

Children and Families Scrutiny Committee and Communities Scrutiny Committee
Joint Themed Review 2022-23: Equality, Diversity, and Inclusion in Child Safeguarding

Proposed Response

| Recommendation | Accept, Amend or Reject the recommendation | Organisation | Comments |
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| Recommendation 1: Services must continue to champion children in care and explore innovative ways to achieve this. This must be accompanied by advocating for young people that experience disproportionality in youth justice, care and education settings. | Accepted | People's directorate | Responding to the adoption of Care status as a protected characteristic will require all services to consider equalities impact on children in care. |
| Youth Justice System | | | |
| Recommendation 2: Services to consider ways to improve communication and signpost children/young people in the youth justice system to activities in the borough (such as the new Youth Hubs). | Accepted | Youth Justice Service | Joint work with partners across the borough including community safety, Youth Services, Schools and third sector parties such as Project Zero. |

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| Recommendation 3: The Council supports the extension of the Ether program. | Accepted | Youth Justice Service | Wipers, who deliver the Ether programme, are being commissioned to facilitate a further 2 groups within the next 12 months. |
| Recommendation 4: That the committee hear from police officers who work with vulnerable young people in the 'reachable moment' and seek to gain insight as to how we can divert them away from violence. | Accepted | Scrutiny Officer | Scrutiny officers will liaise with representatives from the Met Police to set up a meeting to explore this. |
| Care Leavers | | | |
| Recommendation 5: Services to investigate whether the payment process for those in care can be simplified to ensure young people do not miss out on experiences (such as educational trips). | Amend | Corporate Parenting | The service tests the payment system. The payment process is effective and streamlined making sure that all young people have access to any financial support that they might need for their studies, employment and work activities including educational/filled trips. |
| Recommendation 6: Council to investigate why MyGuide (electric tool) is not universally used and address these barriers. | Accepted | Corporate Parenting Team | Ongoing promotion and training in respect of the tool, and monitoring of its utilisation and impact. |
| Recommendation 7: The criteria for access to a leaving care coach is simplified | Accept | Corporate Parenting Team/ | We will undertake a survey by Voices in partnership, overseen by the Corporate Parenting board regarding the accessibility of the presented information |

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| and well signposted. That services let our care leavers know that they are entitled to support until the age of 25, including telephone and face to face. | | Voice and Influence | |
| Recommendation 8: Adequate space is reserved within the new Children and Families hub in order for the coaches and social workers to facilitate group activities like table tennis to allow care leavers to socialize more fully and regularly. Services to facilitate Councillor's and Care Leavers engagement by inviting Councillors to existing activities. | Accept | Corporate Parenting Team | Designs will reflect the needs and wishes of young people, with service needs. |
| Recommendation 9: Committee task cabinet with reporting back [Should receive a report on how this will be achieved.] That all possible efforts are made to place our care leavers at the forefront of all employment, apprenticeship and training opportunities provided by Waltham Forest | Accept | Corporate Parenting Board/ Democratic services | The implementation of the protected characteristic will require all future scrutiny and cabinet papers to consider the impact on care experienced children and young people. |

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| council and its partners/stakeholders. | | | |
| Recommendation 10: That training for a 'care informed' approach be embedded into the relevant departments working with care-leavers (in a similar manner to the recommendations of the VAWG task and finish group regarding a 'trauma informed approach'). This training should also be made available to Councillors and be supplemented by workshops for council employees that focus on diversity and disproportionality experienced by young people in care. | Amend | Workforce Development, People's Directorate | <p>We have the In My Shoes style session for all members planned for Members after the summer recess. We will add an annual session to the Members training offer on this.</p> <p>The service believes our existing professional offer for social care staff combined with In My Shoes is 'care informed'. The service will ensure we have a regular in my shoes training sessions in the diary and that its mandatory for new members of staff</p> |
| Education | | | |
| Recommendation 11: Council to research reasons for biases in PRU exclusions and alternative provision and work with young people whilst in and other alternative provision and work with schools address these issues. | Accepted | Youth and Family Resilience Service | <p>The YFRS are undertaking an analysis of children excluded and suspended as part of our AP strategy review. We are looking at ways to support schools around exclusion decisions and using data to ensure we take an evidence-based approach.</p> <p>We will utilise forums such as the Head Teacher's Advisory group to support Head Teachers.</p> |

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| <p>Recommendation 12: Officers seek to find ways to standardise careers training across schools</p> | <p>Amend – Officers to provide Governor training to ensure they are holding schools to account to evaluate and develop the careers advice and guidance against their statutory duties as outlined by the DFE (Gatsby) standards and reviewed by OFSTED.</p> | <p>Families Directorate</p> | <p>The statutory duty to provide careers information, advice and guidance lies with schools and they are evaluated by OFSTED against the Gatsby standards. The standards are:</p> <ol style="list-style-type: none"> 1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil 4. Linking curriculum learning to careers 5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education 8. Personal guidance <p>The LA does not have a formal mechanism to hold schools to account around the quality of careers advice, however we seek to influence their understanding of these standards and support the sharing of best practice through appropriate regional and local networks.</p> <p>In addition this year we have plans to launch governor training to support them in their duties of holding schools to account for this work.</p> |
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