










**CHILDREN AND LEARNING SCRUTINY PANEL  
LISTENING TO THE VOICE OF THE CHILD – ACTION PLAN**



**Agenda Item 4**

<b>SCRUTINY RECOMMENDATION</b>	<b>PROPOSED ACTION</b>	<b>UPDATE</b>
<p>a) The Panel feels that a “Top Tips” for Working with Children/Young People should be developed in conjunction with children/young people. This should then be embedded in all departments that work with children and young people.</p>	<p>The participation officer works with the manager of Rose Croft, Gleneagles and Holly Lodge residential homes to work with their young people to identify the top tips for working with children and young people.</p> <p>UPDATE: Top tips presented in 2 posters. One for the younger cohort and one for an older cohort and professionals.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">   <b>Top Tips Poster - Early Years.pub</b> </div> <div style="text-align: center;">   <b>Top tips poster - Offices older cohort</b> </div> </div> <p>Further participation work to take place with the Children with Disabilities team to support practitioners working with Children and Young People with autism and other disabilities.</p>	<p>28/11/2018 – The Participation officer with the support from Rose Croft, Gleneagles and Holly Lodge residential homes, CAFCASS and Hart Gables (LGBT+ service) created 6 Top Tips posters. 3 x Top Tips for working with children and young people, 1 x working with children with autism, 1 x working with Trans young people, 1 x working with LGBT young people. We have already received some positive feedback from Rosecroft staff as it has helped them when working with a young person.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">   <b>Top Tips for working with Child</b> </div> <div style="text-align: center;">   <b>Top Tips for Trans Young People.pub</b> </div> </div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 10px;"> <div style="text-align: center;">   <b>Top Tips for working with Child</b> </div> <div style="text-align: center;">   <b>Top Tips for working with Child</b> </div> </div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 10px;"> <div style="text-align: center;">   <b>Top Tips LGB.pub</b> </div> <div style="text-align: center;">   <b>Top Tips- working with CYP with Autis</b> </div> </div> <p>All of the posters have been circulated to Heads of Service and team managers with the incentive of a competition for the best notice board to receive a prize.</p>

<p><b>b)</b> An e-learning module on the importance of child participation is developed or alternatively a conference is held for staff to attend to ensure that all relevant Council staff understand the importance of child participation.</p>	<p>The Participation officer to create an e-learning module and send to the professional development team to be build and uploaded to MBC learns.</p> <p>Facilitate a Participation Conference for the Children’s Services workforce. The conference will share good practice based on national good evidence; and feedback from Children and Families in Middlesbrough. There will be a particular focus on the findings from the Coram Voice (Bright Spots) survey for all Looked After Children aged 4-18 taking place between September – January 2018.</p>	<p>28/11/2018 – The first draft of the e-learning has been created, this will be piloted by a social work team to check level of understanding and suitability. Any changes to be made.</p> <p>The first planning meeting was held on 27.11.18 with 7 Children in Care Council members. They are going to plan, organise and run the conference. The provisional date is Feb 15<sup>th</sup> but we are waiting for confirmation from our guest speakers. The date will be confirmed for the next meeting.</p>
<p><b>c)</b> Young people should be involved in the recruitment process of staff who will be working with children and young people. This will ensure that the views of young people are taken into account on what qualities and skills they feel individuals should possess.</p>	<p>Develop a Young Recruiter Panel. The Panel will support the appointment of Senior Leaders in Children’s Service.</p> <p>HR are reviewing Recruitment policies and are going to provide training to the Young People. An action plan will be developed along with a job description for young people.</p>	<p>28/11/18 - We currently have had young people’s involvement in the Virtual Schools interviews, Heads of Service interviews as and when they are required and the young ambassador’s position.</p> <p>HR have recently reviewed the recruitment and selection policy and have written a step within that which includes the involvement of young people in recruitment sorry didn’t get back to you but this was done within timescale</p> <p>The participation officer is working with Jane Wilson and Sharon Holland from HR to pull together a Young Recruiters panel.</p> <p>This will involve a panel of young people to be trained on the interview process and supported to feel confident to be involved</p>

		<p>in interviews. We will have a pool of young people to call on and their voice and influence will be embedded within the entire recruitment process.</p>
<p><b>d)</b> The number of forums in Middlesbrough for children/young people who are not currently engaged in statutory services to express their views is limited. The Panel recommends that an annual conference is held for all youth groups to come together to discuss current issues and express their views.</p>	<p>The Participation officer has created a leaflet advertising <a href="mailto:yourvoicemyourmiddlesbrough@middlesbrough.gov">yourvoicemyourmiddlesbrough@middlesbrough.gov</a> for children and young people, parents and carers to sign up to be involved in decisions about Middlesbrough. This leaflet has been distributed to over 200 families at the FEELGOODBORO event &amp; has been added to the local offer.</p>  <p><b>yourvoicemyourmiddlesbrough.pub</b></p>	<p>28/11/2018 – The participation officer is developing a ‘Have your say’ council for looked after children ages 7-13 years old. This group will work with the Children in Care Council.</p> <p>An annual consultation pack is currently being created working in partnership with Beverly school. This will be made up of a number of topics such as transitions, work readiness, safe in the community, preparing for adulthood and leisure and activities. This will be offered to all schools and will provide SENCO’s with termly consultation sessions and a clear feedback loop to the relevant teams. We will be able to evidence the work that teams are doing following the feedback from young people. To pilot with Beverly School in January for feedback and comments.</p> <p>A parent consultation e-mail group has been created and has 80 members signed up. The consultation plan will be the same as the SENCO pack so that parents, carers, children and young people are consulting about the same topics in order to get the full picture. This is also in partnership with Beverly School.</p>

<p><b>e)</b> The Panel recommends that the Member of Youth Parliament is supported to develop a Youth Council. All schools and academies should be invited to become active members on the Youth Council. The Panel also strongly agreed that once the Youth Council is established it should be provided with its own budget to be used to support campaigns, training, activities and participation and is to be used at the sole discretion of the Youth Council. The Panel also recommended that the Voice of the Child Participation Coordinator be awarded a budget to support the work around child participation.</p>	<p>The Participation officer is working with the Democratic officer, the MYP and the Head of British Youth Council to pull together a structured action plan to take forward a recruitment campaign within schools and youth settings.</p> <p>The Participation officer is scheduled to attend the next Head teachers briefing to promote the plans for the Youth Council.</p>	<p>28/11/2018 - Due to school commitments now as Ben has got his GCSE's, Ben Carr has had to step down as the Middlesbrough MYP.</p> <p>A rep from the Children in Care Council and the participation officer attended the House of Commons trip with the BYC on Ben's behalf.</p> <p>A young man has expressed his interest in becoming a rep for Middlesbrough Youth Council. The participation officer and the Democratic services officer are going to meet with him to discuss his involvement in December.</p>
<p><b>f)</b> Once a Youth Council is established, its Chair or Vice Chair should be invited to attend Full Council. The Panel recommended that the Youth Council have a standing item on its agenda to provide updates on its work that can be fed back to Middlesbrough Council.</p>	<p>Following the recruitment process and the campaign a chair and vice chair will be elected and invited to full council meetings. Details to be further discussed with the Elected Mayor and Lead Members.</p>	<p>To be picked up following the meeting with the potential representative for Middlesbrough Youth Council.</p>
<p><b>g)</b> To ensure that all children and young people in Middlesbrough are aware of their rights, the United Nations Convention on the Rights of the Child (child friendly) poster is displayed in all Council buildings that are accessed by children/young people. All schools in Middlesbrough should also be encouraged to display the poster. It was recommended that a mapping exercise is</p>	<p>This poster has been created and circulated to Heads of Service in Children's Services, School Networks and Middlesbrough Achievement Partnership.</p>	<p>28/11/18 - A poster has been created and circulated to all Heads of Service and asked to display them in offices along with the top tips poster. With a competition and an incentive for the best display.</p>

<p>carried out as to where information can be accessed on children's rights and emailed to all schools and academies.</p>		 <p><b>UNCRC Poster w Logo v2.pub</b></p>
<p><b>h)</b> As well as displaying the United Nations Convention on the Rights of the Child poster it is also recommended that a child friendly leaflet "Do you know your rights?" is produced and given to all children/young people accessing Middlesbrough Council services.</p>	<p>This leaflet has been created and circulated to Heads of service to be distributed to front line staff to hand to children and young people</p>	<p>28/11/18 - It has also been advised that all colleagues take the leaflets out to visits with young people and have conversations about their rights.</p>  <p><b>UNCRC Leaflet w Logo v2.pub</b></p>
<p><b>i)</b> A young person should become a co-opted member on the Children and Young People's Trust to ensure that the voice of the child is embedded into the aims and values of the Trust and that it is reflected in plans and strategies developed by the Children and Young People's Trust.</p>	<p>Plans are in place to create a 'Children in Care Council' and a Care Leavers Forum. Once these two groups are established it would be their responsibility to nominate a member to attend the Children's Trust on behalf of both groups</p>	<p>28/11/18 - To be picked up following the meeting with the potential representative for Middlesbrough Youth Council.</p>
<p><b>j)</b> That a child friendly version of the Scrutiny Report on Listening to the Voice of the Child is produced and posted on the Children's Services section of the Middlesbrough Council website.</p>	<p>To be published by October 2018.</p>	<p>Update from Selinda</p>
<p><b>k)</b> The use of Social Media to engage with children/young people should be explored.</p>	<p>Developed a Children's Services Communication Plan which supports a social media engagement strategy.</p> <p>Launching the 'Mind of My Own' app (MOMO) to support Children and Young People's ability to get</p>	<p>30/11/18 -The participation officer is working with Kim Flynn to develop a communications plan to suit the needs of the children and young people. This will then feed into the wider Directorate Communications Plan.</p> <p>MOMO has been launched, 3 sessions of training have been completed. 4 members</p>

	<p>involved in key meetings and decision making which effects their lives.</p>	<p>of the children in care council attended the training and are going to train the trainer. MOMO has been discussed in team meetings and promoted at various conferences</p> <p><b>Since the launch in October:</b>  48 young people have their own MOMO account</p> <p>51 workers have a MOMO account</p> <p>7 MOMO One statements have been sent by children &amp; young people using their personal account</p> <p>7 MOMO One statements have been created by young people on their worker's account</p> <p>The most used scenario statement by young people in Middlesbrough is 'my worker is visiting' (24%) and 'prepare for a child protection conference' (40%)</p> <p>11 MOMO Express statements have been created</p>
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