

# Our Participation Strategy

2013 to 2015  
V2.0

HOWA  
GROWN-  
UPS SHOULD  
KEEP US SAFE

Aum!

Grow-ups should care for us extra when we are in the public.

Why did you do that!

But parents you didn't tell me!

Grow-ups children in situation should warn a slippery

Zahra, age 7





Our Participation Strategy will support this:



# The child's journey

It's in our hands

## Making a difference – it's in our hands

The child	<ul style="list-style-type: none"> <li>• Do I understand, through the child's eyes?</li> <li>• Have I taken time to understand and analyse the history?</li> <li>• What outcomes will we achieve together? When?</li> </ul>
My practice	<ul style="list-style-type: none"> <li>• Are the family and child making decisions with me?</li> <li>• Am I specific about what needs to change?</li> <li>• Am I taking into account new information?</li> </ul>
What difference?	<ul style="list-style-type: none"> <li>• Is the plan working? Can we point to the difference we have made?</li> <li>• If not, what needs to change/ happen now?</li> <li>• How is the child's experience different and better?</li> </ul>



# Contents

To make it easy to follow, this document is in three sections:  
**Vision, Drivers, and Plan.**

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# I. Vision: Our Shared Vision

*It's in our hands: We promise our children and young people the best start in life.*

This is our high level strategy for engagement and participation of children and young people in Harrow Council Services. Our vision is for: children and young people to have the **right** to be listened to and be involved in the planning, provision and evaluation of the services they need. Staff and managers to demonstrate that the child's voice has been listened to and acted upon.

We are committed to doing more activities with value for money. So we must be very clear about our priorities and ensure that participation is embedded within our practice.

*"In order for this plan to work staff and managers need to ensure that participation is everyone's business demonstrating an understanding of their roles and responsibility"*

We expect all case holding workers to ensure all children and young people are able to express their views and opinions, hear their views and take the child's view into consideration.

Our shared vision is that everyone in Children's Services has a commitment into providing a service that supports children and young people, involving them in decision making and making a difference in their lives, ensuring the outcomes are child focused and met.

This inclusive participation strategy builds on the early work undertaken by the Participation Officer and should be read



alongside *Our Plan: Children & Families* (our overall strategic document) and our Improvement Plan.

*UN Convention on the Rights of the Child states:  
(Article 12) Respect the views of the Child  
(Article 13) Freedom of expression*

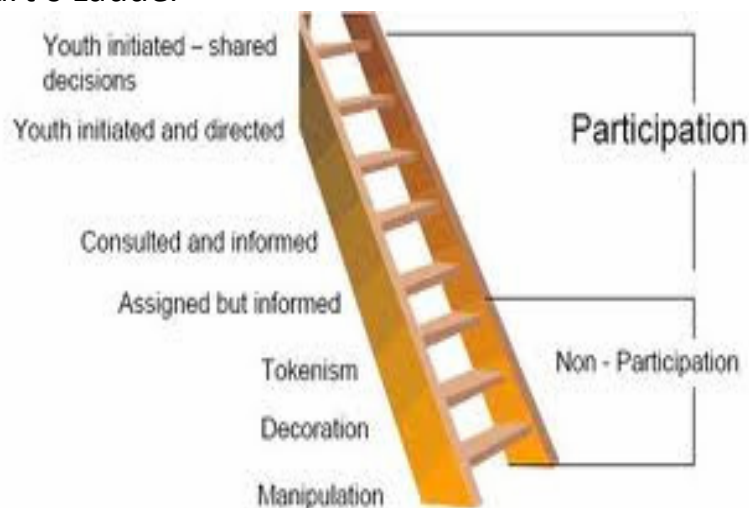


*Rohan, age 6*

## II. What is Participation?

Participation is a process rather than an event, with varying degrees of involvement from being consulted on a predetermined issue to children and young people choosing their agendas, making their own decisions and taking them forward. There are a number of models which describe degrees of participation according to Hart's Ladder and Treseder's Five Degrees of participation. It is useful to consider which degree of participation is mostly appropriate and effective in different settings and situations as follows below.

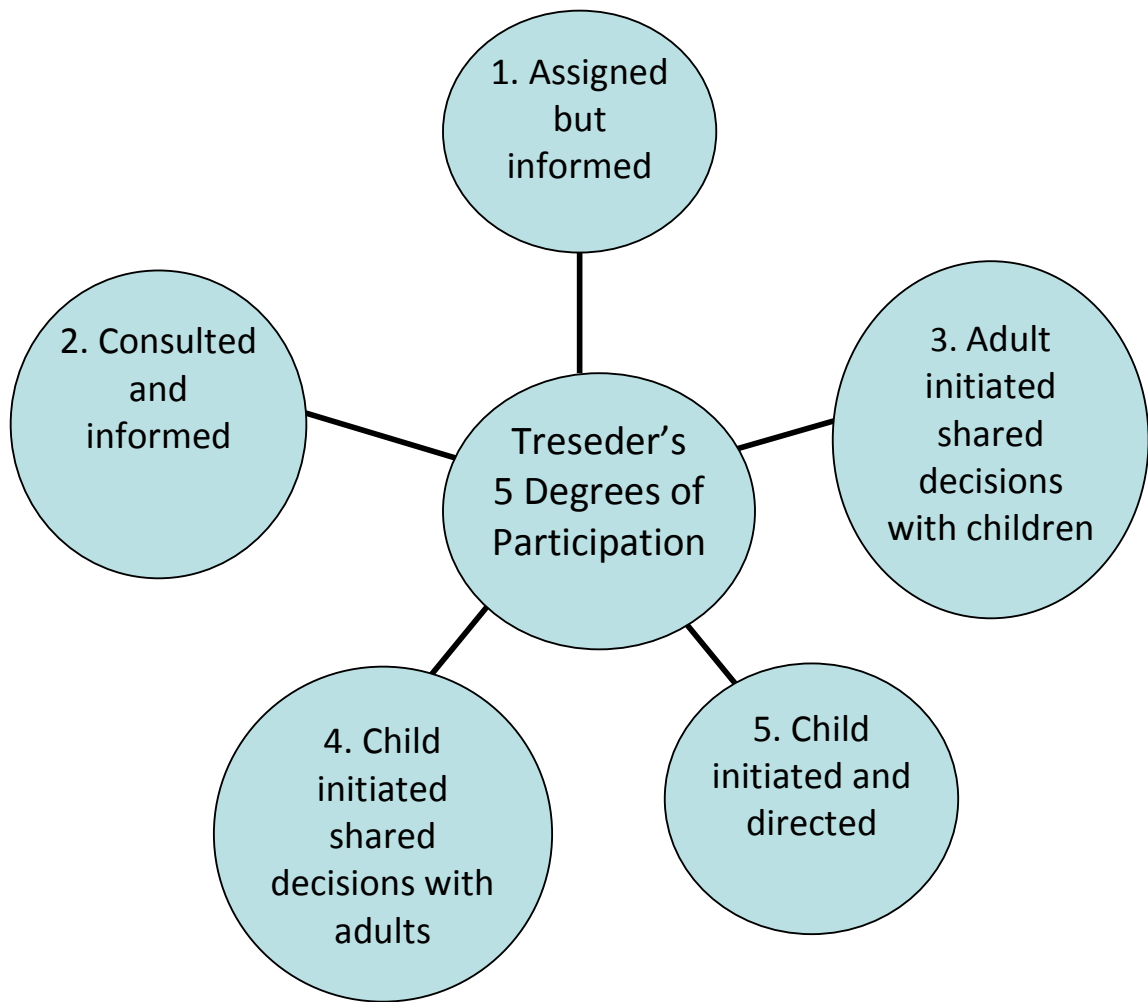
### Hart's Ladder



Dr. Roger Hart created this ladder of participation to help us think about where we really are and where we would like to be, in terms of children's participation. This ladder was not created to suggest that we have to be at the top rung, but rather, that we ought to be aiming to get out of the lower rungs of non-participation, and develop ways of genuinely engaging children and young people.



Treseder's Five Degrees of Participation as described below:



Treseder's model uses five degrees of participation that should be viewed as different, but equal, forms of good practice. There is no hierarchy of involvement: the type of involvement depends on the wishes of children and young people, the context, children and young people's developmental stages and the nature of the organisation for example:

### **1. Assigned but informed**

Adults decide on the project and children would volunteer. The children understand the project, they know who decided to involve them and why. Adults respect children's views.

## **2. Adult-initiated, shared decisions with children**

Adults have the initial idea but children are involved in every step of the planning and implementation. Children's views are considered, and they are involved in making decisions.

## **3. Consulted and informed**

The project is designed and run by adults but children are consulted. They have a full understanding of the processes and their opinions and views are taken seriously.

## **4. Child-initiated and directed**

Children have the initial idea and decide on how the project is to be carried out. Adults are available but don't take charge.

## **5. Child-initiated, shared decisions with adults**

Children have ideas, set up projects and come to adults for advice, discussion and support. The adults don't direct but offer their expertise for young people.

### **Harrow Council examples of Participation include:**

#### **Child/young person initiated and directed**

- Beyond Limits – Children in Care Council (CiCC)
- Young Inspectors
- Induction for Social Workers and Foster Carers

#### **Child/young person initiated shared decisions with adults**

- Commissioning of Services
- Recruitment of staff
- Training of staff and professionals
- Children Looked After (CLA)<sup>1</sup> Lets Talk Session

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<sup>1</sup> CLA –Children Looked After /Children in Care

- Ministerial Discussion Group
  - Young Voices
  - Quality Assurance Deep Dive
3. **Adult initiated and shared decisions with children**
- Promote the need for Participation and the voice of the child to be central to all work throughout children's services
  - Participation Network Meeting
  - Corporate Parenting Panel
  - Responding to Child Protection (CP)<sup>2</sup> and CLA Feedback Forms/forums/advocacy/consultations
  - Attending CLA Fair
  - Involvement of stall for Councillors
  - Newsletters – information which is given and received
  - Mentoring – benefiting from a mentoring relationship

(for example)

Please check the  
smoke alarm works  
in your house!



*Shivani, age 6*

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<sup>2</sup> CP – Child Protection

# III. Vision: Desired Practice

We want to develop specific behaviours within Children and Families Service.

## **Practitioners who:**

- Aim for the Child's Voice to be at the centre of all decision making
- Can tell the child's story and are absolutely clear about what needs to change for the child
- Are pro-active in working for the children and listening to their views: when completing assessment and reports, in Child Protection Conferences – where the emphasis is for strengthening families, core group meetings, strategy meetings and CLA Reviews
- Reflect confidently on the child's views and opinions and actively evidence this
- Take time to talk to children on their own, can tell the child's journey taking into account their previous experiences, and speak confidently about how the family history has been contributed to informed decision making
- Clearly specifying in recordings that the child was seen alone evidencing discussions that took place
- Any actions from the meeting to be evidenced in the case notes and completed within timescales.
- Any decisions made to be fed back to the child/young person within timescales.

# IV. Drivers: Our Participation Profile

The Council has 175 children and young people on a Child Protection Plan, 183 Children Looked After, 1356 Children in Need and 548 children known to the Early Intervention Team. This data is reflective of November 2013.

We have introduced a monthly newsletter which promotes the child's voice and supports staff to listen and act upon the child's views and concerns.

Previously participation in Harrow Council was delivered in the following ways:

## **Children in Care Council – Beyond Limits**

Our Children in Care Council is called Beyond Limits. Beyond Limits is open to children looked after and care leavers aged 11-25 years.

Beyond Limits aims to:

- Listen to children and young people's opinions and being the voice for all children in care
- Try to resolve the main issues children and young people are facing in care today
- Liaise with professionals to support our children/ young people in making these improvements
- Finding out what actions and improvements Corporate Parents and other professionals in Harrow Council are doing to develop, review, maintain and improve the lives of children in care
- Ensuring that the group can trust, commit, and make choices



## **Young Voices**

Young Voices is a group for children looked after (CLA) and children in need (CIN)<sup>3</sup> aged between 12-25 years. Young Voices aims to promote positive activities and bring CLA and CIN together to share their lived experience with other children and young people. Young Voices meets every month and the usual number of attendees has been 6 – 10 however has a potential to grow.

## **Review Consultation for Children Looked After**

A pre-review consultation is completed 2 weeks prior to the CLA review to give children and young people the opportunity to express their views and opinions. The consultations are done either face to face, by telephone or using online forms, for children and young people, with the support of carers or the Participation Co-ordinator if required – contact details of Zabeen Jamadar can be found on the intranet.

From March 2013 – September 2013 pre review consultations completed were as follows:

- 80 CLA aged 4-15 years
- 23 CLA aged 16+ years

### **CLA 4-15 Years:**

- 67 CLA seen Face to Face
- 1 CLA spoke to on the telephone
- 12 CLA completed online

### **CLA 16+ years**

- 20 CLA seen Face to Face
- 3 CLA completed online

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<sup>3</sup> CIN – Children in Need

# V. Developing an inclusive engagement and Participation Strategy:

The foundation of our participation activity was led by the Children's Participation Co-ordinator, Life Chances and Viewpoint Officer during 2013.

The work focused on a small group of Children Looked After a review during 2013 concluded that we needed to broaden the scope and work with more children from different circumstances, cultural backgrounds and experiences.

A new Participation Co-ordinator role was created in July 2013 with a view to building an inclusive range of participation engagement activities building on the established work with children looked after.

Participation is now a routine element of practice for all practitioners and managers putting the voice of the child at the heart of decision making for children and young people. The Participation Co-ordinator in role is to develop, drive and quality assure this approach rather than be solely responsible for directly involving children.

Participation is everyone's business and the aim is to embed this culture within Children and Families Services over time.

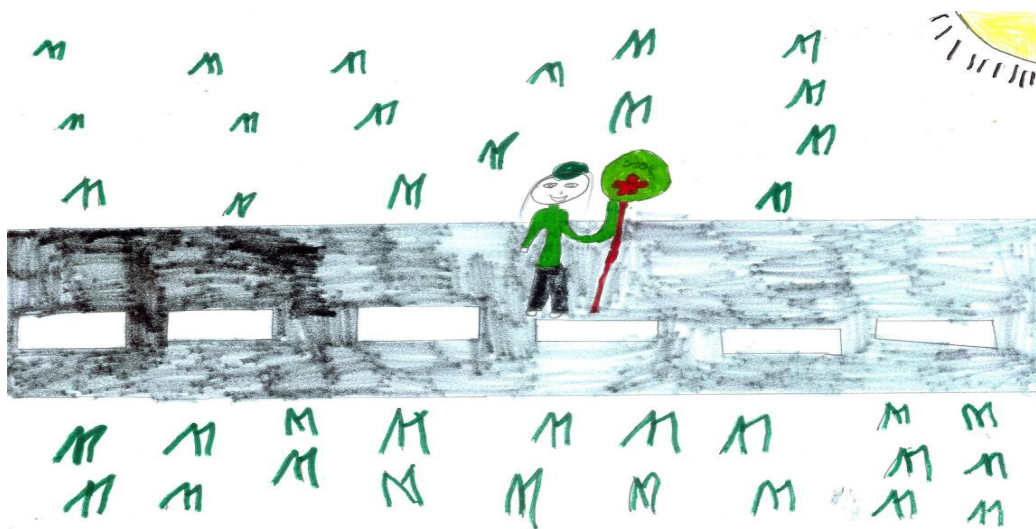
It is anticipated there will be a cultural shift from an individual 'doing' participation to Children Services together being responsible for participation.

## Changing the Culture of Participation:

- Eileen Munro pointed to a national child protection system that was overly bureaucratic. Like many other local authorities, we believe we can shift to a child and young person outcome focused practice, away from process focus.
- Our quality assurance activity and case reviews inform us that we are not yet fully developed in ensuring that the child's voice is at the centre of all the decisions we make.
- Our auditing work and learning the lessons indicates that we need to pay attention to the child, (and siblings), that they are seen individually and alone and this is recorded clearly within the case note.
- Quality assurance activity shows that while there are some very good practices, we must evidence this and pay more attention to the child's lived experience, their wishes, feelings and aspirations.
- It was not always clearly evidently recorded what children said they needed and if this was acted upon within set timescales.

Our participation priorities and our participation plan flow from this evaluation of why we need to change and what we need to do now.

*Ansharah, age 7*



# VI. Drivers: Participation

## Priorities

We have identified five improvement themes arising from external evaluations, staff and user feedback and service improvement priorities, which form the basis of our improvement plan. Our five over-arching improvement themes are:

1. A culture that changes things for the child/young person
2. Working together for the child/young person
3. Improving the quality of case work and managing risk to the child
4. Holding the child's perspective
5. Developing effective systems that keep children safe.

There are considerable participation implications if we are to achieve our ambitions. We have therefore mapped our participation priorities on to our improvement themes.

Improvement theme 1:

## **A culture that changes things for the child**

Participation priority one:

To champion and contribute to the development of participation across Children and Families Services

### **What we want to achieve:**

- A shift from process-focus to child and outcome-focus
- Confident, able front-line workers who hold the child's story and perspective
- A culture of curiosity, constructive challenge and healthy scepticism in the child's network
- An approach to quality assure that shifts from diagnosis to improvement
- A culture where the change for the child is positive
- An approach where the whole work force is understanding the child through the child's eyes
- Outcomes which are child focussed
- Highlighting the development of skills, knowledge and mechanisms in a variety of teams and contexts

Improvement theme 2:

## **Working together for the child**

Participation priority two:

Develop relationships and partnerships across Council departments and other organisations to maximise participation feedback opportunities

### **What we want to achieve:**

- Working with the workforce to implement the change in culture and ensuring the responsibility lies with all front line staff to participate with children/young people
- Plans demonstrating a multi-agency approach which evidences the voice of the child
- An advocacy service which advocates for the child at Child Protection Conferences' and Complaints matters.



- Embedding participation by training the workforce
- Involving children/young people in the recruitment process
- Embedding participation through attending team and departmental meetings

### Improvement theme 3:

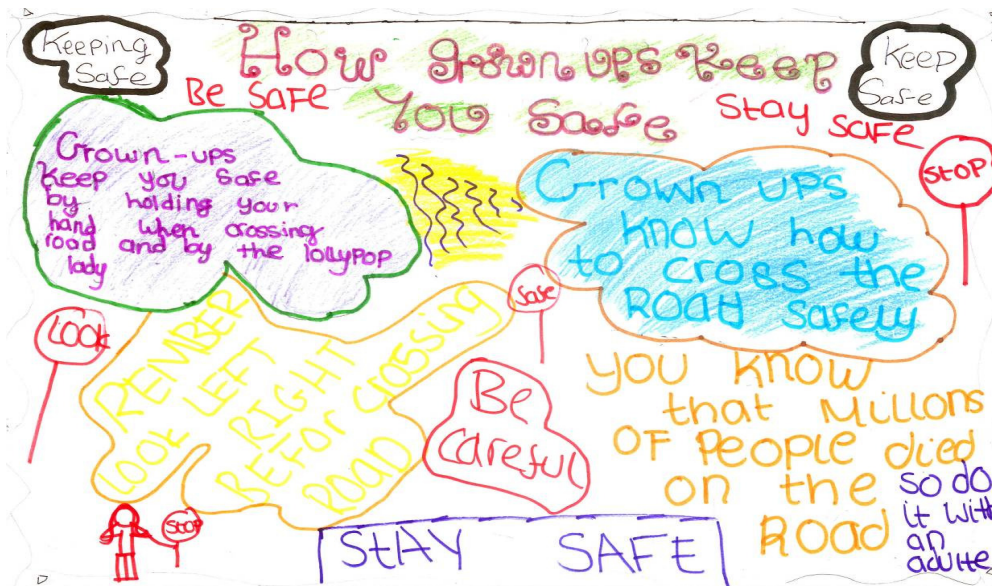
## Improving quality of case work and managing risk to the child

### Participation priority three:

Develop an oversight of the functioning mechanisms that support children and young people to participate in strategic and organisational decision-making

### What we want to achieve:

- Visits that evidence the child is seen alone
- Clear evidence of what was discussed with the child including actions and set timescales
- Clear and concise case notes with relevant information
- Consistent high quality case work
- Stronger analysis of risks posed to children
- Allowing children to initiate projects and feedback to staff



Shreya, age 9

Improvement theme 4:

### **Holding the child's perspective**

Participation priority four:

Develop and utilise a variety of communication methods to engage and encourage children and young people to participate, ensuring content is appropriate for children with different communication abilities/needs.

#### **What we want to achieve:**

- Front line staff who understand the child's history and culture
- Practitioners who take time to talk to children on their own and capture their views, worries, aspirations and experience
- Strong analysis of the views and the experiences of children used to inform care planning/decision making.
- The views of parents, other professionals and important people in the child's life are used to build a rich picture
- Meeting child's needs
- A variety of consultation methods to use with children and young people, which take in to consideration their needs, history and culture.

Improvement theme 5:

### **Developing good systems that keep children safe**

Participation priority five:

**Organise structured and effective as well as co-organising participatory groups for children and young people. Supporting children with Personal Development**

#### **What we want to achieve:**

- Different types of consultations for the children/young people to access
- A fit-for-purpose management information system that enables a focus on the child
- Having a group where children can speak and voice their concerns
- Clear evidence of recording the children's voice by front line staff
- Organised and structured Children in Care Council

- Children/young people having access to Senior Management and Councillors.

# VII. Plan: Our Participation

## Plan 2013 – 2014

**Participation priority 1: To champion and contribute to the development of Participation across Children and Families Service**

What do we need to do?	Target group	How will we achieve this?	By whom?	Timescales
Promote the need for participation and the voice of the child to be central to all work throughout children's services	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> <li>•Early Intervention Service</li> </ul>	<ul style="list-style-type: none"> <li>•Attend Social Work team meetings and foster carer support groups</li> <li>•Inform professionals and service users of up coming events and activities</li> </ul> <p>Encourage Social Workers and foster carers with new ideas of championing the role</p>	<p>The following Services:</p> <p>Leaving Care team/Unaccompanied Asylum Seeking children</p> <p>Early Intervention Service</p> <p>CLA/CIN</p> <p>Fostering</p>	Commenced and on-going
Embedding and ensuring the child's voice is evident through Social Work practices	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> <li>•Early Intervention Service</li> </ul>	<ul style="list-style-type: none"> <li>•Quarterly and regular routine audit of case files to identify evidence of the child's voice.</li> </ul>	Participation Coordinator	<p>Commenced and on-going</p> <p>January 2014</p>

**Participation priority 1: To champion and contribute to the development of Participation across Children and Families Service**

What do we need to do?	Target group	How will we achieve this?	By whom?	Timescales
Participation will take on a broader role of ensuring children and young people are integrated within the community	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> <li>•Early Intervention Service</li> </ul>	<ul style="list-style-type: none"> <li>• Working with the Youth Development Team</li> </ul>	Participation Coordinator Youth Development Team	Commenced and on-going
Editorial Board/Forum	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> <li>•Early Intervention Service</li> </ul>	<ul style="list-style-type: none"> <li>•Identify a lead member from the following teams: Children looked after, Children in need, Early Intervention, Children with disability and Multi agency safeguarding hub in Children and Families Service to promote participation within their team</li> <li>•Recruit a young person to sit on the board.</li> <li>•To discuss at the Editorial Board different ways of including CLA and CIN</li> </ul>	Staff identified by Targeted Service, Early Intervention Service and Children with Disability	To be further explored



**Participation priority 1: To champion and contribute to the development of Participation across Children and Families Service**

What do we need to do?	Target group	How will we achieve this?	By whom?	Timescales
		within our groups & activities •Include updates in a newsletter every month		
Steering Group for Celebration of Achievement Awards	<ul style="list-style-type: none"> <li>•Children looked after</li> </ul>	<ul style="list-style-type: none"> <li>•Plan CLA Award Achievement</li> <li>•Ask CLA for ideas and feed back at the group and experience of setting up the Award Ceremony</li> </ul>	Staff identified by Targeted Service and Children with disability team	Commenced and on-going  Annually
Newsletter	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> <li>•Early Intervention Service</li> </ul>	<ul style="list-style-type: none"> <li>•To work closely with Social Workers and share feedback with a wider audience</li> <li>•Articles from the newsletter will also feature in the foster carers newsletter so that carers are also aware of activities</li> <li>•Future events to be shared in the internal communications email</li> </ul>	Participation Coordinator	Commenced and on-going  Monthly newsletter

**Participation priority 2: Develop relationships and partnerships across Council departments and other organisations to maximise Participation feedback opportunities**

What do we need to do?	Target group	How will we achieve this?	By whom?	Timescales
<p>Ensure the child's voice is represented in the CP process including the CP Conferences</p>	<ul style="list-style-type: none"> <li>•Children in need</li> <li>•Children on CP plans</li> </ul>	<ul style="list-style-type: none"> <li>•Ensuring an advocacy service is available to all children and young people at Child Protection conferences</li> <li>•Children on CP plans can express their views and opinions using a consultation form</li> <li>•Feedback forms available for children and families after the CP Conference.</li> </ul>	<p>Participation Coordinator Advocacy Service</p>	<p>Commenced on-going</p>
<p>Life Chances Forum</p>	<ul style="list-style-type: none"> <li>•Children looked after</li> </ul>	<ul style="list-style-type: none"> <li>•Discuss ongoing issues</li> <li>•Feedback from children</li> <li>•Put in strategic solutions to issues</li> </ul> <p>(Leaving Care Charter was a result from the Life Chances Forum)</p>	<p>Service Manager for CLA</p>	<p>December 2013</p>

Participation Network Meeting	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> <li>•Early Intervention Service</li> </ul>	<ul style="list-style-type: none"> <li>•Meet other Local Authority representatives share knowledge, ideas and skills on how to participate with children and young people</li> <li>•Share documents and legislation</li> </ul>	Participation Coordinator	On-going  February 2013
Local Safeguarding Children's Board (LSCB <sup>4</sup> ) Participation Sub-Group	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> <li>•Early Intervention Service</li> </ul>	<ul style="list-style-type: none"> <li>•Meeting with voluntary agencies in Harrow and share information on upcoming events and activities</li> <li>•Networking</li> <li>•Increase the number of children coming to events and activities</li> </ul>	LSCB Senior Lead Professional	To be explored further
Corporate Parenting Panel	<ul style="list-style-type: none"> <li>•Children looked after</li> </ul>	<ul style="list-style-type: none"> <li>•CLA and Councillors can meet each other</li> <li>•CLA and Care Leaver meet their Corporate Parents to discuss issues raised through Beyond Limits and young voices</li> <li>•CLA sit on the Corporate Parenting Panel</li> <li>•CLA and Councillors can meet each other</li> </ul>	Democratic Services	Quarterly  December 2013  April 2014

**Participation priority 3: Develop an oversight of the functioning mechanisms that support children and young people to participate in strategic and organisational decision-making**

What do we need to do?	Target group	How will we achieve this?	By whom?	Timescales
A child friendly tool for children to express their views and opinions at assessments and reviews	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP Plans</li> </ul>	<ul style="list-style-type: none"> <li>•A tool kit for the child’s voice has been procured for the children in need team</li> <li>•The tool kit allows children to communicate and express their likes and dislikes using a pictures, books and posters.</li> </ul>	Participation Coordinator	<p>Children in need toolkit has been purchased</p> <p>CLA toolkit work in progress</p>
Commissioning of Services	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> <li>•Children with disability</li> </ul>	<ul style="list-style-type: none"> <li>•Offer the opportunity to commission services in Harrow to Children and young people from Beyond Limits</li> <li>•Work closely with the Commissioning team to understand the process of commissioning services</li> <li>•Train young people in decision making</li> <li>•Children and young peoples decision to</li> </ul>	<p>Participation Coordinator &amp; Commissioning Team</p> <p>Beyond Limits – CiCC</p> <p>Social Workers</p>	July 2014

		be considered as the final outcome when acquiring services in appropriate circumstances		
Recruitment Decisions	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> </ul>	<ul style="list-style-type: none"> <li>•Encourage care leavers to sit on the interview panel and ask questions to interviewee</li> <li>•Interviewing of all staff that join Children and Families Service in Harrow not only Social Workers</li> <li>•Children and young peoples decision to be considered as the final outcome or to agree a certain % of vote allowance in appropriate circumstances</li> <li>•Train young people in decision making and recruitment skills etc.</li> <li>•Working closely with Human Resources and ensuring the process is embedded within our policies and procedures</li> </ul>	Participation Coordinator & Human Resources Beyond Limits - CiCC Social Workers	April 2014



<p>Induction and Training</p>	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> </ul>	<ul style="list-style-type: none"> <li>•Train children and young people on how to deliver training</li> <li>•Participation Coordinator to co-train with children and young people</li> <li>•Deliver training to Social Workers and foster carers</li> <li>•LSCB to assist in Training</li> <li>•CLA and CIN to provide induction for Social Workers</li> </ul>	<p>Participation Coordinator &amp; Beyond Limits</p> <p>Social Workers</p> <p>Fostering Team</p> <p>LSCB</p>	<p>April 2014</p>
<p>Quality Assurance Deep Dive</p>	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> <li>•Children with disability</li> <li>•Children from the Early Intervention Service</li> </ul>	<ul style="list-style-type: none"> <li>•To gain the views and opinions of children and young people in the Children with disability team, children looked after team, children in need team, Early Intervention Service and children on CP Plans.</li> </ul>	<p>All directorate</p>	<p>Every 3 months</p>

**Participation priority 4: Develop and utilise a variety of communication methods to engage and encourage children and young people to Participate, ensuring content is appropriate for children with different communication abilities/needs.**

What do we need to do?	Target Audience	How will we achieve this?	By whom?	Timescales
Review Consultation	<ul style="list-style-type: none"> <li>•Children looked after</li> </ul>	<ul style="list-style-type: none"> <li>•Ensure timescales are met and CLA are seen before the Review</li> <li>•Any issues communicate to the relevant people as appropriate</li> </ul> <p>Children communicated through face-to-face, phone, letter, online</p>	Participation Coordinator Independent Reviewing Officer	Commenced and on-going
Children with Disability Review Consultation Form	<ul style="list-style-type: none"> <li>• Children with disability</li> </ul>	<ul style="list-style-type: none"> <li>•Ensure questions for children with disability are put on to Objectives<sup>5</sup> so that we can monitor the information.</li> <li>•To include PCS – Picture Communication Symbols with the questions so children with disability can understand the questions easier</li> </ul>	Participation Coordinator & The Firs Children with disability team	February 2014

Participation Forms – Feedback forms	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children with disability</li> <li>•Care leavers</li> </ul>	<ul style="list-style-type: none"> <li>•To create and design forms for children, young people, care leavers, and parents</li> <li>•Gaining feedback from colleagues and young people on any changes to the feedback forms</li> </ul>	Participation Coordinator Beyond Limits Targeted Service	Commenced and on-going
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**Participation priority 5: Organise structured and effective as well as co-organising participatory groups for children and young people. Supporting children with Personal Development**

What do we need to do?	Target Audience	How will we achieve this?	By whom?	Timescales
Beyond Limits	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children with disability</li> </ul>	<ul style="list-style-type: none"> <li>•CLA attending young voices will have the chance to join Beyond Limits and to make a difference</li> <li>•Listen to children and young people and take on board any issues that are raised</li> </ul> <p>Meet with Corporate Parents and discuss issues at the quarterly Corporate Parenting Panel</p>	Participation Coordinator & CLA Teams	Commenced and on-going

**Participation priority 5: Organise structured and effective as well as co-organising participatory groups for children and young people. Supporting children with Personal Development**

What do we need to do?	Target Audience	How will we achieve this?	By whom?	Timescales
Young Voices	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children with disability team</li> <li>•Children on CP plans</li> <li>•Care leavers</li> </ul>	<ul style="list-style-type: none"> <li>•To bring together children looked after and children in need</li> <li>•Listening to children and taking on board their issues</li> <li>•Consulting with young people on specific issues</li> </ul>	Participation Coordinator CLA Teams CIN Teams Youth Development Team	Commenced and on-going
CLA Fair	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children with disability team</li> <li>•Care leavers</li> </ul>	<ul style="list-style-type: none"> <li>•Children and young people to participate at the CLA Fair</li> <li>•A day of information and networking for CLA, carers and Staff</li> <li>•Invitation to Mayor and Children and Families Director</li> </ul>	Voluntary Independent Sectors Social Care Agency Police Health Education Harrow Arts Centre	August 2014
CLA Lets Talk	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Care leavers</li> </ul>	<ul style="list-style-type: none"> <li>•For CLA to meet and greet their Corporate Parents and raise questions issues and problems they are facing</li> </ul>	CLA Teams Participation Coordinator	July 2014

**Participation priority 5: Organise structured and effective as well as co-organising participatory groups for children and young people. Supporting children with Personal Development**

What do we need to do?	Target Audience	How will we achieve this?	By whom?	Timescales
		<ul style="list-style-type: none"> <li>•An informal setting in which managers, directors and Councillors can meet CLA and communicate with them</li> </ul>		
Stall for Councillors	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Care leavers</li> </ul>	<ul style="list-style-type: none"> <li>•Beyond Limits to set up a stall for the Councillors and demonstrate their achievements throughout the year</li> <li>•For Beyond Limits to raise their profile through leaflets and information</li> </ul>	Beyond Limits Participation Coordinator	November 2013
Ministerial Discussion Group	<ul style="list-style-type: none"> <li>•All children known to Harrow Children and Families Directorate</li> </ul>	<ul style="list-style-type: none"> <li>•Each year the Children’s Minister asks children to discuss different subjects relating to them e.g. Children looked after, adoption and Special Guardianship Order to plan and facilitate these activities</li> <li>•The answers are fed back to the Minister</li> </ul>	Ofsted	Commenced and on-going.  Last Ministerial visit in September 2013

**Participation priority 5: Organise structured and effective as well as co-organising participatory groups for children and young people. Supporting children with Personal Development**

What do we need to do?	Target Audience	How will we achieve this?	By whom?	Timescales
Mentoring	<ul style="list-style-type: none"> <li>•Children looked after</li> <li>•Children in need</li> <li>•Children on CP plans</li> </ul>	<ul style="list-style-type: none"> <li>•Participation Coordinator to work with service users in mentoring them</li> <li>•Setting up goals for CLA and CIN to achieve and helping them reach their goals</li> <li>•Help service users 'move on' and some to become mentors for other children and young people.</li> </ul>	Participation Coordinator	September 2014



## VIII. Plan: Childs Voice

Since the development of the participation role in July 2013, an aspect of the work has been to collate the Childs Voice. Children and Young People’s views and opinions are recorded so that we can evidence the voice of the child and ensure that their views are at the centre of all decisions we make.

Here are examples of the child’s voice collected through various mediums from group activities, individual visits and events held for children and young people.

**“My Social Worker has accompanied me to Open Day at my University and it was very helpful, I managed to make decisions to take the offer following the advice from my Social Worker”**

*Care Leaver at University*

**“Talking to others”**

*Young Voices Evaluation, on what children enjoyed the most*

**“The food and socializing with the other young people”**

*Young Voices Evaluation, on what children enjoyed the most*

**“I really liked the bowling”**

*Young Voices Evaluation, on what children enjoyed the most*

**“When we receive a refusal for Asylum, we do not receive enough support from the workers”**

*Unaccompanied Asylum Seeking Children giving their feedback at the Leaving Care Forum*

**“More understanding about bidding process for permanent housing”**

*Feedback from first Leaving Care Forum*

**“The Leaving Care Forum to be led by Young People and the Life Skills programme to be led by Social Workers”**

*Feedback from second Leaving Care Forum*

**“Yes, it is easy to talk to my Social Worker”**

*Review Consultation*

**“The Local Authority helped me to get work experience in the Council. I have also received financial support for tuition fees from the Leaving Care Team which helped me to improve in one of my subjects and as a result I am able to join Cambridge University to study Law.”**

*Care Leaver studying Law at Cambridge University*

**“I want my room refurbished”**

*Review Consultation.*

**“I want my CLA Review to be at school not at the placement”**

*Review Consultation*

**“My room is too small”**

*Feedback from Unaccompanied Asylum Seeking Children at the Leaving Care Forum and Review Consultation*

**“£56 per week is not enough”**

*Feedback at Beyond Limits*

**“My foster careers gave me the home I needed” “It was a huge relief to not have to worry about where we were going to sleep that night, or what we are going to eat”**

*Care Leaver graduate and works in a Bank. Harrow Observer September 2013*



