



HARTLEPOOL
BOROUGH COUNCIL

Care Leavers Policy

Guidance for Staff

Children's and Joint Commissioning Services



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INTRODUCTION

All young people are likely to need support during the transition to adulthood; those leaving care are likely to be particularly vulnerable due to their previous life experiences and often more limited family support. Hartlepool Borough Council (HBC) has a commitment to all young people and is passionate about improving life chances of young people leaving care, who are one of the most vulnerable groups in society. Outcomes for care leavers are poorer than for their peers in the general population.

HBC aims to close the gap on attainment and outcomes.

The leaving care population is changing. More young people enter care at age 16 and over, and there are more unaccompanied asylum seeking children (UASC). HBC, as well as wider society, have a moral and legal obligation to give these young people the support that they need as they grow into adulthood and independent living.

HBC aims to ensure that all young people leaving care and moving into independent living feel supported and confident in their future. This policy lays out the commitment HBC has to all our care leavers.

AN OVERVIEW OF LEAVING CARE LEGISLATION

Prior to the introduction of the Children Leaving Care Act 2000, there was a limited statutory framework in place for young people; individual local authorities would determine the level of support it would provide. Due to there being a limited nationally-set expectation regarding what was an adequate level of support, many young people received minimal assistance. The 2000 Act introduced requirements on local authorities to:

- Assess the needs of the young person once they are preparing to leave care;
- Appoint a Personal Adviser/Social Worker for them;
- Develop a Pathway Plan. Guidance regarding Pathway Planning can be found [here](#).

This support was available to young people from the age of 16 to 21 years.

In 2008, the Children and Young Persons Act was introduced which provided local authorities with provisions required to provide assistance to young people in education and extended support from Personal Advisers/Social Workers to all young people up to the age of 21; and to 25 years if they remained in education.

In 2014 the Children and Families Act introduced the 'Staying Put' duty. This requires local authorities to support young people to remain with their foster carers from the age of 18 up to age 21, if both the young person and the carer wished to do so, allowing those young people to enjoy stability in their care arrangements and a more gradual transition into adulthood.

HBC believe that having a secure, safe and stable place to live is essential if young people are to have a positive experience of education, training or employment; which will support their emotional health and well-being; and support them in managing risks and becoming active members of the community.

The following legal definitions of young people are set out in relevant legislation and regulations:

Eligible

An Eligible child is:

- a) Looked after,
- b) Aged 16 or 17, and
- c) Has been looked after by a local authority for a period to 13 weeks, which began after they reached 14 and ended after their reached 18. (if 16 they would be relevant)

Relevant

A relevant child is:

- a) Not looked after,
- b) Aged 16 or 17, and
- c) Was, before ceasing to be looked after, an Eligible child, or
- d) Were detained in custody(pursuant to a court order) or in a hospital, but were looked after immediately prior to their detention for a period, or periods amounting to 13 weeks, which began after age 14

Note: Where a child (who is not subject to a care order) returns to his parents, person with Parental Responsibility, for a period of 6 months or more their status as a Relevant child will change from one of Relevant to one of Qualifying, however if their arrangement subsequently breaks down before their 18th birthday and the child ceases to live with the person concerned, the child is to be treated a Relevant child.

Former Relevant

A Former Relevant young person is:

- a) Aged 18 or above, and either
- b) Has been a Relevant child and would be one if under 18, or
- c) Immediately before ceasing to be looked after at age 18, was an Eligible child

Note: The status of Former Relevant applies until the young person reaches age 21 or 25, if there is a need.

Qualifying

A Qualifying young person is:

- a) Aged between 16 and 21 years old;
- b) Was subject to special guardianship having been looked after immediately prior to that special guardianship order being made,
- c) Was privately fostered,
- d) Aged 16 or 17 and has been looked after for a period of less than 13 weeks, but is no longer looked after and has returned home to their parents' person with parental responsibility for a period of 6 months or more.

CORPRATE PARENT

The transition to adulthood is often a turbulent time for young people. Whilst the majority of young people can call on the support of their families to aid them through difficulties, care leavers may not be able to and will need the support of their Corporate Parent.

In HBC every council employee and Elected Member is a corporate parent. A good corporate parent should have the same aspirations for a child in care or care leaver as any good parent would. Being a corporate parent means providing young people with stability and supporting them as they grow into adulthood. It means celebrating their successes and

recognising that everyone makes mistakes from time to time and providing the support needed to get back on track. It also means supporting them to gain the skills and confidence needed to live an independent life, whilst letting them know that they have someone to call on for help if needed.

HBC aspire to provide a high level of support for care leavers. This may be in the form of advice and assistance or as more direct support as any good parent would offer.

As corporate parents all HBC employees and elected members will support young people leaving care to achieve five key aims;

- 1. Prepare and support young people leaving care in the transition to independent living;**
- 2. Improve access to education, employment and training;**
- 3. Ensure young people feel stable, safe and secure in their lives;**
- 4. Improve access to health support;**
- 5. Promote financial stability.**

These outcomes will be explained in more depth further into this policy.

CONSULTING WITH YOUNG PEOPLE ON THEIR FUTURE

HBC strongly feel that ‘for services to be effective they should be based on a clear understanding of the needs and views of children.’ (Working Together 2015). Therefore it is essential that young people are encouraged to participate in matters that affect them.

There are a number of ways that young people can have their voice heard which include consultation work and Pathway Planning. Young people can also join The Children in Care Council (CiCC). The CiCC is for young people in care and care leavers up to the age of 25. It is an opportunity to get involved so that services are the best that they can be for children in care and care leavers. The CiCC have direct links with Corporate Parents so they ensure the voice of young people is heard.

Young people and care leavers also have the opportunity to have their voice heard through the regional CiCC and National Young People’s Benchmarking Forum.

PROCESS

As corporate parents HBC employees and Elected Members acknowledge that every young person should have the opportunities to accomplish their ambitions and reach their full potential. HBC corporate parents encourage all young people to be open and honest when discussing their aspirations for the future and want to ensure that everyone feels safe and comfortable to share their thoughts and feelings at each step.

LANDMARK REVIEW AND NEEDS ASSESSMENT

The last review meeting before the young person turns 16 years old is known as the 'Landmark Review'. This meeting is held within 6 months prior to their 16th birthday and will be an opportunity to begin a conversation about their future.

When a young person in care is between the ages of 15 years and 9 months and 16 years and 3 months a Needs Assessments will be completed. This will discuss their future aspirations, work out what support is needed and the level of support required to begin the journey to independent living.

The Social Worker will undertake work with the young person, their carers and other important people in the young person's life in order to gather all the information necessary for their Needs Assessment. This process will be ongoing; it will consist of several conversations and meetings. The young person will be encouraged to share their views, wishes and feelings openly in relation to all aspects of the assessment. Some young people may wish to undertake these sessions within their placement/ home. Others may wish for the assessments to happen in a different place. Each person is different and therefore each assessment should be individualised. By completing the assessments in a place where the young person feels most comfortable it is hoped it will produce the best results.

Carers are involved in the process in order to get a more rounded view of the young person's strengths and needs. If the young person requests additional relatives/ extended family members or other significant people to be involved in the Needs Assessment then this request must be considered – this is the young person's choice and HBC wish to ensure all young people feel comfortable throughout this process.

During the Landmark Review meeting the following things will be discussed:

- Where the young person is going to be living;
- If the young person is going to be working, training or continuing in education;
- How much support the young person believes they will need from their Social Worker/Personal Adviser.

The following people should attend the meeting:

- The young person;
- An advocate, if the young person asks for one;
- Their Social Worker as role of Personal Adviser;
- Their carers;
- Any other people responsible for supporting the young person (like a mentor or a member of staff from their school or college);
- An Independent Reviewing Officer.

The completed needs assessment will inform the Pathway Plan. Every 16 year old preparing to leave care must have a Pathway Plan.

When writing up the Needs Assessment and Pathway Plan the Social Worker will ensure that the young person's strengths and needs are clearly identified.

The Pathway Plan will be reviewed regularly with the young person at least every 6 months to track progress and to make action plans.

THE ROLE OF PERSONAL ADVISER

HBC understand that the process of thinking and starting to prepare to leave care can be daunting and wish to ensure that young people do not feel alone in the process, the main role of Personal Advisers/Social Worker throughout the transition to independence is to provide practical and emotional support to the care leaver.

In their role as corporate parents, the Personal Adviser/Social Worker will encourage the care leaver to meet their full potential and will support them in

their path to reaching their goals, just like a parent would. The Personal Adviser/Social Worker will have a working knowledge of the legal framework affecting young people.

HBC will support care leavers up to the age of 21. However, if the young person has an assessed need and requires support in other areas of their lives, support from their Personal Adviser/Social Worker could continue until the age of 25 years.

Any care leaver that has been closed to the service after the age of 21 years is able to return to the service and request an assessment up until they reach the age of 25. An assessment will be undertaken with them to determine the level of support and a Personal Adviser/Social Worker will be allocated to support them.

Some of the key functions of support include:

- To provide advice (including practical advice) and support and to participate in the assessment, preparation and review of the Pathway Plan
- To liaise with the HBC in the implementation of the Pathway Plan
- To co-ordinate the provision of services and to take reasonable steps to ensure that the young person makes use of such services
- To keep in touch with the young person about their progress and wellbeing
- To keep full, accurate and up to date written records of contacts with the young person and services provided
- To liaise with appropriate educational institutions (e.g. colleges, universities etc.) and support as necessary and appropriate.

FIVE KEY AIMS OF HARTLEPOOL BOROUGH COUNCIL

HBC believe that the Pathway Plan is a great way for young people leaving care to think about and visualise what they want to achieve in their futures and map out how they might get there. The Pathway Plan is a way for HBC to ensure that the aims previously mentioned can be achieved for every young person. These aims will be discussed further below:

1. Prepare and support young people leaving care in the transition to independent living

It is the responsibility of every department within HBC to support young people in any way that they can. HBC requires all services to be delivered in a way in that; promotes the best interests of young people; responds to their wishes and feelings; helps them to make the best use of local authority services; promotes high aspirations and the best possible outcomes for them; provides them with stability; and supports their transition to adulthood. While these principles apply to both children in care and young people within Hartlepool, they are particularly relevant for young people leaving care.

HBC is developing its Care Leavers Local Offer. **This will give an overview of education, health and social care services that are available for children and young people who are leaving care.**

The Local Offer will set out how relevant local services can be used to support young people's transition into adulthood; this will include things such as careers advice services and the sports and leisure opportunities available. By publicising HBC's Local Offer it will promote transparency and encourage young people to use all the services available to them.

2. Improve access to education, training and employment

HBC wishes to help all young people reach their full potential, whether that is going to college or university, taking up an apprenticeship or getting a skilled job. As corporate parents HBC employees and elected members will use a range of approaches to support those with high potential to achieve, as well as removing barriers for those who have either fallen behind or need extra support to remain in education or training.

Further Education

All young people aged 19-23 year-old are entitled to free education and training to achieve their first full Level 2 or 3 (GCSE/ A Level) qualifications, and all adults are entitled to free English and Maths up to Level 2. Care leavers are a priority group for financial support through the 16-19 Bursary Fund administered by Further Education (FE) colleges. These bursaries are to help with the costs of studying and to support young people stay in learning. Young people with Special Educational Needs and Disabilities (SEND) who are in care or leaving care, that need longer to complete and consolidate their education, are able to maintain their Education, Health and

Care (EHC) Plans until the age of 25 making sure they get the support they need to achieve their education and training outcomes.

Returning to Education

For many young people the transition to adulthood can be turbulent and their first priority is getting a sense of normality and making arrangements for the necessities; finding a home, learning to function independently, building a community etc. The lives of many young people often become more settled when they reach their late teens and early twenties, and it is only at this point that they feel confident and comfortable enough to return to education. HBC will support care leavers until the age of 25 who wish to catch up on the education they may have missed out on when they were younger. Income Support/Universal Credit is available to young people who take up full time study in non-advanced education (i.e. secondary level education).

Higher Education

HBC is dedicated to widening access to higher education (HE) for all young people. If young people in care or leaving care aspire to attend university, HBC will support them as much as any good parent would. Part of the role of Personal Adviser/Social Worker is to plan out how the young person will achieve this aspiration and how they will support themselves whilst undertaking their studies.

HBC will provide young people who go to University with a financial assessment every year to ensure they can afford to live. Additionally, care leavers can apply for an HE bursary, a total of £2,000, paid over the course of their studies.

Employment

Young people often need extra support finding work, as corporate parents HBC employees and elected members will help with this process as much as possible and the individual's Personal Adviser/Social Worker can provide advice with applications.

HBC is working closely alongside Jobcentre Plus to make sure that care leavers opportunities are maximised by having a 'named' worker at Jobcentre Plus.

HBC Personal Advisers/Social Worker can provide young people with information surrounding supported internships.

HBC monitor how that young people is doing and what is in place to support them (they have bi-monthly panel meetings with the virtual head teacher and education and training support workers). This is overseen by a quarterly strategic meeting that includes partners from across HBC, including Housing and Regeneration and The Department of Work and Pensions. The clear aim of this meeting is to increase opportunities for care leavers.

3. Experiencing stability and feeling safe and secure

HBC understands that the environment a person lives in has a huge affect on other areas in their life and are therefore dedicated to ensuring all young people have safe, secure and affordable accommodation in order to give them the best chance.

Personal Advisers/Social Workers work closely with all housing providers to ensure that they are equipped to respond to young people's complex needs and operate in accordance with local safeguarding arrangements.

Through the Personal Adviser role, HBC is committed to providing young people with all the information, regarding the options available in their local housing market; preparing for the challenges of maintaining their own home is a key part of the Pathway Planning process. Including the setting up home allowance and council tax exemption (further information is in section 5 of this guidance).

HBC offer preparation for independent living courses via the Through Care Team. This is to support young people's different learn skills, including managing their own tenancy, cooking and budgeting.

Staying Put

For those leaving care at age 18 from foster care, there is an option for them to move into a 'Staying Put' arrangement when both they and their carer want to continue living together. This arrangement provides a gradual transition into adulthood as that enjoyed by the majority of young people in the wider

population. It provides continuity of a supportive relationship and care arrangements which many young people can find vital to their transition.

HBC believe that having a secure, safe and stable place to live is essential if young people leaving care are to sustain education, training or employment; experience positive emotional health and well-being; and avoid safeguarding risks. This will be promoted and supported where there is the opportunity to do so. For further support and guidance in relation to Staying Put click [here](#).

Staying Close

For young people leaving residential homes, HBC is committed to supporting them to live independently in a location near to their former children's home. HBC own Children's Home offer this support.

HBC are committed to working with independent children's homes who offer Staying Close, at present this is optional. This Staying Close initiative means that young people can receive support from the same team and key workers for a period of time, and young people are able to visit the home frequently to experience a gradual transition to independence. This is to ensure they are successful in their tenancy / move on accommodation.

Preventing homelessness

HBC aims to ensure all young people are placed in safe, secure and affordable accommodation but understand that young people leaving care are particularly vulnerable within society.

Where young people leaving care over 18 are homeless, they are given automatic priority need within the homelessness legislation until the age of 22.

HBC work closely with housing providers to ensure care leavers have access to a range of suitable and affordable housing options.

Keeping young people safe from harm

A combination of care leaver's previous experience and their current circumstances can put them at a greater risk of exploitation. HBC understands that a person does not stop being vulnerable as soon as they turn 18 so it is important for young people to have access to support when leaving care. What support might look like will be discussed with the Personal Adviser/Social Worker and form part of the Pathway Plan.

The young person will have a Personal Adviser/Social Worker from who they can request support if they are worried about their safety.

Supporting young people in the criminal justice system

The Ministry of Justice is reforming the prison system so that offenders, including care leavers, can get the skills and qualifications they need to make a success of life on the outside.

HBC will continue to support care leavers while they are in prison and their Personal Adviser/Social Worker will visit the young person in order to assess how they are coping with their current situation as well as update their Pathway Plan.

The Through Care Team will also work closely with the Youth Offending or Probation Team to provide additional support to a young person who is severing their sentence in the community.

Supporting unaccompanied asylum seeking children

When an unaccompanied asylum seeking child arrives in the UK they are usually transferred into the care of a local authority, however if there is doubt regarding the persons age HBC will undertake an age assessment. HBC is committed to ensuring all young people, British and otherwise feel supported and safe within the community and with their transition to adulthood.

If an UASC (Unaccompanied Asylum Seeking Children) is assessed as a child then HBC will endeavour to provide effective Pathway Planning for them which takes into account the child's immigration status. HBC will support timely engagement with the Home Office to resolve any outstanding immigration issues, and look ahead to the long-term future of the young person within the UK or to the possibility that they will be expected to make plans to leave the UK to resume life in their home country if they have no lawful basis to remain here. There will be a dedicated Social Worker to support UASC throughout this process. Any Former UASC will be allocated a Personal Adviser/Social Worker from the age of 18 years old and be provided with a service as a Former Relevant young person.

4. Improve access to health support

HBC aims to provide young people with services for all aspects of health including mental well-being. Children often enter the care system with a poorer level of physical and mental health than their peers, and their longer-term outcomes remain worse.

The Department of Education Statutory Guidance – Promoting the health and well-being of looked-after children (2015) requires local authorities to ensure that there are effective plans in place to enable looked after children aged 16 to 17 to make a smooth transition to adulthood and that they are able to continue to obtain the health advice and services they need.

Additionally all care leavers will be given a Health Passport which will detail their health history including any allergies or medicine they have received, this will allow the young person to manage their health themselves.

Mental health

The transition to adulthood can feel lonely and isolating and as though no one understands, care leavers are particularly vulnerable to these feelings and HBC wish to ensure that they feel supported, included in the planning of their future and that they always feel as though someone is there for them to speak to when needed. This support is available from Hartlepool Therapeutic Services.

If a young person is receiving services from children's mental health services approaching 18, the Social Worker involved will review the need for the young person to be referred to adult mental health services. This will be planned with the young person and they will be involved in this decision making.

Wider health issues

HBC will ensure that young people have an up to date statutory health assessment and a plan that outlines how their physical and emotional health needs will be met. These assessments will be fully accessible to the individual and their Personal Adviser/Social Worker so that they can have an understanding of their full health history.

Personal Advisers will ensure that all health plans and Pathway Plans enable young people to understand how they can promote their own health in the future by adopting healthy lifestyle choices e.g. diet, substance misuse, sexual health and the benefits of sport and exercise.

As good corporate parents **HBC employees and elected members will encourage their children to be healthy – physically and mentally.**

Any young person who is at an increased risk of substance abuse, including those leaving care, will be provided by HBC with targeted prevention support, which focuses on reducing and strengthening resilience.

A young parent can be referred to Family Nurse Partnership (FNP). They offer support to young mothers and provide an intensive programme of supportive visits to support to the young person on their new journey and also to provide them with contraceptive advice.

5. Achieving financial stability

For anyone transitioning into adulthood managing finances can be a huge hurdle. Paying rent, council tax, household bills and transport costs can leave difficulties for care leavers managing their finances and they often experienced debt and arrears.

Financial support

HBC is responsible for all of the costs of accommodating 16 – 17 year olds and provides them with allowances to meet their day to day needs as they are generally not entitled to claim benefits.

When leaving care, young people are entitled to a 'Setting up home allowance' based on need of up to £2,000, which is paid over a period of time. This helps them to furnish their first property and make themselves feel at home in their new space.

Any care leavers living in Hartlepool with their own tenancy will be offered an exempt from council tax which will give them financial relief in their home.

As part of a young person in care's preparation for independence, it is important that the Personal Adviser/Social Worker make those in receipt of benefits aware of what they need to do to continue to receive them. HBC understands that many young people in care will not have access to advice about their personal finances from parents or family members. Therefore, HBC endeavours to ensure that Personal Advisers/Social Workers are able to give good quality information about the management of money, from budgeting to paying bills on time. Additionally, HBC aims for all care leavers to have a clear understanding of the conditions around the receipt of benefits

and ultimately remove the need to impose a sanction and ensure that they retain their entitlements to benefit.

Please refer to the guidance notes for financial assistance [here](#).

HBC encourage all Personal Advisers/ Social Workers to think creatively about how they can support care leavers in ways that a good corporate parent would and set it out clearly in their Local Offer.

ACCESS TO RECORDS

Over the course of their life time, people who have spent all or part of their childhood and adolescence in local authority care may want to access information about this period in their lives. There can be a range of reasons why people who have left care want to do this, including curiosity about why they came into care; what happened and when; a need to make sense of difficult memories and life events; to clarify explanations, and any other information that we hold as part of the person's time in care.

The relevant legislation for accessing personal data (by making a 'Subject Access Request') is the Data Protection Act 2018 (DPA). The DPA is the legal framework allowing people to have access to personal data held about them. Special rules apply to social work records which are set out at Schedule 3, part 3 of the DPA, and information may be withheld where the disclosure of the personal data would likely cause serious harm to the physical or mental health of the person or any other person.

CONCLUSION

As good corporate parents all employees and elected members of HBC are always looking for new ways to engage and support the young people in Hartlepool.

- HBC is displaying its commitment to care leavers through the care leaver's charter. HBC always wants to strive to improve the life experiences of care leavers and this charter displays our continued commitment to young people leaving care.
- A care leavers Local Offer is being developed which will lay out all of the services and support available.

- A care leavers app has been developed and is free to download.
- The transition to adulthood can be daunting for any young person, but as corporate parents HBC wish to provide our care leavers with all the information and tools to support them through this period, reference leaflets for different vital areas of a young person's life are being developed – these will include housing, education, finances etc. These leaflets will talk the reader through the process in an easy to read manner in the hopes that it simplifies the process.
- The CiCC are developing an ambassador programme. This programme will allow members of the CiCC to represent more children in care and care leavers.

GLOSSARY

- **Staying Put** – An arrangement where-by young people aged eighteen and older who were previously looked after remain living with their former foster carer/s (who may also remain a foster carer for younger children).
- **Staying Close** - A new pilot government scheme which supports care leavers who are leaving residential care to have continuity and support for a further three years.
- **Local Offer** – A requirement of local authorities to consult and publish a offer to care leavers coverings the education, health and social care services available for young people leaving care, enabling care leavers awareness of the support that they can expect.
- **Supported internship** – A structured study programme based primarily at an employer, enabling young people aged 16-24 with a statement of SEN, or an Education, Health and Care plan to achieve sustainable paid employment by equipped them with skills they need for work, through learning in the workplace.
- **VEMT** – Vulnerable, Exploited, Missing, Trafficked
- **Risk Management Group** – Multi agency senior management panel in place to support workers in managing high levels of risk.

APPENDIX 1 - CARE LEAVERS CHARTER



CARE LEAVERS 16+
THIS IS OUR PROMISE TO YOU

We will help you to achieve your best, to have fun, stay healthy and safe.

YOUR HOME



- We will help you think about the choices available
- We will listen to you about where you want to live
- We will do everything we can to help you feel happy and safe
- We will do our best to support you until you are settled
- We will support you financially to set up your first home

YOUR MONEY



- We will make sure you have all information about budgeting and managing your money
- We will give you information about your financial entitlements
- We will help you set up a bank account
- We can assist with financial support

YOUR HEALTH



- We will make sure you know how to use the health services you might need
- We will provide you information and advice around leading a healthy lifestyle
- We will help you if you need adult social care services
- We will offer you your health information in a health passport

YOUR FUTURE



- We will help you to think big about what you want to do and where you want to be
- **We will help you with things like:**
 - Writing a CV
 - Making links with Education, Employment and Training
 - Applying for university
 - Information about your entitlements
 - How to be a good citizen

WE WILL BELIEVE IN YOU
HELP YOU PLAN FOR YOUR FUTURE
CARE ABOUT YOU

YOUR RELATIONSHIPS AND IDENTITY



- We will support you to discover who you are
- We will help you develop your own personal beliefs and values, and learn about your culture and heritage
- We will celebrate your identity as an individual
- We will value and support important relationships
- We will provide advice on how to manage change in relationships
- We will help you to apply for a form of identification

YOUR VOICE

- We will give you the opportunity to get involved with different groups and activities to share your ideas and experiences
- We will give you the opportunity to have your voice heard
- We will ensure that you are fully involved in decisions about you
- We will make sure that these are recorded in your Pathway Plan, shared with you and reviewed regularly

SUPPORTING YOU

- You will have an allocated worker for as long as you need up until you are 25 years old
- You will have a Needs Assessment and a Pathway Plan which is reviewed with you regularly
- We as your Corporate Parents will make sure you have access to services and the support you need

YOUR LIFE SKILLS



- We will offer you support and information to develop the skills you need to live independently
- Your carers will support you to develop the skills you need for adult life
- We will discuss this with you and support you to plan what needs to happen in your Pathway Plan
- We will help and support you to become independent and take charge of your own life

RESPECT • BELIEVE • LISTEN • CHAMPION • RESPECT • BELIEVE • LISTEN • CHAMPION

A click to download the Care Leavers Charter can be accessed on the Practice Manual [Here](#).

APPENDIX 2 – THE PLEDGE



A click to download The Pledge can be accessed on the Practice Manual [Here](#).



This guidance was published in July 2018 and will be reviewed in July 2020.