



**Agenda for a meeting of the Corporate Parenting Panel to be held on Monday, 20 January 2020 at 4.30 pm in Committee Room 1 - City Hall, Bradford**

**Members of the Committee – Councillors**

LABOUR	CONSERVATIVE	LIBERAL DEMOCRAT AND INDEPENDENT GROUP
Thirkill Farley Tait	Smith	Humphreys

**Alternates:**

LABOUR	CONSERVATIVE	LIBERAL DEMOCRAT AND INDEPENDENT GROUP
Mohammed Nazir Shafiq	Pollard	Stubbs

**NON VOTING CO-OPTED MEMBERS**

Chair of Children in Care Council

Inspector Kevin Taylor

Sue Thompson

West Yorkshire Police

Bradford District Clinical Commissioning Group

Bradford Education

Sue Lowndes

**Notes:**

- This agenda can be made available in Braille, large print or tape format on request by contacting the Agenda contact shown below.
- The taking of photographs, filming and sound recording of the meeting is allowed except if Councillors vote to exclude the public to discuss confidential matters covered by Schedule 12A of the Local Government Act 1972. Recording activity should be respectful to the conduct of the meeting and behaviour that disrupts the meeting (such as oral commentary) will not be permitted. Anyone attending the meeting who wishes to record or film the meeting's proceedings is advised to liaise with the Agenda Contact who will provide guidance and ensure that any necessary arrangements are in place. Those present who are invited to make spoken contributions to the meeting should be aware that they may be filmed or sound recorded.
- If any further information is required about any item on this agenda, please contact the officer named at the foot of that agenda item.

**From:**

Parveen Akhtar

City Solicitor

Agenda Contact: Jill Bell

Phone: 01274 434580

E-Mail: [jill.bell@bradford.gov.uk](mailto:jill.bell@bradford.gov.uk)

**To:**

## **A. PROCEDURAL ITEMS**

### **1. ALTERNATE MEMBERS (Standing Order 34)**

The City Solicitor will report the names of alternate Members who are attending the meeting in place of appointed Members.

(Jill Bell – 01274 434580)

### **2. DISCLOSURES OF INTEREST**

(Members Code of Conduct - Part 4A of the Constitution)

To receive disclosures of interests from members and co-opted members on matters to be considered at the meeting. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it becomes apparent to the member during the meeting.

*Notes:*

- (1) Members may remain in the meeting and take part fully in discussion and voting unless the interest is a disclosable pecuniary interest or an interest which the Member feels would call into question their compliance with the wider principles set out in the Code of Conduct. Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.*
- (2) Members in arrears of Council Tax by more than two months must not vote in decisions on, or which might affect, budget calculations, and must disclose at the meeting that this restriction applies to them. A failure to comply with these requirements is a criminal offence under section 106 of the Local Government Finance Act 1992.*
- (3) Members are also welcome to disclose interests which are not disclosable pecuniary interests but which they consider should be made in the interest of clarity.*
- (4) Officers must disclose interests in accordance with Council Standing Order 44.*

(Jill Bell – 01274 434580)

### **3. INSPECTION OF REPORTS AND BACKGROUND PAPERS**

(Access to Information Procedure Rules – Part 3B of the Constitution)

Reports and background papers for agenda items may be inspected by

contacting the person shown after each agenda item. Certain reports and background papers may be restricted.

Any request to remove the restriction on a report or background paper should be made to the relevant Strategic Director or Assistant Director whose name is shown on the front page of the report.

If that request is refused, there is a right of appeal to this meeting.

Please contact the officer shown below in advance of the meeting if you wish to appeal.

(Jill Bell - 01274 434580)

## **B. BUSINESS ITEMS**

### **4. THROUGH CARE 1 - 6**

The report of the Strategic Director of Children's Services (**Document "N"**) is to provide an update to the panel on developments in respect of the Leaving Well 'app' a pathway planning tool for care leavers.

**Recommended -**

**That the views of the Corporate Parenting Panel are sought.**

(Emma Collingwood – 01274 37123)

### **5. CHILDREN'S RIGHTS & ADVOCACY SERVICES 7 - 16**

The Strategic Director of Children's Services will present a report (**Document "O"**) that provides an overview regarding the independent advocacy service that enables children and young people to be supported and heard in matters that affect them.

**Recommended -**

- (1) That it be noted that National Youth Advocacy Service (NYAS) complete an annual report with more detail regarding ethnicity and age range for each of the areas that they are commissioned to provide a service for. It has been agreed that this will be included in the data that they provide on a quarterly basis. This will help enhance the understanding of how well our services support and enable children.**
- (2) That the recommendations in appendix 1 to Document "O" be considered and a further report be provided to the panel with an update regarding progress against the actions identified.**

(Amandip Johal – 01274 431620)

**6. CHILDRENS PARTICIPATION REPORT - DECEMBER 2019  
VIEWPOINT - WHAT ARE YOUNG PEOPLE TELLING US?**

17 - 28

The Strategic Director of Children's Services will present a report (**Document "P"**) on the importance and different types of child participation within children looked after reviews. There is specific emphasis on the use of viewpoint as a tool for child participation with Bradford's children.

The report explains how viewpoint fits in with other types of participation as well as covering performance of completed questionnaires and what Bradford children are telling us through the use of viewpoint.

The report also includes information on Bradford's viewpoint user-group, its functioning and findings.

**Recommended -**

- (1) That the quartly reports available from Viewpoint are reviewed and discussed within the Viewpoint User group but are also shared with frontline service for discussion and review to help social workers to understand the experiences of children and young people.**
- (2) That reports from Viewpoint be used to inform training.**
- (3) That as part of the improvement work, the following be considered –**
  - Completion and quality of lifestory work – how are children engaged in this work and the impact this has in terms of supporting children to understand their experiences.**
  - Indicators for what will make children feel settled and safe in placement – understanding the quality of placements through auditing and feedback from children through an adapted questionnaire.**
  - Improving communication within the placement and with the social worker – work with the fostering and residential services and the Children In care Teams (after restructure) to understand some of the challenges for children to develop positive relationships with carers and social workers and how to navigate some of the barriers to improve better and improved communications.**

- **Improved links between educations and Children’s Services to support an understanding of what education experiences are like for children as well as what support is available to help with homework.**
- **Ensure that carers and children are aware of the leisure offer from Bradford Council.**

(Imran Cheema – 01274 434530)

**7. PLACEMENT SUFFICIENCY**

Looked After numbers in Bradford have risen to 1,257 since October 2018 this rise has inevitably put pressure on ensuring sufficiency of placements.

Bradford has 500 in house Foster Careers which are full with no placements available. Bradford also has 11 in house Children’s homes and again these settings are full. This requires Bradford to purchase placements from the market from both independent fostering agencies and residential home providers. In the Bradford precedent spend for 2019-20 is currently £19 million.

The Temporary Peripatetic Head of Service will provide a verbal update for the Panel on the current data on placements, the risk and issues this poses and the actions that will be taken to address this issue.

(Mark Trinder – 01274

434254)

**8. WORK PLAN 2019/2020**

29 - 34

The Panel’s Work Plan for 2019/20 is submitted for Member’s consideration (**Document “Q”**).

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## **Report of the Strategic Director of Children's Services to the meeting of Corporate Parenting Panel to be held on 20<sup>th</sup> January 2020**

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**N**

**Subject: Through Care**

### **Summary statement:**

**Leaving Well update – Pathway Planning Process for Care Leavers**

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Mark Douglas Strategic Director of  
Childrens

**Portfolio: Children and Families**

Report Contact: Emma Collingwood  
Phone: (01274) 437123  
E-mail: [emma.collingwood@bradford.gov.uk](mailto:emma.collingwood@bradford.gov.uk)

**Overview & Scrutiny Area:**  
**Children's Services**

## 1. SUMMARY

This report is to provide an update to the panel on developments in respect of the Leaving Well 'app' a pathway planning tool for care leavers.

Local authorities have duties under the Children Act 1989 as amended by the Children (Leaving Care) Act 2000 towards care leavers.

Under Section 23 of the Leaving Care Act local authorities have duties to allocate a personal advisor and young people from 15 and  $\frac{3}{4}$  must be provided with a pathway plan.

The pathway plan should consider the care leaver's need for support and assistance (which have already been identified in the previous assessments) and how best to meet these needs until the age of 21 (or longer if the young person is in education or training or requests an extension of support).

Areas covered should include:

- accommodation
- practical life skills including money management
- education and training
- employment
- financial support
- specific support needs
- contingency plans for support if independent living breaks down

The pathway plan is reviewed and updated every 6 months.

## 2. BACKGROUND

In Bradford we currently have 615 young people who are eligible for a pathway plan.

Ages are as follows:

15.5	29
16	91
17	136
18	116
19	108
20	96
21+	39

Bradford have a local offer where we offer young people over the age of 21 and opportunities to continue to have a plan and remain an open case.

Our current performance is 86% completion of pathway plans. Performance has taken a dip but is now on an upward trajectory with our aim being 90% by Jan 2020. This has been a direct result of the implementation of Leaving Well and everyone getting used to a new system.

Pathway plans were previously completed via our Local Children System (LCS) using prescribed templates. Workers would discuss the content of the plan with young people and then return to the office and complete the plan for the young person. Young people's feedback was that they did not like templates or that the plan was 'done for them' not 'done with them.' It was recognised that the pathway plans did not capture the young person's voice and they were not able to "own the plan" and as a service we wanted to improve this.

Through Care is part of the National Benchmarking Forum for Leaving Carers, Social Finance (Leaving Well) presented the Leaving Well pathway planning tool pilot at a forum and invited local authorities if they were interested in being a part of the pilot. Following a competitive process Bradford were successful and became part of the pilot along with four other local authorities. Roll out of the Leaving Well app commenced in February 2019.

Through Care have completed 462 Leaving Well pathway plans since this time.

Below are examples of direct feedback from young people and workers in Bradford.

'simpler, easier, less time consuming'

'think brilliant – young peoples views are there'

'at last my voice is there'

'I've enjoyed doing it, I can do it when I want and can easily tell my worker how I am feeling'

'not suitable for everyone still need paper document for some'

'enjoy doing it on a tablet or phone'

'found easy – enjoyed using with young people – its fun'.

Two examples of pathway plans, completed via the Leaving Well app will be presented at the meeting . Workers have fed back regarding both young people that they had not known some of the views prior to the young people indicating their feelings. For example Plan A feeling worried about friendships – this has now turned into a goal that they are working on together.

### **3. OTHER CONSIDERATIONS**

#### **What is working well**

- Young people can directly input into their plan
- Young people can have a voice on their plan
- It is a three way process, between the care leaver, allocated worker and team manager
- Pathway plans can be completed anywhere, via a phone or tablet
- Pathway plan can be completed together or by the care leaver on their own.
- Easy quick check in/view of how a care leaver is feeling

- Training and support from Leaving Well is on-going
- Regular contact with Leaving Well (weekly)
- Bradford IT department have been fully involved – their support has been invaluable
- Feedback is accepted and changes are made
- Young People report that they like using it
- It is interactive with the young person
- Workers report that they like the layout of it and it is simple and how it is care leaver focused.
- Language can be changed on the “app” to other languages
- Young people have reported that they feel listened to.

### **What needs to be considered**

- Process and template need to be delivered across the wider children’s service to ensure consistency.
- It is a pilot and therefore the system does have some errors, which at times can be frustrating for workers and young people.
- Engagement of young people with the plan, it does not suit everyone. Workers have to be flexible to the young peoples needs.
- Management area of the plan needs development, process needs to be streamlined, this has been fed back.

### **Next steps**

- To continue to provide training to staff and increase confidence and familiarity.
- To continue to seek the views of care leavers.
- To quality assure all plans in February.
- Management performance reports are currently being development to report on local trends of our young people.

## **4. FINANCIAL & RESOURCE APPRAISAL**

Bradford have been successful in engaging with the pilot the Leaving Well app, it is pilot and therefore currently there is no cost. At the point of the app being the ‘finished’ product it will be rolled out nationally to local authorities and there will be a cost. Bradford along with the other pilot authorities are currently working through what a fare cost will look like going forward.

## **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

N/A

## **6. LEGAL APPRAISAL**

N/A

## **7. OTHER IMPLICATIONS**

### **7.1 EQUALITY & DIVERSITY**

N/A

### **7.2 SUSTAINABILITY IMPLICATIONS**

- Contact the Policy Officer, on Bradford 434123 or e-mail [jamie.saunders@bradford.gov.uk](mailto:jamie.saunders@bradford.gov.uk) for further guidance.

### **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

N/A

### **7.4 COMMUNITY SAFETY IMPLICATIONS**

N/A

### **7.5 HUMAN RIGHTS ACT**

N/A

### **7.6 TRADE UNION**

N/A

### **7.7 WARD IMPLICATIONS**

N/A

### **7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)**

N/A

### **7.9 IMPLICATIONS FOR CORPORATE PARENTING**

See above

### **7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT**

N/A

## **8. NOT FOR PUBLICATION DOCUMENTS**

None

## **9. OPTIONS**

It is felt that on balance the quality of pathway plans has improved through the use of Leaving Well. This will improve further as the service restructure takes hold and we have a skilled 16+ service. At this moment we would want the authority to commit to investment going forward.

**10. RECOMMENDATIONS**

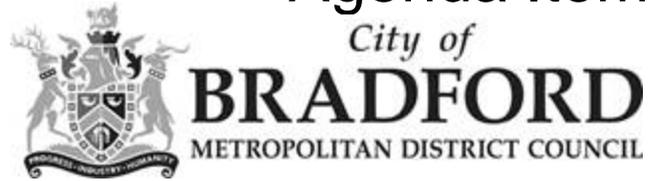
That the views of the Corporate Parenting Panel are sought.

**11. APPENDICES**

None

**12. BACKGROUND DOCUMENTS**

None



## Report of the Strategic Director of Children's Services to the meeting of Corporate Parenting Panel to be held on 20 January 2020

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O

### Subject:

Children's Rights & Advocacy Services

### Summary statement:

Report overview regarding the independent advocacy service that enables children and young people to be supported and heard in matters that affect them.

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Jenny Cryer  
Assistant Director  
Performance, commissioning and  
partnerships

### Portfolio:

**Children and Families**

Report Contact: Amandip Johal Head of  
Service, Safeguarding Reviewing and  
Quality Assurance  
Phone: 01274 431620 / 07773 248040  
E-mail: [amandip.johal@bradford.gov.uk](mailto:amandip.johal@bradford.gov.uk)

### Overview & Scrutiny Area:

**Children's Services**

## 1. SUMMARY

- 1.1 National Youth Advocacy Service (NYAS) are commissioned to provide independent advocacy and support to children and young people for them to be heard and for them to understand and be empowered to exercise their rights.
- 1.2 The independent advocacy provided falls into three categories –
- Advice and guidance on rights
  - Support with regular meetings
  - Support to make a complaint

## 2. BACKGROUND

- 2.1 NYAS are commissioned to provide the following services –
- Independent advocacy to children and young people who are in the care of Bradford MD Council either on a Care Order (full or interim) or via Section 20 (voluntarily accommodated) of The Children Act 1989.
  - Provide Independent Visitors for Children in Care. An Independent Visitor (IV) is an adult volunteer who befriends and develops a long-term friendship with a young person in care. This can involve helping young people develop new interests, skills and hobbies or going on outings such as to the cinema, bowling or just a walk in the park. The volunteers are called 'Independent Visitors' because they are a truly 'independent' person outside the care system giving the young person continuity, which is something not always possible with changing carers and social workers.
  - Provide support to children over the age of 8 to participate in the Initial Child Protection Conference (ICPC).
  - Support to young people experiencing homelessness.
- 2.5 Return to care interviews after children have been missing are undertaken by Advocacy Focus.
- 2.6 The reporting period for this report is February 2019 to present.

### Independent Visitors

- 2.7 NYAS are commissioned to provide 30 matches for children in care in Bradford. Since February 2019, the service has received 13 new referrals for Independent Visitors; 7 new matches have been made. In total, 26 children are receiving support from an Independent Visitor; 11 children are waiting to be matched to a suitable volunteer.
- 2.8 NYAS has continued to recruit good volunteers who meet the needs of our children in care. Volunteers are recruited through a variety of promotions including the use of the council website and posters in local community resources such as libraries, coffee shops and cafes.
- 2.9 Children's experiences highlight that they have found that the service has been invaluable with regards to developing confidence, supporting them at times when other changes are happening and supporting activities that have promoted good

outcomes. At times the Independent Visitor has been the only consistent factor in a child's life; this has been highlighted as an important form of source especially when children are experiencing changes in placements and social workers.

- 2.10 The challenges identified by the service relate to improving communication with frontline services to ensure that Independent Visitors are updated regarding any changes in the child's life to ensure that involvement is effective and appropriate to meet the needs of the child.

**Advocacy**

- 2.11 The following table shows the referrals for this reporting period for advocacy which is either related to a specific issue or complaint.

Reporting period 2019 to 2020	Feb –	May –	Aug –	Nov –
	Apr	Jul	Oct	Jan
	2019	2019	2019	2020
	Qu1	Qu2	Qu3	Qu4
Number of new referrals	26	17	23	
Number of individual Young People (YP) represented	32	50	46	
Number of acknowledgements made to YP within 2 working days	26	17	23	
Number of YP met within 1 week	26	17	23	
Number of YP waiting for advocacy	0	0	0	
Number of on-going cases	32	23	29	
Number of referrals closed	23	27	16	
Number of referrals where YP satisfied with service received - closed cases	23	27	11	
Number of referrals OOA (Out of LA area placements)	9	20	22	
Inappropriate referrals	0	0	1	

- 2.12. The most common theme raised was with respect to the placement due to location or because the child was unhappy in their current placement. Other significant issues raised were in relation to contact arrangements, wishes and feelings regarding care planning and requests for change in social workers. Information from NYAS highlights that children have engaged well with services resulting in closure of referrals. However a large proportion of referrals remain open due to the significant issues identified and often there being a delay in resolving issues.

- 2.13 One of the most significant issues raised was regarding the response to complaints made by children; the process is highlighted as lengthy resulting in children often disengaging. This leaves children feeling that they have not been listened to or engaged in a meaningful way to resolve matters that are important to them.

- 2.14 NYAS have also highlighted that improved communication with frontline services

would assist with seeking quick resolution. The issue of staff turnover has been identified as a significant issue; changes in managers have also impacted attendance at the quarterly meetings. It has now been agreed that moving forward the Head of Service, Safeguarding Reviewing and Quality Assurance will chair the meetings and ensure that the membership is representative of the necessary services linked with NYAS. At a meeting with NYAS last week, a new escalation and resolution process was agreed to promote improved responses to issues identified.

### Child Protection Service

2.15 The following table shows the referrals for children to be supported to partake in their ICPC for this reporting period.

Reporting period	2019/20 ICPC				Total	
	Feb - Apr	May - Jul	Aug - Oct	Nov - Jan		
	Qu1	Qu2	Qu3	Qu4		
Number of new referrals		69	34		Total	103
Number of individual Young People represented		48	35		Total	83
Number of acknowledgements made to YP within 2 working days		69	34		Total	103
Number of YP met within 1 week		48	35		Total	83
Number of YP waiting for advocacy		0	0			
Number of on-going cases		9	10			
Number of referrals closed		60	29		Total	89
Number of referrals where YP satisfied with service received - closed cases		39	25		Total	64
Inappropriate referrals		4	2		Total	6

2.16 Out of the 103 children referred to the service, 83 children have been represented. 20 children have refused the service or have chosen not to engage with the advocacy service. Further information is required to understand why children chose not to participate in the Child Protection process.

2.17 When children have engaged with the advocacy service, feedback provided highlights that this has been positive. Children have been supported to attend the meeting or an advocate has attended on their behalf to ensure that their voice is present in the ICPC. This has enabled participation and helped children to feel that they have been listened to. Conference chairs have highlighted that the attendance of an advocate is appreciated and valued to support the process being child centred.

2.18 NYAS has reported that the service is being used well, with Bradford having a higher take up than other authorities. This has been successful due to the referral process being effective with all the relevant details.

- 2.19 To strengthen the service further it was identified that it was important to revisit raising the profile of NYAS being available to support children in ICPC; it is necessary that social workers discuss the advocacy service when a decision has been made to proceed to an ICPC with the child and parents so that consent can be made for NYAS to be involved.
- 2.20 To continue to enable effective child participation and attendance, exploration is also required to the development of child friendly plans, linking this to how meetings are managed to enable the child to attend the whole meeting when appropriate, rather than being left alone in a room or in reception. Discussions are also required with our partners to address some of their reluctance at times to having children attend the conference.
- 2.20 Due to the positive feedback about the service, it would be helpful to consider whether there is any scope to extend this service to review conferences to support a child centred service.

### Youth Homelessness

2.21 The following table shows the referrals for this reporting period from Youth Homelessness.

Reporting period	2019/20 YH				Total	
	Feb - Apr	May - Jul	Aug - Oct	Nov - Jan		
	Qu1	Qu2	Qu3	Qu4		
Number of new referrals		6	9		Total	15
Number of individual Young People represented		6	8		Total	14
Number of acknowledgements made to YP within 2 working days		6	9		Total	15
Number of YP met within 1 week		6	8		Total	14
Number of YP waiting for advocacy		0	0			
Number of on-going cases		2	8			
Number of referrals closed		4	7		Total	11
Number of referrals where YP satisfied with service received - closed cases		4	3		Total	7
Number of referrals OOA (Out of LA area placements)		0	0		Total	0
Inappropriate referrals		0	0		Total	0

- 2.22 All of the 15 referrals made to support young people experiencing homelessness have been in relation to rights and entitlements. There is a low rate of referrals from this part of the service and further discussions are required to understand this.
- 2.23. When the service has been used, the feedback provided highlights that it has been effective in resolving issues. One of the challenges to supporting young people

experiencing homelessness is being able to maintain contact with the young person.

## **Promotion and Networking**

- 2.24 **Children and Young people** - All young people who have received a visit have been given information leaflets about NYAS and how to contact the Helpline. More recently children are being informed about the free NYAS App they can download.
- 2.25 **Children's Services** - NYAS have attended a number of team meetings to raise awareness about the service, including the Through Care Teams, IRO Team and CCHDT. NYAS have attended open day events and conferences to promote the service. This is a continuous process and it has been agreed that this will be revisited after the restructure. NYAS are also exploring which other services need to be informed of the service with the wider community to develop partnership working.
- 2.26 NYAS would like to develop a drop in facility at Sir Henry Mitchell House one day a week where Social Workers and Team Managers will have access to the Senior Advocate to make enquires, discuss cases and make referrals. This will be implemented after the restructure.
- 2.27 **Children In Care Council** - NYAS have attended the CICC and introduced the service to the children and young people who attend. It has been agreed that a drop in session once per month would be available to support more children and young people to access the Advocacy service if they wanted too. Dates and arrangements for this need to be planned and made available.

## **3. OTHER CONSIDERATIONS**

- 3.1 None

## **4. FINANCIAL & RESOURCE APPRAISAL**

- 4.1 N/A

## **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

- 5.1 N/A

## **6. LEGAL APPRAISAL**

- 6.1 N/A

## **7. OTHER IMPLICATIONS**

### **7.1 EQUALITY & DIVERSITY**

- 7.1.1 It is critical that the feedback and issues raised by children are listened to and

considered to ensure that the service is effective in supporting good outcomes.

**7.2 SUSTAINABILITY IMPLICATIONS**

N/A

**7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

N/A

**7.4 COMMUNITY SAFETY IMPLICATIONS**

N/A

**7.5 HUMAN RIGHTS ACT**

N/A

**7.6 TRADE UNION**

N/A

**7.7 WARD IMPLICATIONS**

N/A

**7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS  
(for reports to Area Committees only)**

N/A

**7.9 IMPLICATIONS FOR CORPORATE PARENTING**

**7.9.1** Challenging and strengthening services to improve outcomes for Looked After children.

**7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT**

N/A

**8. NOT FOR PUBLICATION DOCUMENTS**

N/A

**9. OPTIONS**

**9.1** There is clear evidence that NYAS are supporting services by enabling child participation. It is a core service that needs to be strengthened with an understanding of how this provision can be developed to enable effective service provision for the children of Bradford.

## **10. RECOMMENDATIONS**

- 10.1 That it be noted that NYAS complete an annual report with more detail regarding ethnicity and age range for each of the areas that they are commissioned to provide a service for. It has been agreed that this will be included in the data that they provide on a quarterly basis. This will help enhance the understanding of how well our services support and enable children.
- 10.2 That the recommendations in appendix 1 to Document "O" be considered and a further report be provided to the panel with an update regarding progress against the actions identified.

## **11. APPENDICES**

- 11.1 List of actions – appendix 1.

## **12. BACKGROUND DOCUMENTS**

- 12.1 None

## List of Actions to improve Child Participation across the service

<b>Independent Visitors</b>
Social workers to be reminded to update Independent visitors regarding any changes that happen to better meet the needs of children; this will also support improved communication.
To support the recruitment of volunteers through providing a venue to facilitate training as well as social workers / managers being available to sit on interview panels.
Look at capacity to commission a further 10 places to support a wider range of children.
<b>Advocacy and Complaints</b>
Review of complaint services for Children and Young People; timeliness needs to be reviewed to ensure that there are no delays in resolving issues – this will reassure children and young people that we are listening to them.
Renewed engagement with frontline services further to the restructure to raise aware of the advocacy service available for children.
Appropriate representation at quarterly meetings with NYAS.
Review of escalation and resolution process to consider effectiveness in responding to issues raised by children.
<b>Child Protection</b>
Further understanding of the data when children have made the choice to not engage with the service to look at how participation can be increased.
Promote the advocacy service with teams to ensure that children and families are aware of the service and can give consent for a referral to be made.
Develop and promote child friendly plans to promote enable children to better understanding of what is happening and what decisions are being made.
Review the format of meetings to support child participation and work with partner agencies to understand their concerns regarding children attending the conference.
Further exploration is required as to whether there is any scope to extend this service to review conferences to support a child centred service.
<b>Youth Homelessness</b>
There is a low rate of referrals from this part of the service and further exploration is required to understand this. Information about NYAS needs to be shared with relevant services in the Bradford area.

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## Report of the Strategic Director of Childrens Services to the meeting of the Corporate Parenting panel to be held on 20<sup>th</sup> Jan 2020

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**Subject:**

**P**

Childrens Participation Report - December 2019  
Viewpoint – What are young people telling us?

**Summary statement:**

This report presents the importance and different types of child participation within children looked after reviews. There is specific emphasis on the use of viewpoint as a tool for child participation with Bradford’s children.

This report explains how viewpoint fits in with other types of participation as well as cover performance of completed questionnaire and what Bradford children are telling us through the completion of viewpoint.

There is also information on Bradford’s viewpoint user-group, its functioning and findings.

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Jenny Cryer  
Assistant Director

**Portfolio:**

**Children and Families**

Report Contact:  
Imran Cheema  
Independent Reviewing Officers Team  
Manager  
Phone: (01274) 434530  
E-mail: [Imran.cheemna@bradford.gov.uk](mailto:Imran.cheemna@bradford.gov.uk)

**Overview & Scrutiny Area:**

**Children’s Services**

## 1. SUMMARY

1.1 This report presents what Bradford children are telling us through the completion of viewpoint.

## 2. BACKGROUND

### 2.1 Participation

Participation has been found to help children and young people to:

- Feel connected to and committed to decisions.
- Have better decision-making and service tailoring.
- Feel empowered and more in control.
- Increase self-esteem and enhance their ability to manage stressful experiences.
- Be more *adequately prepared* for life events like leaving care.
- Be more protected and safeguarded.

### 2.2 Participation & Voice of the Child in Reviews (LAC age 4+)

The two tables below present the different ways Bradford's children have participated in their Looked after Reviews since April 2018 to present.

#### 1 April 2018 – 31 March 2019

Participation Type	Total no of CLA	Percentage %
PN1 Child attended & spoke for self	924	39.61%
PN2 Child attended - advocate spoke	13	0.56%
PN3 Child attended - gave views non verbally	9	0.39%
PN4 Child attended without contributing	11	0.47%
PN5 Child not attended, advocate briefed with views	210	9.00%
PN6 Child not attended, views sent	1154	49.46%
PN7 Child not attended & did not send views	12	0.51%
<b>Total Reviews with children age 4+</b>	<b>2333</b>	
<b>Participation Rate</b>	<b>99.5%</b>	

## 1 April 2019 – 30 November 2019

<b>Participation Type</b>	<b>Total no of CLA</b>	<b>Percentage %</b>
PN1 Child attended & spoke for self	686	41.80%
PN2 Child attended - advocate spoke	7	0.43%
PN3 Child attended - gave views non verbally	9	0.55%
PN4 Child attended without contributing	3	0.18%
PN5 Child not attended, advocate briefed with views	136	8.29%
PN6 Child not attended, views sent	793	48.32%
PN7 Child not attended & did not send views	7	0.43%
<b>Total Reviews with children age 4+</b>	<b>1641</b>	
<b>Participation Rate</b>	<b>99.6%</b>	

Bradford has consistently maintained a performance of 99% or above for children participating in their reviews. From the above tables we can see that over the last financial year 924 children attended their review meeting and spoke for themselves. This makes up 40% of all participation which has been consistent over the last 2 years and has improved slightly to 41% this financial year.

The second most popular form of participation is code PN6 where children do not attend the meeting but send views via the social worker, foster carer, and advocate or by completing some paper consultation form such as Viewpoint.

### 2.3 What is Viewpoint?

Viewpoint Interactive is a computer based tool used widely by local authorities in England, Wales and Northern Ireland since 1995 for obtaining the views of children and young people for many uses including preparation for their Children Looked after reviews.

Children and young people using Viewpoint can do so via the internet or a laptop computer using a unique login ID allocated to them. They complete a questionnaire interactively and a report is then produced for their CLA review. There are also some computer games children can play within the questionnaire.

Prior to each CLA Review, the parent, carer and child subject of the review are asked for their views on how the placement is going and whether there are any issues for the review to consider. This is done via manual Consultation Papers to parents and carers, and the completion of the Viewpoint on-line questionnaire by the child.

All our CLA & Child Protection population age range 4 – 18 can complete viewpoint. The questionnaires are available from the second CLA review.

Young people have been involved in revising the questionnaires to ensure the content is appropriate to their needs whilst supporting delivery of service. This was last done in November 2018.

The IRO will check the questionnaire to identify any themes the child/young person would like to discuss either at the meeting or any reservations they may have regarding their current episode of care or life at home. It is not uncommon for an IRO to visit the child before the meeting if they have come across an issue raised by the child within the completed questionnaire.

## **2.4 The Child's Voice and Viewpoint**

Viewpoint is one of many ways a child can participate in their review and ensure that their voice is heard. The benefits of completing the questionnaire include answering questions on a wide range of issues which are very important for children in care. This includes things such as the child's feelings about their home, relationship with their carer, relationship with their social worker, family contact, things that they are happy or unhappy about and things they would like to change etc.

Completed questionnaires are also used to inform sufficiency reports to identify what Bradford's children are telling us. Currently these sufficiency reports are prepared on a quarterly basis within the year.

Some of the key messages are as follows:

### **Sufficiency Report January-March 2019**

#### **Age range 4 to 6 (based on 11 completed questionnaires)**

- Most children felt safe where they lived.
- Most children reported feeling happy where they lived and helped by their carers.
- Most children reported being able to speak to their social worker. Some said that they wanted more time with their social worker and didn't know what their placement plan was.
- Most children said that they slept well and some children said that they often got upset.
- Most children said they attended school every day, were happy there and that their carers help them with homework.
- Some children said they wanted more contact with their families and that their friends could not visit them at home.
- Most children said they receive pocket money and some said that they would like more life story work.

So following from obtaining these views the sufficiency reports make recommendations on areas professionals working with the children can focus on such as:

- Professionals to explore more contact with identified family and friends.
- To complete life story work.
- To capture individual experiences of school life.
- To explore what makes children feel safe and settled.

## **Sufficiency Report January-March 2019**

### **Age range 10 to 15 (52 completed)**

This is Bradford's most successful age range for completing questionnaires. Some of the findings are as follows:

- Most young people did not report feeling bullied where they live.
- Most young people reported positive relationship with their carers.
- Some young people reported that it is not always easy to speak to their carer's and professional advice was for the allocate social worker to explore communication between the child and the carer.
- Some young people requested to have more time with their social worker and to be informed on how long they would remain in placement
- Most young people said that they did not have any health worries but some reported being unaware of whether or not they had had their annual health assessment.
- Most young people said that they had space to do homework and were assisted by their carer
- Similar to the younger age range, some young people said that they would want more contact with their family.
- Most young people reported that they could practice their religion and customs. They had personal care items and were given a choice about the clothes they wish to wear.

## **Sufficiency Report April to June 2019**

### **Age range 7-9 (based on 20 completed questionnaires)**

- Most children reported feeling safe where they lived and knowing where to go for help.
- Some children said they didn't always like what they had to eat.
- Most liked where they lived and had a good relationship with the carer.
- Some children reported not always feeling comfortable talking to their social worker.
- Some children reported not sleeping well and often being upset.
- Most children reported going to school every day. Some said they did not enjoy school and wanted more help with homework.
- Some children wanted most life story work and more pocket money.

## **Sufficiency Report April to June 2019**

### **Age range 10 to 15 (based on 44 completed questionnaires)**

- Most young people reported feeling safe where they live.
- Some young people reported being bullied where they lived and had been reported missing to the police. Issues were addressed by the IRO within the review.
- Most young people felt happy where they lived and reported a good relationship with their carer.
- Some young people wanted to spend more time and requested more help from their social worker.
- Most young people were happy with family contact.
- Some young people said their friends couldn't visit them and wanted more family contact.
- Like the previous sufficiency report within this age range most young people said that they could follow their religion and customs. They had enough personal care

- items and were allowed to choose their own clothes.
- Some young people said they wanted more life story work.

## **Sufficiency report July -September 2019**

### **Age range 10-15 (based on 30 complete questionnaires)**

- Most young people reported having an annual health assessment.
- Most young people said that they were not worried about their health.
- Most young people said that they are not worried by anything at school. Six children were nearly always worried about something at school. This was mostly around homework and exams.
- Over 70% of the children reported that their carer helps them with homework.
- Most children reported having the equipment and space to do homework.
- Children reported undertaking a wide variety of activities. The most popular mentioned were meals out, going to the theatre or cinema and sports and leisure activities. The biggest obstacle mentioned to being involved in more activities was cost.
- Most young people report enjoying the food they were given.
- Most young people again report being able to practice their religion and customs. Once again, almost all the children report having enough personal care items.

## **2.5 IRO and Viewpoint**

The sufficiency reporting has been able to provide an overview of specific children who have raised a concern with regards to their care experience. These have been discussed with the IRO, focusing on firstly whether they were aware of the issues, what action they took and the outcome.

Between January and March 2019, I reviewed over 20 children's questionnaires with Bradford's IRO's around being safe, the child's emotional, well-being and the child's relationship with their social worker.

Here are some examples of issues identified and resolutions completed -

- One boy told his IRO that he was scared of a new child that had recently come to stay in the residential unit. The IRO communicated this to the relevant residential workers. Reassurance and protective measures were then adhered to, under the unit's bullying protocol. The outcome was when the IRO then touched base with the child he was much happier, appreciative and thankful.
- Another young boy told his IRO that he was scared of various strangers attending the next-door neighbour's house. The IRO reported the matter to the police who confirmed that there was suspected drug dealing taking place.
- A sibling group reported that they were not happy at their placement. When the IRO spoke to them, they clearly wanted to go home. Subsequently the children have returned home to live with their mother under a Supervision Order. This evidenced key professionals working together effectively on the voice of children.
- A young girl reported being unhappy. When the IRO spoke to her, it was made apparent that this was regarding family contact. Following the review it was agreed that contact would be reduced which resolved matters for her.

- A child reported a poor relationship with their social worker. When this was explored it became apparent that the child was blaming the social worker for not being home. The child accepted that the social worker was only doing their job.
- A child requested that their social worker ensures their mother did not attend the review. This was addressed and achieved.
- Another child reported a poor relationship with their social worker. That social worker has since left the authority. The child now told the IRO that they are getting on much better with their new worker.
- A recommendation was made by the IRO for the social worker to do some meaningful direct work as the child felt they were not involved in care planning.
- Another child told the IRO that even though they reported that friends could not visit them in placement they understood this was due to the distance and not as a result of anything the carer, social worker had not done.
- A young boy confirmed that he misunderstood the question and that his friends actually could visit him in placement.

To encourage better performance, it was agreed in July 2019 that IRO's would support children to complete viewpoint when visiting them. I am aware that this practice is being embedded across the service.

## 2.7 Performance

### Viewpoint Completed Questionnaires 1 April 2018 – 31 March 2019

Over the last financial year 310 questionnaires were completed by Bradford's children looked after population. This presents a reduction on previous years where numbers have been closer to 400. The number of completed questionnaires in 2017 to 2018 was 381. The most engaged age range is 10 to 15 with 16+ still being an area where engagement is slow.

Age Range	Completed
4-6	35
7-9	73
10-15	179
16 plus	23
<b>Total</b>	<b>310</b>

Since April 2019, completion rates have been similar to the previous financial year. If the current trend continues we expect 346 questionnaires to be completed over the full 12 months. This would be an improvement and increase on last year of 36.

**1 April 2019 – 30 November 2019**

<b>Age Range</b>	<b>Completed</b>
4-6	24
7-9	47
10-15	119
16 plus	23
<b>Total</b>	<b>213</b>

## **2.8 Viewpoint User group**

The viewpoint user group continues to meet every 3 months. The group is made up of Bradford's participation lead worker and champions representing different parts of the service. The group has faced some challenges over the last year to ensure regular consistent attendance from key professionals. The main issue has been staff-churn within the frontline social workers and team managers.

The user group has attempted to identify the reasons for the decline in viewpoint performance over the last few years. Primarily we identified the reasons as follows:

- No automatic reminder system in place.
- Team managers and social workers on the frontline and through care service have not been effectively driving viewpoint performance.
- Alternative methods being used when undertaking direct work with children and acquiring the voice of the child. This includes using signs of safety tools for children subject to child protection plans and also the pilot of the leaving well for 16+ CLA and care leavers.
- Completion of questionnaires has not been a priority within social work supervision.
- It has been difficult to achieve consistency with attendance at the user group due to people leaving and new people coming in to the service.
- One of Bradford's workforce development staff recently reported that a number of foster carers in Bradford give feedback that children found viewpoint repetitive and cumbersome. They did not feel the need to complete a new questionnaire for each review. Carers and children have struggled to logon. Some of the games do not work.

The user group has also been made aware of some technical difficulties over the year. A number of people reported that they can login fine but once in, there is no start button to begin a questionnaire. All they see is a report button that shows them their answers to a previous questionnaire. A designated member in the user-group has to go in as the administrator and edit the questionnaire availability manually which resolves this issue. This has been raised as an issue and it is envisaged that this will be resolved by the end of the year.

There have also been problems linked to which Internet browser for people use when trying to use viewpoint. Viewpoint Organisation has since created a newer version of the Viewpoint website with a different URL (<https://vptweb.vptol.co.uk/Login>) and over time the older website will be phased out.

To support driving improvement in performance the following has been agreed -

- The need to identify champions from service areas as go to people for any technical problems and advice on viewpoint.
- Attendance from team managers and service managers after the restructure to refresh and drive Viewpoint.
- Further to the restructure, members of the user group to facilitate drop in sessions for social workers and managers to promote the functionality and better understanding of viewpoint.
- The new representative from Bradford's residential units to refresh and drive completion of more questionnaires for children living in residential settings.
- Viewpoint is now tablet and smart phone compatible. Bradford's children to be supported and encouraged to complete Viewpoint from their phone or tablet.

### **3. OTHER CONSIDERATIONS**

3.1 There are no other considerations.

### **4. FINANCIAL & RESOURCE APPRAISAL**

4.1 There is an annual licence fee for viewpoint.

### **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

5.1 N/A

### **6. LEGAL APPRAISAL**

6.1 N/A

### **7. OTHER IMPLICATIONS**

#### **7.1 EQUALITY & DIVERSITY**

On speaking to the office of the chief executive there is nothing specific regarding children looked after and participation within Bradford's equality objectives.

#### **7.2 SUSTAINABILITY IMPLICATIONS**

N/A

#### **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

N/A

#### **7.4 COMMUNITY SAFETY IMPLICATIONS**

N/A

**7.5 HUMAN RIGHTS ACT**

N/A

**7.6 TRADE UNION**

N/A

**7.7 WARD IMPLICATIONS**

N/A

**7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS  
(for reports to Area Committees only)**

N/A.

**7.9 IMPLICATIONS FOR CORPORATE PARENTING**

Ensuring that children and young people have the opportunity to participate in their reviews to ensure that their wishes and experiences are heard and considered as part of the care planning process.

Challenging and strengthening services to improve outcomes for all children in Bradford.

**7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT**

N/A

**8. NOT FOR PUBLICATION DOCUMENTS**

None.

**9. OPTIONS**

9.1 The viewpoint user group to continue to meet to improve performance, amending questionnaires, advising on any changes and dealing with all matters regarding viewpoint.

9.2 Review whether Viewpoint is the most effective way of capturing children's experiences

**10. RECOMMENDATIONS**

10.1 That the quartley reports available from Viewpoint are reviewed and discussed within the Viewpoint User group but are also shared with frontline service for discussion and review; this will help social workers to understand the experiences of children and young people.

10.2 Reports from Viewpoint are used to inform training.

10.3 As part of the improvement work, the following is considered -

- Completion and quality of lifestory work – how are children engaged in this work and the impact this has in terms of supporting children to understand their experiences.
- Indicators for what will make children feel settled and safe in placement – understanding the quality of placements through auditing and feedback from children through an adapted questionnaire.
- Improving communication within the placement and with the social worker – work with the fostering and residential services and the Children In care Teams (after restructure) to understand some of the challenges for children to develop positive relationships with carers and social workers and how to navigate some of the barriers to improve better and improved communications.
- Improved links between educations and Children’s Services to support an understanding of what education experiences are like for children as well as what support is available to help with homework.
- Ensure that carers and children are aware of the leisure offer from Bradford Council.

## **11. APPENDICES**

11.1 N/A

## **12. BACKGROUND DOCUMENTS**

12.1 None

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Conservative	Labour	Lib Dem
Cllr Dale Smith	Cllr Carol Thirkill (Chair)	Cllr Julie Humphreys
	Cllr Adrian Farley (Dep Chair)	
	Cllr Angela Tait	
Alternates	Alternates	Alternates
Cllr Mike Pollard	Cllr Sarfraz Nazir	Cllr Brendan Stubbs
	Cllr Nussrat Mohammed	
	Cllr Mohammed Shafiq	

Non-voting Co-opted Members	
Inspector Kevin Taylor	West Yorkshire Police, Partnerships
Yasmin Umarji	Senior Primary Partnership Manager, Education
Sue Thompson	Designated Nurse – Safeguarding Children and LAC, CCG Collaboration
The Chair of the Children in Care Council	

**CORPORATE PARENTING PANEL**

<b>Date and Venue</b>	<b>Type of Meeting / Venue</b>	<b>Agenda Items</b>	<b>Lead Officer / Report Author</b>	<b>Deadline for report to J Cryer</b>	<b>Chair's briefing</b>	<b>Report deadline to Secretariat</b>	<b>Publication of Papers</b>
<b>22<sup>nd</sup> July 2019</b>	<b>Business Meeting Committee Room 1 City Hall</b>	<ul style="list-style-type: none"> <li>Appointment of Co opted Members</li> </ul>	Chair				
		<ul style="list-style-type: none"> <li>Regional Adoption Agency: Annual report for Bradford focusing on the achievements and the challenges.</li> </ul>	Sarah Johal OAWY	2/7/19	5/7/19 3.30pm	9/7/19	12/7/19
		<ul style="list-style-type: none"> <li>Children Placed out of Bradford: Report on the numbers of children; services offered; challenges and sufficiency plans</li> </ul>	David Byrom	2/7/19	5/7/19 3.30pm	9/7/19	12/7/19
		<ul style="list-style-type: none"> <li>Citizenship and Passports update with a focus on Brexit planning</li> </ul>	Rachel Curtis	2/7/19	5/7/19 3.30pm	9/7/19	12/7/19
		<ul style="list-style-type: none"> <li>Forward Plan</li> </ul>	Chair				
<b>9<sup>th</sup> September 2019</b>	<b>Joint meeting with young people / Culture Fusion or Committee Room 3 (TBC)</b>	<ul style="list-style-type: none"> <li>Young people's feedback from the development event</li> </ul>	Mick Nolan/ Young People	20/8/19	23/8/19 1pm	27/8/19	30/8/19

		<ul style="list-style-type: none"> <li>Leisure Services Corporate Parenting report</li> </ul>	Steve Hartley	20/8/19	23/8/19 1pm	27/8/19	30/8/19
		<ul style="list-style-type: none"> <li>Forward Plan</li> </ul>	Chair				
<b>4<sup>th</sup> November 2019</b>	<b>Business meeting / Committee Room 1, City Hall</b>	<ul style="list-style-type: none"> <li>Head of QA and Safeguarding annual report to include IRO/CP/Audit</li> </ul>	Amandip Johal	15/10/19	17/10/19 11am	22/10/19	25/10/19
		<ul style="list-style-type: none"> <li>Corporate Services : Corporate Parenting Report</li> </ul>	Joanne Hyde	15/10/19	17/10/19 11am	22/10/19	25/10/19
		<ul style="list-style-type: none"> <li>Report from the Homelessness Review</li> </ul>	Emma Collingwood	15/10/19	17/10/19 11am	22/10/19	25/10/19
		<ul style="list-style-type: none"> <li>Report on Emotional and Mental Wellbeing of Looked After Children – (financial element and provision of CAMHS for Looked After Children – requested at the 15 April 2019 meeting of the Panel) <b>(deferred from 9/9/19 Panel)</b></li> </ul>	Sasha Bhat / Clare Smart	15/10/19	17/10/19 11am	22/10/19	25/10/19
		<ul style="list-style-type: none"> <li>Forward Plan</li> </ul>	Chair				
<b>20<sup>th</sup> January 2020</b>	<b>Joint Meeting with young people / Keighley or</b>	<ul style="list-style-type: none"> <li>Viewpoint- what are young people telling us : Report and discussion</li> </ul>	Imran Cheema	17/12/19	20/12/19 11am	7/1/20	10/1/20

	<b>Committee Room 1, City Hall (TBC)</b>						
		<ul style="list-style-type: none"> <li>Leaving Well App feedback on views</li> </ul>	Emma Collingwood	17/12/19	20/12/19 11am	7/1/20	10/1/20
		<ul style="list-style-type: none"> <li>Corporate Parenting Report: Place</li> </ul>	Steve Hartley	17/12/19	20/12/19 11am	7/1/20	10/1/20
		<ul style="list-style-type: none"> <li>Children's rights and advocacy services <b>(deferred from Nov Panel)</b></li> </ul>	Amandip Johal	17/12/19	20/12/19 11am	7/1/20	10/1/20
		<ul style="list-style-type: none"> <li>Sufficiency – Verbal</li> </ul>	Mark Trinder	17/12/19	20/12/19 11am	7/1/20	10/1/20
		<ul style="list-style-type: none"> <li>Forward Plan</li> </ul>	Chair				
<b>9<sup>th</sup> March 2020</b>	<b>Business Meeting Committee Room 1, City Hall</b>	<ul style="list-style-type: none"> <li>Permanence</li> </ul>	David Byrom	18/2/20	21/2/20 11am	25/2/20	28/2/20
		<ul style="list-style-type: none"> <li>Through care service report</li> </ul>	David Byrom	18/2/20	21/2/20 11am	25/2/20	28/2/20
		<ul style="list-style-type: none"> <li>Health Services for Children Looked After: CCG and health partners</li> </ul>	TBC	18/2/20	21/2/20 11am	25/2/20	28/2/20

		<ul style="list-style-type: none"> <li>Corporate Parenting Report: Corporate Services</li> </ul>	TBC	18/2/20	21/2/20 11am	25/2/20	28/2/20
		<ul style="list-style-type: none"> <li>Forward Plan</li> </ul>	Chair				
<b>6<sup>th</sup> April 2020</b>	<b>Joint Meeting Committee Room 1, City Hall</b>	<ul style="list-style-type: none"> <li>Education report on children not in mainstream education, not in education and post 16</li> </ul>	Ken Poucher/Emma Collingwood	17/3/20	20/3/20 11am	24/3/19	27/3/20
		<ul style="list-style-type: none"> <li>Reg 44 report on children's homes</li> </ul>	Suzanne Lythgow	17/3/20	20/3/20 11am	24/3/19	27/3/20
		<ul style="list-style-type: none"> <li>Corporate Parenting Report:: Health and Wellbeing</li> </ul>	TBC	17/3/20	20/3/20 11am	24/3/19	27/3/20
		<ul style="list-style-type: none"> <li>Forward Plan</li> </ul>	Chair				

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