



**Camden's
Corporate
Parenting
Strategy
2025-2028**



Implementation Plan





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Priority 1: your sense of belonging and relationships

“We promise to celebrate you for who you are and help you feel like you belong to your local community. We will support you in developing long-lasting, supportive relationships with people who are important to you.”



Success measures:

- Successful launch and sustained use of a dedicated hub, with regular feedback to ensure it meets care-experienced children and young people's needs.
- Lifelong Links programme offered to all care-experienced children and young people and increase in uptake of the offer.
- A greater number of events every year recognising your achievements and creating moments to bring the care-experienced community together.
- Our care-experienced children and young people use a depository of community activities they can take part in their local areas.
- Increase in our young people being reunified with their family, when appropriate.
- Successful launch and sustained use of a peer mentoring programme.



Action plan



Action	Deadline	Team/Service lead(s)
Increase frequency of events and fun activities to celebrate our young people and for them to build connections.	Q3 2025	Corporate Parenting
Create a peer mentoring programme.	Q3 2025	Corporate Parenting and Integrated Youth Support
Embed Lifelong Links programme to help children and young people strengthen and maintain important relationships.	Q3 2025	Corporate Parenting and Children and Learning Participation
Create a directory of community activities to help young people connect with local opportunities.	Q3 2025	Community Partnerships
Publish a policy on supporting reunification for care-experienced CYP.	Q3 2025	Corporate Parenting
Co-design a dedicated hub for care-experienced young people.	Q4 2025	Corporate Parenting, Property Services and Children and Learning (C&L) Participation

Priority 2: your rights and aspirations

“We promise to ensure that everyone supporting you is care-conscious and act as your corporate parent. We will advocate for your rights and aspirations, ensure your voice is heard, and protect you from facing disadvantage from wider services and the community.”



Success measures:

- More than 70% of our workforce understand what it means to be care-experienced and how to best support this cohort.
- The section on care experience in Equality Impact Assessments (EqIAs) is effectively used by relevant services/projects, including examining how it interacts with other protected characteristics, such as race/ethnicity, gender, sexual identity, disability, etc.
- We have captured data on our workforce and know the proportion of staff with lived care-experience and have built a strong understanding of their specific needs.
- We have asked our care-experienced staff how it feels to work in Camden, and they tell us that Camden is a safe space for care-experienced employees.
- Camden care-experienced children and young people have ample opportunities to participate in meetings that concern them and care planning, and this is reflected in positive feedback from young people.
- Camden care-experienced children and young people report that they have a strong understanding of their rights, i.e. free prescriptions, council tax exemptions, etc. and how they are protected from discrimination and disadvantage.
- Steady increase in the number of organisations in the borough who systematically collect data on the proportion of their service users with care-experience and have developed a policy and/or a tailored service offer for this cohort.
- We routinely collect and report data on disproportionality and equity concerns within the care-experienced children and young people cohort and have implemented additional positive actions for the cohorts identified which are affected by intersecting forms of marginalisation (in addition to the four priority cohorts).



Action plan



Action	Deadline	Team/Service lead(s)
Reset workforce data collection to include care-experience and encourage partners and providers to do the same.	Q3 2025	People and Inclusion, Community Partnership, Health and Wellbeing and Commissioning
Agree on new positive actions to prevent care-experienced people facing employment disadvantages.	Q3 2025	People and Inclusion
Provide training to the workforce to improve understanding of care-experience.	Q3 2025	Learning and Development
Embed and monitor practice which the voice of the child and young person in meetings that concerns them.	Q3 2025	Corporate Parenting
Increase awareness of rights, e.g., free prescriptions for care leavers aged 18-25.	Q3 2025	Corporate Parenting
Identify additional positive actions for the cohort that face intersecting forms of marginalisation (in addition to the four priority cohorts).	Q1 2026	Corporate Parenting
Embed systematic intersectional reporting on our care-experienced children and young people, with a focus on disproportionality and equity.	2025-2028	Corporate Parenting

Priority 3: your well-being

“We promise to support you in adopting a happy and healthy lifestyle and to help you navigate how you feel and life’s ups and downs, ensuring your health and emotional well-being needs are met.”



Success measures:

- Reduced waiting times for mental health referrals for care-experienced young people, with quarterly reporting on outcomes.
- Broader lifestyle support — like help with cooking, exercise, or staying socially connected—is included in your health plans.
- GPs and other health partners routinely use social prescribing services to help you improve your health and well-being.
- Increased participation in subsidised gym memberships, fitness programmes, and other physical activities, measured through enrolment and attendance data.
- Over 80% of pathway providers and health professionals trained in trauma-informed care and understand care-experience.
- Regular surveys and consultations with care-experienced young people indicating increased satisfaction with health services and confidence in managing their well-being. More particularly, they report a seamless transition to adult’s services when they turn 18.
- We have a highly effective partnership with our integrated care board for care-experienced children and young people and have expanded our shared offer.
- We have a tailored strategy on health and well-being for our children and young people living out-of-borough.



Action plan



Action	Deadline	Team/Service lead(s)
Continue developing post-18 mental health support through programmes like 'Minding the Gap'.	Q3 2025	Commissioning, health partners
Develop training for pathway providers to support physical and mental well-being.	Q3 2025	Pathway Services
Create tailored advice and resources for healthy living, such as cooking and sexual health workshops.	Q3 2025	Commissioning, Health and Wellbeing, Corporate Parenting
Expand free/subsidised physical activities and social prescribing offers to promote a healthy lifestyle.	Q3 2025	Corporate Parenting; Health and Wellbeing; health partners
Ensure corporate parenting duties are embedded across health and social care partners with Integrated Care Board (ICB) collaboration.	Q3 2025	Integrated Care Board (ICB) lead and Corporate Parenting

Priority 4: your interests and life goals

“We promise to champion you and help you find and succeed in the right education, training, and employment aligned with your life goals and interests.”



Success measures:

- Reduction in the number of children in care and care-experienced young people who are not in education, employment and training.
- A higher number of care-experienced young people enrolling in higher education.
- Increase in number of local employment opportunities that are tailored to care-experienced young people.
- We have a clear guide on education, employment and training support and opportunities available, and it is widely used by care-experienced children and young people.
- Feedback from children and young people that the services and opportunities meet their needs and help them achieve their goals.





Action plan



Action	Deadline	Team/Service lead(s)
Create more opportunities to celebrate school achievements of children in care and boost their confidence.	Q3 2025	Virtual School and Children in Care
Create additional enrichment opportunities for children in care to discover their interests and craft their life goals.	Q3 2025	Virtual School, Children in Care and Inclusive Economy
Develop a guide with education, training, and employment opportunities.	Q3 2025	Children in Care, Care-Experience, Virtual School and Inclusive Economy
Enhance financial support and mentoring for young people pursuing higher education or vocational pathways.	Q3 2025	Corporate Parenting
Improve support for care-experienced interns in the council to ensure it meets their needs.	Q3 2025	People and Inclusion, Apprenticeship
Train personal advisors and mentors to better guide young people on available opportunities.	Q3 2025	Personal advisors, Learning and Development
Create personalised action plans for NEET young people to re-engage them in education or training.	Q3 2025	EET team, personal advisors
Implement recommendations from the Young Inspectors report for children in care to have more of a say in decisions about their education.	Q4 2025	Virtual School and Children in Care
Expand tailored internships and apprenticeships within Camden Council.	Q4 2025	People and Inclusion, Apprenticeship Coordinator
Strengthen our partnership approach with teachers in schools so they understand the needs of children in care.	Q4 2025	Virtual School, Camden Learning, Children in Care
Develop mentoring and peer support programmes for university life and job hunting.	Q4 2025	Corporate Parenting
Develop additional positive action in the Council to become an inclusive employer for care-experienced people.	Q4 2025	People and Inclusion
Work with employers and universities to make opportunities more accessible.	2025-2028	Inclusive Economy

Priority 5: your home

“We promise that you will have a place to stay which feels safe and secure. We will do our best to find a stable accommodation that meets your needs, connects you to a community, and eventually helps you find a place you can call home.”



Success measures:

- Increase in the number of special guardian orders and decrease in the number of care orders.
- Increase in the number of in-house foster carers and residential placements closer to Camden and decrease the number of children in external provision and further away from Camden.
- Our care-experienced children and young people, including unaccompanied and separated children, tell us that their accommodation is meeting their needs.
- Joint housing protocol between housing services and children’s social care is published and widely understood and used by practitioners.
- Increase in the number of care-experienced young people remaining with their foster carers post 18.
- Our care-experienced young people tell us that housing pathways are clear and feel accessible.
- Greater satisfaction and stability among young people in semi-independent accommodation, reflected in the feedback we receive from our young people.
- An increase in the number of Camden care-experienced young people receiving support on financial literacy from Money Advice Camden.



Action plan

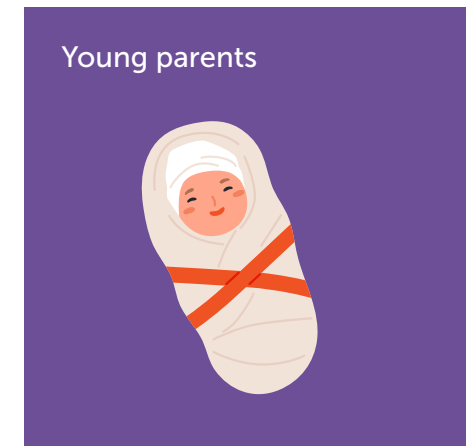
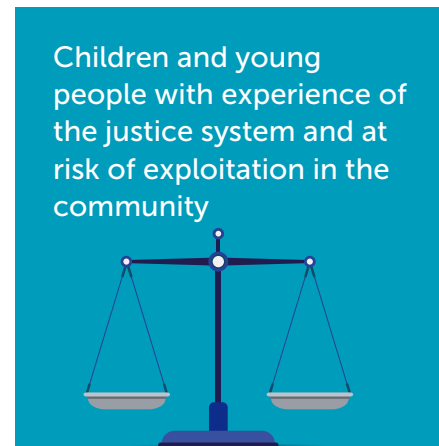


Action	Deadline	Team/Service lead(s)
Publish our Kinship strategy and enhance support to kinship carers.	Q2 2025	Corporate Parenting
Enhance independent living skills support, including managing bills and cooking.	Q3 2025	Commissioning
Improve training and standards for staff in semi-independent living accommodations.	Q3 2025	Commissioning
Strengthen joint working between housing, social workers, and personal advisors for smoother transitions.	Q3 2025	Housing, Corporate Parenting
Support family-based settings to enable young people to stay post-18 when suitable.	Q4 2025	Care-Experience, Foster Care
Develop a financial literacy offer for children leaving care, in collaboration with the new service Money Advice Camden.	Q4 2025	Care-Experience, Money Advice Camden
Enhance support received by young people during their transition to independent housing.	Q4 2025	Corporate Parenting
Expand supported lodging options.	Q1 2026	Placement, Fostering
Create placements that support the cultural background of this cohort.	Q1 2026	Corporate Parenting, Pathway
Provide tailored accommodation support, including culturally responsive homes, homes adapted to those with disabilities and trauma, and foster care training.	Q1 2026	Placement, Fostering, Pathway
Expand placements within Camden, including opening a new children's home by 2026, and recruit more foster carers.	Q4 2026	Placement
Expand the housing options available, including ring-fencing additional social housing properties and exploring private-rented and housing association options.	2025-2026	Housing, Corporate Parenting

Our priority cohorts

We know that everyone's experience of care is different, and that some of you may face extra challenges because of your specific circumstances. That's why, as part of this strategy, we're focusing on four priority groups of young people who may need additional support. This doesn't mean that others are less important—this strategy is for every care-experienced young person and we love all of you equally. But by paying extra attention to the specific needs of these groups, we can make sure no one is left behind.

These are our priority cohorts:



For each of these groups, we've set out clear actions to improve the support available and make sure you get the help you need to thrive.

Priority cohort 1: unaccompanied and separated children and young people

Success measures:

- Increase in the number of placements for unaccompanied children that reflects their cultural background, or carers receive tailored training on cultural needs within the first month of placement.
- Interpreters are provided for all unaccompanied children when needed, with increase in satisfaction reported in feedback on feeling understood and supported.
- Average waiting times for immigration status resolutions for unaccompanied children decrease over three years through advocacy with national partners.
- Our unaccompanied children have access to tailored health and well-being services, including trauma-informed care, within three months of arrival.



Action plan

Action	Deadline	Team/Service lead(s)
Provide trauma-informed training to all foster carers and social workers.	Q4 2025	Corporate Parenting
Work with national government to push for faster and more transparent immigration processes.	Q4 2025	Corporate Parenting
Review and expand the health and well-being offer for this cohort.	Q4 2025	Corporate Parenting, Health Partners
Work with schools and health services to ensure appropriate and timely support.	2025-2028	Integrated Care Board, Camden Learning, Special Educational Needs and Disabilities Services, Corporate Parenting

Priority cohort 2: young people requiring safe and secure transitions

Success measures:

- Increase in number of eligible young people have a transition plan in place by their 17th birthday, developed jointly with schools and health services.
- Satisfaction with transitions to adult services improves in annual surveys of care-experienced young people with Special Educational Needs and Disabilities.
- Pilot a programme for those not meeting Care Act thresholds, with an increase of participants reporting they feel supported through community-based services.
- Increase in social workers and personal advisors reporting confidence in navigating adult social care systems after receiving training.



Action plan

Action	Deadline	Team/Service lead(s)
Offer additional training for social workers and personal advisors on special educational needs and disabilities.	Q3 2025	Corporate Parenting, Adult Social Care Services
Introduce earlier Care Act assessments to better plan for young person's needs.	Q4 2025	Corporate Parenting, Adult Social Care Services
Create stronger joint protocols between children's and adult's services to provide a smoother transition.	Q4 2025	Corporate Parenting, Adult Social Care Services
Determine what support can be provided for those who don't meet the Care Act threshold.	Q4 2025	Corporate Parenting, Adult Social Care Services

Priority cohort 3: children and young people with experience of the justice system and at risk of exploitation in the community

Success measures:

- Increase in number of eligible young people participating in mentoring or specialist support services (e.g., Evolve) to prevent re-offending or exploitation.
- Most of our young people leaving custody have a clear reintegration plan, including stable housing, within two weeks of release.
- Emotional well-being plans are created for all care-experienced young people in custody, with quarterly audits showing compliance.
- Increase in number of young people leaving the justice system are engaged in education, training, or employment within six months of release.



Action plan

Action	Deadline	Team/Service lead(s)
Develop a financial support offer for young people in custody so they can purchase essential items.	Q2 2025	Corporate Parenting
Further develop the offer of the Youth Justice service to our care-experienced children and young people.	Q3 2025	Corporate Parenting, Youth Justice
Ensure all of the cohort has a clear plan for reintegrating into the community, including on how they get back into education, employment and training.	Q4 2025	Corporate Parenting
Work with prisons, youth offending institutions and the National Probation Services to ensure that they consider children and young people's emotional and well-being needs.	2025-2028	Corporate Parenting, Youth Justice, Health and Wellbeing

Priority cohort 4: young parents



Action plan

Success measures:

- Increase in number of care-experienced young parents housed in stable, appropriate accommodations within three months of needing support.
- Increase in number of care-experienced young parents participate in parenting programmes or peer networks, reporting increased confidence in their parenting skills.
- All young parents have access to mental health support tailored to their needs, with most reporting improved well-being within six months.
- All young parents in education, training, or employment before having a child are supported to continue, with access to childcare services within one month of returning.

Action	Deadline	Team/Service lead(s)
Create a young parent package to purchase baby equipment.	Q1 2025	Corporate Parenting
Review the Corporate Parenting Board's terms of reference.	Q1 2025	Corporate Parenting
Introduce extra support for this cohort such as support from an experienced foster carer or community child-minding; as well as financial support to cover nursery/child minding if the parent is in education, employment and training.	Q2 2025	Corporate Parenting, Commissioning, Early Years
Work with the Integrated Care Board to determine joint support.	Q2 2025	Corporate Parenting, Integrated Care Board
Work with Family Hubs team to see how we can increase access to parenting programmes and peer networks.	Q2 2025	Family Hubs, Corporate Parenting
Work with housing to ensure young parents have a stable and supportive place to live with their child.	Q4 2025	Corporate Parenting, Housing
Improve access to mental health and well-being support for this cohort.	Q4 2025	Corporate Parenting, Commissioning

Governance and participation



Workstream	Action	Deadline	Team/Service lead(s)
Governance	Increase partner representation on the Corporate Parenting Board.	Q2 2025	Corporate Parenting
	Create dedicated spaces for young people on the Corporate Parenting Board.	Q2 2025	Corporate Parenting
	Strengthen our Children in Care Council to make it the primary forum for consultation and participation.	Q3 2025	Participation Unit
Participation	Publish our policy on how we will remove barriers to participation in a consistent way.	Q3 2025	Children and Learning Participation
	Create a strategy on how we will embed participation at every stage of service design and development which affects our Care Experienced children and young people.	Q3 2025	Centre for Relational Practice, Corporate Parenting
	Disseminate our approach to creating trauma-informed practice when working with Care Experienced children and young people.	Q3 2025	Centre for Relational Practice, Corporate Parenting

