



Dundee and Angus College (D&A) are proud Corporate Parents and take our responsibility seriously to ensure the best outcomes for our young people and adults. Since the introduction of specific duties for Further Education Under the Children and Young People (Scotland) Act 2014 we have cast our eyes wide to look at all that we do in the college. This has resulted in reviewing our key policies and processes to ensure we have positive and inclusive practices that offer genuine and useful support to improve the educational opportunities and outcomes for care leavers and care experienced young people and adults.

Our staff are actively involved in looking at what we can do differently and engage in continuing professional development and in changing practice to ensure we make the changes necessary to enhance young peoples' lives. Absolutely central and key to this process is forming professional relationships and actively listening to our young people and those involved with them to hear about their experiences.

Dundee and Angus College provides further education services mainly focussing on the population centres of Dundee and the Angus towns, but stretching in reach south to the northern parts of Fife, west to areas of Perthshire, and north to Laurencekirk, South Aberdeenshire and the Mearns. We provide education services to approximately 16,000 learners a year. In 207/18 we have 229 young people and adults that are care experienced studying with us, and have signalled our wish to grow this number in future years.

Dundee and Angus College is dedicated to equality, embracing diversity and celebrating our culture, with equality of opportunity and outcomes for our community members across our curriculum and services. As an employer and as a place of learning, D&A is committed to advancing equality of opportunity and to creating an environment where each and every person is treated as an individual of equal value.

The College signed the Who Cares? Scotland 'Pledge on the 29 February 2016 when our Executive team and our management team undertook the Who Cares Scotland training session and we agreed to

- **Listen** to the voice of Scotland's care experienced young people
- **Act** so that Scotland is a better place for care experienced young people
- **Unite** with and around Scotland's care experienced young people

Through our action plan we have shown the key areas of practice and associated actions and progress that we have made. These changes have directly impacted our young people and adults and shown that we as a college are interested and dedicated to assisting our learners to have a happy and successful time at college.

Strategic Priority Area	Aim	Approach and process	Responsibility	Timescales	Progress update
<p>58 1(a) To be alert to matters which, or which might, adversely affect the wellbeing of children and young people.</p>					
<p>58 1(B) To assess the needs of looked after and care experienced young people</p>	<p>To ensure that support is offered at the earliest point to alleviate and or eliminate any barriers that young people may face in being successful at college.</p>	<ul style="list-style-type: none"> • Continued use of questions to identify LAC/care experienced status at application, bursary and registration stages. • Follow up contact to all students who have disclosed they are looked after or care experienced. Students who want support will be allocated a dedicated worker who will support them throughout their college journey. 	<p>Student Services and Administration Team</p> <p>Student Services Team</p>	<p>In place</p> <p>Pre August and January start Courses</p>	<p>Priority Flag added to TQ session 2017/18 to enable relevant staff to see all care experienced young people. This ensures that bursaries are prioritised and awarded as quickly as possible. Feedback from students and social work staff that this is working very well.</p> <p>Email, text and phone contact made with all students. Students who took up support tell us they like this contact and it makes it easier to talk about their needs. Also proactive support between College and Through Care teams before course choice and throughout college journey has worked well to support students.</p>

		<ul style="list-style-type: none"> • Equality and Diversity committee and the associated Leadership Group will also analyse, monitor and take action on data surrounding looked after and care experienced students alongside other protective characteristics information. • Close liaison with key people and workers in a young person's life to ensure transition information is gained prior to coming to college. Key information shared with group tutor/ course leader. • All Bursary and discretionary applications prioritised to meet students funding needs promptly. 	<p>Steve Taylor and representatives on the committee</p> <p>Hazel Coutts, Celeste Robinson, Wendy Macdonald and Lesley Knight.</p> <p>Leann Crichton & Sarah Thom</p>	<p>June 2018</p> <p>In place</p> <p>In place since Academic year 2015/16</p>	<p>End of year data analysis will allow the named groups to see whole year activities. This will allow us to see full year achievement for students and withdrawals and reasons for withdrawal</p> <p>Key staff attend many team around the child and transition meeting. Individualised actions arise from these relevant to each young person. These actions are followed through to assist good transitions in to College Life.</p> <p>Staff in both student services and Administration Services who support students and assess bursaries and discretionary applications are aware of the needs of Care experienced students. Clear processes in place which consistently work. This provides stable financial to students.</p>
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		<ul style="list-style-type: none"> • Back to basics event awareness raising sessions for staff on the needs of students who are care experienced and carers. 	Sarah Thom & Wendy Russell	Delivered in 2015/16	These sessions were well received and the feedback from staff said that it increased their knowledge of young people and adults needs and the barriers that can be present. Staff from across the also undertook the Who Cares Scotland online Learning resources. Access to the new resources on the Who Cares Scotland Website has been shared with staff.
		<ul style="list-style-type: none"> • Pre entry contact with looked after and care experienced young people encouraged through close working relationship with through care teams in Angus and Dundee City. 	Sarah Thom and Student Services Team leaders	Ongoing	In place and established internal support processes and strong working relationship with the Angus and Dundee City through care teams ensures regular pre-entry contact. Young people have told us this works well for them.
		<ul style="list-style-type: none"> • Attendance at individual transition meetings in school to gather formation and offer tailored support to access college. 	Hazel Coutts & Celeste Robinson or Wendy Macdonald and Lesley Knight	In place	Many transition and team around the child meetings are attended each year and individual actions result to meet each young person's needs. For young adults beyond school age meetings are called by the college and Through care teams to facilitate access to strong pre entry guidance and support.

<p>58 1(c) To promote the interests of looked after and care experienced children and young people</p>	<p>To ensure that young people are aware that the college is interested and invested in their futures</p>	<ul style="list-style-type: none"> Continued active participation at local Transitions forums and conferences. 	<p>Student Services and Supported Education Teams</p>	<p>In place</p>	<p>Yearly conferences in Angus still occur and are helpful as they are multi agency and advance knowledge of upcoming pupils and their needs are discussed. Restructuring within Dundee City Council has seen the transition forum temporarily suspended which has left a gap for local advance planning.</p>
<p>58 1(d) To seek to provide opportunities to participate in activities designed to promote their wellbeing</p>		<ul style="list-style-type: none"> Liaison with SDS, Social work and Health teams and Through Care and After Care Teams re individual young people. Dedicated Schools officers working closely with secondary schools and multiple agencies across Dundee and Angus area. 	<p>Student Services Team and Supported Education Teams</p> <p>Hazel Coutts and Celeste Robinson</p>	<p>In place</p> <p>In place</p>	<p>Individualised planning around each young people is key to ensuring a positive experience of starting college.</p> <p>Key aspects of both these roles is to be active within schools and community settings and to give easy access to young people and adults across our College region. Many young people, their carers and support staff from external agencies liaise with Hazel and Celeste regarding College. These roles positively contribute to supporting young people and adults at College especially at times of transition.</p>

		<ul style="list-style-type: none"> We Care@ D&A group regularly meets to look and continually review and improve College experiences for young people and adults. This group has external representatives from Angus and Dundee Carers' centres, Angus and Dundee City's through care teams and Carolina Trust. Student Services Team to continue to lead on assisting students to feel well supported at college. Providing liaison between the college regarding progression, attendance, achievement and welfare information to external agencies. Director of Customer Experience represents the College on the Champions Board in Dundee and will pass on information from the Champions board to the Executive Team and the We Care @D&A group. 	<p>We Care Group representatives</p> <p>All student services staff</p> <p>Veronica Lynch</p>	<p>Established 2016</p> <p>In place</p> <p>In place</p>	<p>This group meets twice per year as a large group and more bimonthly as a group of college staff to review processes and supports in place. This group also plans for new approaches, projects or partnership work. Separate meetings are also made to take forward the different needs of carers and care experienced young people and adults.</p> <p>The schools' portal is in place to transfer automatic information needed by key partners. Additional regular face to face, phone and email contact occurs regarding welfare and progress. This usually picks up any concerns at an early point for intervention.</p> <p>Change of membership of the Champions board due to retirement of previous representative. Discussion to at last We Care@ D&A Meeting 02/18 to look at establishing a College Champions board as this is being rolled out across secondary schools across Dundee.</p>
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		<ul style="list-style-type: none">• Attendance Policy takes in to consideration the specific needs of looked after and care experienced students. This is reviewed with input from the student Services manager to ensure no negative impact.	Leann Crichton & Sarah Thom	Sept 2017	Close collaboration with Student Services Manager & Team leaders and the funding Coordinator each bursary payment (fortnightly)- ensures attendance and bursaries are looked at proactively. No bursary is stopped unexpectedly due to attendance. Liaison with student, Through Care team, course leader/group tutor before a bursary is stopped so alternative funding is put in place. This has ensured financial stability for students.
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<p>58 1(e) To take action to help young people access opportunities and make use of services and access support</p>	<p>To make clear what opportunities and support is available at college</p>	<ul style="list-style-type: none"> • To ensure that the We Care @D&A brand is used across website, prospects and My D&A student Portal to advise young people of what is available at College. • Strong induction processes for all students that cover student Association, Sports and Wellbeing, Learner Engagement team, Student Services, Learning Resources. • Designated Single point of Contact for Care experienced young people and their carers and keyworkers. Campus contacts for Arbroath, Gardyne and Kingsway established and working effectively. 	<p>Sarah Thom with assistance from Marketing and ICT teams</p> <p>Curriculum and Support Teams across the College</p> <p>Sarah Thom and All Student Services Team leaders</p>	<p>In place since 2017</p> <p>In place and reviewed yearly</p> <p>Updated and in place since 2015</p>	<p>Feedback from students is that they like to see which staff they can contact before they started college. The photos of staff on the website helped them know who they were meeting and feel less nervous. Face to face meetings are also key to ensuring young people are aware of campus facilities and services to support them.</p> <p>Online Induction information available through the Induction Portal – so students can access key information before they start. Learn2Learn and induction events then back up and supplement this information. On Boarding Site will be introduced for Session 18/19 to bring together all aspects of a student’s application and introduction to College in one place. Review of Learn2Learn is due to be started 02/18 for Session 18/19 to include more resilience and wellbeing resources.</p> <p>Point of contact details are shared nationally, locally and internally. Staff are contacted regularly for informal discussions and to start the planning the journey to college.</p>
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<p>58 1(f) To take action to Improve as a corporate parent</p>	<p>To ensure that the College sets aspirational targets and that there is demonstrable change achieved over time.</p>	<ul style="list-style-type: none"> • To achieve the target of all care experienced young people having a guaranteed place at College. • To set in place a procedure and process to be able to defer a place when a young person needs to interrupt their learning due to their circumstance • As a large employer in our region we want to establish processes to be able offer work experience in the College for all looked after and Care Experienced young people that want this. • Our corporate parenting plan will show evidence of sustaining positive practice and new areas of work • Work to get live data reports linked to attendance, progress and bursary payments per campus. 	<p>Executive Team</p> <p>Executive Team</p> <p>Executive Team</p> <p>Sarah Thom</p> <p>Head of ICT/Caron Sandeman</p>	<p>Session 2018/2019</p> <p>Session 2018/2019</p> <p>Session 2018/2019</p> <p>Ongoing</p> <p>Aug 2018</p>	<p>This has been a challenge to get in place to date. The data is available per student currently. For effective monitoring of all of our care experienced students' progress through college- campus information for all students is required. This is hoped to be in place for August 2018</p>
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<p><i>(Section of the Act 59) To prepare, publish and keep plan under review</i></p>	<p>To have a clear plan that is monitored regularly and strives to achieve the best for looked after and care experienced students</p>	<ul style="list-style-type: none"> • We care @ D&A will be the college group that has responsibility for overseeing and updating the plan and working to achieve change across the College. • Regular feedback to the Board of Management through Director of Customer Experience 	<p>Abi Mawhirt, Sarah Thom, Katie Baxter</p> <p>Veronica Lynch</p>	<p>Feb 2018</p>	<p>Plan to date has been worked on internally and with relevant Partners and will be published on our website in line with legal requirements.</p>
<p>(Section of Act 60) To collaborate with other Corporate</p>	<p>To ensure a wide viewpoint is gained on the needs of looked after and care experienced young people for our region.</p>	<ul style="list-style-type: none"> • Participation in local multi agency meetings and forums relating to looked after and care experienced young people across our region. • Attendance and active participation in who Care Scotland events, CDN events relating to Corporate Parenting, meetings with Carolina Trust Care Experienced Project Team • Yearly meeting with both Angus and Dundee city Through Care Teams regarding updates on funding. 	<p>Sarah Thom and key staff across the college</p> <p>Sarah Thom and Wendy Russell</p> <p>Sarah Thom, Leann Crichton & Audrey Smith</p>	<p>Update as of Feb 2018</p> <p>In place</p> <p>May 2016</p>	<p>Dundee City due to restructuring went to a TAYSIDE Children’s plan so the local LAC SPG was disbanded approximately a year ago. Close liaison with the Through Care Manager ensured the College remained aware of local issues for care leavers.</p> <p>Liaison with different local and national corporate parents ensures that we can share good practice and collaborate effectively to benefit our care experienced young people and adults.</p> <p>Contact happens frequently throughout the year but this planned meeting allows any governmental changes to policies and support to be discussed together. Operation issues are also discussed and agreed to ensure a smooth process for bursary and further funding support.</p>

		<ul style="list-style-type: none">• We Care @D&A meetings allow for proactive work and review of policy, process and approach that impact on young people and adults who are carers and Care experienced.	We Care@D&A Representatives	In place	The meetings as well as strong established working relationships between partners are key to ensure a joined up approach to our work as Corporate Parents.
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