

<b>6 December 2017</b>		<b>ITEM: 7</b>
<b>Corporate Parenting Committee</b>		
<b>Pilot Development of Head Start Housing for Care Leavers &amp; Vulnerable Young People</b>		
<b>Wards and communities affected:</b> All	<b>Key Decision:</b> Key	
<b>Report of:</b> Michele Lucas, Strategic Lead, Learning & Skills		
<b>Accountable Assistant Director:</b> Sheila Murphy, Assistant Director, Children's Care & Targeted Outcomes		
<b>Accountable Directors:</b> Rory Patterson, Corporate Director of Children's Services Roger Harris, Corporate Director of Adults, Housing & Health		
<b>This report is Public</b>		

## **EXECUTIVE SUMMARY**

This report sets out how Thurrock Council is looking to support young people who are leaving care and other vulnerable young people with one of the key barriers they have identified, finding suitable affordable accommodation.

To address this Inspire have worked in partnership with Thurrock's Housing Department and have undertaken a pilot around the development of Head Start Housing for Care Leavers and other vulnerable young by developing two (HMO's) house of multiple occupancy. This pilot scheme has been developed to support our role as the Corporate Parent a number of housing issues that young people have identified as they moved into adulthood have been addressed have been resolved by the development of this scheme.

Since the inception of this scheme the council has saved more than £66,000 this is made up of a combination of out of borough placements, supported accommodation and social housing. By year end March 2018 savings across the financial year are forecast at £84,000.

The following are quotes from young people who have benefitted to date from the scheme.

*"This scheme is so needed in Thurrock and [the pilot] should be extended so that more young people stand a chance of developing independence and success at work. " HT*

*“Before the HMO, I was sharing a caravan in Ockendon with my two brothers. It was very cramped; I would hit my head on the door frames. People often judged me for living where I did, expecting a type of behaviour before getting to know me. Of course this affected my view of the world/them and not in a good way. Now my work life balance is good. My work is going well – I am in a permanent post, in a job that I enjoy and get on well with my colleagues. I get on well with the other tenants, I like sharing the space with the others. We help each other out – car rides, lending and borrowing our things, making repairs, sometimes cooking for each other I enjoy spending time with my family now! We have improved the property and made it our own. We have good relationships with the neighbours; they have donated garden chairs and tools. At some point, I will invite them round for a BBQ. I no longer feel judged. I can relax and be me, in my home.”*

JW

## **1. Recommendations**

- 1.1 To note and provide comments on the pilot HMO and support the ongoing development of the programme to enable more properties to be available for the scheme**
- 1.2 To support the development of a transitional housing scheme and would provide personalised support for young people as they enter the aftercare service.**
- 1.3 To note and make comments on a more joint working approach between Social Care and Housing to improve the offer to care leavers.**

## **2. Introduction and Background**

Children’s Services have recognised the need to support our young people in relation to housing opportunities in March 2016 they developed a strategic partnership with housing. The purpose of the strategic partnership was to address some of the key barriers young people face in finding suitable accommodation at an affordable rate.

As a result of the partnership in June 2016, Housing launched its first house of multiple occupation (HMO). As part of a joint partnership between Housing and the Inspire Youth Hub, the HMO offers accommodation for up to two years to those who are receiving support from Inspire. The main focus of the project is to support the tenants in developing the skills necessary so they are ready to work and live in local communities independently. This is support by strong pathway plans to independent living which look at moving on and budget management.

### **2.1 Safeguarding**

Ensuring young people are safe is an essential part of the process of selection for the Head Start Housing opportunity. The selection process for the HMO is undertaken jointly between Inspire and Housing. We also provide a range of ongoing support opportunities for young people to ensure that we have the safety

of young people at the forefront of the project. We undertake regular meetings with tenants and provide both emotional and practical support around the transition into independent living. These meetings provide an opportunity for the Inspire team to review progress and identify any potential safeguarding concerns so as to ensure they are dealt with swiftly. Staff work closely with tenants to ensure that we mitigate for any risk associated with young people living together. If issues do arise they are discussed with the youth work team who look to identify resolutions – ensuring that young people have a voice around for example conflict resolution.

## 2.2 Eligibility Criteria

We have engaged with a range of young people and other professional colleagues to develop the criteria and as part of our ongoing development we review these on a regular basis.

To be eligible for accommodation, the occupants will:

- be aged between 18-25 years,
- priority is given to young people who are in care of the local authority
- engaging in some form of education employment or training opportunity
- provide two references (one employment, one character (not a relative))
- have no criminal record for violence including sexual offences, arson, fraud or any drug related offences
- be eligible for social housing
- Agree to enter into a formal agreement with conditions for accessing training, personalised support and involvement in community activities.

The minimum term is 6 months; the maximum term is 24 months, unless there is a serious breach of the agreement. On successful completion of the agreement, the young person is provided with advice and support from the housing team within the council to identify suitable accommodation.

Utilising the specialist support offered by Inspire/other agencies, tenants are helped to establish stability in their lives and develop their career and various skills such as money management, developing and maintaining effective relationships and the practicalities of independent living. Support is provided to successfully integrate new tenants to existing 'house mates'. This support is part of the overall service that has been developed between Inspire and our Housing Department.

The Tenancy Management team supports the tenants through quarterly reviews, facilitating repairs and access to wider services. To make independent living as easy as possible, the tenants pay a service charge which covers their utility bills; this ensures continuous lighting, warmth, water etc which helps the tenants to focus on developing new skills.

All tenants undertook a selection and interview process by the partnership, with the tenancy agreement being for a minimum of 6 months and a maximum of 2 years. When the tenants give notice, they are supported to secure new accommodation; this will free up rooms in the HMO for new tenants.

As a result of early successes, in May 2017, Housing opened a second HMO to further test systems and processes for the pilot.

### 2.3 Moving On

The scheme looks to move young people on from the scheme within 24 months. Reviews are undertaken at throughout the tenancy – to ensure that young people are aware of the moving on phase – we will begin preparation when they have been in the property for 18 months. This will be undertaken in joint review meetings with both Inspire and the Housing Team with the aim of ensuring that young people move on and maintain a secure tenancy when they leave the scheme. The moving on process also includes personal debt plans and how to manage money – this is based on feedback from the young people and the recognition that managing finances is one of the key challenges to a successful transition into the young person managing their own tenancies.

### 2.4 Outcomes to date:-

- 2 houses, unused for over 2 years, have been converted into an HMO (1 x 4 bedroom, 1 x 3 bedroom), to the required standard.
- To date, 9 individuals, all employed/ full time education had unstable living arrangements have benefitted from the accommodation.
- All of the tenants have maintained their employment/education with the exception of one who has had a baby and benefitted from the 'move on' support (into social housing). She recently passed her first quarterly review.
- One tenant successfully completed their apprenticeship and has started a teaching degree at London Metropolitan University. In the intervening period, she secured a part-time role as a LSA in a local primary school (maternity cover).
- One tenant moved out of the accommodation because he could not maintain the rent account to his satisfaction. He continues to receive support in this matter and, excepting the arrears, Housing described him as a model tenant.
- All of the individuals are supported by Inspire Youth Service and Housing to promote and encourage independent living, whilst developing a diverse range of skills.
- Safeguarding tenants is extensive with regular contact by Inspire Youth Services (Employability and Skills, Youth Workers, After Care Workers, Next Steps team) as well as teams from Housing, namely Rents and Welfare, Registration, Estate Services, Repairs and Tenancy Services. Weekly meetings take place to review developments and external agencies, such as Vitality (smoking cessation), Step Change (debt management), Open Door (advocacy) are introduced, as required.
- Neighbours are happy with the tenant's behaviour and have written compliments to Thurrock Council.
- The net revenue of the properties has more than doubled by converting to an HMO. Conversion costs are recouped within one year.
- The tenants are paying 24% less than market rent for their accommodation.

## 2.5 Early evaluation of how the scheme works:-

- All tenants view the property before making a commitment to the tenancy agreement.
- Support provided by Inspire Youth Service, Housing has been useful for developing skills and confidence to successfully manage a home.
- Face to face support does not have to be so frequent (once a week for 6 weeks, then every two weeks for 6 weeks, then once a month it can take various forms such as telephone calls, text messages and visits from other teams/support workers.
- The group sessions, used to resolve conflict, were unhelpful, however we have subsequently changed the focus and this has improved.
- The original four tenants believed they achieved/exceeded their expectations for independent living.
- The tenants feel their home is in a safe location and that they are part of the local community.
- The tenants are teaching each other useful, practical skills.

## 2.6 The Challenges

- To ensure that support for tenants is consistent between Tenancy Management and Inspire Youth Service.
- Building sufficient trust between the council and tenants so targeted support is effective.
- Effective communication between different directorates at the council, each with some competing priorities around outcomes.
- Introducing new tenants with minimal disruption.
- Promoting success without compromising the sensitivities of the pilot or the safety of the tenants.

## 2.7 Future Developments

As part of the ongoing commitment to identify ways in which we can reduce costs associated with placements we are exploring the potential to utilise more HMO's and we would like to look at a focus on providing transitional support to our young people in the care system who are 17 and will be moving into the aftercare team. This would provide an opportunity to reduce costs associated with semi-independent living, and enable more focussed work to be undertaken around the transition into adulthood.

The potential to provide more affordable housing for young people under the Head Start Housing scheme is being explored – this would look to address some of the significant delays in finding suitable affordable housing for Thurrock's young people.

## 3 Issues, Options and Analysis of Options

This report sets out a range of opportunities to address the issues around housing for young people in the care of the local authority – we have undertaken a pilot

programme to look at the potential ways in which we can develop this further – one of the key issues we are looking to address is the transitional housing requirements of young people and will continue to review the pilot HMO's to identify ways in which this can be further imbedded in the Council's housing strategy.

#### **4 Reasons for Recommendations**

To develop this pilot programme into the Council's housing strategy and promote a more cohesive offer to care leavers around transitional housing opportunities. One of the key reasons for the recommendations is to create a range of housing solutions and thus address some of the significant budget pressures associated with providing housing for care leavers.

#### **5. Consultation (including Overview and Scrutiny, if applicable)**

Children's Overview and Scrutiny Committee

#### **6. Impact on corporate policies, priorities, performance and community impact**

6.1 This report contributes to the following corporate priorities:

- create a great place for learning and opportunity

#### **7. Implications**

##### **7.1 Financial**

Implications verified by: **Nilufa Begum**  
**Management Accountant**

This report has no financial implications – however it has evidenced a reduction in costs incurred by our Leaving & Aftercare Team.

##### **7.2 Legal**

Implications verified by: **Lindsey Marks**  
**Principal Solicitor Safeguarding**

The Committee is asked to note the report content under the remit of the Committee's terms of reference and powers.

##### **7.3 Diversity and Equality**

Implications verified by: **Rebecca Price**  
**Community and Development Officer**

Supporting our young people is a key strategic priority for Thurrock Council, we ensure that we can utilise our powers to positively discriminate to create opportunities. We continue to seek the views of young people to shape the

programmes on offer and continue to utilise integrative partnerships to secure Brighter Futures.

7.4 **Other implications** (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

- None

8. **Background papers used in preparing the report** (including their location on the Council's website or identification whether any are exempt or protected by copyright):

- None

9. **Appendices to the report**

- None

**Report Author:**

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