Manchester City's Multi-agency Our Children and Young People's Strategy 2016/2019

Our Manchester - building a safe, happy, healthy and successful future for children and young people

Contents

1. Introduction	3
2. Our Parenting Role	4
3. Our Promise to Our Children and Young People	5
4. How we will deliver on the promise	8
5. Supporting those on the edge of care	16
6. How we will work together	17
7. How we will track progress, evaluate and measure success	18

Note

Manchester City Council's Corporate Parenting Panel met on the 21st of March and considered the issues of stigma and more specifically the impact of language of our young people. After considering the deliberations it was agreed that we now use jargon free language and replace the following 5 commonly used words 'LAC'/'Looked After Children', 'Care Leaver', 'hard to reach', 'Placement' and 'Contact', respectively with 'Our Children', *no label*/'Our Young People', 'unsuitably supported', 'home' and 'family time'. As such this plan has been reviewed to reflect the change in language. This change does not affect the operational and/or strategic commitments made in this strategy which is due for review in 2019. It is acknowledged that there are occasions when it is appropriate to refer to using the previous language, particularly when referring to children in a legal context.

1. Introduction

- 1.1. Manchester's Children and Young People's Plan, *Our Manchester, Our Children*, sets out how Manchester will deliver on outcomes that matter for Our Children and Young People. The city's vision is to build a safe, happy, healthy and successful future for children and young people.
- 1.2. This multi-agency strategy sets out in further detail what this vision means specifically for Our Children and Young People, as well as those on the edge of care, and how we, working with children and young people, will deliver improved outcomes. It sets out the key priority actions, the principles by which we will work together and the key measures we will track to understand how outcomes are improving for children and young people.
- 1.3. First and foremost, the strategy is about working with children and young people to improve their lives and the services they receive listening to and acting on what they tell us about their everyday experiences of being looked after and how they think our services should be run. Indeed one of our key objectives in this strategy is to ensure we listen to children and young people and support them to participate in and influence practice and service development, delivery and evaluation. The strategy therefore is partly about ensuring that the city properly understands what outcomes matter to our children and young people, informed by their voice and influence, and supported by rigorous analysis of statistical data such as the Joint Strategic Needs Assessment (JSNA) and research.
- 1.4. This working with children and young people starts with Our Promise, which was written by children and young people, and which forms the framework for the strategy. The ambition and outcomes contained within the Promise have a close parallel with those in Our Manchester, Our Children, and its wording purposefully reflects the individual relationship that we have with each of Our Children and Young People. The priority actions contained in this strategy all stem from the Promise.
- 1.5. The strategy then sets out how we, as partners with corporate responsibility for Our Children and Young People, will work with children, families, local communities and each other. We know that achieving the best outcomes relies on strong and effective partnership working and this strategy reaffirms Manchester's commitment to embedding an Our Manchester approach to working an approach which focuses on children and young people's strengths and potential. When taken together the scale of our collective influence in the city, the range of best-in-class expertise available, the deep local knowledge of communities, the links with local businesses, the research and innovation base, the scope for working across Greater Manchester we have enormous potential to open up further opportunities for Our Children and Young People. All partner agencies are committed to developing and implementing this strategy in co-operation with each other.

1.6. The strategy concludes with looking at how we will measure the impact of changes, ensuring that our actions make a meaningful and positive improvement to children and young people's lives. As well as what children and young people tell us, we will use key performance indicators to measure how well we are delivering services and to ensure we do what works to improve outcomes. The Corporate Parenting Panel will continue to play a key role in supporting the work of all partners in delivering services to Our Children and Young People and also in calling services to account as part of our governance arrangements to ensure the care provided is positive and protective.

2. Our Parenting Role

- 2.1. When a child comes into care Manchester City Council becomes the 'Corporate Parent.' The term means the collective responsibility of the council, elected Members, employees and partner agencies, for providing the best possible care and safeguarding for Our Children and Young People. The good corporate parent must share the aspirations, commitment, moral and legal responsibility for enabling the children in its care to experience happy and fulfilling lives, just as any good parent would.
- 2.2. It is our role as organisations, and as individuals, to champion the needs, wishes and feelings of our children; provide them with the stable, secure and loving environment they need to flourish; advocate for, and secure them the access to opportunity that any good parent would want and offer to their children, in order to inspire them to achieve the future they want for themselves.
- 2.3. We share the principles of the government's 'Putting children first' and 'Keep on caring' strategies, that corporate parenting is the responsibility of the whole public, voluntary and associated private sector and that these duties do not end when a child leaves care but continues throughout the journey to successful independence. All services will have mechanisms in place to continually monitor and review the contribution they make to Our Children and Young People.
- 2.4. Our vision for our role as parents is to ensure happiness, health, safety and success for the children in our care and after they have left care. We want them to have improved emotional wellbeing and to remain safe and protected from harm and exploitation. We want them to achieve their potential, secure improved educational attainment and participate in decisions affecting their care and lives.
- 2.5. And when Our Children move into adulthood, we want to provide a continuity of support, to help our young people to access good housing and health care services, succeed in higher education or secure a good job and attain financial security.
- 2.6. In short, we want the best for Our Children.

3. Our Promise to Our Children and Young People

- 3.1. We are committed to ensuring that all the children in our care and those leaving care have the same life chances and outcomes that all good parents would want for their own children. It is important that Our Children and Young People understand what they can expect from us as their Corporate Parents.
- 3.2. Our promise to Our Children and Young People makes four key commitments. These have been written by children and young people and agreed by the Corporate Parenting Panel and endorsed by full Council and its partners. They focus on what matters to children and young people their voice and influence, their safety, their health, their education, their happiness, their success in adulthood. This strategy has been refreshed so that it is aligned with and sufficient to deliver on that promise.

Our Promise to Our Children and Young People:

Our promise is to respect you as an individual, regardless of religious belief, ethnicity, sexuality, gender identity or disability, and support you on your journey to be a resilient and confident person in your own right.

Respect you

- We will make sure we support you in a kind, compassionate, considerate and timely way.
- We will listen to you and value your voice, as an individual and through our Children in Care Council and Care Leavers Council.
- We will involve you in decisions and plans about your life.
- We will make sure you feel comfortable and supported to attend your meetings and reviews if you wish to.
- We will try to help you to understand why you are in our care.
- We will talk to you in a language or use methods that you understand.

Care for you

- We will make sure we provide a stable environment for you to live and learn in.
- We will do everything to make sure your happiness, wellbeing and safety are our priorities.
- We will support you to stay healthy and make sure you get good health care when you need it (including your physical, mental and sexual health).
- We will make sure you live with people who care about and support you.
- We will wherever possible help you keep in contact with the people who matter to you.
- We will provide you with accurate information and advice and help you to access services that can help you.
- We will make sure you know your rights and who to turn to if you are unhappy or wish to make a formal complaint.

Support you

- We will provide a named teacher in your school or education setting who understands the issues that you may face.
- We will try to avoid unnecessary placement and/or school changes.
- We will help you to find hobbies and interests to develop new skills and friendships.
- We will support you in any pathways you choose beyond school or college, including going to university or into an apprenticeship.
- We will encourage you to be the best you can be and achieve the goals and dreams you have set.

Help you grow

- We will help and support you to become independent and take charge of your own life.
- We will do everything we can to build the skills and confidence to help you make a smooth transition into adult life.
- We will show you how to be responsible for your own actions and how to participate as an active citizen.

4. How we will deliver on the promise

4.1 Here we set out the key priorities for action to deliver on each element of the Promise.

We will respect Our Children and Young People

- Support an increased membership and reach of the Children in Care Council (The Group) and the Care Leavers Group (The Change Group), ensuring they are representative of all Our Children and Young People and reflect the diversity of the population. These groups are made up of Our Children and Young People and promote positive participation and engagement enabling their voice to be heard and for them to influence practice and service development. Alongside this young people are enabled to develop key skills and a sense of confidence whilst helping Our Children and Young People. They play a key role delivering on Manchester's Our City, Our Say strategy.
- Provide more practical support to the Group and Change Group. The Change Group in particular wants to undertake more activities and form a clearer identity, for example through branded clothing.
- Support more of Our Children and Young People to attend and play an active part in their reviews, encouraging and enabling them to express their views, opinions, wishes and feelings.
- Support and enable young people who are leaving or have left care to develop Our Young People's forum to ensure their views are heard. This is something that Our Young People have specifically asked for.
- Strengthen Our Children and Young People's role in overseeing the development and delivery of this strategy through a strong and influential Voice and Influence working subgroup. This group will comprise children and young people members and be chaired by a young person. It will take a lead role in ensuring the voice and influence of children and young people has an impact across all services for Our Children and Young People.
- Embed understanding of the Promise across stakeholders that work with Our Children and Young People through a robust communications strategy and inclusion within relevant business and service plans.
- Regularly collect, review and track feedback from Our Children and Young People, and their Advocacy services, in order to shape service development and understand the impact of changes. We want to be able to demonstrate how our multi-agency services have changed as a result of the feedback and the participation and influence of children and young people over the development and delivery of services.

- Continue to roll out and embed the Signs of Safety model for working with children and young people, promoting strengths-based conversations with children, young people and their families.
- Work to minimise the number of changes in social workers for Our Children.
- Improve Our Children's ability to contact their social worker and key workers.
- All Our Children to be able to have a lockable box.

We will Care for Our Children and Young People

- Support more children and young people to be permanently reunified to live with their family through evidence based support interventions, where it is assessed as safe and in the best interests of the child and young person.
- Continue to increase the number of children adopted and improve the timeliness of adoption by:
 - recruiting more adopters through the new Regional Adoption Agency, including a comprehensive support offer for families adopting hard to place children
 - o linking family finders with children's social workers
 - o promoting fostering for adoption across the service
- Increase the number of children made subject to Special Guardianship Orders through improved care planning, robust monitoring and tracking and an improved support offer. We want all children and young people living with connected persons foster carers in care to be supported to live outside of care under Special Guardianship Orders where this is safe and appropriate.
- Support more children into local, stable, long-term foster family homes (and correspondingly reduce the number of home moves for children and young people) by:
 - recruiting more local foster carers, enlarging our internal foster carer pool to reflect
 the diversity of Our Children's population (including the growing number of
 Unaccompanied Asylum Seeking Children), offer better home choice and home
 stability. This will be achieved through the development of an attractive offer to
 carers, including a good financial support package, top quality support, supervision
 and training and a wraparound therapeutic approach (see below).
 - rolling out the 'secure base' therapeutic support model (Beek and Schofield) across the fostering service in 2016/17, working in partnership with CAMHS and health colleagues to support carers and children therapeutically.
- Implement a service redesign of the council's in-house residential service in line with our
 vision of placing fewer children in residential care and using fostering rather than
 residential care for out of hours emergency accommodation, and our plan to invest in an
 adolescent support unit to support young people stay with their families and avoid coming
 into care.
- Provide training and education for all foster carers and residential staff about CSE (as well as wider safeguarding training, how to spot it and support young people
- Review processes for notifications to ensure timely health assessments, up to date immunisations and dental checks
- Ensure life-story work is completed for children and young people through on-going promotion, staff training and robust tracking and monitoring.
- Reduce missing from care episodes and assess and address the causes and risks of such behaviour through better safety planning and improved stability of homes. Lessons learned

from the experiences of young people who go missing will be used to inform service delivery and the young people will be well supported.

- Promote family time with birth families for Our Children and Young People (where appropriate and in keeping with the wishes of the child and young person) including those who are placed outside the district and make provision for them to respect their culture and take part in religious activities.
- Improve physical, emotional and mental health outcomes for Our Children and Young People through, among other things, reviewing the current use of the Strengths and Difficulties Questionnaire (SDQ), including how it informs service development, and agreeing a pathway to improve its coordination with individual health assessments and care plans.
- Further improve timeliness and quality of health assessments to effectively inform care planning.
- Further improving immunisation uptake.
- Review processes to ensure that that all Our Children have timely access to holistic health care.
- Work to ensure that Our Children with a disability or complex needs have the same range
 of opportunities for local homes, family homes, adoption and special guardianship as all
 Our Children. In particular, we will recruit more foster carers and short break carers for
 disabled children.

We will Support Our Children and Young People

- Ensure that all Our Children have a Personal Education Plan (PEP) (where applicable) and we will continue to improve the quality and timeliness of PEPs for all Manchester's Children's Services Children up to their 18th birthday with a particular focus on those placed in schools outside Manchester.
- Continue to ensure all Our Children attend a good quality school, with an Ofsted rating of Good or better.
- Support and challenge schools to ensure Manchester's Children's Services Children are fully supported to attend, make good progress and achieve well and to intervene when this is not in place. This will mainly be achieved through the Virtual School PEP quality assurance process which involves conversations with each school about each individual child. The Virtual School will also continue to provide written advice and training to all partners to drive this improvement.
- Track progress of children, via the Virtual School, towards achieving national expectations and use this to inform the use of targeted resources, interventions and training to improve the attendance and outcomes of specific cohorts of young people especially those in Key Stage 4.
- Use the Virtual School to deliver early trauma and attachment training, along with guidance and additional resources in order to improve the knowledge, skills and understanding of schools, colleges, providers, social workers and carers working to support looked after young people and children on the edge of care with early trauma and attachment difficulties to engage in their learning and achieve well.
- Work closely with schools to avoid the use of exclusion for Our Children through a better understanding of their needs and the personalisation they may require in order to attend school, to learn and to achieve.
- Develop more integrated working arrangements between social care, CAFRASS, health care, the Virtual School and Care Leaving Service to improve the consistency of support for children and young people as they grow older.
- Reduce the number of Manchester Looked After Young People aged 16 up to their 18 who
 are not in education, employment and training (NEET) by ensuring that they have a high
 quality Post 16 PEP.
- Use the Virtual School to work closely with Manchester's Leaving Care Service to ensure that each young person's pathway plan is fully informed by their final PEP and that they are

fully supported by the service to enter, remain and achieve in education, employment and training (EET) destinations. The Leaving Care Service will provide regular reports to the Virtual School on the EET activity and outcomes of Manchester Children Service's Young People.

- Work with the council's Employment and Skills Team and partners agencies to ensure all
 work placement, traineeship, apprenticeship and employment opportunities are effectively
 communicated to Our Children and Young People in ways which best support young people
 to access and be successful in their preferred home.
- Work with children, young people, schools and Children's Board partners to develop a stronger 'curriculum for life' something which young people have specifically raised as something they want to see improved.

We will Help Our Children and Young People to Grow

- ensure that each of Our Young People has a pathway plan that contains an up-to-date assessment of individual needs and a clear plan with specific and measurable objectives that are understood and agreed by the young person, their social worker and Personal Advisor.
- work cooperatively across the partnership to take action to re-establish contact with Our Young People who are not in touch with the service and take steps to ensure they are all safe. We will ensure that each of Our Young People has the opportunity to maintain a meaningful relationship with a leaving care worker and, for those young people with whom the local authority had lost touch, the reasons are fully recorded, collated, analysed and reviewed with repeat efforts being made to contact the young person.
- work in partnership with the Virtual School for Our Children and local and regional education and training providers, and local and regional employers, to improve the post 16 offer and opportunities for young people in education, employment and training.
- use our collective influence and capacity to support Our Children and Young People to take advantage of high quality employment and training opportunities in the city.
- plan for accommodation for Our Young People in our Placement Sufficiency Strategy and ensure commissioning activity results in a sufficient number and range of accommodation options. In particular we will strive to improve the number of Our Young People who can benefit from Supported Lodgings accommodation and Staying Put foster care arrangements.
- further develop processes to ensure that young people leaving care are aware of their health history and are enabled to access GP and other health services (including mental health) as they transition to adulthood.
- further develop multi agency pathways for transitions to adult services which will be reviewed through quality assurance processes.
- develop an information and advice pack and distribute to all our existing Young People and to new service users as and when they are allocated a leaving care personal advisor.
- look to collaborate more with Greater Manchester partners to support improved outcomes for Our Young People and a more consistent service offer, recognising that Young People move across local authority boundaries.

Cross-cutting enablers to deliver the Promise

- Continue our improvement plan to safely reduce and maintain low caseloads for social workers to an average of 18 in order to enable frontline practitioners to have more time and meaningful engagement with Our Children and Young People.
- Promote diversity in service provision, reflecting diversity of Our Children and Young People's population. Consideration of diversity should be evident in partners' engagement with and plans for children and young people.
- Review our organisational structures to reduce the number of changes of social workers that children and young people experience.
- Invest in our workforce, improve multi-agency training and develop our staff and carers to effectively respond to the needs of Our Children and those at risk of care.
- Ensure we have a suitably experienced, trained and suitably supported workforce that is able to fulfill its role effectively and provide a high quality service to children and young people.
- Ensure Our Children are visited and seen alone by their social workers, and that allocated social workers form good communicative relationships with multi-agency partners to the benefit of Our Children.
- Regularly review Our Children's care plans and the implementation thereof.
- Improve management oversight and quality of governance processes.
- Ensure there is a robust Independent Reviewing Officer Service that scrutinises and when required challenges practice, plans and arrangements for Our Children and ensures the local authority is fulfilling its statutory responsibilities to them.
- Develop safe and effective multi-agency pathways that adequately support families and carers.

5. Supporting those on the edge of care

5.1. The focus of this strategy is on developing services and improving outcomes for Our Children and Young People. However, we know that good outcomes for children are best achieved in their own families if this can be safely supported. It is important therefore that we provide services to best ensure that children and young people on the edge of care and their families are supported to remain together wherever possible, and rehabilitating children home from care, if and as soon as circumstances allow it.

5.2. We will:

- Continue to ensure the delivery of Manchester's multi-agency Early Help Strategy and continue to invest in early preventative services, expanding the number of families that access early help support in order to reduce demand and increase effectiveness.
- Use the new multi-agency Edge of Care Resource Allocation Panel Work to ensure an
 appropriate range of evidence based interventions are commissioned for 11-17 year olds
 an age group who statistically are most likely to become looked after.
- Work as a joint partnership team to deliver coordinated support for children on the edge of care, including joint, high quality contributions to child protection and child in need planning meetings.
- Maximise use of a range of evidence based support for children and young people on the edge of care, including mental health services, Family Group Conferencing and Multi-Systemic Therapy, supporting families to stay together.
- Work with other authorities and research institutions to build the evidence base for what support works most effectively in different contexts, and develop a tool to support practitioners to identify and advise families on the most appropriate intervention.
- Use the new Family Support Unit (Alonzi House) to reduce the number of teenagers unnecessarily becoming looked after, to support rehabilitation home and to act as a hub for all other family support services working with children and young people on the edge of care.

- Improve the capacity of the Emergency Out of Hours Social Work Team to ensure they are better placed to support families in crisis so that children and young people do not come into care unnecessarily outside of normal office hours.
- Reduce the number of children placed with parents on Care Order, especially for lengthy periods.
- Work with families using Signs of safety as our primary model.

6. How we will work together

Through the development of the Our Manchester approach, stakeholders across Manchester have committed to work in a different way with residents and local communities - an approach that 'works with' residents and communities as opposed to 'doing to', and builds on each other's strengths. The Children and Young People's Plan further articulates this way or working through four principles, set out below.

We will be child and young person centred

As Corporate Parents we want the best for each and every one of Our Children and Young People and will place them at the centre of everything that we do. We should consistently set high aspirations for them and undertake our responsibilities as Corporate Parents with as much enthusiasm, passion and commitment as any parent would for their child. We should want to achieve the best for them and in turn encourage them to have high aspirations for themselves.

Being child and young person centred also means that we will take an outcomes-based approach across everything we do, to encourage a focus on the difference that we make to the lives of Our Children and Young People - we should always know the answer to the 'so what?' (i.e. what impact will it have?) question. We will measure the impact of our strategy and our work by the extent to which it improves outcomes and by the extent that children and young people tell us we are making a positive difference.

We will listen to and respond to children and young people

As set out in the Promise, we will recognise and value the voices of Our Children and Young People in all areas of our work by listening to and responding to what they tell us. Our Children and Young People should be actively encouraged to work with us, along with their parents and carers, in shaping how we manage the resources and services which support and care for them. We will uphold the right of our children and young people to influence service development and delivery by promoting a strong and representative Children in Care Council and Care Leavers Council. We will ensure children and young people and their Council representative have good

access to Elected Members, Corporate Parenting Panel, the Strategic Director of Children's Services and those who make decisions about things that affect them.

And we want to be a learning city, that strives to learn from feedback from children and young to improve practice where it will help us to make a difference to children's lives.

We will focus on strengths and building resilience

We will focus on children's strengths and provide them with the support to build resilience and overcome obstacles. As part of this we will celebrate our children and young people's successes and encourage them to reach their full potential. We will ask children what is important to them and what is good in their lives and we will use this to help Our Children and Young People build healthy, trusting relationships with consistent adult figures in their life, and build wider strengths-based networks that capitalise on both human and community assets.

We will act early

A theme that runs throughout this strategy is timely action, from improving adoption timeliness through to timely early help to support children and young people stay with their families and not come into care in the first place. We will intervene early through a range of universal and specialist services to ensure that every one of Our Children and Young People has the opportunity to thrive and succeed.

7. How we will track progress, evaluate and measure success

- 7.1. A senior, multi-agency partnership group has been established overseeing delivery of this strategy. Chaired by the Strategic Lead for Social Care, it meets every quarter to review progress against outcomes, understand the themes being raised by children and young people, track how partners are working together with children and young people and look to resolve any particular challenges in delivery of the strategy.
- 7.2. The partnership is accountable and reports to the Corporate Parenting Panel and the Children in Care Council. It will also report to the Health and Wellbeing Board and the Manchester Safeguarding Children's Board, reflecting the different dimensions to the Promise.
- 7.3. In terms of delivery on the ground, five separate operational, multi-agency sub-groups have been set up, aligned with the four areas of the Promise and the Edge of Care priority. These groups are tasked with driving delivery on the individual actions contained in this strategy, working with children, young people and the relevant practitioner teams. Each sub-group has a named lead and provides updates for the senior, strategic group described above. The groups will actively promote the involvement of children and young people in the design and delivery of services.
- 7.4. Fundamentally success will be measured against the outcomes experienced by children, young people and their families. We will therefore focus on overall outcome measures that record children and young people's views, their physical, emotional and mental health, their educational attainment etc.
- 7.5. There will also be a number of additional performance measures that we will monitor, in order to understand what changes are being made on the ground that in turn will deliver improved outcomes (e.g. are Our Children and Young People receiving timely health assessments?).
- 7.6. Below we set out some of the key outcomes and performance measures that will be monitored. The Corporate Parenting Panel has responsibility for monitoring the latest data and has set up a business meeting every other time it meets specifically for this purpose.

Promise theme	Desired outcomes	Measures and targets, where applicable
Respect	Our Children and Young People feel they are being listened to and that they can influence development and delivery of services	Children in Care Council half-year reports % of Our Children attending and taking an active part in their review % of Our Children with a review who were visited by their IRO in the 6 weeks prior to the review (target: 80%)
	Manchester has a strong and active Children in Care Council and Change Group, whose membership is representative of the wider population	Feedback from Our Children and Young People on the Voice and Change Group
Care	Increase in the number of children adopted and the timeliness of adoption	Interim adoption target of between 80 and 100 children adopted in 2016/17 All children to meet the A1 Government target of 426 days between coming into care and finding a home with adopters All children to meet the A2 121 day target for Placement Order to matching decision
	Increase in percentage of Our Children in local, long-term family homes	Percentage of Our Children placed within Manchester; percentage of Our Children placed within 20 miles of Manchester Percentage of children who have been looked after for at least 2.5 years and who have been in the same home for 2 years or placed for adoption. Reduction in the number of children placed in residential care (interim target of below 70 children by end-2016/17)
	Ensure the physical, emotional and mental health of Our Children, enabling them to lead healthy, active lives	Number and percentage of Our Children who are overweight, obese or underweight

		100% of Our Children to have a completed
		Strengths and Difficulties Questionnaire; SDQ score for emotional and behavioural health
		Timeliness of health assessments, dental checks, immunisations
		All Our Children have access to the health services they need (as measured by feedback from Our Children).
	Our Children and Young People are safe and report that they feel cared for, are safe, and are supported to stay healthy	Number of Our Children that go missing from care
		Feedback collected through Our Children's Reviews and surveys of Our Children and Young People
Support	Every child and young person in our care is effectively supported to have good attendance at a good school or provision	Our Children attendance at school
		100% of Our Children in good or outstanding schools or provision
		Number of Our Children exclusions from school
	Every Our Children and young person in our care is supported to achieve the highest educational standards they can, whether they attend school, college or training and at each stage of their education	100% of Our Children with PEPs (where applicable)
		Children with good achievement at the end of primary school
		Young people gaining 5 good GCSEs including English and maths
		Level 3 qualifications at 19
Grow	Percentage of Our Young People are in suitable accommodation	Percentage of Our Young People with an up to date pathway plan
	Percentage of Our Young People are in Employment, Education or Training	
	Percentage of Our Young People in Higher Education	
	Decrease in the number of Our Children and Young People who subsequently offend and are in the Youth Justice system	