



Leeds Preparing for Adulthood Strategy

2017-2022

Foreword and introduction

Preparing for Adulthood



Young people identified as having special educational needs and disabilities (SEND) have the same aims and hopes as everyone else. Over the past 18 months through auditing Education Health and Care Plans (EHCPs), focus groups, surveys and two city wide co-production events, young people, parents and carers and people who work with them have shared this view. They want to have fun, to make friends, to learn, to work, to have the opportunity to speak up and be heard and to be full participants in their community. Their SEND can mean that they experience barriers to this full engagement and achievement.

Young people (with SEND) may need extra support, sometimes significant support and adjustments, to meet a particular need. For example, a person who requires help in speaking, writing or being understood, is still meeting the same human need that we all share, the need to communicate. The only thing that is different is the degree of support or the way they meet that need, not the need itself.

Enabling young people (with SEND) to move successfully into adulthood, fits with the vision of Leeds to be the best place it can be: a compassionate and child friendly city with a strong economy. It is not only in the best interests of individuals and families with SEND but also for the communities of Leeds and the city as a whole, that collectively we have high aspirations for all our children and young people. That we support them to transition into adulthood and reach their full potential. That may be: employment, independent living, participating within an inclusive community, as well as meeting their health and well-being needs.

When a child is very young, or SEND is first identified, families need to know that the great majority of children and young people with SEND, with the right support, can find work, be supported to live independently, and participate in their community. Health workers, social workers, early years providers and schools must encourage these ambitions right from the start. They must seek to understand the interests, strengths and motivations of children and young people and use this as a basis for planning support around them.

With the right support, many young people (with SEND) can build the confidence and independence they need to be leaders of their own lives. For some young people with the most complex needs, it's about celebrating the small steps towards maximising autonomy and life experience. Preparation for adulthood is all about aspirations and opportunities.

This strategy outlines the intended outcomes, key priorities and indicators that will provide a framework for all services in Leeds working with children, young people and their families who are Preparing for Adulthood (PfA). The strategy will be driven and the indicators will be reviewed and monitored by the complex needs partnership board that reports to the children and families trust board.

By Preparing for Adulthood we mean preparing for:

- higher or further education and/or employment – this includes exploring different employment options, such as support for becoming self-employed and help from supported employment agencies
- independent living – this means young people having choice, control and freedom over their lives and the support they have, their accommodation and living arrangements, including supported living
- participating in society, including having friends and supportive relationships, and participating in, and contributing to, the local community
- being as healthy as possible in adult life

Therefore Preparing for Adulthood is about enabling, empowering and supporting young people (with SEND) to:

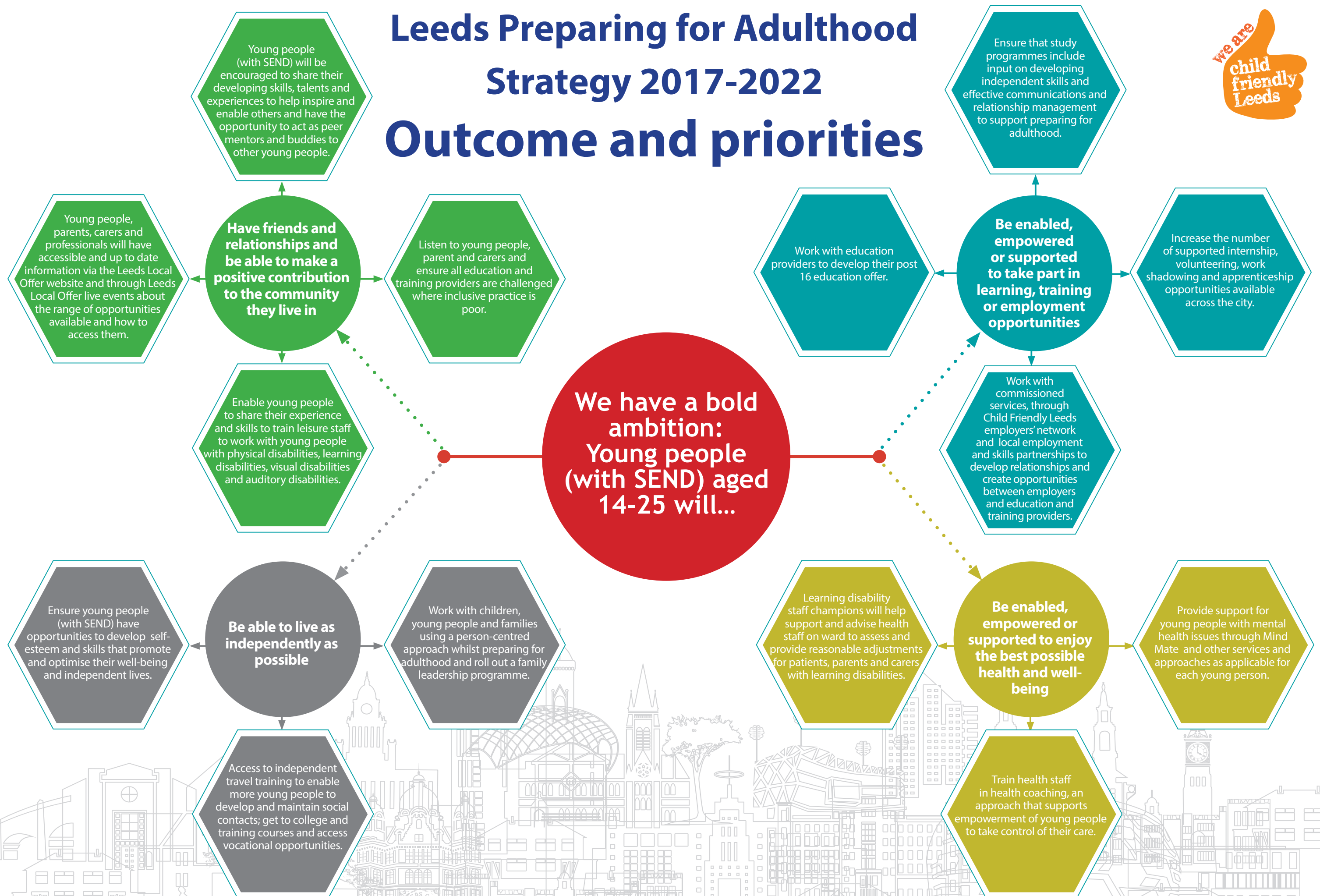
- Acquire the skills they need to move successfully through their education; and pursue vocational opportunities through participation in volunteering opportunities; work tasters, work experience; supported internships; apprenticeships; job coaching; and paid employment.
- Develop the skills and confidence they need to become as independent as possible in relation to: travel; managing their finances and activities of daily living such as cooking and cleaning; living on their own or with others; and forming and sustaining positive relationships with friends and others into adult life.
- Become and remain active citizens; living and participating in their local communities and making a positive contribution to the development and improvement of them.
- Be able to keep themselves safe and healthy and know what health services are available to support them - including mental health services, and how to access what they need to maintain or achieve good health and well-being.

Councillor Mulherin
Executive Board Member
for Children and Families

Steve Walker
Director of
Children and Families

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Outcome and priorities



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Indicators



Have friends and relationships and be able to make a positive contribution to the community they live in				
Be enabled, empowered or supported to take part in learning, training or employment opportunities				
Be able to live as independently as possible				
Be enabled, empowered or supported to enjoy the best possible health and well-being				
Uptake of the Leeds Local Offer website and numbers attending Leeds Local Offer live events.				
Individuals' experiences of participating in post 16 education, training or employment has made a positive difference to their own lives and the lives of others.				
Post 16 education courses include input on social and communication skills that help to build positive relationships with others in work and social environments.				
Number and percentage of young people (with SEND) who participate in education, training and employment until they are 18.				
Numbers of supported internship placements.				
Number of organisations providing employment and volunteering opportunities.				
Number of post 16 education providers who have staff trained as a job coach.				
Numbers of employers who have adjusted their recruitment practices in line with best practice.				
Number of volunteering opportunities from commissioned services is increased.				
Volunteering opportunities are appropriately matched to young people's skills.				
Percentage of individual EHCP outcomes demonstrating progress and achievements in relation to independence.				
Individuals' plans and reviews provide evidence of growing confidence and independent living skills.				
Numbers of parents accessing the family leadership programme.				
Evidence of peer mentoring and buddying systems in place, in settings and services and case studies demonstrate their use and effectiveness.				
Numbers of young people achieving the housing option that they want.				
Numbers of leisure facilities where training has been provided and a designated champion for young people with SEND is in place.				
Numbers of learning disability health staff champions and those trained in health coaching.				
Numbers of young people (with SEND) who have undertaken independent travel training.				
Numbers and percentage of outcomes set at every EHCP transition. Annual Review (in year 9) that supports the four PfA outcomes; participating in their community, taking part in learning, training or employment, living independently and living healthily.				

Key actions to deliver the priorities



Below are some key actions to deliver the 14 priorities and meet the four preparing for adulthood outcomes; young people (with SEND) making a positive contribution to their community; being supported to take part in learning, training and employment; independent living and living healthily. Please note that some actions are applicable to more than one outcome. A more detailed action plan will sit alongside this and will be overseen and governed by the complex needs partnership board that reports to the children and families trust board.

Young people (with SEND) aged 14-25 will have friends and relationships and be able to make a positive contribution to the community they live in

- ⚙️ We will continue to work with young people, parents, carers and professionals to co-produce accessible and up to date information for the Leeds Local Offer website. We will hold Leeds Local Offer live events about the range of opportunities available and how they can be accessed.
- ⚙️ We will encourage young people (with SEND) to share their developing skills, talents and experiences to help inspire and enable others.
- ⚙️ We will ensure that study programmes include input on effective communications and relationship management to support preparing for adulthood.
- ⚙️ We will promote opportunities for how young people (with SEND) can get involved in groups and forums and participate in the National Citizenship Scheme; Duke of Edinburgh Award and other national awards.
- ⚙️ We will support and plan to develop and keep meaningful friendships throughout transitions post 16 and into adulthood.
- ⚙️ We will explore 16-25 joint commissioning opportunities across children's and adults' services.
- ⚙️ We will recognise, celebrate and share achievements and successes of young people, for example through the Leeds Youth Award, the Child Friendly Leeds Awards, the Care Leavers Awards and through social media related to PFA.
- ⚙️ In line with the 2016 'Transition from children's to adults' services for young people using health or social care services' NICE guidelines we will jointly review current systems and practice to identify where changes are needed to improve transitions.

Young people (with SEND) aged 14-25 will be enabled, empowered or supported to take part in learning, training or employment opportunities

- ⚙️ Where inclusive practice is poor the local authority will challenge providers.
- ⚙️ Develop and share tools and best practice to support effective transition planning and preparation for adulthood.
- ⚙️ Ensure schools and colleges provide study programmes that include employment, independent living, community living and good health.
- ⚙️ The SEND partnership will work with education providers to develop their post 16 education offer.
- ⚙️ Provide training for post 16 education staff to become job coaches.
- ⚙️ Increase the number of supported internship opportunities available across the city.
- ⚙️ Work with potential employers to adjust recruitment processes for young people (with SEND) in line with best practice used by disability confident employers.
- ⚙️ Work with commissioned services, the Child Friendly Leeds employers' network and local employment and skills partnerships to develop relationships and create opportunities between employers and education and training providers.
- ⚙️ Establish a post 16 PFA network, to build capacity, confidence, skills and share best and emerging practice.
- ⚙️ Leeds City Council will work towards becoming a disability confident employer and will promote this to other organisations.

Key actions to deliver the priorities



Young people (with SEND) aged 14-25 will be able to live as independently as possible

- ☀ Start preparing young people for adulthood from the earliest years.
- ☀ Ensure young people (with SEND) have opportunities to develop skills that promote and optimise their independent lives.
- ☀ Create a workforce development offer to enable staff working with young people and families to use strengths-based and person-centred planning approaches. This will focus on high aspirations for ordinary lives for all children and young people, including employment, independent living, community participation and good health.
- ☀ Roll out a family leadership programme.
- ☀ Work with organisations, groups and services to ensure that there are a range of support services available, that aim to further develop independence.
- ☀ Young people will be enabled to share their experience and skills and have the opportunity to inspire other young people by being peer mentors or buddies.
- ☀ Services will focus on how they can support people to progress towards preparing for adulthood outcomes.
- ☀ Young people and their families will be involved in strategic planning and service design and commissioning services.
- ☀ Young people and families will be involved in the ongoing development and review of the Leeds Local Offer.

Young people (with SEND) aged 14-25 will be enabled, empowered or supported to enjoy the best possible health and emotional well-being

- ☀ Develop a training offer for leisure staff to promote inclusion for young people with SEND.
- ☀ Learning disability staff champions will help to support and advise health staff on hospital wards to assess and provide reasonable adjustments for patients, parents and carers with learning disabilities.
- ☀ Workshops will be held about accessing health services with school-aged young people.
- ☀ We will help young people and their families having treatment by the ongoing development of the Leeds children's hospital TV channel.
- ☀ We will make health coaching training for health professionals available, an approach that supports empowerment of young people to take control of their care.
- ☀ We will promote access to independent travel training to enable more young people to develop and maintain social contacts; get to college and training courses and access vocational opportunities.
- ☀ We will provide support for young people with mental health issues through Mind Mate and other services and approaches as applicable for each young person.
- ☀ We will provide up-to-date and good quality information about provision and how to access it on the Leeds Local Offer.