people are resistant to engage in the process of Pathway Planning, and staff believe that the document provides a better framework for discussions to help capture peoples wishes, feelings and actions.

Overall the quality of Pathway Plans was Good, but a greater degree of auditing is required over the next six months to see if further alterations or training is required.

Members of the Corporate Parenting Panel are requested to review the attached documents and offer comments about the Plan and the process.

### **3. Consultation**

#### **a) Have Risks and Impact Analysis been carried out?**

N/A

#### **b) Risks and Impact Analysis**

N/A

### **4. Appendices**

These are listed below and attached at the back of the report	
Appendix A	Pathway Assessment
Appendix B	Pathway Plan
Appendix C	Unaccompanied Asylum Seeking Child Pathway Plan
Appendix D	Previous Pathway Plan document

### **5. Background Papers**

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