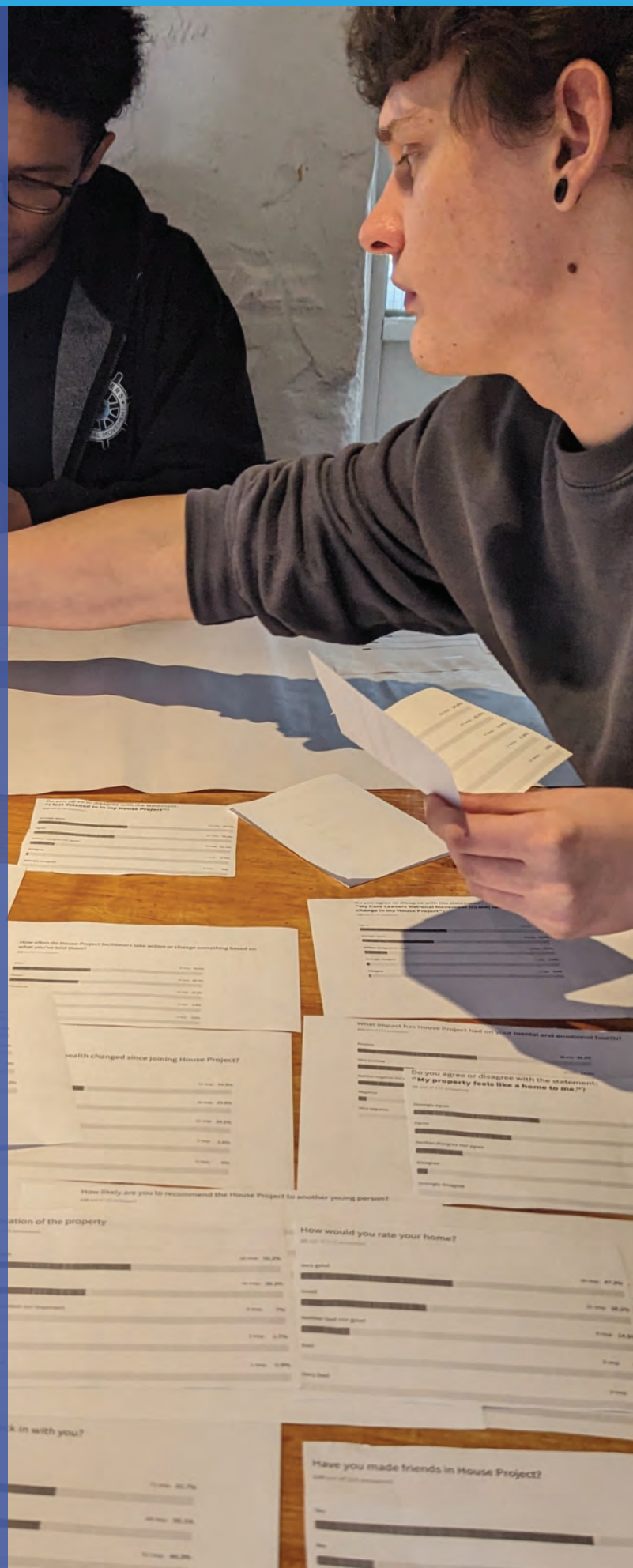


Peer Evaluation Recommendations Guide 2024:

Ownership, Home and Sense of Wellbeing



NHP

Living connected and fulfilling lives



**CARE LEAVERS
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Foreword

CLNM carry out a Peer Evaluation every other year, the last one being in 2023. In the intervening year, we work on the recommendations with NHP and Local House Projects (LHPs) to ensure that the voices of young people are not just heard but are also acted upon. This means that their views and opinions are constantly helping to develop the House Project approach and improving the experience for young people who become part of the House Project community.

When we listen to young people and develop support and ways of working based on what works for them, we see the impact that this has - young people achieve incredible things.

CLNM hope the recommendations will help LHP staff and young people work together even more effectively, so that young people can move into adulthood feeling confident and secure knowing that they are cared about and supported in a way that works for them.

Thank you to all the young people who took part in the Peer Evaluation 2023, and to all those who have worked so hard to help NHP deliver on the recommendations.



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Recommendation One

No conversation about me without me

Young people in the House Project should be included in and informed about conversations that are about them.

We Will:

Review how Safety Plans and formulations are currently implemented across LHPs ensuring that young people are involved and that plans are updated regularly at key stages (such as when they move into their home).



Knowing that people are, or have been, having conversations about us without us being there is very hard. We wonder what people have said and whether they have got things right. We hope they have had all the information and that someone has shared what we think about things, and we hope they haven't made decisions about us without talking to us first.

We know that sometimes conversations will happen without us being there, but we want to know what was said and what happens next. We want to know if a meeting is taking place, and we want someone to ask our opinion on things before it happens.

We agreed that we wanted to pay particular attention to Team Formulations and Safety Plans as they have a significant impact on the way people work with us and how we will take our next steps.

NHP asked LHP staff for their ideas as to how to do this better. Young people don't attend Team Formulation meetings as staff may not share important information if they think it will be upsetting for them. Staff did want to make sure that their views were represented though and wanted support to do this well.

The psychologists who work with NHP met with staff to develop a clear plan and process so that LHP staff feel confident speaking with young people about formulations and how this information then helps everyone, including young people, to develop their safety plan. The process has been written up to be shared with staff and young people.

CLNM shared some of their own experiences of important conversations happening without them and developed a way that facilitators could discuss Team Formulations in one of their early meetings with young people. The following pages explore CLNM's contributions in more depth.



How does it feel when people have conversations about you without you?

During a National meeting, CLNM reps were asked the above question, which led to a discussion about their experiences. The main points from that were:

“It often leads to people making assumptions about you without having all the information.”

“It’s a bit shit, to be honest.”

“People above a certain age should be informed about everything regarding them.”

This led to a conversation about Personal Education Plan (PEP) meetings and Reviews. Young people often had no choice about who would be there, and it often felt like they were in the meeting but not involved in it. This led to people talking about young people like they weren’t there.



All about Formulations and Safety Plans

A Team Formulation is a meeting where LHP staff, social worker/personal advisor, and other significant people meet with a psychologist to understand a young person's story and explore ways to support the young person in a way that works for them.

Safety Plans help young people get the most out of House Project. Young people know what support they need, and they discuss with LHP Staff. Safety Plans are there so the young person and staff know how to respond if there is an issue.

Safety Plans are put in place as group sessions start, and are reviewed regularly. CLNM were concerned that not all young people were aware of their safety plan in the 2023 Peer Evaluation. Every young person should know about their safety plan. They should help shape it and change it. Safety Plans must be reviewed before young people move into their own home.

What will be different now

- Team Formulations will be discussed with young people before they join their LHP and will be explained in the initial information that young people receive.
- LHP staff will always be open and honest with young people about conversations that are going to happen or have happened about them.
- Whenever it is appropriate and possible young people will be involved in conversations about them.
- Young people will always know what is on their safety plan and will have regular opportunities to review it.



Recommendation Two

Good mental health for all

Young people need different levels of support for their mental health at different points, which is easily accessible.

We Will:

Provide facilitators with additional training on how to better recognise the mental health needs of young people and explain how we can provide a better mental health support offer.



Our mental health matters. Most of us experience mental health difficulties at some point. Young people appreciate that LHP staff are in place to support them in difficult times. We want LHP staff to have broader training to support us. We know that what we do impacts our mental health. We can make choices that improve our mental health. We want support from our LHPs to find the best ways for us to improve our mental health and wellbeing, and we want it to be part of the House Project Programme (HPP).

NHP reviewed the training staff received from clinical psychologists at the end of 2023. Prompt UK were commissioned to deliver the 2024 training offer. The offer has been tailored to the needs of staff in supporting young people. Sessions are shorter but more frequent and cover topics that are specific and relevant to LHPs. These include:

- How to have difficult conversations
- Supporting young people with self-care

Feedback is requested after each session and the feedback is shared with CLNM to enable the sharing of ideas and suggestions for future training.

Mental health will be integrated in the new Health and Wellbeing module of HPP. NHP continue to seek funding to support further training for LHP staff to be delivered in 2025.

CLNM discussed what mental wellbeing is and developed ideas for LHPs to use to improve the local offer to support mental health. CLNM talked about what is good for their mental wellbeing and were struck by the diversity of what helps people. It was also clear that many ideas CLNM developed are simple to implement and can be intentionally included in group sessions and ongoing relationships with young people. CLNM discussed how facilitators can have conversations about wellbeing. Again, it was evident that there was variation in how people prefer to have conversations. The following pages share CLNM's ideas for LHPs to develop and use.

What will be different now

- LHP staff will receive more specific training to support mental health.
- Mental health will be embedded in HPP so young people can explore with LHP staff ways to improve their mental health.
- LHP staff will have conversations with young people in a way that works for them.



What can LHPs do?

- Wellbeing workshops at sessions that include the whole LHP community, such as, arts and crafts, picnics, gaming nights. LHPs could also invite other nearby LHPs.
- Prioritise face-to-face sessions over virtual sessions.
- Dedicate a month of activity to wellbeing.
- In-person check-ins after moving in should always be part of a Safety Plan. Where it's possible try to stick with the same day/time.
- Increase connection with the previous cohorts. Keep group chats open for communicating and sharing opportunities with them.
- Address any travel barriers preventing young people from getting to the group sessions.

Feeling Good About Your Appearance
 Not Being Alone
 Meditation
 Accepting Help
 Sleep
 Attending Cultural Events
 Learning New Skills
 Taking Yourself Out Of Situations That Aren't Good For Your Wellbeing
 Reading Books
 Knowing Your Triggers and How To Prevent or Lesson The Affect They Have On You
 Cooking or Baking
 Doing Things You Enjoy
 Colouring
 Enjoying Time On Your Own
 Getting Help When You Need It
 Eating Healthily
 Music
 Connection
 Laughter
 Volunteering Or Helping Others
 Boundaries
 Sexual Health
 Religious Practices
 Journaling Or Expressive Writing
 Self-control
 Dancing
 Prayer
 Aromatherapy
 Creating Art
 Engaging In Puzzles Or Brain Teasers
 Drinking Water
 Exercise
 Gardening
 Practicing Digital Detox
 Establishing A Consistent Routine
 Staying Mindful
 Letting Your Emotions Out
 What Is Wellbeing and
 What Can Help To Improve It?
 Going Outside
 Community
 Engaging In Random Acts Of Kindness
 Talking To Friends Or Family
 Spending Time with Pets
 Watching Comedy Shows
 Limiting Social Media Use
 Setting Achievable Goals



How to have conversations about wellbeing

- Young people prefer open, non-judgmental discussions about their mental health. They want staff to listen without excessive questioning and to avoid formal, tick-box approaches. They appreciate genuine conversations rather than interrogations. When visibly upset, they prefer staff to offer support options instead of asking if they're okay. For example, "I see you're upset. Would you like me to sit with you, get you a drink, or leave you alone for a bit?"
- Staff should always try to identify how a young person wants to be supported. This will lead to a better chance of success for them.
- There should be a professional friendship between staff and young people. By that we mean that staff build close supportive relationships with the young people while maintaining appropriate boundaries.
- Young people had mixed thoughts on handling difficult conversations with facilitators. Some wanted advance notice, others didn't. All agreed on the need for trusted support before, during, and after these conversations. They emphasised personalising the approach, including timing and location, to suit individual needs.
- Young people should be involved in the Safety Planning, including what goes in it and who sees what. If the behaviours of young people change this could suggest that there is something happening for them. Staff should talk about this with them and if necessary make changes to the Safety Plan.



Recommendation Three

A community beyond moving in

The friendships and connections made are important and young people need support to maintain these when they have moved into their own homes.

We Will:

Develop more opportunities and better support for those who have completed the House Project Programme and are living in their own homes.



Being part of a community helps us feel valued and supported. Knowing we can ask for help if we get stuck or have a problem means we feel more secure. When we are not part of a community we feel isolated or lonely, so we need to be connected to others.

We want all young people who have been part of a LHP to feel connected to, and a part, of the House Project community.

NHP recognise and celebrate the amazing work of LHPs in supporting young people to move into their own homes. The House Project community does not end when group sessions finish. Young people continue to engage at a level they find helpful. NHP asked LHP staff for their ideas, which include keeping in touch, community group sessions, identifying opportunities based on interests and having LHP alumni (like CLNM alumni). All these ideas maintain a connection.

CLNM reviewed ideas from LHP staff, and developed them further. They discussed what a community beyond moving in means and what it looks like for young people. Reps who had already moved in shared what they found beneficial to keep them connected with their LHP and shared ideas. CLNM recognised the breadth of opportunities LHPs offer, and wanted this to be built upon. They felt clear communication and regular check-ins were helpful.

What will be different now

- LHPs will run **regular** community sessions or activities for all cohorts.
- LHPs will share upcoming events in advance to all cohorts.
- LHPs will consult with current and former cohorts to plan community events.
- LHPs will check in **regularly** with individuals from former cohorts.





Keep me informed
and in mind.



Revisit HPP after I have
moved in.



Have a timeline for
the year.

Plan trips, days out and
social gatherings.



Create more
conversation in the group
chats.



Have consistent and co-
produced Community
Sessions.



Things to do in 1:1

Things to do as a LHP

What does that look like?

Keep me informed and in mind.

- Let me know what's going on, and tell me if you come across something I might like.
- Message me when something happens that reminds you of me.

After I have moved into my home, revisit things I learned as part of HPP.

- It's always good to have a refresher on the skills you need to live interdependently.

Have a timeline for the year.

- Create a timeline of all of the launches, graduation, and cultural holidays/celebrations. This will allow people to see the dates in advance and keep them free if they want to attend.

Plan trips, days out and social gatherings.

- Have more team-building activities such as, gaming sessions, film nights, local trips, days out, tournaments, and cultural days (a day for someone to come in and speak about different cultures/cook cultural food). Young people will get to know each other better creating a stronger community.

Create more conversation in the group chats.

- Use the group chats to share things such as updates, local opportunities, or mention something a few young people like, as this will help get everyone talking.

Have consistent and co-produced community sessions.

- Have group/community sessions in the same place and at the same time as much as possible with the young people having a say in how they are run and what times they are. This would make sure that they are available and might make them more interested in going.



Recommendation Four

Local opportunities for Local House Projects

Young people want support to access a wider range of opportunities in their local communities.

We Will:

Work with the Local Authorities to map out the youth provision locally available to each LHP, creating partnerships and signposting more young people to opportunities in their local community.



Knowing what is in your local area is important to feel settled in your home. Whether we need to go to the doctor, or want to work out at the gym, we should know what is available to us.

We know the places where we live offer great opportunities. We sometimes need support to find them and make the most of them.

We agreed we will work with our LHPs to develop maps of our local areas with opportunities highlighted.

NHP reviewed local opportunities with LHP staff who asked for support in developing more local partnerships. Practice leads at NHP support this activity and template letters have been created for LHPs to use to help them begin a connection with local businesses. LHPs also suggested inviting external organisations to support group sessions where appropriate and possible. This has proved fruitful in several LHP group sessions.

CLNM shared ideas for looking for opportunities for young people on a one to one basis. This allows a tailored approach. Reps also discussed opportunities that could be shared with a whole cohort or LHP. CLNM agreed they could work with their LHPs to develop a local map of the area that shows local amenities and opportunities which could include health centres, leisure centres and places of worship. LHPs already do much of this and CLNM would like this to be developed further.

What will be different now

- One to ones with young people will explore local opportunities including employment, recreation and volunteering.
- A 'Local Opportunities' map will be co-produced by staff and CLNM reps in each LHP and displayed in the base.
- LHPs have access to a template letter to help develop local partnerships.
- LHPs will support applications to Aspirational Awards so that young people can access/continue things that make a difference to them.





More information about
education providers or
job support

Plan activities and events
in the community

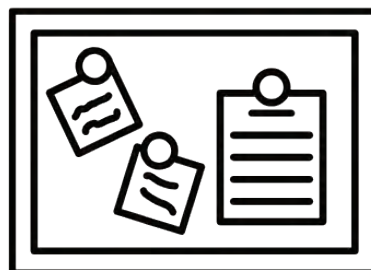


Supporting aspirations

Local offer/opportunities
board



Local Fundraising
Opportunities



Things to do in 1:1

Things to do as a LHP

What does that look like?

More information about education providers or job support.

- Young people know what opportunities are available for them and what support is available to help them access these.

Supporting Aspirations.

- Signposting and help with reaching out to organisations who might support the development of their own business. Support Aspirational Awards applications and 1:1 planning for the future including interests and hobbies.

Local offer/opportunities board.

- Have a board in the base where staff and/or young people can put anything that is happening locally on it. This can be sports, healthcare, hobbies, LA opportunities, gym passes and help with transportation (MetroCard, Oyster card). CLNM reps should be involved.

Plan activities and events in the community.

- Shared activities in the community enable young people to get to know their locality and services within it whilst creating friendships and a stronger community.

Local fundraising opportunities.

- This could either be on the local offer/opportunities board or its own separate one and should include fundraising opportunities that people can get involved in.





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