

From: Roger Gough, Cabinet Member for Children, Young People and Education
Matt Dunkley, CBE, Corporate Director for Children, Young People and Education

To: Corporate Parenting Panel – 1st November 2018

Subject: Challenge card update

Classification: Unrestricted

<p>Summary: This report provides Members with an overview of the progress made on the current challenge card that our young people have made to KCC, in our role as corporate parents.</p> <p>Recommendation: The Members of the Corporate Parenting Panel are asked to NOTE the challenge card progress to date and to support the actions being taken to meet the challenge.</p>

1. New challenge card issued

A challenge card had been received from our young people who are part of Kent County Council's *Recruit Crew* in August 2018. The challenge submitted is:

“For Kent County Council to review the timings of when interview panels are set and see if something could be done to better fit in with young people’s availability and schooling commitments to ensure that their participation isn’t disadvantaged.”

2. Background

- 2.1 Young people have advised us that they wish to get involved in helping shape the services they receive. One of the ways they can do this is to be involved in the recruitment and selection of Social Workers and other key staff. To help support this, our VSK Participation Team have facilitated two opportunities for recruitment and selection training so far in 2018, resulting in a further 18 young people aged 14+ being trained on an accredited course, ‘Interview Skills for Service Users’.
- 2.2 Since the training courses, there have continued to be many requests for our young people to sit on interview panels, assist at skills to foster sessions and support other staff training sessions. However, the timing of many of these sessions are during the school day, inevitably meaning that these young people are unable to attend and share their valuable insights.
- 2.3 Recruit Crew members would like to challenge their corporate parents to review, where possible, the timings of interview panels and other events that require young people’s

participation to better fit young people's availability. This would enable a larger and more diverse group of young people to have the opportunity to get involved and have their say.

- 2.4 This challenge card was taken to the Young Adult Council meeting on the 6th September 2018, which discussed and agreed that the challenge should be put forward.

3. Challenge card process

3.1 The following activities have taken place:

- The challenge card has been presented during the Children in Care County meeting on 17th September 2018. During this meeting it had been presented and actions were agreed to be taken forward.
- A working group has now been established and is being led by Mark Thorn, Assistant Director for North Kent, who is the lead for Social Care staff recruitment. This group will include Human Resources and our Virtual School Kent apprentices to look at the best method to progress this challenge. The group will review the current recruitment arrangements and the practicalities of holding interview panels outside of school hours and identify other areas where our children and young people can be involved with the recruitment of staff and development of future services.
- A review of the dates for the Corporate Parenting Panel for 2019 has been undertaken to ensure there are dates within school holidays to enable our children and young people to attend the panel and meet their corporate parents.

4. Conclusions

- 4.1 A full response on the outcome of this challenge will be presented to Corporate Parenting Panel in January 2019.

Recommendations

Members of the Corporate Parenting Panel are asked to **NOTE** the challenge card progress to date and to support the actions being taken to meet the challenge.

5. Background documents

None.

6. Contact details

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