



# Champions Boards

2016 - 2019

Life Changes Trust

Care Experienced Young People Programme

**LIFE CHANGES TRUST AWARD**

**MONITORING FORM – PROJECT & EVALUATION**

**ANNUAL REPORT**

## What is this form for?

- **Use this form to** describe what you've achieved through your project and how you have spent your funding.

By your project, we mean the activities, services or facilities **the Trust is funding**, as described in your application, letter of Award and project and evaluation plans, together with any changes we have agreed with you since your Award and project plan were agreed.

- **Do not use this form to** inform the Trust about changes to your main contact, authorised signatories, organisation, partners or bank account. We expect you to discuss these changes with us before they happen.

## How to fill out this form

- Please complete all sections. Key Indicators should be completed in the online form.
- **As we are asking you to complete this report at the end of your first year of funding, please give more detail than you have in your six month reporting. We have included word limits to give an indication of the level of detail we are looking for. You should attach examples where possible, including (but not limited to) case studies; videos; photographs; press releases; activity plans.**
- If you have any questions, please contact:

Celeste Berteau  
Insight and Evaluation Officer, Care Experienced Young People Programme  
Email: [celeste.berteau@lifechangestrust.org.uk](mailto:celeste.berteau@lifechangestrust.org.uk)  
Tel: 0141 212 9613/07795 965 **330**

- Please return the completed form by Friday, **28 July 2017** to Celeste Berteau (contact details above)

## Part 1 – Progress of the project – looking back

<b>Name of Awardee (lead organisation)</b>			
Jo Foley			
<b>Name of your project</b> if different from above			
<b>Funding year</b> (1, 2)	1	<b>Report no.</b> (1,2,3,4)	4
<b>Reporting period</b> (e.g. Apr to Sept 2015)		July 2016 to June 2017	

<b>1.1</b>	<b>Is your project on target against the activities set out in your application?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	<p><b>As this is the end of year report, please summarise your progress overall for year one below.</b></p> <p>You can write about 500 words (text boxes expand).</p>	
<p>Despite a delayed start, the Project Coordinator and 1 Participation Assistant are now in post. We have a regular group of young champions attending the group who have developed massively over the year. In addition we also have other groups of CEYP which are feeding into the Champions board, namely, the Feel Good Friday group. We have started to consult with a group of care leavers and are in the process of establishing a Champions group specifically for this group of young people.</p> <p>Our young people have identified their key priorities which they are now focussing on. Individual group members are now confident enough to participate and present at local and national events as are the group as a whole.</p> <p>The group worked extremely hard, supported by the Who Cares development worker, in the organisation of our first board event which took place in March and feedback from participants was excellent. Our next Board event is scheduled for Sept 2017.</p> <p>Since April, we have been working with Columba 1400 in the preparation of a Leadership Academy which took place from 25<sup>th</sup> June to 30<sup>th</sup>. This required a high level of commitment from our young people and our adult champions who we were fortunate enough to have from a variety of services/organisations. We are particularly pleased that we have managed to recruit</p>		

such a diverse range from agencies such police, education, children's services and housing which demonstrates the increased profile we are gaining.

<b>1.2</b>	<b>Is your project on target against your <i>budget</i> this quarter?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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If No, please explain the variation.

**Please complete the quarterly financial claim attached.**

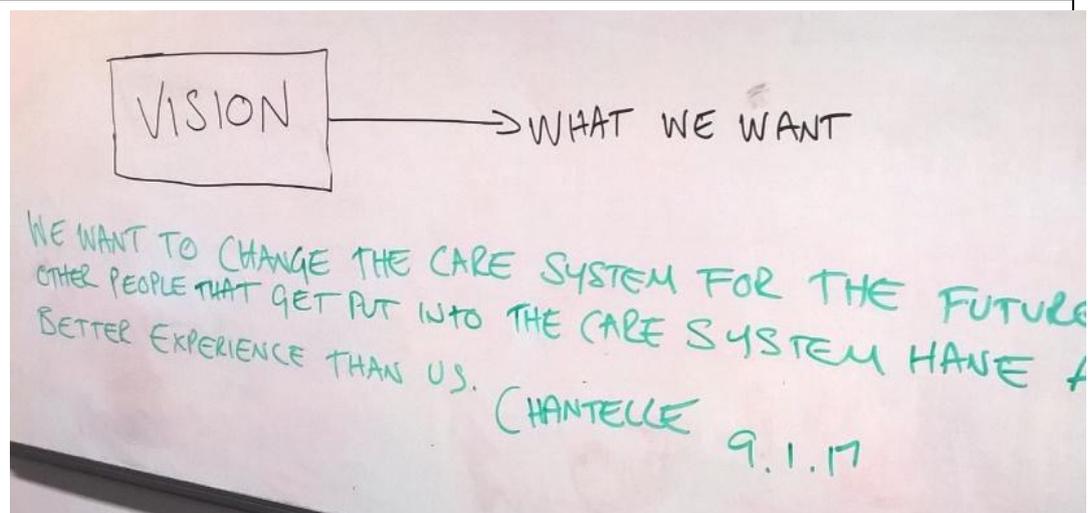
<b>1.3</b>	<b>Is your project on target against your <i>budget</i> for the year?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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If no, please provide more detail below. Tell us about any underspend or overspend against your budget headings. We've provided an example to get you started.

Budget Heading	Item	Comments
<i>e.g. Staffing</i>	<i>e.g. Participation Assistant</i>	<i>e.g. Underspent at the end of the year by £6,608 due to a delay in recruitment</i>
Staffing	Participation Assistants	
Staffing	Project Coordinator	

<b>1.4</b>	<b>Please calculate your total underspend/overspend at 31 March 2017</b>	£24K approx
<b>Do you have alternative proposals for any underspend?</b>		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If Yes, please tell us how you propose to use any underspend on alternative budget items related to your Champions Board, and provide a brief explanation.		
Budget heading	Item	Comments
	MOMO App that helps young people express their views and workers evidence them.	<p>We are constantly looking at ways to engage and involve all our looked after young people, particularly those looked after at home. Following a demonstration of this app, and after consultation with looked after young people, we believe that the App has potential to increase engagement and participation especially those looked after at home. We would like to test out this app to determine if it supports and increases engagement.</p> <p>. Therefore we are seeking approval to use to use £11,160 from the under spend for this purpose which will be match funded by Midlothian to fund the cost which is £22,320.</p> <p>In addition we would like to increase our individual grant awards by using any under spend left.</p>

<p><b>1.5</b></p>	<p><b>Describe your main activities and how you have progressed towards each outcome area.</b></p> <p>Describe the main activities you've started, continued or finished during the first year of funding. Please write no more than 600-800 words per outcome (text boxes expand).</p> <p>Please note that since this is the end of your first year of funding, more detail is required than in previous reports. Please attach supporting evidence and examples where possible.</p>
<p>Outcome Area 1: <b>Care experienced young people benefit from involvement in Champions Boards</b></p>	<ul style="list-style-type: none"> <li>• Young champions are supported to design their own programme for communicating and sharing information with wider CEYP population</li> <li>• Young champions are supported to have agenda, minutes and developed actions on website</li> <li>• CEYP influence and inform our Participation Strategy</li> <li>• Establish explicit activity to engage looked after children in foster care/kinship</li> <li>• CEYP are involved in the recruitment of staff to support the Champions Board</li> <li>• CEYP are provided with a dedicated budget</li> <li>• CEYP are supported to manage and attend young champions meetings</li> </ul> <p><b><i>Above are actions from plan</i></b></p> <p>Successfully recruited 1x Participation Assistant, who was initially a group volunteer and was evidently very popular with the group members.</p> <p>Regular cohort of attendees:          1x care leaver          4x foster care          1x unaccompanied asylum seeker          2x residential care</p> <p>Groups take place every 2 weeks.          Group members are encouraged and involved in the planning of groups and have identified their own priorities which are: Housing, Education, Health, Employment and Love. Whilst it can be difficult for the group to focus on formalities, the notion of agenda setting and minute taking is ongoing. Similarly we have encouraged the group to take financial responsibility in terms of spending which again will take some time to develop.</p>



At the start of the year we looked at the concept of developing a shared understanding of vision and value base and were amazed at how insightful the group were. We stimulated this discussion by asking our young people to match up high profile company/organisation's logos with their vision statements. The session ended with the group developing their own vision statement "we want to change the care system for the future so other people that get put into the care system have better chances than us".

We plan to integrate our learning on value base, which was featured highly as part of the Columba 1400 Academy to develop a shared vision and understanding with our young and adult champions.

In addition to fortnightly group meetings, our young Champions have been supported to attend 1 LCT network event in Stirling. As a Christmas celebration, the champions participated in a bowling event followed by food which was chosen and planned by the group.

The group has also attended various Who Cares? Scotland events such as the ceilidh to celebrate St Andrew's Day.

All minutes are uploaded onto Midlothian Councils Internet.

[https://www.midlothian.gov.uk/downloads/download/79/midlothian\\_champions\\_group](https://www.midlothian.gov.uk/downloads/download/79/midlothian_champions_group)

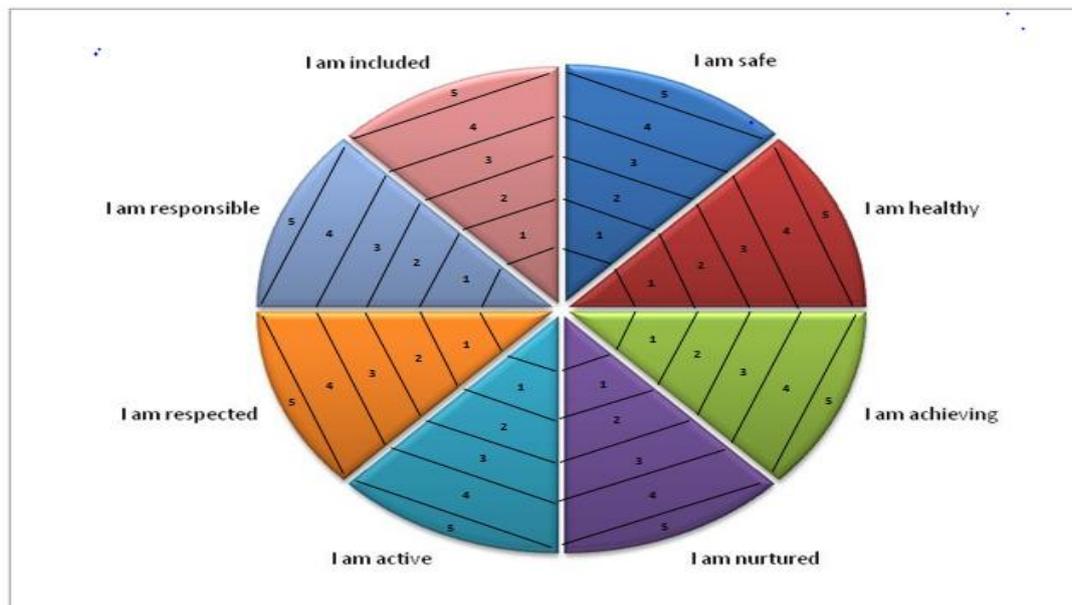
The group has developed its own logo and the original members have hoodies and wristbands.

	 <p><b>Midlothian Champions Board</b></p> <p>A facebook page is active; however our PA is looking to develop our use of social media further in line with current trends.</p>
<p>Outcome Area 2: <b>Organisations Strengthen Their Commitment, Knowledge, Skills and Capacity</b></p>	<p>Champions have been involved in a number of events within the local authority and beyond to improve the wider understanding of the challenges CEYP encounter.</p> <p>These include:</p> <p>Care Experience awareness training delivered to Midlothian Council staff in February 2017.</p> <p><b>Attendees included:</b></p> <ul style="list-style-type: none"> <li>3 youth workers</li> <li>2 transition workers</li> <li>10 lifelong learning workers</li> <li>1 business transformation officer</li> <li>1 team leader (residential services)</li> <li>1 young workforce development worker</li> <li>1 positive destinations manager</li> <li>3 skills development Scotland workers</li> <li>3 3<sup>rd</sup> sector representatives</li> </ul> <p>Champions Board event in March, which included CEYP and a variety of corporate parents. This event included exercises to highlight the adversities such as multiple changes of living arrangements that a CEYP has compared to those with non care experience.</p> <p><b>Attendees included:</b></p> <ul style="list-style-type: none"> <li>5 CEYP (1 care leaver, 2 foster care, 2 residential)</li> <li>Council Chief Executive</li> <li>Social Work Service Manager</li> <li>Who Cares? Scotland Manager</li> <li>Corporate Resource Director</li> <li>NHS throughcare/aftercare nurses</li> <li>Local Councillor</li> <li>Health living manager</li> <li>Housing services manager</li> </ul>

	<p>As part of its Corporate Parenting responsibilities, Midlothian Council staged a large scale event in March, which all looked after children within the authority were invited to attend a “Positive Destinations Event” at Newbattle Abbey College. This was jointly organised by our lifelong learning team and Children’s Services. Several of our Champions were involved in this event and one of our care leaver volunteers jointly manned a Who Cares? Scotland stall with the WC?S development officer. Over 70 people attended.</p> <p><b>Attendees included:</b>  Care experienced young people (including looked after at home)  Parents  Kinship Carers  Foster carers  Social workers  Residential Care staff</p> <p>Our PA has been working with representatives from the Lothian Health and Homelessness team, part of NHS Scotland looking at the impact of homelessness on mental health. This is part of a wider research programme intended to improve national policy.</p> <p>Our PA has also presented her experience of being a CEYP to Newbattle Abbey College management team.</p> <p>Our group (although Midlothian was omitted from the programme) had significant representation at recent NHS conference  <b>“Create Space” - hear and discuss different perspectives on the mental health needs of looked after children</b>, which took place in Edinburgh in June 1st.</p>
<p>Outcome Area 3:  <b>Policy and Practice Become More Responsive to Care Experienced Young People</b></p>	<p>A particular highlight and success was the Columba Leadership Academy which took place recently. 5 young people with various care experience along with “adult champions” including a Chief Inspector, Depute Head Teacher, Housing Officer, Lifelong Learning and employability worker and a children and families practitioner. This exercise alone has prompted spontaneous links with key professionals within the services that are closely linked with our Champion’s Group key priorities. (Photos attached)</p> <p>As detailed previously, young champions have attended our Board Meeting and had an integral part in the planning, organising and facilitating the event. An example of this was one young person wanted to take responsibility for name badges, whilst another young person took responsibility for the attendance sheet.</p> <p>Children’s Services within Midlothian Council has recently undergone a major service review and restructure. A significant impact of CEYP consultation has been in the creation of a practice team that supports</p>

young people from the age of 12 to 26. This has replaced the need for young people to be moved onto a through care team when as the approach 16, which our young people told us gave them a message that were being moved on. Our young people will now have the same worker throughout.

Following on from the Children’s Services restructure, a further survey based on the wellbeing wheel (see diagram) is being distributed to all Midlothian’s looked after young people, continuing the authorities commitment to improving practice and policy in response to what our young people are telling us.



A SVQ pre tenancy course has now been created in partnership between our housing and Life long learning and employability teams. There was a delay in rolling this course out due to SVQ accreditation and in the identification of suitable candidates; however we are now in a position to proceed.

The Positive Destinations event which was held in March was held in a

Outcome Area 4:  
**Public Awareness and Attitudes Become Increasing Positive towards Care Experienced Young**

The feedback from our adult champions following the Columba 1400 residential was striking and the commitment by them to inform and educate their peers of the issues and barriers faced by CEYP was evident. Each and everyone have pledged to take this information back to their workplaces and beyond, increasing awareness.

Our young champions have already attended and consulted with NHS policy makers and practitioners (as detailed previously) and more recently Midlothian’s Lead Children’s Panel representative has requested the views of our Champions as part of the Towards Better Hearings review.

<p><b>People</b></p>	<p>Midlothian Council’s Corporate Parent Strategy and Plan and the Champion’s Board are closely aligned which ensures Services within Midlothian Council are now identifying specific staff members who have a dedicated role in supporting CEYP. For example, our Lifelong Learning and Employability (LLE) team have a senior worker who has responsibility for CEYP. We were able to liaise with this worker during the recruitment of our Participation Assistant to ensure that all applicants were offered pre interview coaching. In addition to this, following the interviews, we were able to offer the unsuccessful candidates ongoing support from the LLE team to support their development for future opportunities.</p> <p>We have worked closely with our Family Placement Team and have identified new foster carer training events which will include input from our champions.</p>
<p>Outcome Area 5: <b>Care Experienced Young People Benefit from Service Improvements</b></p>	

#### 1.4 Please describe the stage and structure of your Champions Board

Please give details of:

- Your Champions Board's **current stage of development**. For example, are you still building a foundation of participation work, or do you have a well-established participation group of care experienced young people? Are you beginning to have regular Champions Board Meetings? Is the Champions Board a well-established forum attended by all Corporate Parents?
- Your Champions Board's **current structure**. Where does it sit in the overall governance structure within your local authority? Please paint a clear picture (feel free to use images/diagrams if that makes more sense) to show how the Champions Board connects with other decision-making forums (e.g. Community Planning Partnership; Health & Social Care Partnership). Please also tell us how the Champions Board itself is supported, e.g. by having a connected Participation Group; a Support Group or practitioners.

You can write about 750 words (text boxes expand).

#### Current Stage of Development:

Midlothian Champion's group has a strong robust foundation consisting of a group of dedicated participants with a range of care experience who attend regularly. The group function has advanced significantly over the past year and has transformed from a predominantly social group to one that is a focussed, dedicated and pro-active.

We have now recruited an excellent PA and have an enthusiastic youth worker from our Lifelong Learning Team who along with Who Cares? Scotland development worker forming a dedicated and professional team who are ready to develop the group further.

The profile of the Champion's Group has been raised significantly resulting in us being approached by various services /organisations wanting to consult with our young people such as the Children's Reporter and NHS which demonstrates our progress made.

The Champions group is now ready to expand and we are now at a stage where our existing participants (with support) are in a position to recruit their peers. We now aim to take an active approach at reaching our looked after home young people and are looking at developing a process that will alert our PA once a young person becomes looked after. We will then aim to meet with the young person with a set timescale. Please see attached Champions Governance Paper for details of current structure.

## 1.5 What have you learned?

Please give details of:

- The challenges you have faced and how you have tackled them
- How you will use or share what you have learned from your own monitoring or evaluation
- Any changes you will make to how you develop your Champions Board in years 2 and 3 because of what you have learned.

You can write about 500 words (text boxes expand).

The first year has proved to be very interesting and though very rewarding has thrown up a number of challenges. Key challenges have been the recruitment of the staff linked to funding and how to address this within the policy requirements of a local authority. Initially we had thought our PA could be based within the Who Cares? Scotland organisation although this proved problematic. After a lot of discussion and persuasion we agreed that the post would be advertised through the local authority.

However, the funding we secured with LCT did not meet the requirements of the Councils 'living wage' so we needed to go back to LCT to renegotiate cost. We were able to persuade our internal HR colleagues that the only essential criteria for the post was that the applicant had to be care experienced. However, we agreed all applicants would undergo an interview process which included an interview panel. This meant that all young people were provided with a range of supports within the partnership; both before and after the interviews. We are pleased to announce that all young people were offered follow up support and each provided with other learning opportunities.

While the selection and recruitment of staff has taken longer than anticipated it has meant that we have been able to build and sustain a strong foundation – those that were recruited were people with a vested interest.

Another challenge has been the level of participation of key organisations and partners. We have been fortunate to have a range of partners involved in the Champions Board although there has been an occasion when there have been differences of opinion. Thankfully, the informal networking and partnership working has meant we have been able to resolve more issues through informal discussion.

Our biggest learning has been the level of the perseverance and persistence required amongst the adult champions to support and embed culture change. The level of trauma and distressed experienced by this group of young people will impact on how the present can be challenging for some of the partners, , it competing demands throughout the partnership.

As the profile of our group has increased we have been in a position where we have had to "protect" our young Champions from over consultation. As our group size increases we are confident that will become less of an issue.

**1.6 Thinking about the first year of funding overall, what would you do differently?**

Please give examples of:

- Any changes you would have made to your first year's activity plan
- Any different approaches you would have taken in developing or delivering your project

You can write about 500 words (text boxes expand).

Recognising the complex and interdependent nature of the Life Changes Trust funding  
We would probably have factored in more time to Recruit new staff.

Embed the above staff

**Part 2 – Evaluation Plan**

**Key Indicators – as listed in your personalised evaluation plan**

Please input your Key Indicators in the online form provided.

**Is there anything else you would like us to know?**

**Please tell us how you are collecting information to show the difference your work is making.**

- x surveys of care experienced young people
  - interviews
  - x collecting personal stories
  - focus groups
  - x feedback from training session/conference attendees
  - x staff testimony/observations
  - other (please explain)
-

## DECLARATION

- I have authority to complete and submit this annual report form on behalf of the above organisation.
- I have attached a quarterly financial claim to this form.
- The information which I have provided is correct at the time of writing.
- I understand the Life Changes Trust may contact me to ask for further information or clarification in order to process the quarterly grant payment.
- I understand that the Life Changes Trust will, in handling this information, follow Data Protection law and will comply with good practice.

**Name:**

**Position:**

**Date:**