

The Young Person's Plan (YPP) in Salford – Guidance

Introduction

- 1.1 The Young Persons Plan (YPP) was developed as a response to the outcome of a Salford Serious Case Review, Child N and research which evidences that the dynamics of adolescents is important to consider when effectively safeguarding young people from significant harm. Adolescence is a time of increased desire for autonomy, whereby emotional regulation is developed, at the same time as an increasing need for risk and thrill seeking with the aim of experiencing short term gains. Therefore, adolescents are vulnerable to negative external influences and therefore require safe and secured environments and systems around them to protect from harm.
- 1.2 The Young Person Plan follows the ethos of Social Pedagogy and Family Partnership Practice Model, which includes Restorative Practice. Our practice model focusses on the Young Person's individual strengths and needs placing responsibility on the systems connected to that young person to keep them safe from harm. We do this through working in partnership with our young person and with all those connected to them to develop and sustain shared outcomes central to the needs of our young people.
- 1.3 Whilst assessed as meeting the threshold of Significant Harm, the Young Person's Plan offers a more flexible approach, which includes all priorities and goals to be led by the young person ensuring these are realistic, important and achievable and includes their wishes and feelings at all times. This will take into account the young person's views on venue, timing and participants of their meeting and who is important to them, with the young person being encouraged to identify who they want to attend their meeting and be part of their planning.
- 1.4 The meeting and planning process is all young person led. Using the Family Partnership Model (LESS) Skills, which includes listening, empathy summarising and sharing in partnership with the young person to ensure we have understood everything just as they have said it. In collaboration, we develop a shared understanding of their priorities and the help they need to work towards achieving the outcomes they want. The Young Person Plan approach offers a young person a degree of control, and opportunity to make decisions about their own lives, to take responsibility for their actions and prepare them for adulthood. This shifts the power imbalance from a traditional Child Protection approach.

- 1.5 This guidance has been developed to underpin existing professional inter-agency working and to enhance the support already available to young people with an increased emphasis upon partnership relationship building and strength focused approach with the young person and the systems around them.
- 1.6 It is intended that the YPP shall be considered for young people of 14 years old and above but in exceptional circumstances consider young people who are 13 years old depending on their level of maturity and based on the multi-agency decisions in the Strategy Meeting or at the Initial Child Protection Conference. The guidance does not seek to replace existing policies or procedures and aims to assist professionals in reducing the risk of harm to the young person.
- 1.7 The YPP model is underpinned by the following:

Research and Theory:

- Family Partnership Model (The Centre for Parent and Child Support NHS) Crispin Day, Megan Ellis & Lucy Harris
- Social Pedagogy Theory: the young person's views and lived experiences are central to all assessments, plans and interventions (Eichsteller, G and Holthoff's, 2011).
- That Difficult Age: Developing a more effective response to risks in adolescence (Research in Practice, 2014)
- Seriously Awkward: How vulnerable 16-17 year olds are falling through the cracks (The Childrens Society, June 2015)

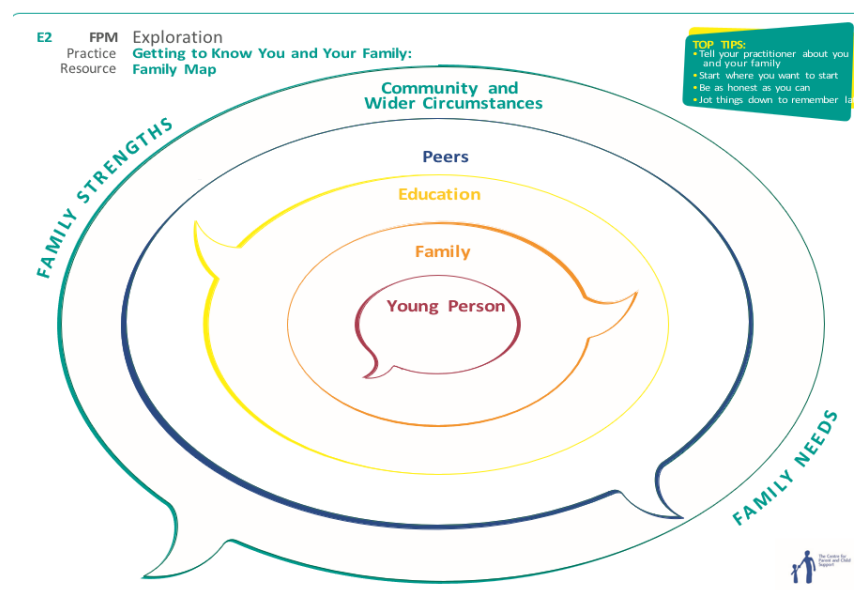
Values and Principles:

The child protection system typically relies on mechanisms which can alienate young people – for instance, routes to participation, such as attending child protection meetings, are intimidating (Gorin and Jobe, 2013)

and may inadvertently lead to young people feeling stigmatised by their risks and problems (That Difficult Age: Research in Practice, 2014)

- Using the Family Partnership Practice, we would build on the young person's strengths and needs, through building trusting and partnership relationships encouraging achievable and realistic goals to develop sustainable outcomes ensuring they take the lead and are in control of their plan. This will encourage and promote resilience as it would give the young person more autonomy and better problem solving strategies to ensure sustained long term outcomes for the young person.
- Understanding the risk of significant harm in the context of systemic influences and external risk factors (Eco Map), beyond the family. Often referred to as contextual Safeguarding (Research in Practice, 2019 and Firmin, 2017).
- Practice that is informed by adolescent development knowledge and understanding of the impact of adverse and traumatic experiences upon the young people's development and presenting emotional and behavioural needs.

How do we put our research, values and principles into practice?



- 1.8 The above Eco Map, based on the Family Partnership Model, illustrates YPP's systemic approach—placing the young person at the centre of connected support systems. Assessments and plans consider how these systems influence outcomes and risks, helping identify strengths and target specific risks. This empowers the young person to recognise priorities, set SMART goals, and take ownership of their plan, increasing the likelihood of sustained change.

- 1.9 Resilience has been formed to explain the differences in how well individuals cope with difficult situations and adverse experiences. There are various definitions of resilience, the YPP has adopted the following definition:

Overcoming adversity, whilst also potentially changing, or even dramatically transforming (aspects of) that adversity (Hart et al, 2016, p.3)

To meaningfully increase resilience factors, the YPP coordinators utilise the resilience framework within YPP meetings (Haert, Blincow and Thomas, 2007). **(See Appendix 2)**

- 1.10 Each YPP is allocated an independent chair from the Safeguarding and Quality Assurance Unit. They do not case work or make decisions. Their role is to provide case oversight and give recommendations as an independent chair.

The expectations for YPP Coordinators are:

- That they will meet with the young person prior to the initial YPP Meeting and before each Review Meeting
- That all young people have a Genogram/Eco Map on file and Cultural genograms will be explored as part of the YPP
- To provide recommendations to ensure the safety and welfare of young people is addressed

1. The YPP aims to achieve the following:

1. Meaningful reduction of the presenting risk
2. Ensure that the young person is residing in a safe and secure environment.
3. Meaningful increase in the young person's protective and resilient factors
4. Meaningful increase in the young person's capacity to make safe and positive choices in the short and long term

2. When can a Young Person's Plan be put in place?

A YPP is suitable for young people aged 14+ where significant harm stems primarily from their own vulnerabilities, behaviours, or environment—not just parenting issues. It may also apply to cases with limited progress under a Child

Protection Plan. Decisions should focus on whether YPP is the most effective approach to engage the young person and drive positive change. Consultation with the YPP Practice Manager is available to support decision-making. The YPP may be used (but not restricted to), the following situations:

- i. Where the risk of significant harm is outside of the family home:
 - Child Sexual Exploitation
 - Criminal Exploitation
 - Missing from home, in addition to CSE or CCE risk factors
 - Misusing illicit substances and/or alcohol
 - Young People with mental health difficulties and concerns about self-harm or attempted suicide.
 - Young people who are on the edge of care or at risk of being homeless
 - Young people who may be drawn into extremist activities
 - Young people who are leaving secure accommodation or custody
 - Where the Young Person's behaviour causes risks to others
 - Young people who are in unhealthy relationships, for example where domestic abuse maybe present
- ii. If younger siblings are on Child Protection Plans, the Coordinator must cross-check and integrate relevant actions or information into the YPP to ensure a whole-family approach..
- iii. Push factors—such as abuse, neglect, violence, poverty, and family breakdown—may coexist with harm outside the home. Each child's context should be assessed individually, which may result in different plans for siblings. Support for parents can be included to help reduce these risks and improve understanding of external harm.
- iv. For young people with SEND, an Education, Health, and Care Plan (EHCP) should be incorporated into the YPP. It outlines tailored support and outcomes, ensuring a collaborative, legally supported framework for inclusive education and development.

3.1 The YPP should not be used for the following reasons:

- When the young person is under the age of 14, unless there are exceptional circumstances in respect of a 13 year old young person and the Service Managers (Safeguarding and of Child Protection/Child in Need) agree to this. In such case, a management decision should be placed on Liquid Logic.

- Where there are significant issues regarding the capacity of the young person to make informed decisions.
 - A young person is accessing support via ACCT (Assessment, Care in Custody and Teamwork). ACCT is a process used in prisons to support people at risk of self-harm and suicide.
- 3.2 When a Young Person is placed on a YPP and their siblings are not open to Children's Services, a clear management decision must be recorded on the case file. All household children should be discussed at the Strategy Meeting, with the s47 outcome explaining why siblings are not being presented at ICPC. If new concerns arise, assessments should be carried out for all children to ensure appropriate support for the family as a whole using the Family Partnership Model.

4. Implementation and timescales for a Young Person's Plan

- 4.1 There are two routes for initiating a YPP (see Appendix 3 – Pathway Flowchart):
- i. **Strategy Meeting:** If significant harm or risk is identified and YPP is deemed appropriate, the social worker completes the Section 47 enquiry with a clear rationale for choosing YPP over a Child Protection Plan.
 - ii. **Child Protection Conference:** A YPP can be initiated at an Initial Conference involving siblings, or a Child Protection Plan can be changed to a YPP at a Review Conference with agreement from the chair and professionals. Where siblings are involved, the same Coordinator should chair both meetings to ensure consistency
- 4.2 The new YPP Meeting Agenda should be used in all YPP Meetings whilst allowing young people to have more of a say in the structure of their meeting. Confidential slots should take place earlier in the day via Microsoft Teams before the YPP Meeting. This is to prevent young people from waiting outside the meeting room during the confidential slot. A feedback form should be completed after the meeting with the young person to inform the next meeting.
- 4.3 First YPP core group must occur within 10 working days of the decision, then every 4 weeks, chaired by the social worker.
- 4.4 If a Young Person's Plan is agreed at a Review Child Protection Conference, a core group will be held within 10 working days to develop and implement the plan. The YPP Core Group will be young person led with their input on where they want their meeting to be held, how they want their meeting to be held,

who do they want to chair their meetings, how they want to share their views and allowing the young person to explain why their plan is important to them. It will also be helpful for the young person to have a copy of their plan in the Core Group.

- 4.5 The YPP core group can commence as a series of meetings, ensuring all relevant professionals and family/friends have informed the meeting, whilst respecting the views of the young person in respect of who they want to be present. If the YPP is managed as a series of meetings, the young person should be met with, updated risk analysis should be obtained from the allocated social worker/key professional within 5 working days and the series of meetings must be concluded on or before the Stat date.
- 4.6 A Midpoint Review would usually be completed every 12 weeks, but this may need to be completed earlier if there is a significant incident or dependent on the level of risk. YPP Coordinators will discuss this within supervision, where it will be agreed how frequently Midpoints are needed. During a Midpoint review, the YPP Coordinator will speak to the social worker and the trusted lead professional. See Appendix 1 for a checklist of issues which may be discussed within the YPP.
- 4.7 The minutes from the YPP Meeting will be distributed to the young person, their family and professionals within 20 working days of the meeting. The Plan from the YPP Meetings will be sent/emailed out to the young person and professionals within 1 working day to facilitate plan progression.
- 4.7 The YPP begins at the threshold of significant harm (Child Protection) and the Police enter a marker in their records in respect of the young person (by name, not by address). The threshold of Child Protection is also recorded on the NHS England system, ensuring the level of risk is known.

Ending a YPP:

- 4.8 While the initial threshold for a YPP is equivalent to risk of significant harm (Child Protection), it is recognised that this may change as the aim is to reduce the presenting risk. The YPP does not end immediately when the risk of harm has decreased below the threshold of Child Protection. The ending of a YPP will be discussed with the young person and YPP members to ensure sustained improved outcomes are achieved. During review meetings, the threshold will be considered, clearly evidenced and recorded in the minutes.
- 4.9 A YPP cannot end until a YPP Meeting has taken place to agree this. The YPP Coordinator must be provided with the evidence that the risk has reduced and

relevant ongoing supports are in place to support long term sustained outcomes for the young person.

- 5.0 The YPP Coordinators will complete an outcome statement, evidencing the progress and rationale for closure. This will include if appropriate details of a step down plan, professional views and what assessments for the Young Person have been completed for example WISE Assessment (Connect), ASSET Plus Assessment (YJS), AIMS Assessment (HSB), CAMHS assessment etc.

5. The role of the Key Person

- 5.1 All young people who require integrated support from more than one practitioner should experience a seamless and effective service where one practitioner takes the lead. This will be the responsibility of the Key Person. The Key Person should also ordinarily be the practitioner with the best working partnership relationship with the young person, providing the best opportunities for sustaining a strength led dialogue.
- 5.2 The Key Person is the main point of contact for the young person, advocating for their wishes and sharing information with professionals. They must be flexible and committed, often delivering a specific service, while other services remain the responsibility of individual practitioners or agencies.
- 5.3 The Key Person may change in the course of work with the young person but such changes should be minimised and should only be made with agreement from the core group and in consultation with the Young Person. The decision should be driven by the best interests of the young person.
- 5.4 In summary the functions of the Key Person are as follows:
- Act as the young person's single point of contact, building a trusting, youth-led partnership to support positive choices and guide them through the YPP process.
 - Liaise with the Social Worker directly on the case management arrangements or following any significant events / incidents.
 - Work collaboratively in line with our practice model to reduce any overlap and inconsistency in the services received by the young person, through multi-agency discussions / core groups.
 - Consult and liaise with the YPP Coordinator in the event of any significant changes that may affect the young person's outcomes.

- To support the young person in attending and contributing to their meetings, allowing for autonomy for the young person over their plan and how decisions are made via their trusted key person.

6. Information Sharing

- 6.1 As the threshold status of the Young Person's Plan starts as equivalent to the Child Protection Plan, the same information sharing protocols apply. See http://greatermanchesterscb.proceduresonline.com/chapters/p_info_sharing.html

The GM guidance should be read in full but as a starting point to considering when to share information the following points can be made.

- 6.2 Wherever possible, you should seek consent or be open and honest with the individual (and/or their family, where appropriate) from the outset as to why, what, how and with whom, their information will be shared. You should seek consent where an individual may not expect their information to be passed on and they have a genuine choice about this.
- 6.3 It is possible to identify some circumstances in which sharing confidential information without consent will normally be justified in the public interest. These are:
- When there is evidence that the children is suffering or is at risk of suffering Significant Harm; or
 - Where there is reasonable cause to believe that a child may be suffering or at risk of significant harm; or
 - To prevent Significant Harm arising to children or serious harm to adults, including through the prevention, detection and prosecution of serious crime, i.e. any crime which causes or is likely to cause significant harm to a child or serious harm to an adult.
- 6.4 It is good practice when working with young people to explain these aspects of information sharing as soon as reasonably possible in working with the young person.
- 6.5 It is expected that professionals involved in the YPP update the YPP coordinator of any significant event in the young person's life that is relevant to the YPP.

- 6.6 As the Young People are assessed as having met the Child Protection Threshold, it is agreed that information sharing from Health will take place as currently agreed for Children subject to Child Protection Plans. At present this takes place where a child or young person has accessed an unscheduled health appointment; such as attendance at Accident and Emergency.

7. Parallel Planning

- 7.1 There are a small number of circumstances in which parallel planning may be appropriate.
- 7.2 **Cared for Children (CFC) Children Act 1989** – when a young person is looked after by the Local Authority (voluntarily via s20 or via a court order- s31 or 38) Children Act 1989 and the young person is already subject to a YPP. The need for the YPP plan to remain in place will be reviewed via a discussion between the YPP coordinator and the IRO within 5 working days of the young person becoming cared for. This discussion will be added to the young person's file. If it is agreed that the YPP can end, the YPP Coordinator will send an email to all professionals working with the young person to advise on the decision for the YPP to end and to give professionals the opportunity to ask more about, or challenge this if felt needed.
- 7.3 **Child in Need Plans (CIN Plans) / Team Around the Family (TAF) plan** – Without exception it should never be the case that a young person is subject to both a YPP and any of these plans. Where younger siblings are subject to a CP plan, it is recommended that the same Coordinator chairs both the CP conferences and the YPP meetings, to ensure that relevant information is shared and referenced in both plans.
- 7.4 **Supervision Orders s31 (2) Children Act 1989** – Any Supervision Order made by the courts to Salford City Council should have the benefit of multi-agency oversight from a Supervision Order Review meeting (SORM) with a Child in Need Coordinator appointed for this purpose. In such circumstances a YPP would not be appropriate because any escalation in concerns would be subject to the Legal Planning process.

8. Transfer of YPP to another authority

- 8.1 The YPP is a Salford initiative. When transferring a case involving a young person subject to a YPP out to another Local Authority, the social worker will do this by following the procedure set out in the Greater Manchester Safeguarding procedures, making it clear that the young person has been supported at the threshold of significant harm:

[NW Children Subject of CPP Moving Across Local Authority Boundaries Procedures 2024-25 \(1\).pdf](#)

It will be the responsibility of the receiving Local Authority to make a decision on the threshold of their intervention with the young person.

- 8.2 Where Social Workers are having difficulties in transferring cases to neighbouring authorities, these should be escalated to the Head of Safeguarding in Salford to ensure that there is no delay for young people in accessing services where a need has been identified.

9. Management and YPP Coordinators (YPPCO) roles and responsibilities

9.1 The YPPCO Managers role:

- The role of the YPPCOs Manager is to ensure that a safe and effective service is being provided.
- To understand and effectively implement research into practice, supporting the YPP to be fully informed and evidenced based.
- To ensure all YPPCOs have the skills and ability to fulfil their roles, including accessing the relevant training alongside our practice model.
- To model and embed the values and principles of the YPP into every day practice through ad hoc case and reflective supervisions.
- To ensure caseloads are manageable
- To ensure all aspects of the YPP are young person focused, including the co design of YPP plans and guidance.
- To embed a QA / outcomes framework to evidence the ongoing impact of the YPP upon outcomes for the young person.

9.2 The YPP Coordinator roles:

- To implement the YPP in practice alongside the Family Partnership Model.
- Every young person has the right to be supported by an advocate. It is the YPPCO role to ensure that this is explored with the young person as appropriate and that their full views and experiences are evidenced within the YPP and impact of progress.

- To prepare for YPP meeting at least five working days prior to the planned meeting. This includes reviewing the case file and speaking with the SW and/or key professional.
- To ensure the YPP is always underpinned by an updated assessment of risk and that safety planning is evidenced within all YPP. Safety plans should address immediate risks to the welfare of the young person and set out explicitly what should be done in the event of any critical incident that may cause harm to a young person.
- To speak with the young person prior to the review, undertaking independent visits when required and ensuring young people are given the opportunity to meet their coordinator in person prior to the review to talk about what will be discussed in the review meeting.
- The YPP Coordinator will, during midpoint reviews consider whether a change of plan to a Young Persons Plan is necessary for children subject to Child Protection Plans.
- The YPP coordinator is not responsible for case management but may have to use the Outcome Resolution process to escalate concerns about case management if practice falls short of expected practice and has a negative impact on outcomes for the young person.
- To implement the Outcome Resolution process informally and formally, as required. To ensure good practice is consistency recognised and built upon and challenge is in place when this is required in order that outcomes for the young people are improve.
- To facilitate solution circles for professionals supporting a young person, helping identify existing safety, explore creative strategies, and progress the YPP. Actions may include peer mapping, education changes, disruption tactics, and parental support.

9.3 Other Professionals roles and responsibilities:

- The allocated social worker and their line manager are responsible for the case management and undertaking of visits (which are conducted in line with the needs of the young person and statutory guidance in respect of child protection).
- The multi-agency YPP group are responsible for undertaking the agreed plan and evidencing how meaningful progress has or has not been achieved.

- Each agency is responsible for ensuring that the young person has a copy of reports or assessments completed prior to each review. This should be no later than two days prior to the review.
- Each agency is responsible for utilising the escalation policy where they have agreed it is appropriate to do so with their line manager.

9.4 Audit and Quality Assurance:

The YPP Service was evaluated in 2024 by a multi-agency Specialist Working Group. Quality assurance includes:

- Plan Oversight: YPP plans and core groups signed off by the Practice Manager
- Auditing: Dip samples, full case file audits, and direct practice observation via the SQUA Framework
- Performance Monitoring: Monthly meetings with senior management to set audit focus areas
- Multi-Agency Scrutiny: Reports and audits reviewed by the Safeguarding Children Partnership
- Case Reviews: Reflective sessions with YPPCO and reviews via the SSCP Practice Review Subgroup

9.5 Governance Arrangements

The YPP Service reports directly to Salford's Safeguarding Children Partnership, due to the threshold of Child Protection. This is achieved through the submitting of annual reports, and monthly assurance reports by the SQUA Practice Managers.

The YPP data and outcome report to monthly children's service performance management meetings- supporting children's service in obtaining a whole picture of demand and how we effectively respond to this.

Appendix 1

Checklist of Issues to be discussed within the context of a Young Person's Plan



Checklist of Issues for
YPP.docx

Appendix 2

Resilience Framework (Children & Young People) Oct 2012 –
adapted from Hart & Blincow 2007 www.boingboing.org.uk

Resilience Framework (Children & Young People) Oct 2012 – adapted from Hart & Blincow 2007 www.boingboing.org.uk					
	BASICS	BELONGING	LEARNING	COPING	CORE SELF
SPECIFIC APPROACHES	Good enough housing	Find somewhere for the child/YP to belong	Make school/college life work as well as possible	Understanding boundaries and keeping within them	Instil a sense of hope
	Enough money to live	Help child/YP understand their place in the world	Engage mentors for children/YP	Being brave	Support the child/YP to understand other people's feelings
	Being safe	Tap into good influences	Map out career or life plan	Solving problems	Help the child/YP to know her/himself
	Access & transport	Keep relationships going		Putting on rose-tinted glasses	
		The more healthy relationships the better		Fostering their interests	
	Healthy diet	Get together people the child/YP can count on	Help the child/YP to organise her/himself	Calming down & self-soothing	Help the child/YP take responsibility for her/himself
	Exercise and fresh air	Responsibilities & obligations	Highlight achievements	Remember tomorrow is another day	Foster their talents
	Enough sleep	Focus on good times and places		Lean on others when necessary	
	Play & leisure	Make sense of where child/YP has come from	Develop life skills	Have a laugh	There are tried and tested treatments for specific problems, use them
	Being free from prejudice & discrimination	Predict a good experience of someone or something new			
NOBLE TRUTHS					
ACCEPTING		CONSERVING	COMMITMENT	ENLISTING	

Appendix 3

Family Partnership Guide



FPM Quick Guide July
2024.docx

References:

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