**SUPPORT OFFER FOR CARE EXPERIENCED ADULTS WORKING IN THE TRUST OR COUNCILS**

The Leaving Care Team would like to support any care experienced adult (care leaver) employed by the West or North Northamptonshire Unity Authorities, or the Childrens Trust, to ensure the success of the post holder. This support can be tailored to an individual’s needs, and consent must be given from your employee for any or all of the following:

Leaving Care support offer:

1. The employee who is care experienced, their line manager, and their PA to meet 3 monthly. If there is no PA this person can be their previous PA if available, a duty worker, or any Manager in leaving Care. Call duty on 01604 526944
2. Any issues can be raised in-between that time direct to the PA/Leaving Care Representative.
3. Offer of work clothes to be given (from financial policy if criteria met, or through free clothes rail at Russell House).
4. Money management advice (budgeting) as your employee may be on higher wage. Support on understanding a pay slip if needed.

Things we would encourage you to consider if you have not already done so:

1. Group supervision – held every other month and chaired by different leads.
2. Group peer support - Care experienced staff within the organisations can be linked. This is currently a coffee every other month. This could also be group email/face to face introduction and then left to the individuals involved as to how they would like to proceed.
3. Peer mentor support (Buddy system) – this can be in place from another care experienced staff member who has been through the process, so long as one is available.
4. A work placed mentor – someone who is outside of your service area and can advise and support.
5. A coach is also available via ilearn if preferred by your employee.
6. Your employee is a care experienced adult and may need their file locking down on carefirst via a halo request.
7. Gain consent from your employee who is care experienced to talk to the leaving care team, and if there is one, their allocated Personal Advisor (PA). This is to support them in their workplace in the ways outlined below.
8. Help with Appointments when needed ie. Flexible working / TOIL arrangements.
9. Regular check ins to see how everything is going.
10. Monday AM and Friday PM calls from the line manager to see how things are.
11. Your employee will have access to sensitive data, possibly of people they know. Ensure they fully understand confidentiality.
12. Be mindful your employee may hear and see things happening for other care experienced adults and wonder ‘why didn’t this happen for me?’. They may feel let down by the system or a worker. Support as appropriate. Check if your employee has an issue with a professional that they will now see in the office – how will they handle this?
13. If you need any further help please contact Leaving Care management team, Maxine Clark Academy or Isobel Hynes in HR.