

Public Document Pack



**Service Director – Legal, Governance and
Commissioning**

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Friday 11 January 2019

Notice of Meeting

Dear Member

Corporate Parenting Board

The **Corporate Parenting Board** will meet in the **Meeting Room 1 - Town Hall, Huddersfield** at **10.30 am** on **Monday 21 January 2019**.

The items which will be discussed are described in the agenda and there are reports attached which give more details.

A handwritten signature in black ink, appearing to read 'Julie Muscroft', on a light-colored background.

Julie Muscroft

Service Director – Legal, Governance and Commissioning

Kirklees Council advocates openness and transparency as part of its democratic processes. Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair/Clerk of their intentions prior to the meeting.

The Corporate Parenting Board members are:-

Member

Councillor Viv Kendrick (Chair)

Councillor Karen Allison

Councillor Fazila Loonat

Councillor John Lawson

Councillor Donna Bellamy

Councillor Cahal Burke

Jo-Anne Sanders

Martin Green

Janet Tolley

Tom Brailsford

Elaine McShane

Steve Comb

Melanie Tiernan

Ophelia Rix

Sanna Mahmood

Gill Addy

Barry Lockwood

Keith Fielding

Colleen Kenworthy

Chair of Children's Scrutiny Panel

Service Director for Learning and Early Support

Head of Localities Offer (Children and Families)

Virtual School Headteacher

Head of Joint Commissioning

Service Director, Family Support and Child Protection

Head of Corporate Parenting

Service Manager, Family Support and Child Protection

Head of Safeguarding and Quality Assurance

Looked after Children and Leaving Care

Designated Nurse for Looked after Children/Care Leavers

Kirklees Fostering Network

Kirklees Fostering Network

Kirklees Fostering Network

Agenda

Reports or Explanatory Notes Attached

Pages

1: Introductions and Apologies

The Chair will welcome everyone to the meeting and announce any apologies received.

2: Minutes of Last Meeting

1 - 10

To approve the Minutes of the meeting of the Committee held on the 19th November 2018.

3: Interests

11 - 12

The Board Members will be asked to say if there are any items on the Agenda in which they have disclosable pecuniary interests, which would prevent them from participating in any discussion of the items or participating in any vote upon the items, or any other interest.

4: Admission of the Public

Most debates take place in public. This only changes when there is a need to consider certain issues, for instance, commercially sensitive information or details concerning an individual. You will be told at this point whether there are any items on the Agenda which are to be discussed in private.

5: Deputations/Petitions

The Board will receive any petitions and hear any deputations from members of the public. A deputation is where up to five people can attend the meeting and make a presentation on some particular issue of concern. A member of the public can also hand in a petition at the meeting but that petition should relate to something on which the body has powers and responsibilities.

In accordance with Council Procedure Rule 10 (2), Members of the Public should provide at least 24 hours' notice of presenting a deputation.

6: Public Question Time

The Board will hear any questions from the general public.

7: One Adoption Agency 6 monthly Report (April to Sept) 13 - 34

The Board will consider a 6 monthly report from One Adoption West Yorkshire covering period April to September 2018, to include comparable data for other West Yorkshire Local Authorities.

(10.35 am)

Contact: Mandy Prout, One Adoption West Yorkshire

8: Review of Membership and Terms of Reference of Corporate Parenting Board 35 - 40

The Board will review the revised Terms of Reference and agree the changes to the Membership of the Board.

(10.50 am)

Contact: Helen Kilroy, Principal Governance

9: Ofsted and Improvement Board update 41 - 44

The Board will consider a verbal update on key issues from Ofsted and the Improvement Board. The Board will also consider the latest letter from Ofsted on the recent monitoring visit.

(10.55 am)

Contact: Steve Comb, Head of Corporate Parenting

10: Performance Monitoring update 45 - 52

The Board will consider a verbal update giving key highlights on Performance Monitoring data for the Children's Service.

(11.05 am)

Contact: Steve Comb, Head of Corporate Parenting
Janet Tolley, Virtual School Head Teacher

11: Overview of number of children in Care 53 - 58

The Board will consider a report on the number of children in care with a Youth Offending Order, showing comparable data and trends.

(11.15 am)

Contact: Richard Smith, YOT Service Manager

12: Number of children in care with a Youth Offending Order 59 - 62

The Board will consider a report on the number of children in care with a Youth Offending Order, showing comparable data and trends.
(11.20 am)

Contact: Richard Smith, YOT Service Manager

13: Independent Visitors Scheme - Quarterly Report (Quarter 3) 63 - 72

The Board will consider a Quarterly Report (Quarter 3) on the Independent Visitors Scheme.

(11.25 am)

Contact: Christopher Berridge, Independent Service Officer

14: Marketing Plan for Recruitment of Foster Carers 73 - 80

The Board will consider the Marketing Plan for the Recruitment of Foster Carers.

(11.35 am)

Contact: Andy Quinlan, Service Manager (Fostering)

15: Future Focus of Corporate Parenting Board and forward agenda plan 81 - 92

The Panel will consider the future focus and agenda plan of the Corporate Parenting Board for the 2018/19 municipal year and beyond.

(11.45 am)

Contact: Helen Kilroy, Principal Governance & Democratic Engagement Officer

16: Updates from Board Members on interaction with Services

The Board will consider verbal updates from Board Members on interaction with Services.

Contact: Helen Kilroy, Principal Governance and Democratic Engagement Officer

17: Dates of Future Meetings

To note future meeting dates of the Board during the 2018/19 municipal year:

- Thursday 14th February 2019, 10 am
 - Monday 11th March 2019, 10.30 am
 - Monday 15th April 2019, 10.30 am
-

Contact officer: Helen Kilroy – Tel. 01484 221000

KIRKLEES COUNCIL

CORPORATE PARENTING BOARD

Monday 19th November 2018

Present: Councillor Viv Kendrick (Chair)
Councillors Allison, Bellamy
Steve Comb, Head of Corporate Parenting
Melanie Tiernan, Service Manager (Children and Families)
Martin Green, Head of Localities Offer (Children and Families)
Janet Tolley, Virtual School Head Teacher
Sanna Mahmood, Care Leavers Advocate
Ophelia Rix, Head of Safeguarding and Quality Assurance
Colleen Kenworthy, Kirklees Fostering Network
Barry Lockwood, Kirklees Fostering Network
Tom Brailsford, Head of Joint Commissioning (Children's)
Gill Addy, Designated Nurse for Looked after Children
Helen Kilroy, Principal Governance and Democratic
Engagement Officer

In attendance: Andy Quinlan, Acting Service Manager (Fostering)
Sara Miles, Service Manager (Children and Families)

Apologies: Cllrs Lawson, Loonat, Elaine Mc Shane and Keith Fielding

1 Introductions and Apologies

Apologies for absence were received on behalf of Cllrs Lawson, Loonat, Elaine Mc Shane and Keith Fielding.

2 Minutes of previous meeting

The Board considered the minutes of the meeting held on 24th September 2018.

Barry Lockwood advised the Board that he had given comments on the revised Foster Care Handbook but had not received feedback. The Board noted that a meeting was taking place shortly where this would be addressed.

A number of Board Members who were elected members advised that they had not seen any information relating to the Independent Visitors Scheme and agreed that the scheme should be promoted to elected members as soon as possible so that they could help promote the scheme in order to encourage the recruitment of more volunteers.

Steve Comb advised the Board that the Care Leavers Local Offer had now been renamed to "Kirklees Commitment to Care Leavers" and that details of the launch would be circulated to members of the Board when available.

Councillor Kendrick advised the Board that she would shortly be meeting with KAL to discuss the proposal for reduced costs for care leavers to access leisure facilities and agreed to report back to the Board on any developments. Gill Addy, Designated Nurse for Looked after Children and Care Leavers

advised the Board that provision was also being made by KAL for reduced rates at leisure facilities for children and young people with mental health issues. Colleen Kenworthy advised the Board that there should be provision for reduced rates at leisure facilities for all looked after children, not just care leavers and Councillor Kendrick agreed to pick this up with KAL.

RESOLVED –

1. That the minutes of the meeting held on 24th September 2018 be approved as a correct record.
2. The Board agreed that the Independent Visitors Scheme should be further promoted to elected members to reach a wider audience and so that they could help to promote the scheme.
3. That the Board receive details of the launch of the Kirklees Commitment to Care Leavers when appropriate.
4. That the Chair of the Board, Cllr Kendrick, meet with KAL to discuss a proposal for reduced costs for looked after children and care leavers to access leisure facilities.

3 Interests

No interests were declared.

4 Admission of the public

All items were considered in public session.

5 Deputations/Petitions

No deputations or petitions were received.

6 Public Question Time

No questions were asked.

7 Ofsted and Improvement Board update

The Board considered a verbal update on Ofsted and the Improvement Board presented by Steve Comb, Head of Corporate Parenting.

Steve Comb highlighted the following key issues:-

- The Improvement Board meetings were held on a regular basis and were looking at performance across the Children's Service;
- Ofsted Monitoring visit was scheduled for 4th and 5th December and they would be focussing on the Duty and Advice Assessment Service;
- Elm Grove Children's Home had received a positive Ofsted report and overall the experience for children and young people at the home was considered by Ofsted to be outstanding.

The Board agreed that staff at Elm Grove Children's Home should be thanked for all their hard work and commitment to making improvements for children and young people at the home.

RESOLVED –

1. That the verbal update on key issues from Ofsted and the Improvement Board be noted.

2. That the staff at Elm Grove Children's Home be thanked for their hard work and commitment in making the improvements to the home and the experience for children and young people.

8. Performance Monitoring Update

The Board considered a summary report outlining key performance data and highlights for children in care and care leavers up to September 2018, presented by Steve Comb, Head of Corporate Parenting and Janet Tolley, Virtual Head Teacher.

In response to a question from the Board regarding the slight decrease in September of the number of young people in suitable accommodation, Steve Comb explained that there might be some young people who had unfortunately lost their tenancy due to personal circumstances and that there were also young people in the youth offending system for various reasons. Steve Comb further explained that officers had a vested interest to make sure that young people were tenancy ready and did all they could to engage with young people in helping them to plan and prepare for a tenancy. The Board were informed that the Leaving Care Team maintained strong links with the key tenancy providers such as Kirklees Neighbourhood Housing and Fusion Housing.

In response to a question from the Board relating to the fact that some young people could end up in a tenancy in an area that was not suitable for them, Steve Comb explained that as part of the Kirklees Care Leavers Commitment, KNH would always try and place a young person where they wanted to live, however, if the young person lost the tenancy then it could affect the options available in terms of what alternative accommodation could be offered. Cllr Alison agreed to pass details onto Steve Comb of some young people in her ward who were living in accommodation that was unsuitable for them.

In response to a question from the Board regarding the decrease in August of the number of young people being reviewed within statutory timescales, Steve Comb advised that sometimes the young person and/or the carer felt that an alternative placement was needed or preferred to undertake reviews out of school time, for example, during school holidays and that this would affect the data.

In response to a question from the Board asking whether the Placement Support Team took school stability for the young person into account, Steve Comb explained that the service looked at the young person as a whole and would take every possible aspect into account, including school stability. Steve Comb further explained that the young person's carer would also contribute information relating to the young person which would also be taken into account. Janet Tolley advised the Board that the virtual school would always try and make sure that the young person could stay in the same school, but that further work was being undertaken to improve this area. The Board was informed that permanent exclusions were avoided if at all possible and that the virtual school worked jointly with the schools on ensuring that exclusions were an absolute last resort. Janet Tolley advised the Board that there had not been any permanent exclusions in Kirklees schools since the Virtual Head Teacher had been in post.

RESOLVED –

1. That the updates on Performance within Children's Services be noted.

9. Annual report on the health of looked after children (April 2017 to March 2018)

The Board considered an Annual Report on the health of looked after children covering the period April 2017 to March 2018, presented by Gill Addy, Designated Nurse for Looked after Children and Care Leavers. The report outlined the work that had taken place over the last year and provided assurance that the Clinical Commissioning Groups (CCGs) were fulfilling their statutory responsibilities.

Gill Addy highlighted the following key issues:-

- Review of health assessment (RHA) process – it was not compulsory for young people to engage in the RHA process and efforts were being made to arrange the reviews at a time convenient for the young person to try and encourage attendance;
- Dental registration – if a young person was registered at a dentist and did not attend, then they could be removed from the register;
- Dental attendance – it was difficult to obtain information advising when a child had been to see a dentist so follow up with the carer would be undertaken in cases where it was showing the young person had not been to a dentist;
- Immunisations – The Team would follow up with the Social Worker or Carer where they could see that a child had not had an immunisation. The team were Actively targeting young people to ensure that meningitis immunisations were carried out when they had not taken place;
- Substance misuse – Health Practitioners were using a different form to record whether a child was dependent or not.

In response to a question by the Board relating to why a LAC nurse was representative at only 4 fostering panels per year, Gill Addy explained that lack of capacity within the team meant that a LAC nurse could not attend all the fostering panel meetings. Tom Brailsford further explained that a GP report would often be submitted to the Foster Panel as part of a child's case.

RESOLVED –

1. That the Annual Report on the health of looked after children be noted and Gill Addy be thanked for her contributions.

10. CAMHS Local Transformation Plan 2018

The Board considered the CAMHS Local Transformation Plan 2018 presented by Tom Brailsford, Head of Joint Commissioning (Children's).

Tom Brailsford advised the Board that the Transformation Plan was broken down into 5 themes, listed below:-

- Promoting resilience, prevention and early intervention for the mental wellbeing of children and young people;
- Improving access to effective support – a system without tiers;
- Caring for the most vulnerable;
- To be accountable and transparent;

- Developing the workforce.

The Board was informed that the Transformation Plan would be considered by the Health and Wellbeing Board on the 22nd November and they would be asked for comments and approval before the Plan was published.

In response to a question from the Board in relation to the implementation of Thrive Elaborated across the CAMHS provision, Tom Brailsford explained that children had in the past got 'stuck' in the system and this would eliminate the extra tiers of assessment.

In response to a question from the Board in connection to the increased access to prevention and treatment services for underrepresented groups and the large waiting lists, Tom Brailsford advised the Board that there was now a single point of access, that the waiting time was currently 29 weeks but that extra resources had been put in place to make improvements in this area.

Janet Tolley advised that some of the tier 2 services were funded by the virtual school project across the service to ensure that young people were in an emotionally fit state to be education ready.

The Board agreed to send additional comments on the Transformation Plan direct to Tom Brailsford.

RESOLVED –

1. That the report on CAMHS Local Transformation Plan 2018 be noted.
2. That Board Members send any comments on the report direct to Tom Brailsford.

11 CSE and Missing Provision – overview from April to October 2018

The Board considered a report on the CSE and Missing Provision for April to October 2018 presented by Ophelia Rix, Head of Safeguarding and Quality Assurance.

Ophelia Rix informed the Board that the Risk and Vulnerabilities Team was now established and were working closely with the Police. The Board was advised that the team currently had the following resources based with the team:-

- Police Officer;
- Drug and Alcohol Worker from BASE;
- Parent Liaison Officer which was funded by Kirklees but came from PACE and would strengthen the work needed with children suffering from CSE.

Ophelia Rix advised the Board that the team were looking to arrange some briefing sessions with elected members early in the new year to raise awareness of CSE and Criminal Exploitation and the work around the county lines.

The Board welcomed more involvement by the Children's Service with PACE and Ophelia Rix advised that the Team needed to further develop its networks and extend to foster carers.

Ophelia Rix informed the Board that the Team were working with Licensing to on the night time economy and would be undertaking joint visits with the Police in 2019 to public houses, takeaways and hotels to develop and increase awareness on all areas of risk and vulnerabilities, including the county lines.

The Board agreed that the report helped to paint a picture of the current position and what was involved in the work of CSE and noted that the report had recently been shared with the Children's Scrutiny Panel.

Ophelia Rix advised the Board that officers were visiting Primary and Secondary schools to target all young people in order to raise awareness and increase knowledge and understanding of CSE. The Board was informed that roadshows were being held within community hubs to raise awareness and understanding, for example, helping professionals in health centres and refuse collectors to know how to spot potential safeguarding issues and report them.

The Board agreed that elected members needed to be clear and informed on what was happening across Kirklees and within their own communities on CSE and Missing.

RESOLVED -

1. The Board noted the report on the CSE and Missing Provision for April to October 2018 and thanked Ophelia Rix for her contributions.
2. That officers continue to work with elected members to raise awareness of CSE and Missing and what was happening in communities across Kirklees.

12 Recruitment and Retention of Foster Carers

The Board considered a report on the Recruitment and Retention of Foster Carers presented by Andy Quinlan, Service Manager (Fostering).

Andy Quinlan advised the Board that there was a national shortage of foster carers which had led to a dependence on Independent Fostering Agencies (IFAs). The Board noted that other authorities were struggling with recruitment and retention of foster carers and that Rotherham had recently been in the press regarding this issue. The Board was informed that since the appointment of the Service Manager for Fostering and Recruitment Manager, the recruitment process for foster carers had been revamped to look at all aspects of recruitment and retention of foster carers.

Andy Quinlan highlighted the key issues from the report, as follows:-

- events had been held or were planned in order to recruit more foster carers;
- Use of the Kirklees Placement Support Team to develop foster carers skills and assist with difficult placements and challenging behaviour, this was a resource that not all authorities had in place and was therefore something positive to highlight when recruiting foster carers;
- Joint meetings were being held between Head of Service, Service Manager (Fostering) and the Kirklees Fostering Network helpline representatives to address helpline issues.

Colleen Kenworthy advised the Board that she had been a foster carer for 10 years and that in her experience the numbers of foster carers had fluctuated during that time. Colleen Kenworth went on to explain that Kirklees was a good Local Authority to work for but that there were still improvements to be made to support to foster carers, but that it was improving. The Board noted that the Foster Carer Handbook was a helpful tool to foster carers.

Steve Comb informed the Board that a dialogue was ongoing between Kirklees, the Kirklees Fostering Network and foster carers to help improve outcomes for children.

RESOLVED –

1. That the report on Recruitment and Retention of Foster Carers be noted and that Andy Quinlan, Service Manager (Fostering) be thanked for his contributions.

13 Annual report on Complaints and Compliments for Children in Care

The Board considered an Annual report on Complaints and Compliments for children in care presented by Yasmin Mughal and Helen Sanderson, Complaints and Represent Manager.

Yasmin Mughal highlighted the key points from the report, as follows:-

- Complaints resolved at Stage 1 for 2017-18 were down to 152 and each complainant raised more than one issue – this showed a reduction in complaints compared to the previous year due to a number of issues as outlined in the report including change in leadership and visibility of the Complaints Unit staff;
- The focus was now on resolution of the complaint rather than the complaints procedure;
- 50 complaints were received from Children in 2017-18 which demonstrated that young people were aware of and had access to the complaints procedure and did voice their concerns via the Children's Act Complaints Procedure;
- 100% of the complaints from children had been responded to within statutory timescales;
- Lessons and findings identified through complaints were followed up by Managers in staff supervision to inform individual learning and development;
- Training was being put together to help staff develop a better understanding of the issues raised in complaints and how well officers were responding to them, good examples would be shared across the service.

RESOLVED –

1. That the Annual report on Complaints and Compliments for Children in Care be noted and that Yasmin Mughal, Complaints and Represent Manager and Sara Miles, Service Manager (Children and Families) be thanked for their contributions.

14 Update report from Children in Care Council (CCIC) and Care Leavers Forum (CL Forum) and the Pledge

The Board considered an update report from the Children in Care Council and Care Leavers Forum and the Pledge presented by Sanna Mahmood, Care Leavers Advocate and Melanie Tiernan, Service Manager (Children and Families).

Melanie Tiernan advised the Board that Colin Sloan, LAC Advocacy and Participation Officer, joined the Family Support and Child Protection team in October 2018 and was coordinating the work of Children in Care Council and Care Leavers Forum.

The Board was informed that both the CCIC and CL Forum now had equal membership numbers. Colleen Kenworthy agreed to mention the CCIC and CL Forum groups at the next meeting of the Teenage Support Group, so that they could have a voice which would help them to progress matters within the Local Authority. Ophelia Rix advised the Board that it was important to ascertain how to get the views of children and young people and how they could contribute to service development and a link needed to be made.

Ophelia Rix advised the Board that action plans for the first 6 months of 2019 would be drawn up in the new year for the work of the CCIC and CL Forum.

The Board discussed access by looked after children and care leavers to leisure facilities and other events either free of charge or at a reduced cost. Sanna Mahmood advised the Board that she was working with various external organisations, eg football clubs and public transport companies to get tickets for events and services at a reduced rate. Sanna Mahmood further explained that the team would be arranging Christmas presents for care leavers and would be looking at arranging theatre tickets.

Colleen Callaghan informed the Board that Kirklees Fostering Network, as a charity, supported foster carers and would work together to provide resources and support for young mums and babies.

The Pledge

The Board noted that The Pledge attached to the report had been produced in two formats, one suitable for younger children (7-11) and one for those who were older (12 plus). The Pledge had been launched via email communication from Senior Management and through various teams and copies would be given to all children and young people as well as foster carers and professionals.

RESOLVED –

1. That the update report from Children in Care Council (CICC) and Care Leavers Forum (CL Forum) and the Pledge be noted.
1. That as part of the Council's commitment as a Corporate Parent, the Board consider how cultural activities taking place within Kirklees venues could be subsidised and offered to looked after children and care leavers.

16 Updates from Board Members on interaction with Services

The Board considered verbal updates from Board Members on interaction with Services.

Councillor Kendrick gave a summary of events, visits and meetings she had recently attended, as follows:-

- Children's Rights Team
- Met with Ophelia Rix regarding auditing of cases;
- Care Leavers Awards Ceremony;
- National Children and Adult Services Conference on 14th November 2018;
- Social Workers Conference on 8th November 2018
- Personal Adviser (to Care Leavers) Team meeting on 21st November 2018;
- Emergency Duty Team meeting on 21st November 2018.

RESOLVED –

1. That the verbal updates from the Chair of the Board on interaction with Services be noted.

15 Corporate Parenting Board Agenda Plan for 2017/18 and looking forward to 2018/19

The Board considered the Agenda Plan for the remainder of the 2018/19 Municipal year.

RESOLVED -

1. That the Agenda Plan for the Corporate Parenting Board during 2018/19 be noted.
2. That the additional agenda items be added to the agenda plan for the 2018/19 municipal year and amendments be made as agreed.
3. That the Governance Officer be authorised to liaise with officers on agreed actions.

16 Dates of Future Meetings

That the Board noted the future meeting dates of the Board during the 2018/19 municipal year:

- Monday 21st January 2019, 10.30 am
- Thursday 14th February 2019, 10 am
- Monday 11th March 2019, 10.30 am
- Monday 15th April 2019, 10.30 am

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KIRKLEES COUNCIL

COUNCIL/CABINET/COMMITTEE MEETINGS ETC

DECLARATION

CORPORATE PARENTING BOARD

Name of Councillor

Item in which you have an interest	Type of interest (eg a disclosable pecuniary interest or an "Other Interest")	Does the nature of the interest require you to withdraw from the meeting while the item in which you have an interest is under consideration? [Y/N]	Brief description of your interest

Signed:

Dated:

NOTES

Disclosable Pecuniary Interests

If you have any of the following pecuniary interests, they are your disclosable pecuniary interests under the new national rules. Any reference to spouse or civil partner includes any person with whom you are living as husband or wife, or as if they were your civil partner.

Any employment, office, trade, profession or vocation carried on for profit or gain, which you, or your spouse or civil partner, undertakes.

Any payment or provision of any other financial benefit (other than from your council or authority) made or provided within the relevant period in respect of any expenses incurred by you in carrying out duties as a member, or towards your election expenses.

Any contract which is made between you, or your spouse or your civil partner (or a body in which you, or your spouse or your civil partner, has a beneficial interest) and your council or authority -

- under which goods or services are to be provided or works are to be executed; and
- which has not been fully discharged.

Any beneficial interest in land which you, or your spouse or your civil partner, have and which is within the area of your council or authority.

Any licence (alone or jointly with others) which you, or your spouse or your civil partner, holds to occupy land in the area of your council or authority for a month or longer.

Any tenancy where (to your knowledge) - the landlord is your council or authority; and the tenant is a body in which you, or your spouse or your civil partner, has a beneficial interest.

Any beneficial interest which you, or your spouse or your civil partner has in securities of a body where -

(a) that body (to your knowledge) has a place of business or land in the area of your council or authority; and

(b) either -

the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or

if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you, or your spouse or your civil partner, has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

Name of meeting: Corporate Parenting Board

Date: 21st January 2018

Title of report: One Adoption West Yorkshire Half Year Report

Purpose of report

Elected Members in Kirklees recognise the importance of adoption and want to be updated about the management and outcomes of the adoption service. The report provides an overview of adoption service activity from April 2017 to March 2018. The report is attached at Appendix A.

1. Summary

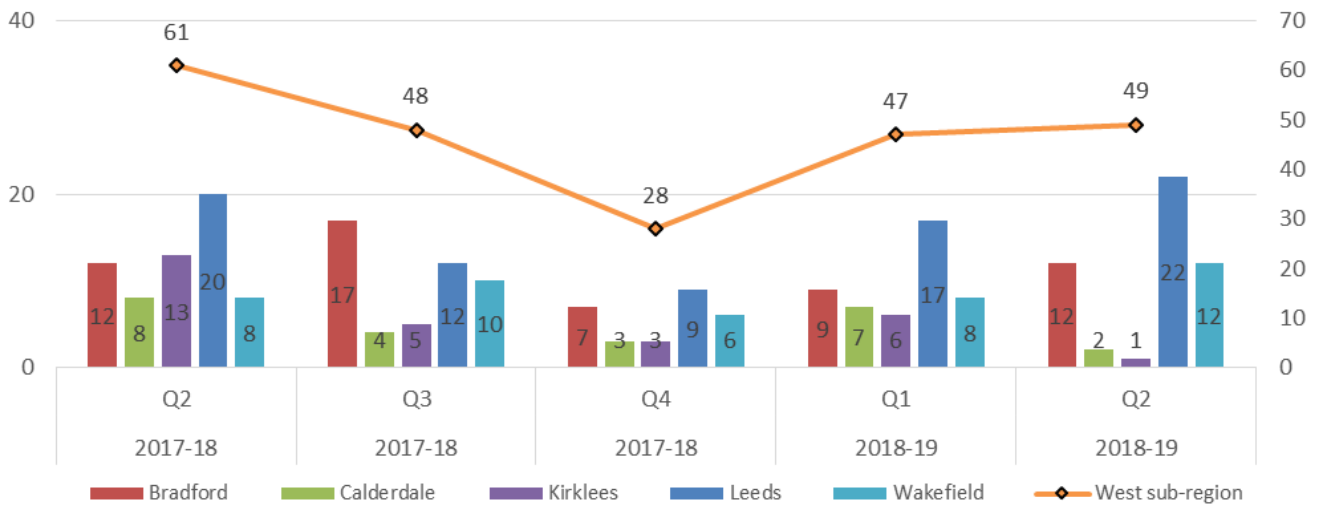
Bradford, Calderdale, Kirklees and Wakefield adoption functions as specified in the partnership agreement were delegated on the 1st April 2017 to Leeds City Council and One Adoption West Yorkshire (OAWY) formally opened. OAWY was the first Regional Adoption Agency (RAA) to open in the country as part of the Governments national reform agenda.

- 2.** This report provides a summary on adoption provision for Kirklees children by One Adoption West Yorkshire from April 2018 – September 2018, also attached is a Half Year Agency Report which outlines the developments of the service in the last 6 months since the last report to the board in July 2018, and a voice and influence report card which outlines the work we are doing to ensure that Children, Young People and Adopters have a voice and influence on our practice and service provision.
- 3.** In addition to this I have attached a report which gives the board a good overview of the current challenges in adoption nationally, regionally and within West Yorkshire, and shows a longer term view on how Kirklees is doing against its comparator groups such as statistical neighbours, nationally and regionally.

Adoption Provision for Kirklees Children April 2018 – September 2018

- 3.1** The graphs below show the figures for the last 12 months and the performance in the same quarter the previous year so as to show a direct comparison. The data is clearly divided in the standard reporting quarters so that we can focus on the first half of this year and can also see how this compares to the previous quarters.

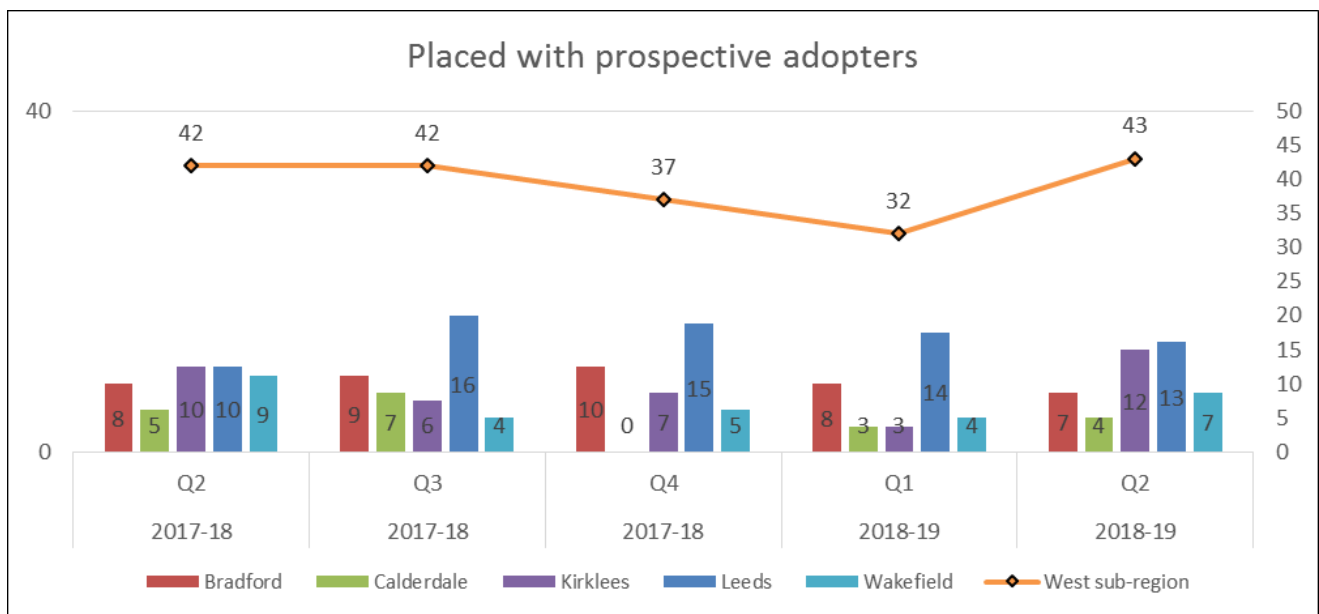
ADM decisions



The above graph shows that Kirklees has seen a reduction in the numbers of children coming through with a plan for adoption. This is likely to be due to the agency’s success in promoting early intervention with families and supporting families to enable children to remain within their birth family. One Adoption West Yorkshire has worked with senior managers and social work staff to support this vision, particularly within the legal gateway meeting and permanence panel, promoting pre-birth assessment and intervention wherever possible, and linking this to our early tracking of children. We are also working with Kirklees senior managers to develop a joint tracking system which will enable all concerned to work effectively together to ensure there will never be any drift for children in the permanence planning process.

The excellent early permanency placements (EPP) figures in Kirklees over the previous year shows that this very early joint tracking of children is working and is translated into the ability to maximise the use of early adoption placement.

We have just undertaken a joint piece of work with Kirklees Liquid Logic implementation team whereby we have mapped all the adoption processes and linked the work of OAWY with that of Kirklees which should enable an easier and more consistent flow of information between the agencies.



The longer term data (report attached) shows that the number of children placed with prospective adopters, have reduced across the five OAWY authorities in the last four years. This chart shows that in the last 12 months the number of Kirklees children placed have remained stable, all be it that quarter 1 of this year was particularly low with quarter 2 making up for this with a comparatively high number of children placed. The information also shows that Kirklees is doing well against the other OAWY Local Authorities.

It is extremely encouraging that as indicated in the longer term data report that Kirklees timeliness figures have been continually improving. The adoption score card data A1 and A2 which shows the length of time it takes for a child to move in with its adoptive family (from different start points), evidences that the number of days taken is lower in Kirklees than all other local authorities, with a significant reduction seen since 2015/16. This shows that there is no delay in matching and placing children with their adoptive families.

Given that Kirklees has been successful in reducing the need for children to have a plan for adoption, it is likely that we will see these reduced numbers of children placed for adoption remaining the same. We are currently family finding for 52 Kirklees children , 30 of these are early tracking(pre ADM decision) and 22 are post ADM where active family searches are being undertaken.

Adoption Support

Adoption support is an area of adoption provision where Kirklees has seen a significant increase in work undertaken on behalf of families since the regionalisation of adoption services. The demand for adoption support has been increasing significantly over the past few years since the inception of the National Adoption Support Fund in May 2015. OAWY have responded to this by increasing staffing in this area of work and have focused on skilling up the staff to provide some specialist support, therapy and training opportunities for children and their families.

The adoption support team are currently working with 86 Kirklees adoption support cases, including the provision of out of area adoption support for 8 families. The team have developed a good working relationship with Kirklees social work teams and 4 of the families

being supported at this time are subject to child protection plans, with the adoption support worker being part of the core group.

The team continue to host the very popular annual adopter support celebration events, have increased the offer of support groups and now run stay and play groups, adopted teens group and Theraplay groups. In addition a number of staff will be trained in Non- violence Resistance Techniques, so that they run specialist training for adoptive families around managing violent and threatening behaviour.

OAWY is very successful in assisting families to access funds via the ASF and Kirklees families have seen a significant increase in money accessed from the fund. Of the 86 families that we are currently working with, 82 of these families have had or continue receive ASF financial packages for therapy.

Recruitment of Adoptive Families

Adoption Agencies across the country are experiencing a particular challenge in recruiting enough adopters to meet the needs of children. This is something that is being carefully monitored on a national level with much consideration being given to the reasons for this and possible ways to turn this around.

OAWY have an affective system for monitoring it's through put of families and are able to use the trends to inform our focus and forward plan. This is closely linked to our family finding activity and planning.



As can be seen by the graph above we have seen a steady increase in the numbers of families approved by the agency. Although unfortunately as there has been a decrease in families in stage 2 at the end of quarter 2, we can predict there will be slight decrease in the number of families approved in the next quarter.

We have started the year with a huge boost to our marketing campaign with a very well received piece on look North (BBC Local T/V news programme) about Adoption and our need for more adoptive families. Sarah Johal, our Head of Agency spoke on this feature and was joined by one of our adoptive families.

The turnout at our next information event was extremely high, and we are hopeful that we will see increased numbers at our next few events as a direct result of this.



This graph shows that we are moving adopters easily through the process and that the vast majority of our approved families are matched with children from our Local Authorities with very few being matched with children from outside our RAA.

The Recruitment and Assessment team ensure that we are in a position to pick up and undertake all adoption assessments in a timely way ensuring there are no delays. This is imperative if we are going to maximise the use of all available families who approach us and therefore approve as many adopters as possible.

4. Next steps

The full year report will be available for the Corporate Parenting Board in June 2019.

5. Officer recommendations and reasons

That the report be noted.

6. Contact officer

Sarah Johal, Head of Service and Mandy Prout Servicer Delivery Manager, One Adoption West Yorkshire.



Half yearly Adoption Agency report

Date: 30th November 2018

1. Purpose of this report

- 1.1 This report sets out the developments within One Adoption West Yorkshire (OAWY) between April 2018 and September 2018, with additional information in relation to the performance relating to children in Leeds.

2. Main issues

Use of Resources

2.1 Staffing & HR

- 2.2 The staff group remains largely stable with a small number of staff leaving to take up other career opportunities or retiring in the last 6 months so there has been ongoing recruitment to these positions. A new lead officer for marketing and communications, Emma Whittell, has been seconded for 18 months from the Corporate Communications team in Leeds. One Adoption West Yorkshire is the lead agency regarding the regional marketing strategy and Emma is also working with the leadership team to improve communications internally in One Adoption West Yorkshire and with our approved adopters.
- 2.3 Mary Brudenell, service manager left the service in November, having emigrated to New Zealand. This was a positive move for Mary but a loss for the service. However, we have appointed a new service manager, Michelle Rawlings to replace Mary. There has been a change in lead responsibilities and Mandy Prout is leading on family finding and Michelle is taking a lead on recruitment and assessment work.
- 2.4 Julia Pearmain, one of the independent adoption panel chairs, has reduced the number of panels she is able to chair and we have therefore recruited a new Panel Chair to provide more flexibility in covering the panels. Andy Stott is an experienced manager with local authorities in the North West and more latterly as the operational manager for Barnardo's across Yorkshire and Humber.

2.5 Budget

- 2.6 In June 2018 there was an increase in the inter agency fees nationally and this has had a significant impact on the 2018/19 budget for OAWY with a request for an

increase in the funding from each local authority. The operational accountability of the regional agency is to the Management Board, comprising of senior officers delegated by each Director Children Services and the increase in budget has been agreed by the 5 LA's. The agency is overseen by a Joint Committee of councillors representing the 5 local authorities, who have knowledge of and responsibility for Children's Services. The Joint Committee exercises the corporate parenting role of the Participating Authorities in relation to the functions of One Adoption Agency for West Yorkshire and this issues has been discussed with them.

2.7 Duty System

2.8 Following the rollout of Enterprise Voice technology a revised Duty system came into effect on 2nd July 2018. This essentially means that duty is now rotated between the 3 main office bases in Bradford, Huddersfield and Leeds on a weekly basis. This has reduced the time staff spend travelling to Kernel House and there has been no adverse impact upon the ability to take calls and respond effectively. In fact, it has had a positive effect with staff feeling more positive about this approach with a growing feeling of connectivity across the bases.

2.9 Partnership working

2.10 Operational leads group

2.11 The Operational Leads group meets every three months and provides a good opportunity to discuss practice issues. Child Permanence Report training and sibling assessment training has been commissioned across the region with take up from some authorities. The legal planning and adoption panel training plus contact and adoption training is in the process of being commissioned.

2.12 A protocol regarding foster care adoptions has been agreed between One Adoption West Yorkshire and across the operational leads group that will improve the timeliness of progressing these.

2.13 A working group is being established to look at the interface between One Adoption West Yorkshire and the front door services across the region and to look at best practice for children and families, developing a clear protocol regarding the involvement of the respective services.

2.14 Centre of Excellence Project

This project is half way through the DfE funded programme of work. The project aims to improve the positive outcomes for children and families through an evidence based multi- agency assessment of need and support, in partnership with children, carers and others. With the recent addition of a psychologist.

2.15 Meetings with medical advisors

2.16 The medical advisors across the region meet with One Adoption West Yorkshire staff twice a year. A medical advisor protocol is in the process of being agreed and this is particularly relevant where there are differing views about medical opinions. There have been ongoing issues within two local authorities regarding medical advisor capacity and the time to undertake medicals regarding children's health needs in a timely manner. This has led to some delays for children in progressing care plans and the matters have been discussed within each local authority with commissioners in health to seek improvements in this regard.

2.17 *Virtual school heads (VSH)*

2.18 The management board agreed to the proposal regarding a service level agreement between One Adoption West Yorkshire and the five virtual school heads (VSH) to assist in implementing the new duty placed on VSH in each locality. A small amount of the grant was top sliced and pooled to enable an education worker within One Adoption West Yorkshire to work with VSH to help implement the new duty. A central telephone helpline is now in place and specific pieces of work have been agreed. The funding will enable the education worker to undertake an agreed programme of work with the VSH's, beyond the timescales for the centre of excellence project. This is pioneering work and is seen as an example of good practice by the Department of Education.

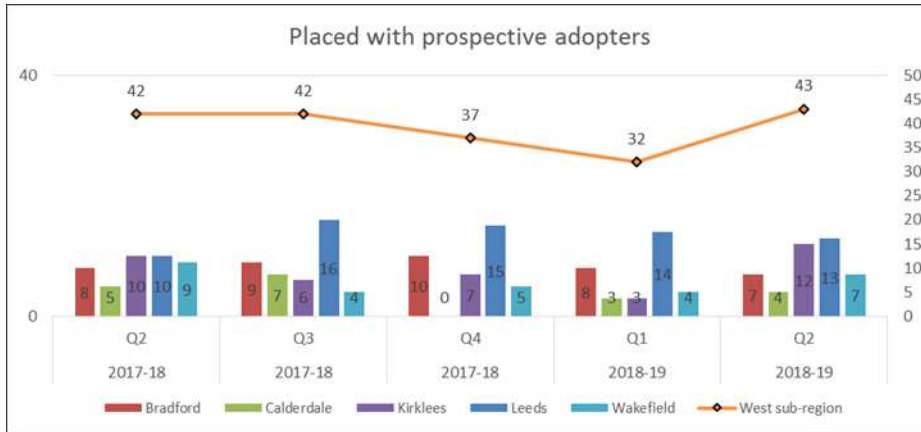
2.19 *Special Guardianship*

2.20 In July the management board agreed to another initiative, overseen by One Adoption West Yorkshire, working in partnership with grandparents plus and the five local authorities to provide support to special guardians in the region. This is a project developing a model that has been successful in the North East working with kinship carers providing a strong focus on peer support as a sustainable and effective way to support kinship carers. Two project workers have been recruited and came into post on 1st October 2018 and work has been progressing with the team managers in the fostering services to ensure that all are aware of the service, referral process and to look at identifying appropriate groups/ families to work with.

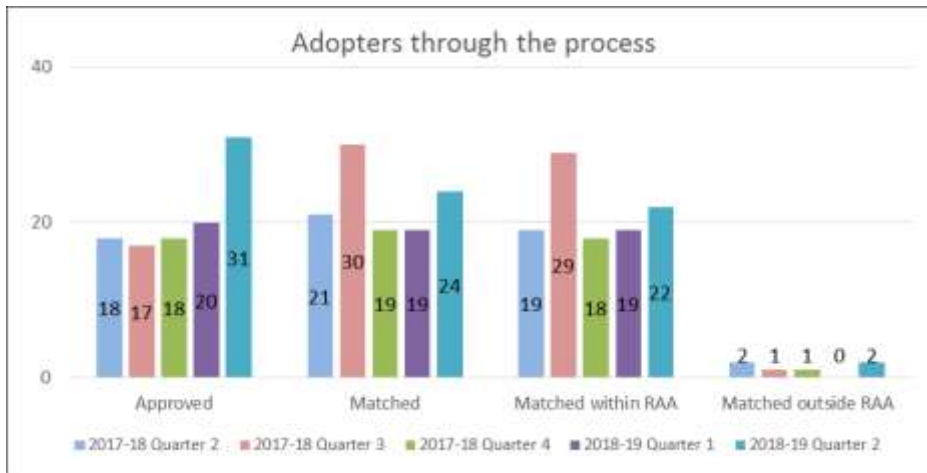
2.21 Performance Management

2.22 This is addressed in more detail in **Appendix 1 & 2**

2.23 Children placed



Adopter information



2.24 Practice, quality of provision and management oversight

2.25 In October this year One Adoption West Yorkshire was awarded a national award for Excellence in adoption practice. This was the first time a regional adoption agency has won a national award and this has aided with raising the profile of the agency, resulting in more interest from prospective adopters. One Adoption West

Yorkshire has also been shortlisted for the 2018 Local Government Chronicles Award and are through to the second round. This award is for working across public partnerships and is seen as a good example of regional working. One of the adoptive families also won the Adopter Champion of the year. They adopted four children and assist in the training of early permanence adopters.

2.26 Recruitment and Assessment

2.27 The adopter training offer is continuously developing, with the first two sessions led by birth parents for adopters, focussing on openness in adoption and contact issues. Adopters talk very positively about these sessions at adoption panel, and the panel members have been very impressed by this feedback. In addition the birth parents have stated that they have felt personal benefit and reward from taking part in this training, with one birth parent who was previously active in a campaign group against “forced adoption” stating that she no longer feels the need to be involved in this group as being involved in training adoptive parents has helped her to “move on”.

2.28 Early permanence practice in the region continues to grow with the adopter training being run by the advanced practitioners with positive feedback and attracting interest from outside agencies. The professionals training which is run jointly with Barnardo’s is going well with attendance from all Local Authority partners. The concurrency project is well underway with the first family being approved and another in assessment by Adoption Matters and Caritas Care

2.29 The piloting of the virtual reality training is underway with careful training and preparation being undertaken with staff with a view to start using this with adopters from January 2019 onwards.

2.30 Adoption Support

2.31 There continues to be a waiting list for families accessing support and this is extremely difficult for the service in terms of managing this. The waiting list stands around 70 and this was discussed at length at the last management board budget meeting. Additional funding has been agreed to assist with clearing the backlog of work and recruitment is underway to increase staffing to address the issue.

2.32 Peer mentoring is going from strength to strength and there are now 26 mentors who are up and running, and have a good flow of referral’s coming in. We have just trained our second group of mentors and are still receiving interest from experienced adopters who wish to join our Peer Mentoring ranks.

2.33 The new Adoption Support Fund (ASF) portal on the Government website came into force at the beginning of July. This is much more user-friendly and this plus our improved business support processes which we have put in place around making an application has meant that we have had a higher number of successful applications for therapeutic support for families. However, as large users of the fund

there is concern that the future of the ASF beyond 2020 is not yet clarified by the Department of Education.

- 2.34 We have run a number of well attended and successful activity based events over summer in Huddersfield, Castleford and Brighouse. These involved a large number of children and families attending with One Adoption staff attending in support.
- 2.35 A newsletter went out to all adoptive families across the region in June. There is a timetable and an editorial working group now in place to ensure these go out to families four times a year.
- 2.36 One of the stay and play groups in Leeds has been relaunched following consultation with parents. A successful Foundations for Attachment programme was undertaken with 20 families having accessed this since the start of the year.
- 2.37 One of the teams has begun working on a consultation model to offer adoptive families who are currently waiting for a service with assistance from the centre of excellence staff. This is due to start in early December.
- 2.38 *Family Finding*
- 2.39 The Family Finding teams have continued with the regional linking meeting to look at children and families in the assessment process and having established strong links with Adoption Match (National Adoption Register) we have a good regional view of children and families in the system. However, the national register is being suspended from April 2019 and therefore discussions are now underway with another provider, to look at how we can develop this work to provide a collective matching approach to maximise the resources available and reduce the time taken for family finding in making links.
- 2.40 The children's profiling events continue to take place and the last event was in October, inviting adoptive families from across the region and beyond to consider a selection of children awaiting adoption who were featured with high quality photos, DVDs and personalised displays.
- 2.41 23 families attended and we featured 37 profiles totalling 48 children, resulting in 26 expressions of interest from 16 families regarding 12 profiles (17 children in total).
- 2.42 A key issue is the mismatch locally, regionally and nationally between the numbers of children in the adoption process and the number of adopters available. We are trialling a bespoke family finding approach for some children who have very complex needs with a couple of children and are working with those local authorities as a higher level of publicity and advertising is required to find specific families for these children.

2.43 *Case File Audits*

2.44 There has been ongoing audit activity across the agency looking at children waiting for adoption placements and the senior leadership team spent a day at the end of August looking at 20 case files across One Adoption West Yorkshire looking at a mixture of cases to look at how effectively the staff are using the mosaic case recording system to record their work. There is a positive picture about the use of mosaic case recording system but some specific challenges regarding some of the tracking forms. These require some simplification for staff to use more effectively and work is underway to address this.

2.45 **Continuous Professional Development and Service Development**

2.46 *Service Improvement Plan*

2.47 Following the completion of the 3 Year Plan the One Adoption West Yorkshire Service Improvement Plan (SIP) was created. The SIP actions link to the 3 Year Plan, the Equality Impact Assessment, the Adoption Charter as well as actions identified by the team. The SIP is tracked via monthly meetings with service managers (the action owners) with shared actions discussed at SLT. A quarterly update report is presented to SLT to provide an overview of progress and discuss/resolve any issues.

2.48 *Feedback*

2.49 A new online feedback process is now in place and we use this to survey staff, adopters, bump into meetings, designated teacher and staff training. Further surveys for adopter training, information events and adoption support are in production. This method has brought consistency, allowed greater analysis and eliminated the resource burden associated with the former manual feedback process.

2.50 A staff survey has been carried out with staff citing strength in relationships not only with each other but also local authorities, adopters, other agencies and families. The areas for development centre on communication, travel and training. These issues have been addressed with staff with improvements in meeting arrangements with staff across the agency and a reduction in travel since the survey was completed around the duty system. A workforce development plan is in the process of being undertaken following a skills gap analysis.

2.51 The report card regarding the voice and influence of children and adopters is attached at **Appendix 3**.

2.52 The adoption panel has a quality assurance function and the panel chairs write a 6 monthly report for the agency to provide feedback regarding the quality of the work across the agency. In addition feedback is received regarding the quality of child permanence reports, adoption placement reports and prospective adopter reports.

Panel also received feedback from staff and adopters attending panels. The quality of child permanence reports from Leeds is good.

2.53 Staff Skills Development

2.54 Staff are able to attend a range of training and there are development sessions for each area of practice looking at developing knowledge and skills to support their work. We held an all staff event in October looking at becoming a trauma aware service, with input from Dr Matt Woolgar. There has also been a workshop on contact and adoption and a conference across the region regarding "identity", based on research findings and young people speaking about their experiences. The adoption panel training was recently undertaken with input from Dr. John Simmonds at Coram Baaf looking at issues of identity in relation to matching. This training was well received and enables us to start to address some of the bigger issues regarding adoption practice, ensuring that this is focussed on the individual needs of children and young people as they grow and develop into adults with a good understanding of their own identity.

2.55 One Adoption West Yorkshire Offering Training

2.56 One Adoption West Yorkshire delivered a learning lessons event to other Regional Adoption Agencies (RAA's) across the country in July regarding the first year as a regional agency with support from the Leeds Relational Practice Centre. This was positively received by other RAA's and we held a second event in October regarding Early Permanence. One Adoption West Yorkshire staff and adopters have also presented at national conferences regarding the journey of the first year as a regional adoption agency and regarding early permanence practice. This is helping with our vision of becoming a flagship adoption agency that promotes and develops best practice.

3. Corporate considerations

3.1 Consultation and engagement

3.1.1 There has been ongoing consultation and engagement with staff who have transferred in to the agency as well as formal consultation with the trade unions regarding accommodation. Consultation with service users is ongoing to inform the development of the service design and delivery of the agency.

3.2 Equality and diversity / cohesion and integration

3.2.1 There are no implications for this report.

3.3 Resources and value for money

3.3.1 There is a projected overspend this year due to an in year increase in inter agency fees and the capacity issues within adoption support. This has been considered by the Management Board and Joint committee who oversee the agency.

3.4 Legal implications and access to information

3.4.1 There are no implications for this report.

3.5 Risk management

3.5.1 The main risk is with regard to the financial arrangements for the agency and the increased budget required due to the increase in inter agency fees and the issues of capacity regarding adoption support. Regular financial monitoring is in place and the management board and joint committee oversee the arrangements for the agency.

4. Recommendations

4.1 The board is requested to:

- a) Note the progress of the agency; and
- b) Support the progression of these arrangements.

Background documents¹

None

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.



Kirklees' adoption performance

Version number:	1.0
Date produced:	January 2019
Created by:	Chris Hudson
Contact details:	CHS.Performance.and.Intelligence@leeds.gov.uk
Status:	Final
Filepath:	
Data source	https://www.gov.uk/government/collections/statistics-looked-after-children https://www.gov.uk/government/publications/local-authority-interactive-tool-lait
Protective marking:	Not protectively marked

Overview

The adoption system is a complex system, with many different milestones, timeliness statistics, and 'interested parties' (adopters and children). This briefing note attempts to quantify these complexities, and to show Kirklees' position within this system, against comparator groups (statistical neighbours, Yorkshire and The Humber, and England), and the four other One Adoption West Yorkshire (OAWY) agencies. It is clear from the data that there is not an overall pattern/trend that demonstrates improving or worsening performance; each stage of the adoption process has its own timescales, and its own challenges.

Limited data are available to attempt to judge the first operational year for OAWY. However, as the longer-term trend data show, any examination of a single year of data must be viewed with caution. The adoption system does show change, but it takes time for major changes to work through all aspects of the system. OAWY has been operational for one year, but many of the cases, and challenges, were already in the system. Once these 'legacy' cases have moved through the system, the impact of OAWY will become clearer.

Kirklees' performance measured against comparator groups

Thirteen per cent of children leaving care in Kirklees during 2017/18 were adopted. This places Kirklees in line with national, but slightly below statistical neighbours and the region, as shown in chart one. In the last three years, almost 16 per cent of children leaving care in Kirklees were adopted, compared to 14 per cent nationally. The chart shows that Kirklees' adoption pattern has tracked all comparator groups since 2014, being higher than national, but below statistical neighbours and the region.

Chart one: the percentage of children leaving care who were adopted, in Kirklees and comparator groups, 2012 to 2017



Appendix one show six charts, extracted from the DfE LAIT¹ (Local Interactive Tool). The LAIT contains the latest nationally available datasets across a range of disciplines. It is an interactive spreadsheet for comparing data about children and young people across all local authorities in England. The charts in appendix one show different elements of the adoption process, and how Kirklees performs against three comparator groups - DfE statistical neighbours, Yorkshire and The Humber, and the national average.

The purpose of including these charts is to demonstrate the complexities of the adoption system. Parts of the systems have seem improvements in performance in recent years, whereas other parts have seen a reduction in performance. There is no clear overall direction of travel when looking at all the charts, but it is clear that Kirklees' performance is tracking the direction in each part of the adoption system; sometimes Kirklees is performing better than comparators, sometimes comparator groups are performing better than Kirklees.

The importance of finding the right family for a child cannot be under-estimated. Kirklees has seen a consistently high proportion of 'hard to place' children (children who are disabled; children who are part of a sibling group; and children from a BME background) being adopted in recent years. In the single year of 2018, 37 per cent of adoptions were 'hard to place' children; whilst this is a slight reduction from previous years, this is a higher proportion than two of the local authorities who form OAWY.

The rise in early permanence placements (EPP) in Kirklees is very positive for children reducing the placements children have with different carers. With 5 new arrangements starting in 2017/18 this is an increase on previous years. This is the second highest use of early permanence within the 5 OAWY authorities.

¹ <https://www.gov.uk/government/publications/local-authority-interactive-tool-lait>

Appendix two contains a range of information collected by OAWY, providing detail behind the headline measures presented in the LAIT. Indicators A1 and A2 from the adoption scorecard look at the length of time it takes for a child to move in with its adoptive family (from different start points). Timeliness has significantly improved across the region. Kirklees' timeliness statistics at that point are lower (better) than all authorities in the region, with a three-year improving trend showing that timely placements are made, in spite of the number of high number of children who are harder to place.

Fewer placement orders were granted for Kirklees children in 2017/18 than in 2016/17. The three previous years show a year-on-year increase in placement orders being granted. Kirklees' pattern in 2017/18 is reflected in two other authorities (Leeds and Wakefield), but not in two others (Bradford and Calderdale), where a rise was seen. This may be due to more of a focus on extended family caring for children and less plans for adoption being therefore required.

Performance of the individual One Adoption West Yorkshire authorities

Appendix two contains data from 2014/15 to 2017/18 covering the five OAWY local authorities. This shows performance in the three years before OAWY was established, and the first year of operation for the agency.

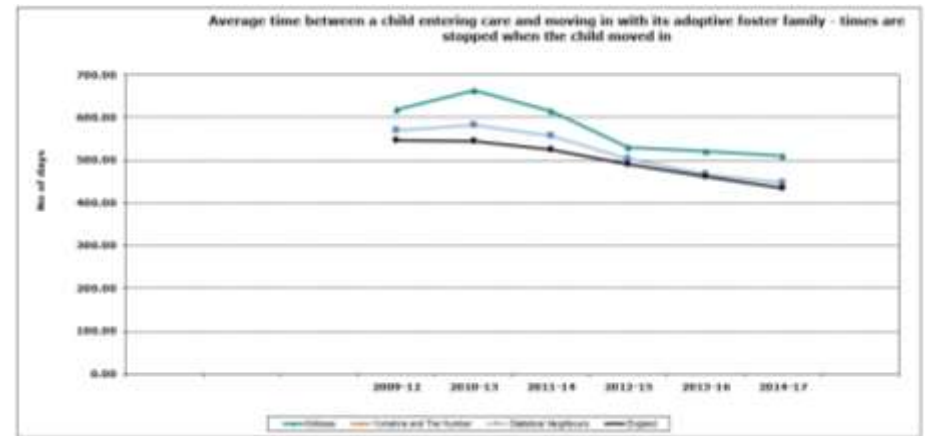
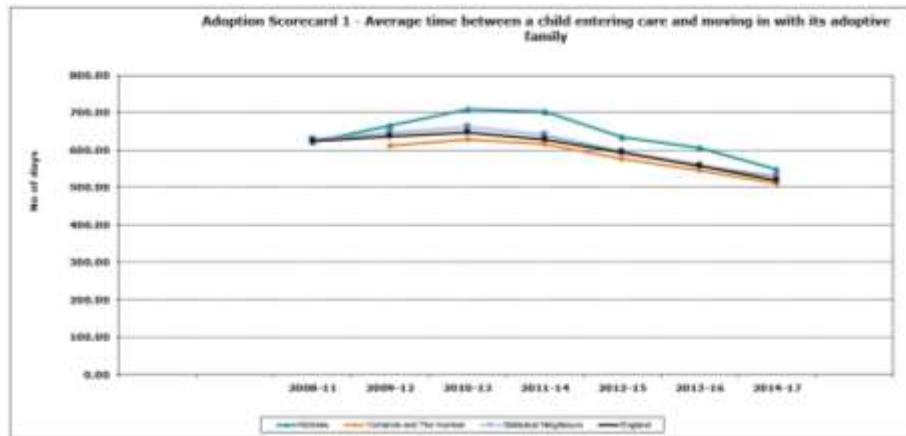
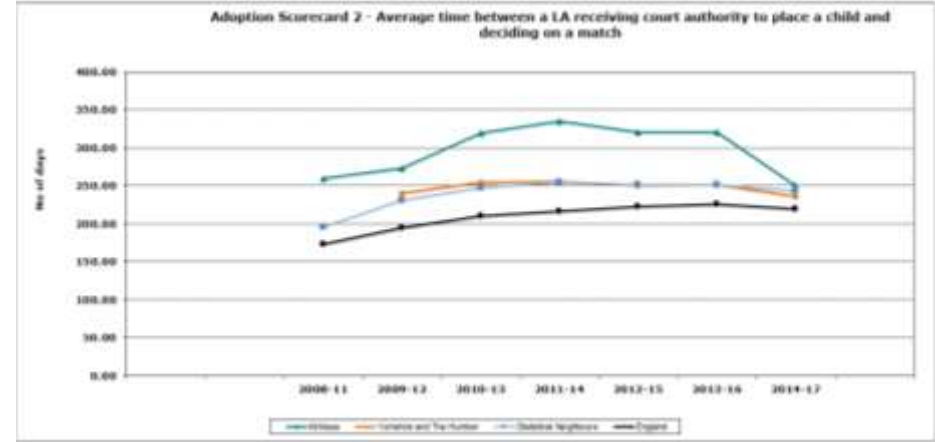
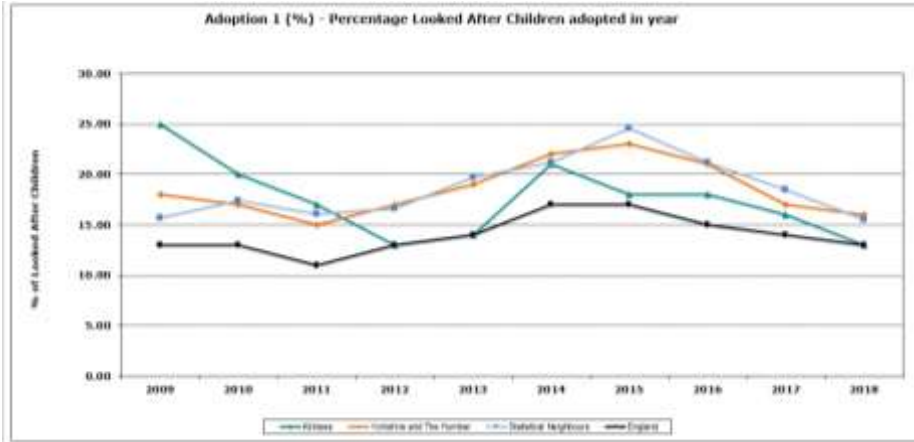
Following a rise in 2015/16, there has been a two-year reduction in the number of decisions made to adopt across the five OAWY authorities (appendix two | table one). This part of the adoption process occurs before placement orders are made and is often the first part of the system that anticipates process and legislation change. The Kirklees pattern reflects the regional pattern.

Table four reflects the reductions in decisions made to adopt; it reports children placed with prospective adopters. All five OAWY authorities have seen a reduction of more than a quarter in the number of placements made between 201/14 and 2017/18 and this reflects national trends and also across the Yorkshire and Humber region. Tables five and six, however, show that the timeliness of adoptions is improving, extremely positive for children.

The long-term trend on the two adoption scorecard indicators (A1 and A2; appendix two | tables five and six) is positive for all five local authorities, indicating that the timeliness of adoptions continues to improve. The number of days taken is lower in Kirklees than all other local authorities, with a significant reduction seen since 2015/16.

Both the number of children matched, and the number of children placed with prospective adopters, have reduced across the five OAWY authorities in the last four years. Kirklees' percentage reduction between 2014/15 and 2017/18 is line with, or better, than the region average.

Appendix one: selected charts from the DfE LAIT, showing Kirklees' comparative adoption performance



Appendix two: performance of the individual One Adoption West Yorkshire authorities

This appendix contains locally-collected data covering three years prior to the establishment of OAWY, along with data from 2017/18, the first year of operation for OAWY.

Table one

	Decisions made for a child to be adopted				Percentage change for decision made			
	2014/15	2015/16	2016/17	2017/18	15/16 vs 14/15	16/17 vs 15/16	17/18 vs 16/17	17/18 vs 14/15
Bradford	41	43	42	51	4.9%	-2.3%	21.4%	24.4%
Calderdale	4	22	10	19	450.0%	-54.5%	90.0%	375.0%
Kirklees	32	45	53	32	40.6%	17.8%	-39.6%	0.0%
Leeds	76	93	69	57	22.4%	-25.8%	-17.4%	-25.0%
Wakefield	52	36	37	32	-30.8%	2.8%	-13.5%	-38.5%
West sub-region	205	239	211	191	16.6%	-11.7%	-9.5%	-6.8%

Table two

	Number of placement orders granted				Percentage change of placement orders granted			
	2014/15	2015/16	2016/17	2017/18	15/16 vs 14/15	16/17 vs 15/16	17/18 vs 16/17	17/18 vs 14/15
Bradford	30	35	29	43	16.7%	-17.1%	48.3%	43.3%
Calderdale	10	10	14	21	0.0%	40.0%	50.0%	110.0%
Kirklees	10	40	48	29	300.0%	20.0%	-39.6%	190.0%
Leeds	60	75	76	55	25.0%	1.3%	-27.6%	-8.3%
Wakefield	45	30	33	21	-33.3%	10.0%	-36.4%	-53.3%
West sub-region	145	190	200	169	31.0%	5.3%	-15.5%	16.6%

Table three

	Children matched				Percentage change of children matched			
	2014/15	2015/16	2016/17	2017/18	15/16 vs 14/15	16/17 vs 15/16	17/18 vs 16/17	17/18 vs 14/15
Bradford	75	40	44	32	-46.7%	10.0%	-27.3%	-57.3%
Calderdale	5	..	9	15	-	-	66.7%	200.0%
Kirklees	45	40	43	27	-11.1%	7.5%	-37.2%	-40.0%
Leeds	85	85	82	57	0.0%	-3.5%	-30.5%	-32.9%
Wakefield	40	..	32	23	-	-	-28.1%	-42.5%
West sub-region	250	165	210	154	-34.0%	27.3%	-26.7%	-38.4%

Table four	Placed with prospective adopters				Percentage change of placed with prospective adopters			
	2014/15	2015/16	2016/17	2017/18	15/16 vs 14/15	16/17 vs 15/16	17/18 vs 16/17	17/18 vs 14/15
Bradford	62	27	40	38	-56.5%	48.1%	-5.0%	-38.7%
Calderdale	22	25	9	13	13.6%	-64.0%	44.4%	-40.9%
Kirklees	40	49	41	29	22.5%	-16.3%	-29.3%	-27.5%
Leeds	103	80	83	54	-22.3%	3.8%	-34.9%	-47.6%
Wakefield	43	42	31	23	-2.3%	-26.2%	-25.8%	-46.5%
West sub-region	270	223	204	157	-17.4%	-8.5%	-23.0%	-41.9%

Table five	Adoption scorecard indicator A1				Percentage change for A1			
	2014/15	2015/16	2016/17	2017/18	15/16 vs 14/15	16/17 vs 15/16	17/18 vs 16/17	17/18 vs 14/15
Bradford	611	552	388	354	-9.7%	-29.7%	-8.8%	-42.1%
Calderdale	703	727	532	290	3.4%	-26.8%	-45.5%	-58.8%
Kirklees	532	570	467	247	7.1%	-18.1%	-47.1%	-53.6%
Leeds	489	523	489	425	7.0%	-6.5%	-13.1%	-13.1%
Wakefield	566	..	474	499	-	-	5.3%	-11.8%
West sub-region	580	593	470	397	2.2%	-20.7%	-15.5%	-31.6%

A1: average time (in days) between a child entering care and moving in with its adoptive family
SINGLE-YEAR DATA, not a three-year average

Table six	Adoption scorecard indicator A2				Percentage change for A2			
	2014/15	2015/16	2016/17	2017/18	15/16 vs 14/15	16/17 vs 15/16	17/18 vs 16/17	17/18 vs 14/15
Bradford	281	310	159	150	10.3%	-48.7%	-5.5%	-46.6%
Calderdale	371	471	224	103	27.0%	-52.4%	-54.2%	-72.3%
Kirklees	275	342	150	77	24.4%	-56.1%	-48.8%	-72.1%
Leeds	243	281	207	167	15.6%	-26.3%	-19.3%	-31.3%
Wakefield	229	..	211	190	-	-	-10.1%	-17.2%
West sub-region	280	351	190	154	25.4%	-45.8%	-19.0%	-45.0%

A2: average time (in days) between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family
SINGLE-YEAR DATA, not a three-year average

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Name of meeting: Corporate Parenting Board

Date: 21st January 2019

Title of report: Revised Membership and Terms of Reference

Purpose of report:

To provide Corporate Parenting Board with a revised Board Membership and Terms of Reference for consideration and agreement.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports)?	No
The Decision - Is it eligible for "call in" by Scrutiny?	Not applicable
Date signed off by Director & name	R Spencer-Henshall – 6.1.19
Is it also signed off by the Service Director for Legal Governance and Commissioning?	No financial implications
Is it also signed off by the Service Director - Legal Governance and Commissioning?	J Muscroft – sent 4.1
Cabinet member portfolio	Cllr V Kendrick – Children's Services

Electoral wards affected: N/A

Ward councillors consulted: N/A

Public or private: Public

1. Summary

- 1.1 The report presents revised Terms of Reference and membership for the Board to be considered and approved. The Board is asked to consider a change to the Membership to add the following key roles from Children's Services – Director of Children's Services, Service Manager (Looked after Children and Leaving Care), Practice Improvement Lead (Family Support and Child Protection) and the Improvement Partner. This will ensure that the Board has adequate representation from key areas within the Children's Service.
- 1.2 The existing terms of reference were agreed by Annual Council on 23rd May 2018. The Terms of Reference and Membership are appended to this report.

2. Information required to take a decision

- 2.1 The information required to take a decision is contained in Appendix 1.

3. Implications for the Council

3.1 Early Intervention and Prevention (EIP)

The Corporate Parenting Board ensures that Council fulfils its statutory duties as corporate parents for looked after children. It holds services and partners to account for their performance in terms of the outcomes for looked after children and where early intervention and prevention approaches should be adopted or improved.

3.2 Economic Resilience (ER)

A key consideration of the Board relates to the extent that looked after children are prepared for adulthood including their ability to gain and sustain paid employment.

3.3 Improving Outcomes for Children

The Corporate Parenting Board provides the oversight and accountability function for the outcomes of all Kirklees looked after children.

3.4 Reducing demand of services

The Corporate Parenting Board drives improvements in outcomes for looked after children and in doing so should reduce the demand for services once looked after children leave the care system.

3.5 Other (eg Legal/Financial or Human Resources)

Not applicable.

4. Consultees and their opinions

- 4.1 Not applicable

5. Next steps

- 5.1 Once approved by Corporate Parenting Board, the revised membership and terms of reference will be implemented with immediate effect.

6. Officer recommendations and reasons

- 6.1 It is recommended that the Corporate Parenting Board approves the change to the Membership of the Board to add the Children's Services – Service Manager (Looked after Children and Leaving Care), Practice Improvement Lead (Family Support and Child Protection) and the Improvement Partner and revised terms of reference for the 2018/19 municipal year.

7. Cabinet portfolio holder recommendation

- 7.1 That the change to the Membership and revised terms of reference are approved.

8. Contact officer

Helen Kilroy – Principal Governance and Democratic Engagement Officer 01484 221000
Steve Comb – Interim Head of Corporate Parenting 01484 221000
Ophelia Rix – Head of Safeguarding and Quality Assurance 01484 221000

9. Background Papers and History of Decisions

- 9.1 Terms of Reference Corporate Parenting Board – 23rd May 2018 Annual Council Meeting

10. Service Director responsible

- 10.1 Elaine McShane, Service Director – Family Support and Child Protection

Purpose: To ensure that the Council fulfills its responsibilities as good corporate parents for all their children in care.

The Corporate Parenting Board is accountable to Full Council through its Cabinet. Initial reporting of concerns will be escalated by the cabinet portfolio holder to appropriate governance bodies including Cabinet.

The Board will meet for a minimum of six times per annum.

Membership:

Cabinet Portfolio Holder Member
Elected Members representing all political parties
Chair of Children's Scrutiny Panel (ex-officio Member)
Service Director, Family Support & Child Protection – to be confirmed
Head of Corporate Parenting
Virtual School Head Teacher
Virtual School Chair of Governing Body
Service Director, Learning and Early Support
Health Commissioning Representative
Head of Safeguarding and Quality Assurance
Head of Localities Offer (Children and Families)
Service Manager, Family Support and Child Protection
Designated Nurse for Looked after children
Representatives from Kirklees Fostering Network
Director of Children's Services
Service Manager (Looked after Children and Leaving Care)
Practice Improvement Lead (Family Support and Child Protection)
Improvement Partner (Children's Services)

Representatives from a range of services and partner agencies will be invited as appropriate and will receive papers including: Director of Children's Services, Kirklees College, Calderdale and Kirklees Careers, Multi-Agency Safeguarding Hub, Sufficiency Team, Performance Team, Kirklees Foster Carers Network and Kirklees Neighbourhood Housing

Terms of Reference:

- 1 To consider and recommend ways in which the Council can improve the life chances of all children in care and care leavers.
- 2 To advise the Council's Cabinet and other governance bodies of actions that need to be taken.
- 3 To bring to the attention of the Council's Overview and Scrutiny Management Committee any areas which may warrant Scrutiny consideration
- 4 To ensure there are good partnerships between council departments and partner agencies and that Council services and partners are held to account for their strategies and operational delivery.
- 5 To provide an opportunity for the voice of our children and young people to inform the considerations and recommendations of the Board.
- 6 To maintain a strategic overview of new developments, initiatives, plans, policies and strategies that impact on services for children and young people in or leaving our care.
- 7 To monitor the performance of the Council by receiving regular progress reports on all performance

data relating to Corporate Parenting Services.

- 8 To receive regular reports on the progress and needs of care leavers including employment, further education, training, housing and health.
9. To consider statutory reports from the Adoption and Fostering Services, Independent Reviewing Officers, Residential and Youth Offending Teams and make recommendations.
10. To agree an annual work programme setting out its key priorities and areas for action.
11. To prepare an Annual Report on the areas considered by the Board, including its work programme, for presentation to Council and Kirklees Health and Wellbeing Board.
- 11 To acknowledge and celebrate in the achievements of children and young people in care and support and participate in annual celebration events.
- 12 Review on an annual basis the Statements of Purpose of the Kirklees Fostering Service and Kirklees Registered Children's Homes
- 13 To receive an Annual Report on:-
 - One Adoption (West Yorkshire)
 - Children who go missing from care
 - Health of looked after children
 - The educational outcomes for looked after children
 - The work of the Leaving Care Service
 - Children and young people placed outside the Kirklees boundary
 - Youth Offending Team relating to their work with children in care
 - Private Fostering Service
 - Children's Rights and Advocacy
 - Complaints and Compliments
 - Membership and Terms of Reference of the Board
 - The Sufficiency of Placements for Children in Care

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4 January 2019

Mr Steve Walker
Interim Director of Children's Services
Kirklees Council
Civic Centre 3
Huddersfield
Kirklees
HD1 2YZ

Dear Mr Walker

Monitoring visit of Kirklees local authority children's services

This letter summarises the findings of the monitoring visit to Kirklees local authority children's services on 4 and 5 December 2018. The visit was the latest monitoring visit since the local authority was judged inadequate in September 2016. This visit was carried out by Her Majesty's Inspectors, Rachel Holden and Matt Reed.

The local authority has made significant progress in improving its initial response to children and young people who need help and protection. Improvement is gathering pace and there is now increasing focus on quality as well as ensuring that statutory compliance is met.

Areas covered by the visit

During this visit, inspectors reviewed the progress being made in relation to:

- the assessment of risk within the initial response
- information-sharing and the multi-agency response to risk
- application of thresholds
- children being seen and seen alone, and their experiences being considered when assessments of risk are being made
- the quality of social work practice, including child protection plans
- management decision-making, oversight and supervision

A range of evidence was considered during the visit, including electronic case records, supervision notes, observation of social workers and advanced practitioners

undertaking referral and assessment duties, and other information provided by staff and managers. In addition, we spoke to a range of staff, including managers, social workers, other practitioners and administrative staff.

Overview

There has been a significant improvement since the last monitoring visit, which focused on the front door in November 2017, in relation to the initial response to children who need help and protection. In the cases seen, children are safe, and immediate risks are appropriately assessed using a multi-agency approach. Strengthened processes and effective management oversight is ensuring robust decision-making. This is monitored routinely and challenged appropriately. Assessment and plans are improved, with more assessments that better identify and evaluate risk and consider the experiences of children. The early help offer is still embedding and it is too soon to see its overall effectiveness, but inspectors saw evidence that children and families were receiving support based on their identified needs.

The local authority is aware, and inspectors saw, that there is still more to do to ensure that consistency and quality improves in relation to a timely initial response to cases where children need a social work assessment, and in relation to ensuring that children's records are comprehensive and up to date. In addition, in a small number of cases seen, children did not receive a social work assessment of needs when this would have been appropriate based on the presenting issues. A comprehensive core skills programme of training for social workers and managers has commenced in order to support good-quality improvements across the workforce.

Findings and evaluation of progress

Children are being offered appropriate and timely interventions to keep them safe when they are at risk of immediate harm. The initial assessment of risk is based on effective multi-agency information-sharing. There is appropriate management oversight, challenge and response in the majority of cases seen.

For those children who need a lower level response, for example when they don't require early help or immediate safeguarding, but may need a social worker assessment, the decision-making of these contacts is not always timely.

The system for monitoring the quality of decision-making has been strengthened. Decisions are routinely challenged and explored, for example some decisions made to not offer a social work service are reviewed in a multi-agency weekly forum. This is ensuring that more decisions are appropriate and child focused, and that there is a shared understanding of risk and thresholds among partner agencies.

Increasingly, and in the majority of cases seen, thresholds are being appropriately applied for children in need of a social work response. However, in a few cases seen

children were not offered a social work assessment of their needs when this would have been an appropriate course of action based on the presenting issues. Children who do not need this level of intervention are supported through a recently developed early help offer. While this is in its infancy, children are receiving interventions that are supporting them and their families appropriately. In some cases seen, opportunities to offer early help had been missed, although some of these were subsequently challenged through the multi-agency weekly meeting. An early support strategy has recently been developed, with partners setting out the multi-agency offer. It is too soon to measure the impact of this.

When there is a concern that a child is at risk of significant harm, a timely multi-agency strategy meeting is held. These meetings draw together agencies effectively so that they are able to share information and make decisions. A recent focus on improving the recording of these meetings has meant that they are now well documented. This enhances the ability to build a picture of the child's circumstances to inform decisions now and in the future.

The multi-agency response to risk is effective. Good attendance at multi-agency meetings was seen. Direct work is being completed with children and families by social workers and other agencies, including schools and health visitors. There is evidence that social workers put in place immediate safety planning with the families, although, at times, safety plans and agreements with parents are unrealistic, especially in domestic violence situations.

In most cases seen, assessments have been well informed by thorough information-gathering and historical information. Chronologies are being used to highlight significant issues, although these do not fully analyse the impact of events. The child's voice is evident in the assessment, although younger children are often not as well represented or considered as older and more verbal children are. The risk analysis of the information has improved.

The quality of child protection plans has improved since the last visit in July 2018. The majority are now clearly focused on the presenting issues, are time bound and are regularly reviewed. They are overseen by the independent chair of the child protection meeting and line managers. Evidence of challenge where plans were not meeting practice standards was also seen.

Children are seen and are seen alone. Children's understanding of safeguarding as well as their ability to keep themselves safe are considered. The recently established risk and vulnerabilities teams are offering effective return home interviews when children go missing.

At times, the richness of direct work and the relationships that social workers have with children were not as clearly conveyed in the records as they were in the verbal descriptions given. In addition, case notes are not always up to date. This means that management oversight is weakened.

During the inspection, inspectors saw weaker practice for some children who are receiving ongoing interventions. In some cases, children are not being seen in a timely way, and, in others, it is not clear whether visits have taken place within a suitable timeframe for the child.

Inspectors found mostly effective management decision-making at every level, and good independent reviewing officer oversight at the midway review of the child protection plan. Supervision continues to be regular and has recently improved. Some social workers now have the opportunity for reflection as well as direction about cases in their supervision sessions. The training offer is good. Workers state that this has positively improved their practice. A core skills training package is being implemented with all social workers to further strengthen and embed good practice.

Audits remain focused on compliance issues and are not sufficiently focused on children's experiences. The audits do not evaluate the quality of practice, which could further enhance learning. This has already been identified by managers as an area for improvement.

A new recording system has recently been introduced, which was an identified area for improvement at the inspection in 2016. Data migration to the new system has resulted in a temporary backlog of records waiting to be put on the system. The local authority expects to resolve this in the next few weeks.

The workforce is now increasingly stable. There has been a considerable improvement in the recruitment of permanent staff at all levels. The morale of those workers spoken to is good, and they feel well supported by managers.

Senior managers are using data effectively to inform their improvement journey. The report to the improvement board details the current performance, but also gives a continuous update on the areas that need to be improved. Performance targets are now suitably ambitious, with clear plans for, and continued monitoring of, priority areas in day-to-day practice.

I am copying this letter to the Department for Education.

Yours sincerely

Rachel Holden
Her Majesty's Inspector

Name of meeting: Corporate Parenting Board
Date: 21st January 2019
Title of report: Children in Care Services Performance Highlights

Purpose of report

This report outlines key performance highlights for children in care and care leavers up to November 30th 2018.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	No
The Decision - Is it eligible for call in by Scrutiny?	Not applicable – for information
Date signed off by <u>Strategic Director</u> & name	Elaine McShane – 8.1.19
Is it also signed off by the Service Director for Finance IT and Transactional Services?	Not applicable
Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	Not applicable
Cabinet member portfolio	Cllr V Kendrick (Children)

Electoral wards affected: None

Ward councillors consulted: None

Public or private: Public

Have you considered GDPR? Yes GDPR considered no service users identified

1. Summary

The key performance highlights for children in care and care leavers up to November 30th 2018 are as follows:-

Number of children in care

The number of children in care remains currently stable with a reduction of 21 since December 2017, current number 631

Placement Stability and support

For Placement Stability the placement support team are very active and we have implemented innovative solutions to support several placements. An example of plans to limit unplanned moves is as follows: where a foster carer or placement is given 28 day notice, the Team Manager will coordinate a meeting within 5 working days to look at what can be provided to avoid placement breakdown and to maintain the current placement. We have reinstated Placement Stability Meetings to identify when and what support placements require. Placement Support Team are increasingly focussing their work on some of our most trouble and young people to help build resilience in placements. Whilst the data shows improvement over a 12 month period we are mindful of the deterioration and the impact this has on our children and young people and will continue to focus on the retention of staff and consistency in case allocation.

Decision making for looked after children

The Legal Gateway Permanence Panel continues to support consistency in regards to decision making in relation to children becoming looked after, planning in relation to long term placement moves for children and young people is considered at the permanence panel. A weekly External Placement Review Panel is now in place, to provide better oversight of children who are not placed in council provision. An External Placement Review of all children who are placed out of Local Authority to consider their care planning and explore options of returning to the local area if this is in line with meeting the children and young person's needs. We have reviewed all children in care who were placed at home on interim or full care orders as a legal status (Placed with Parents), this has led to more stability in those numbers.

Health for children in care

Initial health assessments: Kirklees rolling 12-month data for Nov 18 shows 89.9% were completed in timescales. Locala monthly data at source, reports that 100% were completed in timescales with no breaches. The difference in the figures is likely related to the introduction of Liquid Logic and the difficulties in ensuring the data was uploaded.

Review health assessments: Kirklees rolling 12-month data for Nov 18 for developmental assessments i.e. children under 5 years old stands at 84.7% and annual assessments i.e. children over 5 years old was 92% on time. Locala monthly data at source records that 100% of the developmental and 84% of the annual assessments were completed in timescales. There were 4 breaches reasons – 1 x late due to placement move, 1 x Carer not at home at agreed time, 2 x Difficulty arranging a mutual date to complete.

Dental Checks within last 12 months:

95.5% of LAC have been recorded as having received a dental check at Nov 18. This is the highest recorded figure in memory. I have been informed that an improved method of data collection may be responsible for showing the improved picture. However the team have continued to devise additional methods of communication e.g. monthly data sheets of breaches allow carers to be contacted by phone or through social worker and information request slips are added to the strengths & difficulties questionnaires). Locala's 'Registered with Dentist' data shows 100% of looked after children between the age of 18 months to 4 years and 97% of children 5 to 18 years in September 18 were registered with a dentist.

Substance misuse:

There has been a positive reduction to 2.93% in the number of young people who were identified at their last review health assessment, as having a dependant problem with substances. Consideration must be given to the difficulty in obtaining an accurate figure, as it is dependent on the young person admitting the extent of the issue, given that it is illegal and they may not wish to share the information. Those young people who refuse any support are discussed with the local support service, to try to have a targeted response. Any young person mis-using substances at any level are offered support.

Early permanence placements

We continue to consider early permanence placements for children with a plan for adoption and have made some improvements in this area in terms of timescales for children.

One Adoption West Yorkshire

Managers from One Adoption West Yorkshire have attended the Corporate Parenting Board in July 18 and are in attendance at today's board to update.

Senior Managers from One Adoption meet with relevant senior managers within the council on a regular basis. We have implemented a new arrangement for Agency Decision Maker, bringing us in line with our colleagues in Leeds and the remaining three local authorities in West Yorkshire, to ensure continuity and consistency for care proceedings dealt with in the Leeds Court Centre.

Child permanence reports

We have established weekly clinics to support children's social workers who are undertaking child permanence reports, sibling assessments and considering whether a plan for adoption is appropriate. This is a joint initiative between the Assessment & Intervention Service and One Adoption and will be supported by regular training and workshops.

Children with a plan for adoption

In Nov 18, 10.6% (19 children) were adopted as a percentage of children leaving care in a 12 month rolling period, the average timescale decreased in Nov 18, with an average of 306.4 days as compared to 309.6 days in September and October. Overall this is very good performance compared to the Statistical Neighbours and National averages from the most recent Adoption Scorecard (3-year average outcome to

March 2017). Kirklees performance on the Scorecard was 549 days, so there has been a considerable improvement since this time.

Early Permanence Planning

There is now a fully agreed and operational flow chart which outlines the process involved for all workers from the two agencies and clarifies roles and responsibilities.

Adoption Support Fund

There has been an increase in successful applications for Kirklees children that resulted in an increase of support, training and therapeutic input. If an adoption placement ceases then One Adoption have a 'disruption review' and their new procedure is on our procedures website. There will be work with Kirklees staff as to the implementation of this process.

EDUCATION

The initial Personal Education Plan (PEP) Completion rate had increased in September 2018. All initial PEP's have been completed within 10 working days of notification to the Virtual School since 01/09/2018. This includes weekly updates to Social Work managers and regular chase up emails and phone calls to Social Workers where there is missing information. This is a key focus for us, the implementation of the new IT system has contributed to a decline in performance in terms of inputting within timescale. We are working together across services to resolve these issues.

Attendance

Attendance has improved and the number of persistent absentee pupils has decreased slightly. This is a very positive impact as at this time of the year one or two days absence can have a large impact on the overall percentage.

We continue to maintain a strong focus on pupils not in full-time educational provision. Wherever possible we look to ensure a return to full time education as soon as possible but these situations are often very complex. The number of young people not in full-time education has decreased, we have 3 young people not on a school roll for exceptional reasons and they have a personalised package of education in place.

Pupils not in full-time education

We continue to maintain a strong focus on pupils not in full-time educational provision. Wherever possible we look to ensure a return to full time education as soon as possible but these situations are often very complex. The number of young people not in full-time education has decreased, we have 3 young people not on a school roll for exceptional reasons and they have a personalised package of education in place. We continue to work with social work teams to improve both PEP and initial PEP completion.

Looked after Children involved in the criminal justice system

For the 1st Quarter of this year (Apr to June) the percentage of LAC offending was 2.13%, a very slight reduction on the same period last year of 2.32%. The 2nd Quarter (July – Sept 18) again gives a figure of 2.13% of LAC offending, this indicates that the 2018/19 LAC offending rate is similar to that in 2017/18. We will update at the next board on the third quarter outcome. The number of children in care involved in the criminal justice system is below regional average.

LEAVING CARE

Contact with care leavers

We are maintaining a high percentage of care leavers we are in touch with, at the end of quarter two we were in touch with 99% of care leavers, this has to be viewed in the context of this group all being aged 18 plus. In some situations, young people are not wanting to keep contact with their Personal Advisor, the team work innovatively to keep in touch, we have a best practice protocol in place.

Number of young people in suitable accommodation

There has been a small rise in the number of young people in suitable accommodation since June 2018. We continue to maintain strong links with KNH and Housing and the Housing Panel is enabling us to ensure that suitable accommodation is available in a timelier manner when young people are moving to their own accommodation. We have recently made some strong links with private housing providers and are considering how collectively we can improve our skills for independence training. We now have life skills and pre-tenancy training in place held weekly at "No.11" and where possible link young people with tenancy support when housed in KNH tenancies.

Kirklees Commitment to Care Leavers

We are currently in the process of planning the launch our Kirklees Commitment for Care Leavers on Friday 17th January alongside reviewing our service provision for "No.11" to ensure that this is more effective. There has been consultation with Children and Young People along with partner agencies for the development of our offer. We are also working on opening a similar service to number 11 in the North of the district to improve reach with our young people.

Personal Advisors

The majority our Young People aged 17 have an allocated PA, as well as an allocated Social Worker. we have been able to strengthen our pathway planning in relation to developing timely transitions with young people.

Education Employment Training

Our performance in relation to Employment, Education and Training (EET) indicator is a focus for improvement at 4% below our statistical neighbours and we have a C&K Careers Advisor in the Leaving Care Service. We now have a pro-active multi agency group to improve opportunities in partnership working and there is a real desire to ensure our young people are afforded the best of opportunities in relation to EET. We are also working on opening a similar service to number 11 in the North of the district to improve reach with our young people.

We continue to work with the Personal Advisors to ensure pathway plans are completed in a timely manner to meet targets with a focus going forward on the improvement of the quality of plans, the involvement of young people and ensuring we capture their wishes and feelings.

Number of young people with a pathway plan

The number of young people with a pathway plan in place has been over 81.7% since March 2018 and we have improved to reach 88.2% at the end of quarter two. We have recruited new Personal Advisers this has led to improved Pathway Planning. We continue to work with the Personal Advisors to ensure pathway plans are completed in a timely manner to meet targets with a focus going forward on the improvement of the quality of plans, the involvement of young people and ensuring we capture their wishes and feelings.

CHILDRENS HOMES

The Council's five Ofsted Registered Children's Homes have all been inspected unannounced by Ofsted within this financial year, for their main annual inspection four are graded as Good and one Outstanding.

2. Information required to take a decision Not applicable

3. Implications for the Council

3.1 Working with People Not applicable

3.2 Working with Partners Not applicable

3.3 Place Based Working Not applicable

3.4 Improving Outcomes for Children

Oversight and monitoring of children in care performance to continue at future Corporate Parenting Boards to monitor progress, as requested by the Chair.

3.5 Reducing demand of services Not applicable

3.6 Other (eg Legal/Financial or Human Resources) Not applicable

4. Consultees and their opinions Not applicable

5. Next steps Managers to lead the focus on areas of performance with staff, in areas where outcome data is not what we expect it to be.

6. Officer recommendations and reasons That the report and key highlights on performance within Children in Care Services be noted.

7. Cabinet portfolio holder's recommendations Not applicable

8. **Contact officer**

Steve Comb, 01484 221000
steve.comb@kirklees.gov.uk

Janet Tolley, 01484 221000
janet.tolley@kirklees.gov.uk

9. **Background Papers and History of Decisions**

Monthly performance information is used to inform the narrative for this report

10. **Service Director responsible**

Jo-Anne Sanders, Service Director (Learning and Early Support)

Elaine McShane, Service Director (Family Support and Child Protection)

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Name of meeting: Corporate Parenting Board
Date: 21 January 2019
Title of report: Number and Age of Children in Care

Purpose of report

To provide information to Corporate Parenting Board relating to the number and profile of children in care. Including information related to those placed outside of the District.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	NA
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	NA
The Decision - Is it eligible for call in by Scrutiny?	NA
Date signed off by <u>Strategic Director</u> & name	Elaine McShane - 4.1.19
Is it also signed off by the Service Director for Finance IT and Transactional Services?	NA
Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	NA
Cabinet member portfolio	Cllr V Kendrick Childrens Portfolio

Electoral wards affected: All

Ward councillors consulted: No

Public or private: Public

(Have you considered GDPR?)

Yes GDPR has been considered. The information in this report does not identify any individuals.

1. Summary

The data below illustrates the trend relating to the number of children and young people in our care and the age, gender, ethnicity profile of those children during the previous twelve months.

The current number of LAC equates to a rate per 10,000 population aged 0-17 of **63.6** (65.2). This compares to a statistical neighbour average of 84.9 and a national average of 62.0 based on published data for March 2017.

Kirklees (Sep 18) = 63.6

Statistical Neighbours = 84.9

England = 62.0

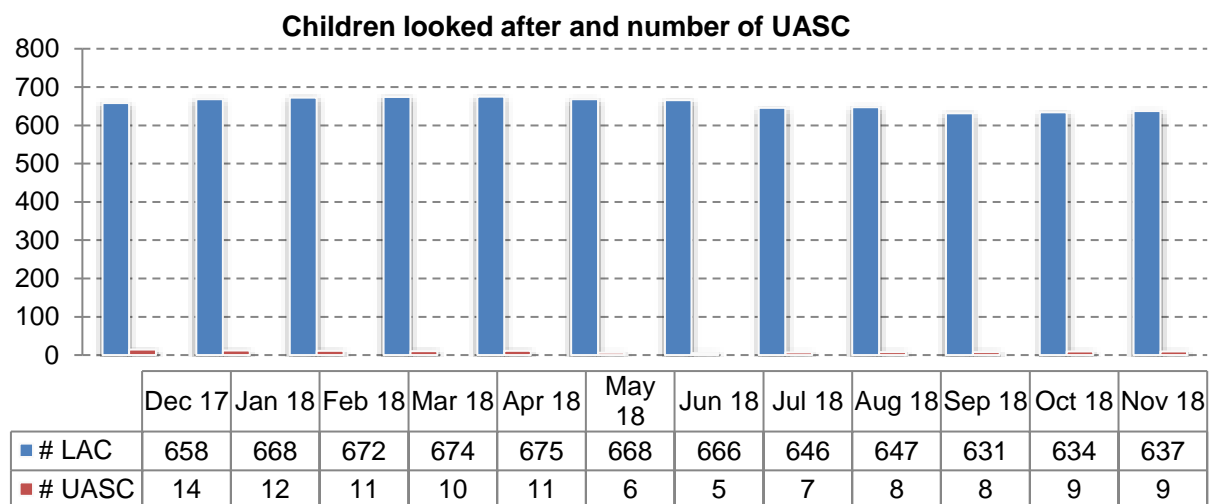
This graph shows the number of looked after children (excluding any looked after children receiving only S20 short term breaks) alongside the number of unaccompanied asylum seeking children (UASC).

The current number of LAC equates to a rate per 10,000 population aged 0-17 of **63.8** (63.9). This compares to a statistical neighbour average of 86.1 and a national average of 64.0 based on published data for March 2018 (NB: The number of children in Kirklees aged 0-17 has been revised for the calculation from 99,192 to 99,815 as per the data published by Department for Education in October 2018)

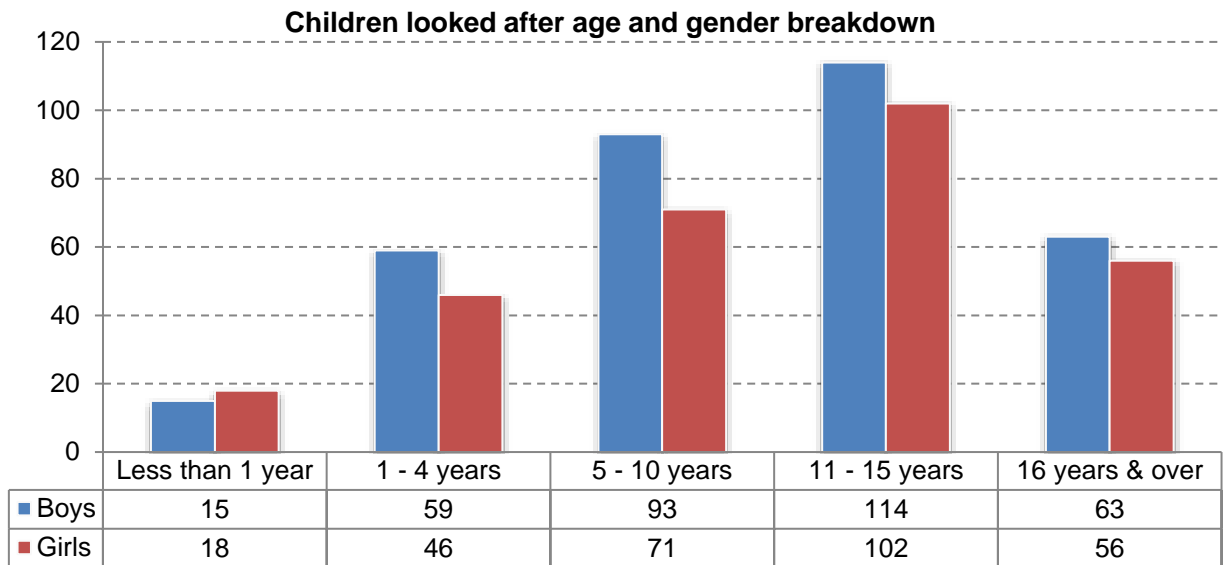
Kirklees (Nov 18) = 63.8

Statistical Neighbours (2018) = 86.1

England (2018) = 64.0



This graph shows the breakdown by age and gender of the children in care. The largest age group for boys is 11 - 15 years with **114** (113) children and the largest age group for girls is 11 - 15 years with **102** (104) children.



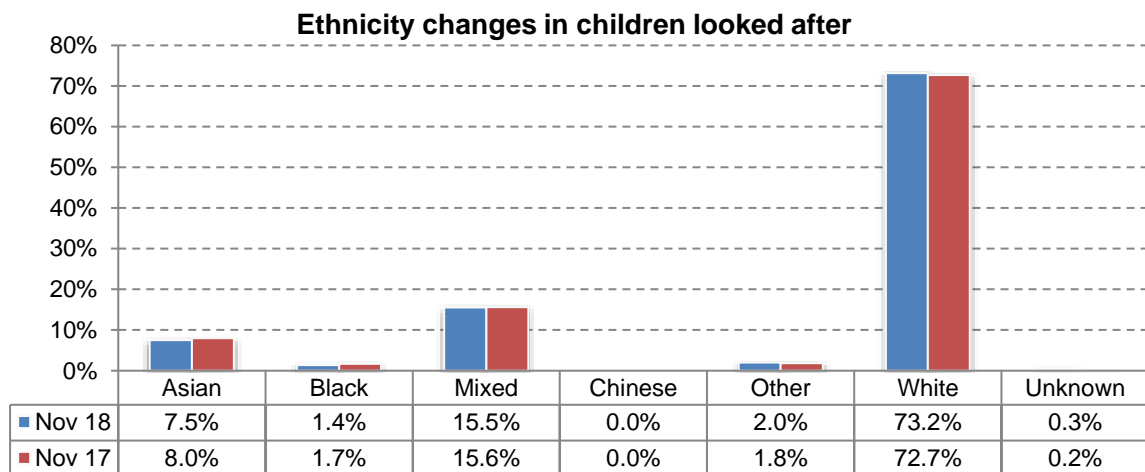
This graph shows the breakdown by age and gender of the children in care. The largest age group for boys is 11 - 15 years with **114** (113) children and the largest age group for girls is 11 - 15 years with **102** (104) children.

Children placed more than 20 miles outside of Kirklees

This graph shows a continuing decline in children placed outside of Kirklees District, we continue to be proactive in recruiting new foster carers for our children within district.

	31 Jul 2018		31 Aug 2018		30 Sep 2018		31 Oct 2018		30 Nov 2018	
	Number	%	Number	%	Number	%	Number	%	Number	%
Placed outside Kirklees & over 20 miles from home address	110	17.0%	112	17.3%	107	16.6%	107	16.9%	103	16.2%

This graph shows the ethnic breakdown of the children looked after population at the end of November 2018 and the same point 12 months ago. This has been relatively stable throughout the period.



2. Information required to take a decision

No decision is required.

3. Implications for the Council

3.1 Working with People

Not applicable

3.2 Working with Partners

Not applicable

3.3 Place Based Working

Not applicable

3.4 Improving Outcomes for Children

This information is provided at the request of Corporate Parenting Board to monitor the number of children in care their age and location of placements.

3.5 Reducing demand of services

Not applicable

3.6 Other (eg Legal/Financial or Human Resources)

Not applicable

4. Consultees and their opinions

Not applicable

5. Next steps

Regular reports on this matter will be submitted to the Corporate Parenting Board.

6. Officer recommendations and reasons

That the report be noted.

7. **Cabinet portfolio holder's recommendations**
Not applicable
8. **Contact officer**
Steve Comb Head of Corporate Parenting
9. **Background Papers and History of Decisions**
Previous reports to the Corporate Parenting Board on number and age of children in care.
10. **Service Director responsible**
Elaine McShane, Service Director (Child Protection and Family Support)

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Name of meeting: Corporate Parenting Board

Date: 21st January 2019

Title of report: Looked after Children involved with the Youth Offending Team placement type

Purpose of report:

The Board will consider a report for information showing how many children in care have been involved with the Youth Offending Team for the period April 2016 to March 2017.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	Not applicable .
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	Not applicable
The Decision - Is it eligible for call in by Scrutiny?	Not applicable
Date signed off by <u>Strategic Director</u> & name	Elaine McShane – 8 th January 2019
Is it also signed off by the Service Director for Finance IT and Transactional Services?	N/A
Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	N/A
Cabinet member portfolio	Cllr Kendrick (Children's)

Electoral wards affected: All

Ward councillors consulted: No

Public or private: Public

(Have you considered GDPR?)

Yes GDPR has been considered. The information in this report does not identify any individuals.

1. **Summary**

In September 2018 Kirklees YOT submitted a report to the Corporate Parenting Board showing the improvement in outcomes of LAC on YOT Interventions over the previous two years. Following on from this the YOT was asked to provide information on those LAC the YOT were involved with by type of placement, together with any trends and comparable data from other YOT's.

2. **Information required to take a decision**

No decision is required.

3. **Implications for the Council**

3.1 **Working with People**

Not applicable

3.2 **Working with Partners**

Not applicable

3.3 **Improving outcomes for Children**

The information in the table below is for the period April 2016 to March 2017, establishes a baseline for future reports if required. The points to note are:

- a) The demographics of the group are in line with the general YOT population except for Ethnicity with a significant under-representation of Asian and Black young people.
- b) The large majority are in residential care, with only one young person in foster care. Also, over half of those in residential care are placed out of area.
- c) The re-offending rate of 41.5 % (12 of 29 committed a new offence within 12 months, a further 5 were breached but did not re-offend) is broadly in line with the re-offending rate for the general YOT population.

It has not been possible to provide a comparison with other YOT's locally or nationally, as this information is not routinely collected.

Young people STARTING interventions with the YOT April 16 to March 17			
Total Intervention Starts	297		
Total YP	233		
LAC Total young people	29	12.50%	
Gender			
Male	24		
Female	5		
Ethnicity			
White	26		
Mixed	3		
Age			
12	1		
13	0		
14	6		
15	7		
16	4		
17	11		
Accommodation status			
Immediate Family	1	Residential	
LA Foster Care	1	Total	22
Home	1	In kirklees	10
Independent Living	1	Out of area	12
Residential Care	20		
Residential Care Private	1		
Residential Care Secure	1		
Self Contained Flat	3		
Reoffending			
Total	29		
Breach of order	5		
New offence	12		
No further offending	12		

3.4 Place Based Working

Not applicable

3.5 Reducing demand of services

Not applicable

3.6 Other (eg Legal/Financial or Human Resources)

Not applicable

4. **Consultees and their opinions**

Not applicable

5. **Next steps and timeline**

To provide the Corporate Parenting Board with this information on an annual basis in September to enable analysis of any developing trends that fit in with other YOT reporting requirements.

6. **Officer recommendations and reasons**

6.1 That the report be noted.

6.2 That the Corporate Parenting Board consider an annual report in September each year to enable analysis of any developing trends that fit in with other YOT reporting requirements.

7. **Cabinet portfolio holder's recommendations**

Not applicable.

8. **Contact officer**

Richard M Smith, YOT Service Manager

9. **Background Papers and History of Decisions**

Not applicable

10. **Service Director responsible**

Elaine McShane (Family Support and Child Protection)

Name of meeting: Corporate Parenting Board

Date: 21st January 2019

Title of report: Independent Visitor Scheme Quarter 3 Report (October 2018 to December 2018)

Purpose of report

To inform the Corporate Parenting Board about the work of the Independent Visitors Scheme during the 3rd quarter of the financial year 2018 to 2019 (October to December 2018) and plans for development of the scheme.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	“ not applicable” If yes give the reason why .
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	“not applicable” If yes also give date it was registered
The Decision - Is it eligible for call in by Scrutiny?	“ not applicable” If no give the reason why not
Date signed off by <u>Strategic Director</u> & name	Give name and date for Cabinet reports
Is it also signed off by the Service Director for Finance IT and Transactional Services?	Give name and date for Cabinet reports
Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	Give name and date for Cabinet reports
Cabinet member portfolio	Cllr Viv Kendrick

Electoral wards affected: Not Applicable

Ward councillors consulted: Not Applicable

Public or private: Public

(Have you considered GDPR?) Yes

1. Summary

Kirklees Independent Visitors Scheme, also known as Care2Listen is a Local Authority funded scheme which sits within the Looked After Children Independent Service. The Scheme was established in its current format five years ago. The scheme is coordinated by an Independent Service Officer and day to day administration is provided.

The aim of the scheme is to provide independent adult volunteers to befriend young people in the care of the local authority; to spend time with them on a one to one basis, undertake positive activities and develop independent meaningful trusted adult relationships. The volunteers provide children and young people with someone to talk to, seek advice, guidance and support from, and have fun with, in an informal setting.

At the end of December 2018, there were 44 young people who had an Independent Visitor. During this quarter, three matches of volunteers with children /young people ended due to; a discharge of Care Order, a young person turning 18 and a match breakdown.

In this quarter, 28 of the matched young people were placed within Kirklees and 16 were living in a host Local Authority. On average, the young people and their Independent Visitor continued to meet every 3-4 weeks.

At the end of the quarter, there were 7 young people waiting to be matched. 4 of these were placed in host Local Authorities.

A marketing and recruitment campaign is underway; seven applications from prospective new Independent Visitors have so far been received by the Scheme's Coordinator. The closing date for applications is 31 January 2019. A wide range of marketing is being used including Social Media, a Press Release, Internet and Intranet presence, presence on a National Volunteering website and promotion through partner agencies. Following shortlisting, interviews will take place in February and the training of new volunteers should be completed by the end of March 2019. Appropriate references, employment and DBS (Disclosure and Barring Service) checks will also be carried out for all successful candidates following their interviews. The Volunteers will not be permitted to work with a young person prior to these references and checks being returned but it is envisaged that matches between Volunteers and children / young people will begin early / mid April 2019.

As previously reported, the scheme currently has 44 matches, and as such it is oversubscribed based on the National Independent Visitor Standard. (37 matches per full time Coordinator). In order for the Independent Visitor Scheme to be able to support an increased number of volunteers and the children / young people they are matched with, a Business Case is being prepared for an additional Coordinator capacity (1 FTE worker.)

2. Information required to take a decision

For information only – no decision required

3. Implications for the Council

3.1 Working with People

Children and young people who are in the care of the Local Authority have the opportunity to work with someone who is not paid to be part of their lives but wants to spend time with them on a voluntary basis. This provides great benefit for the young person as they can build a relationship of trust and only share whatever information about themselves that they wish to share.

Adults volunteering with the scheme have the opportunity to provide a valuable service to children and young people which they often say leads to them feeling that they have helped others and 'given something back to their community'.

3.2 Working with Partners

Not Applicable

3.3 Place Based Working

Every effort is made to ensure that the range of volunteers who are part of the scheme are reflective of the diversity of the children and young people who are in the care of the Local Authority although there is a lack of male volunteers and those whose English is not their first language. It is hoped that the media strategy implemented for recruitment of new volunteers during the month of January will help to appeal to these under represented groups of people.

3.4 Improving outcomes for children

All children and young people who are looked after have the right to be allocated an Independent Visitor if it is felt that they would benefit from this service. The volunteer offers a child or young person in care someone with whom they can build up trusting relationship, speak to if they have worries or concerns and look up to as a positive role model. They are able to go out with someone who is not paid to be part of their lives and do fun activities together. This often leads to improving a young persons confidence, self-esteem, emotional well-being and the opportunity to take part in new experiences.

3.5 Other (eg Legal/Financial or Human Resources)

Not applicable

4. Consultees and their opinions

Not applicable

5. Next steps and timelines

- Interviews for potential volunteers will be held during February
- Training of successful volunteers will take place during March
- Matching of volunteers with children / young people to begin early to mid April
- A business case to be presented to Senior Management to apply for additional funding to employ one additional worker in order to resource and sustain the development of the Independent Visitor Scheme in order that children and young people who need an Independent Visitor are able to access one.

6. Officer recommendations and reasons

That the report be noted

7. Cabinet portfolio holder's recommendation

Not applicable

8. Contact officer

Christopher Berridge – Independent Service Officer

Sara Miles – Service Manager, Family Support and Child Protection

9. Background Papers and History of Decisions

Not applicable

10. Service Director responsible

Elaine McShane – Family Support and Child Protection

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Kirklees Looked After Children Independent Service (Children's Rights Team)

Independent Visitor Scheme Quarterly Report

Reporting Period	1 October 2018 – 31 December 2018
Report of	Kirklees Looked After Children Independent Service (Children's Rights Team)
Report to	Ophelia Rix
Report Originator	Christopher Berridge
Date of Report	4 January 2019

Overview of Service

Kirklees Independent Visitors Scheme, also known as Care2Listen is a Local Authority funded scheme which sits within the Looked After Children Independent Service. The Scheme was established in its current format five years ago. The scheme is coordinated by an Independent Service Officer and day to day administration is provided.

The aim of the scheme is to provide independent adult volunteers to befriend young people in the care of the local authority; to spend time with them on a one to one basis, undertake positive activities and develop independent meaningful trusted adult relationships. The volunteers provide children and young people with someone to talk to, seek advice, guidance and support from, and have fun with, in an informal setting.

Current Position

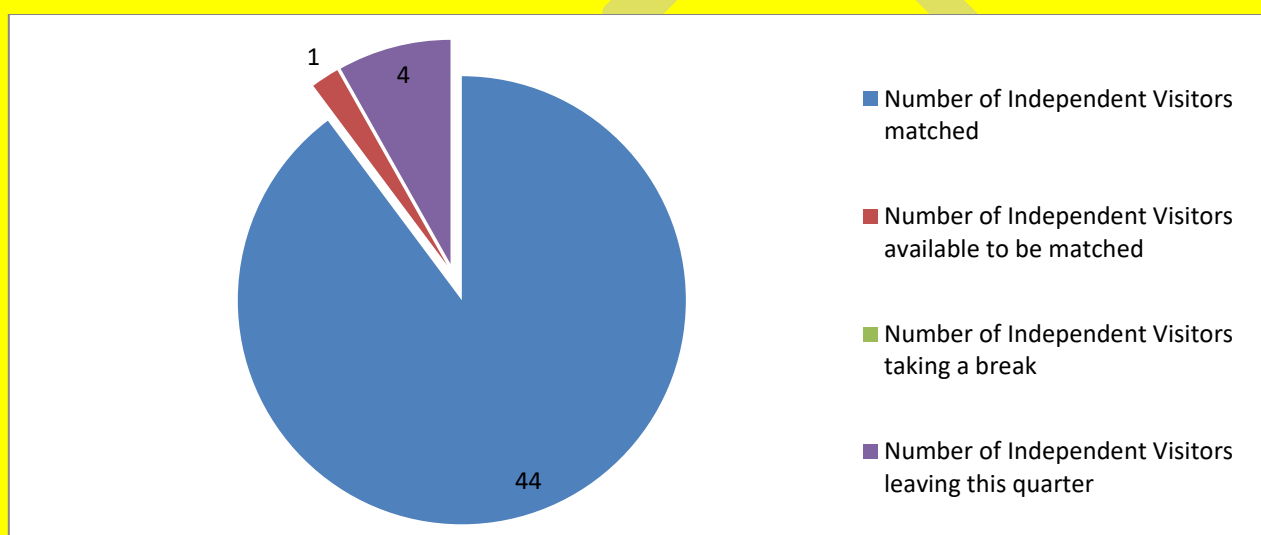
Volunteers

At the end of the quarter, 31 December 2018, there were 41 trained volunteers, 38 of whom were matched on a one to one basis with a young person. In addition, three experienced volunteers support two young people who are seen individually, making a total of 44 young people matched with an Independent Visitor.

One experienced volunteer has left the Scheme following the care order of the young person they were supporting being discharged. A further two Independent Visitors have left the scheme as the young person they had been matched with turned 18, and they decided that they didn't want to be re-matched with another child /young person, furthermore another volunteer, decided to leave the Scheme following the breakdown of their match.

At the end of the quarter, there was one volunteer available to be matched having returned to the scheme following a break.

At 31 December 2018	
Number of trained Independent Visitors	41
Number of Independent Visitors matched	44
Number of Independent Visitors available to be matched	1
Number of Independent Visitors taking a break	0
Number of Independent Visitors leaving this quarter	4



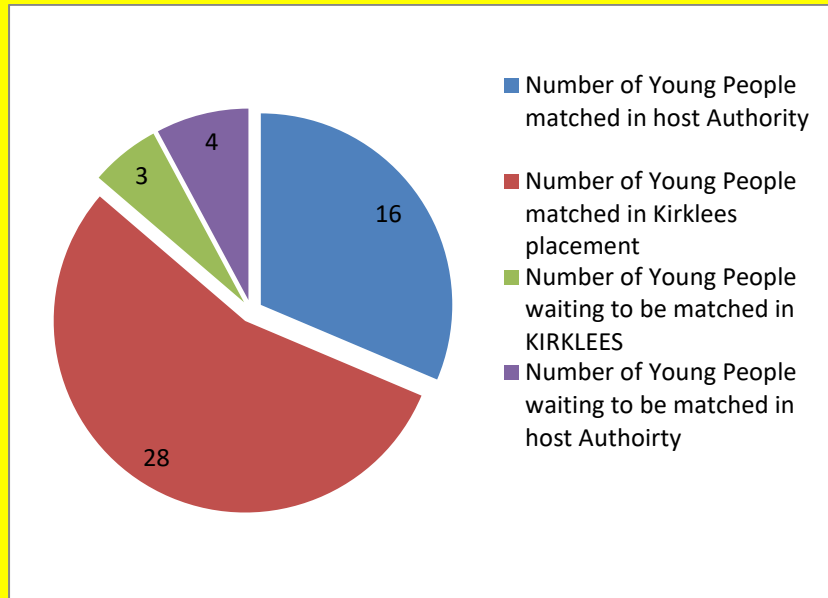
Young People

At the end of December 2018, there were 44 young people who had an Independent Visitor. During this quarter, three matches of volunteers with children /young people ended due to; a discharge of Care Order, a young person turning 18 and a match breakdown.

In this quarter, 28 of the matched young people were placed within Kirklees and 16 were living in a host Local Authority. On average, the young people and their Independent Visitor continued to meet every 3-4 weeks.

At the end of the quarter, there were 7 young people waiting to be matched. 4 of these were placed in host Local Authorities; Poulton-le-Fylde (2), Leeds and Halifax.

At 31 December 2018	
Number of young people matched in a host local authority	16
Number of young people matched in a Kirklees placement	28
Number of young people waiting to be matched residing in Kirklees	3
Number of young people waiting to be matched in a host local authority	4

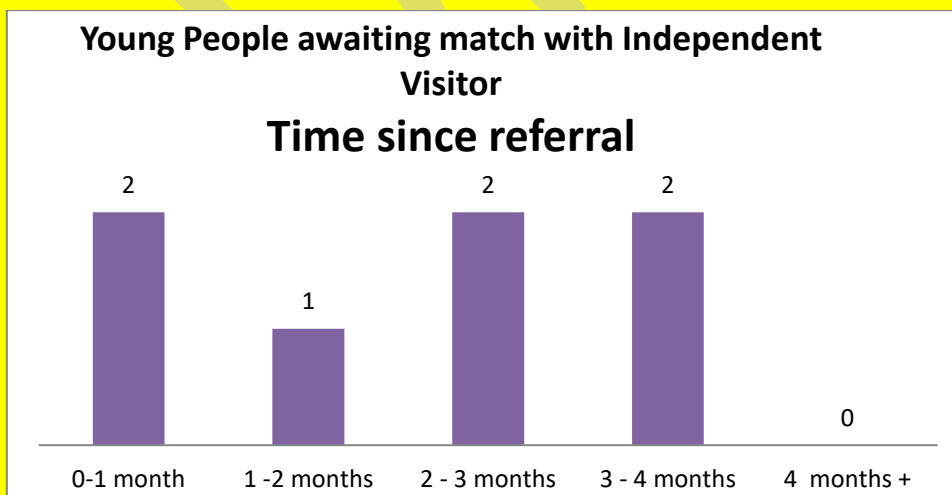


Referrals

Four new referrals were received during the quarter, the length of time children /young people waited to be matched with a volunteer from the time of referral is shown in the table below.

As at 31 December 2018

Number of Referrals	7	Kirklees	3	Out of Area	4
Time since referral	0-1 month	1-2 months	2-3 months	3-4 months	4 months +
	2	1	2	2	0



What difference did we make for Children?

Feedback from young people

A short questionnaire has been sent out to all the young people who currently have an Independent Visitor; 18 (39%) of these were completed and returned. The results provide good evidence that young people really benefit from the time they spend with their Independent Visitor. A small number of young people indicated that they would like increased visits, and this is being followed up with the volunteers.

What do we want to improve?

Challenges and Priorities

A number of key challenges for the Independent Visitor Scheme have been identified, these are:

- **To continue to reduce waiting times from referral to the scheme to matching a young person with an Independent Visitor.**

Waiting times have been reducing over the past 12 months and the majority of young people placed in Kirklees have been matched within 8 weeks of referral to the scheme. The decision to offer experienced Independent Visitors the opportunity to support a second child /young person is working effectively, with three experienced volunteers supporting two children / young people.

- **Provide greater flexibility in the recruitment process**

A marketing and recruitment campaign is underway; seven applications from prospective new Independent Visitors have so far been received by the Scheme's Coordinator. The closing date for applications is 31 January 2019. A wide range of marketing is being used including Social Media, a Press Release, Internet and Intranet presence, presence on a National Volunteering website and promotion through partner agencies. Following shortlisting, interviews will take place in February and the training of new volunteers should be completed by the end of March 2019. Appropriate references, employment and DBS (Disclosure and Barring Service) checks will also be carried out for all successful candidates following their interviews. The Volunteers will not be permitted to work with a young person prior to these references and checks being returned but it is envisaged that matches between Volunteers and children / young people will begin early / mid April 2019.

Marketing & Recruitment Timeframe	From	To
Marketing & Recruitment	10-Dec-18	31-Jan-19
Interviews	11-Feb-19	21-Feb-19
Young Peoples Panels	02-Mar-19	04-Mar-19
Training	09-Mar-19	23-Mar-19

As previously reported, the scheme currently has 44 matches, and as such it is oversubscribed based on the National Independent Visitor Standard. (37 matches per full time Coordinator).

In order for the Independent Visitor Scheme to be able to support an increased number of volunteers and the children / young people they are matched with, a Business Case is being prepared for an additional Coordinator capacity (1 FTE worker.)

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Name of meeting: Corporate Parenting Board
Date: 21 January 2019
Title of report: Marketing Strategy – Fostering.

Purpose of report

To provide information to Corporate Parenting Board regarding forthcoming marketing events and activities relating to recruitment and retention of foster carers.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	NA
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	NA
The Decision - Is it eligible for call in by Scrutiny?	NA
Date signed off by <u>Strategic Director</u> & name	Elaine McShane – 10.1.19
Is it also signed off by the Service Director for Finance IT and Transactional Services?	NA
Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	NA
Cabinet member portfolio	Cllr V Kendrick Children's Portfolio

Electoral wards affected: All

Ward councillors consulted: None

Public or private: Public

(Have you considered GDPR?)

Yes GDPR has been considered. The information in this report does not identify any individuals.

1. **Summary**

Please see attached document that highlights the marketing for Fostering in 2019.

2. **Information required to take a decision**

No decision is required.

3. **Implications for the Council**

3.1 **Working with People**

Working closely with the public raising awareness of fostering that results in the public being assessed as potential carers.

3.2 **Working with Partners**

We work closely with various partners in getting them to promote our need for foster carers. Currently we are linked with police, fire service and education for example.

3.3 **Place Based Working**

Not applicable

3.4 **Improving Outcomes for Children**

Recruitment of Foster carers – more local foster carers gives more placement options for children in the care of the Council.

3.5 **Reducing demand of services**

The recruitment and retention of carers has a positive impact upon the council in terms of financial outlay and reduces the need to use Independent Fostering Agencies.

3.6 **Other (eg Legal/Financial or Human Resources)**

Not applicable

4. **Consultees and their opinions**

Not applicable

5. **Next steps**

The Marketing Strategy will be updated to incorporate comments from the Corporate Parenting Board for April 2019.

6. **Officer recommendations and reasons**

That the Board comment on the Marketing Strategy for Fostering.

7. **Cabinet portfolio holder's recommendations**

Not applicable

8. **Contact officer**

Andy Quinlan - Service Manager Fostering

9. **Background Papers and History of Decisions**
Previous reports to the Corporate Parenting Board regarding recruitment and retention.

10. **Service Director responsible**
Elaine McShane, Service Director (Child Protection and Family Support)

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Report to Corporate Parenting Board – 21st January 2019

MARKETING STRATEGY FOR FOSTERING

Following my appointment as the Acting Service Manager in May 2018 a decision was made to revamp the Fostering Recruitment Team and a new recruitment manager was appointed to establish new marketing plan that will incorporate a recruitment and retention strategy. This to be developed as a five year plan alongside corporate communication and marketing team. A dedicated team has been restructured with permanent workers with a remit of recruiting and retaining foster carers.

New Marketing Strategy - To be completed for April 2019 and new financial year. The strategy will address - Where we are now, where we want to be and how we will get there. This will involve a structured marketing campaign involving various types of campaigns (see campaigns and marketing areas outlined below).

Last year saw us introduce some new marketing initiatives. For example we have used bollards and floor stickers to promote fostering alongside our larger campaigns where we use the media both print and radio. We are aiming to localise this more targeting areas where we historically do not generate many carers. The strategy identifies the areas where we have traditionally recruited carers, which also identifies those geographical areas where we have been less successful.

The use of the screen on Kingsgate we feel opened up our marketing to a wider audience and this will be used again for our January campaign (see below).

Author: Andy Quinlan – Service Manager Fostering



It is important that we have a creative and diverse approach to how we market our fostering campaigns.

New for 2019's Marketing Strategy will be the implementation of a 12 month procurement cycle – previously we needed to tender every three months and this was not cost effective and was time consuming. This new approach allows us to build good working relationship with the media agency whom we procure and we expect better outcomes.

We will be retaining the drop in events but extending these to monthly from bi-monthly. These are a simple way of prospective carers meeting with our existing foster carers and Social Workers and getting an understanding of the role of a foster carer. In 2018 these were held at the John Smith's Stadium, however we are planning for day time events as well as evenings and varying our venues. For example a day time event at Cliffe House will open the event to those with school age children and target the Shelley/Shepley and surrounding areas. In north Kirklees, we will use Oakwell Hall to target that geographical area.

Also new, will be us highlighting positive areas of what we offer our carers. For example, our Placement Support Team is an excellent selling point as to what carers can expect from us in terms of support, alongside our 'Learning and Development Pathways 2019/2020 that is available to all our carers.

Our work with external partners is integral to how we develop our marketing strategy. We will continue with our good relationships for example with the police and fire service

as well as our positive relationship with the Huddersfield Giants. We are currently trying to make connections with Huddersfield Town.

We had 22 potential Foster Families in the process as of the 31st of December and have 7 families being presented to panel in this first quarter..

Also for 2019:

Hudawi Event on 21st May 2019 – this is a recruitment fayre looking at the whole fostering process with workers from all areas in attendance. Event to opened Eorl Crabtree from the Giants.

In 2018 we commissioned two DVDs that are on the intranet/Kirklees Fostering pages). The carers share how fostering is open to all and there is no particular stereotype of what makes a foster carer. There is a budget for two more DVDs.

Kirklees Vacancies page – to have a permanent advert.

Continued use of social media – Facebook and Twitter.

Promoting our link with Fostering Network on website as a unique selling point.

November 22nd 2019 - Thank you Event – for our foster carers.

In May 2019 we are holding afternoon tea to celebrate those carers receiving 5 year awards.

Pop up stands (May to September). Covering lunch times to engage the public and raise awareness – situated in the Piazza in Huddersfield Town Centre, Market Place Batley and Market Place Dewsbury. There are 2-3 every month.

Display Stands – Currently in Civic Centre 1 & 3, and Libraries until the end of January – when they will move to new locations. They will move at the end of every month to a new location and the numbers of leaflets taken will be monitored.

Children's fun run in May – we are going to attend this

Various summers Events.

Fostering Fortnight - this is a national campaign that is held annually in May and celebrates fostering and numerous events will be held.

'You can Foster' this is a regional collaboration of Local Authorities sharing good practice and allowing us to pool resources to market our need for new carers.

Costa Coffee – 'drop ins' – developed and start in January 2019.

More detailed example of a specific marketing campaign

January 2019 Fostering Recruitment / Marketing – Plus Teenagers Campaign

- Press release focussing on teenagers and young adults leaving care, to be issued 14th January to local print media and radio. To be shared through our internal channels; Facebook, twitter, our week, Kirklees Together.
- Costa Coffee drop-ins Huddersfield Town Centre & Leeds Road (Odeon), 11-1pm 9th and 16th January 2019.
- To utilise internal communication channels to promote costa coffee drop-ins and another initiatives throughout the month.
- Poster distribution via document solutions with dates of drop-ins (when confirmed). To be sent to schools, children centres, GPs, Dentists and town halls.
- Kirklees Jobs pages (online) fostering job advert, as an ongoing post.
- West Yorkshire police have offered us space in their internal staff magazine, to create artwork and submit. To liaise with contact for sizes/dates and produce artwork accordingly.
- Google Ads via an agency, existing artwork and ads to be used. Our ads will appear when people use key words to search for us, on various google sites such as maps, google search engine and partner sites.
- Digital Adshell/High Street – Across Kirklees (these are found on bus shelters or roundabout town there is one near CC1 as you approach the steps) new designs to be created with very targeted, possibly localised messages for areas we seem to have less foster carers, Denby Dale, Skelmanthorpe, Shelley etc.
- Floor graphics with new designs to promote fostering (generic) and bollard covers to be displayed. Roundabouts with new artwork to be displayed around Kirklees, whilst sites are now limited these have been successful for us in the past.
- Kingsgate screen to be re-used with new artwork.
- We are considering a completely new initiative for us to trial, this would be to create a short (4-5mins) animated film to use across Kirklees and wider. We could use making memories as our creative, linking to artwork. These could be used on social media platforms and possibly added to our Kirklees fostering pages.

08-01-2019

Name of meeting: Corporate Parenting Board
Date: 21 January 2019
Title of report: The future focus of the Corporate Parenting Board

Purpose of report

To facilitate a discussion relating to the future focus and work plan of the Corporate Parenting Board.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	NA
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	NA
The Decision - Is it eligible for call in by Scrutiny?	NA
Date signed off by <u>Strategic Director</u> & name	Elaine McShane – 10.1.19
Is it also signed off by the Service Director for Finance IT and Transactional Services?	NA
Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	NA
Cabinet member portfolio	Cllr V Kendrick (Children's Portfolio)

Electoral wards affected: All

Ward councillors consulted: No

Public or private: Public

(Have you considered GDPR?)

Yes GDPR has been considered. The information in this report does not identify any individuals.

1. **Summary**

The Children and Social Work Act 2017 states that when a child or young person comes into the care of the local authority, the authority becomes their corporate parent. This means that we should: act in the best interests, and promote the physical and mental health and wellbeing, of those children and young people, encourage them to express their views, wishes and feelings, and take them into account. At the same time promoting high aspirations and trying to secure the best outcomes for them make sure they have access to services make sure that they are safe, with stable home lives, relationships and education or work prepare them for adulthood and independent living.

Every councillor and officer within the council has a responsibility to act for those children and young people as a parent would for their own child. It is important to remember that, just as not all children are the same, looked-after children and care leavers are not one homogenous group. While it is true that some will have experienced trauma and disruption in their lives and need support to cope with those experiences, others will have adjusted well to being in care and will be flourishing. As corporate parents, councillors and officers need to recognise the uniqueness of the children in their care, and make sure each child is getting what they need in order to thrive. By focusing the work of the Corporate Parenting Board on outcomes for our children and young people, we will ensure a strong partnership across the council.

The Department for Education corporate parenting principles set out seven principles that local authorities must have regard to when exercising their functions in relation to looked after children and young people, as follows:

- to act in the best interests, and promote the physical and mental health and wellbeing, of those children and young people;
- to encourage those children and young people to express their views, wishes and feelings;
- to take into account the views, wishes and feelings of those children and young people;
 - to help those children and young people gain access to, and make the best use of, services provided by the local authority and its relevant partners;
 - to promote high aspirations, and seek to secure the best outcomes, for those children and young people;
 - for those children and young people to be safe, and for stability in their home lives, relationships and education or work; and
- to prepare those children and young people for adulthood and independent living.

Discussion is sought to agree the focus of the board to ensure that the council is achieving best practice in relation to its Corporate Parenting responsibilities, addressing the requirements of the seven key principles detailed above.

2. **Information required to take a decision**

No Decision is required.

3. **Implications for the Council**

3.1 **Working with People**

To expand Corporate Parenting awareness across the council

3.2 **Working with Partners**

To ensure all partners are aware of their responsibilities to children in care

3.3 Place Based Working

Not applicable

3.4 Improving Outcomes for Children

By focussing the work of the board on the seven key principles suggested by the Department for Education.

3.5 Reducing demand of services

Not applicable

3.6 Other (eg Legal/Financial or Human Resources)

Not applicable

4. Consultees and their opinions

Members of the Corporate Parenting Board.

5. Next steps

After consideration and agreement, the Board will update the forward plan of the Board.

6. Officer recommendations and reasons

That the forward plan of the Board should focus on the wider responsibility of the council as a corporate parent.

7. Cabinet portfolio holder's recommendations

Not applicable

8. Contact officer

Steve Comb Head of Corporate Parenting

9. Background Papers and History of Decisions

Not applicable

10. Service Director responsible

Elaine McShane, Service Director (Child Protection and Family Support)

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Corporate Parenting Board

Agenda Plan 2018/19

	Updates from Board Members on interaction with services Corporate Parenting Board Agenda Plan 2018/19	Board members H Kilroy	
<p>Monday 24 September 2018</p> <p>Pre-meeting 9.30 am – 10.30 am Public Meeting 10.30 am – 12.30 pm Mtg Room 1, HTH</p> <p>Apols: G Addy, Cllr F Loonat</p>	<p align="center">Pre-meeting (Informal)</p> <p>Performance Monitoring report</p> <p>LGA Training - Feedback</p> <p align="center">Public Items:</p> <p>Change to Membership – Chair of Children’s Scrutiny Panel</p> <p>Key Performance Data (summary)</p> <ul style="list-style-type: none"> - Children’s Services - Education <p>OFSTED and Improvement Board Update (verbal)</p> <p>Refreshed foster carer handbook</p> <p>Children’s Rights – Annual Report</p> <p>Independent visitors scheme (quarterly report)</p> <p>Annual Report on Youth Offending Team and their work with children in care</p> <p>Overview of number of children in Care (snapshot) including age profile</p> <p>Care Leavers Local Offer Action Plan</p>	<p>S Comb</p> <p>All</p> <p>H Kilroy</p> <p>S Comb J Tolley</p> <p>S Comb</p> <p>A Quinlan</p> <p>M Tiernan</p> <p>M Tiernan</p> <p>R M Smith</p> <p>J Bragg</p> <p>J Bragg</p>	

Corporate Parenting Board

Agenda Plan 2018/19

	<p>Updates from Board Members on interaction with services</p> <p>Corporate Parenting Board Agenda Plan 2018/19</p>	<p>Board Members</p> <p>H Kilroy</p>	
<p>Monday 19 November 2018</p> <p>Pre-meeting 9.30 am – 10.30 am</p> <p>Public Meeting 10.30 am – 12.30 pm</p> <p>Mtg Room 1, HTH</p> <p>Apols: J Sanders</p>	<p align="center">Pre-meeting (Informal)</p> <p>Performance Monitoring report</p> <p>Head Teachers Report on educational outcomes of looked after children</p> <p align="center">Public Items:</p> <p>Key Performance Data (summary)</p> <ul style="list-style-type: none"> - Children’s Services - Head Teachers Report on educational outcomes of looked after children <p>OFSTED and Improvement Board Update (verbal)</p> <p>Annual Report on the health of looked after children</p> <p>CSE and Missing Provision – overview from April to October 2018</p> <p>Recruitment and Retention of Foster Carers</p> <p>Annual report on Complaints and Compliments for Children in Care</p> <p>Update report from CICC and CL Forum and the Pledge</p>	<p>S Comb</p> <p>J Tolley</p> <p>S Comb</p> <p>J Tolley</p> <p>S Comb</p> <p>G Addy</p> <p>O Rix</p> <p>A Quinlan</p> <p>Y Mughal</p> <p>S Mahmood/ M Tiernan</p>	

Corporate Parenting Board

Agenda Plan 2018/19

	CAMHS Local Transformation Plan 2018	T Brailsford	
	Corporate Parenting Board Agenda Plan 2018/19	H Kilroy	
<p>Monday 21 January 2019</p> <p>Pre-meeting 9.30 am – 10.30 am Public Meeting 10.30 am – 12.30 pm Mtg Room 1, HTH</p> <p>Apols: M Tiernan, Cllr K Allison, J Sanders, T Brailsford, B Lockwood</p>	<p align="center">Pre-meeting (Informal)</p> <p>Performance Monitoring report</p> <p align="center">Public Items:</p> <p>Change to Membership – Julie Bragg (Service Manager – Children & Families)</p> <p>One Adoption Agency 6 monthly Report (April to Sept)</p> <p>Key Performance Data (summary)</p> <ul style="list-style-type: none"> - Children’s Services - Education <p>OFSTED and Improvement Board Update (verbal)</p> <p>Number of children in care with a Youth Offending Order (comparable data and trends)</p> <p>Overview of number of children in Care (snapshot) including age profile</p> <p>Independent Visitors Scheme – Quarterly Report (Quarter 3)</p> <p>Marketing Plan for Recruitment of Foster Carers</p> <p>Corporate Parenting Board Agenda Plan 2018/19</p>	<p>J Tolley/S Comb</p> <p>H Kilroy</p> <p>M Prout (One Adoption)</p> <p>S Comb J Tolley</p> <p>S Comb</p> <p>R Smith</p> <p>J Bragg</p> <p>C Berridge/S Miles</p> <p>A Quinlan</p> <p>H Kilroy</p>	

Corporate Parenting Board

Agenda Plan 2018/19

	Future of Corporate Parenting Board	H Kilroy (SC to write report)	
<p>Thursday 14th February 2019</p> <p>Pre-meeting 9.00 am – 10.00 am Public Meeting 10.00 am – 12 noon Mtg Room 1, HTH</p> <p>Apologies: M Tiernan</p>	<p align="center">Pre-meeting (Informal)</p> <p>Performance Monitoring report</p> <p align="center">Public Items:</p> <p>Key Performance Data (summary)</p> <ul style="list-style-type: none"> - Children’s Services - Education <p>OFSTED and Improvement Board Update (verbal)</p> <p>Feedback and learning on capturing voice of the child and wider family network</p> <p>Corporate Parenting Board Agenda Plan 2017/18</p>	<p>S Comb/J Tolley</p> <p>S Comb J Tolley</p> <p>S Comb</p> <p>O Rix</p> <p>H Kilroy</p>	
<p>Monday 11 March 2019</p> <p>Pre-meeting 9.30 am – 10.30 am Public Meeting 10.30 am – 12.30 pm Mtg Room 1, HTH</p>	<p align="center">Pre-meeting (Informal)</p> <p>Educational attainment and progress – LAC outcomes data and SFR analysis</p> <p>Performance Monitoring report</p> <p align="center">Public Items:</p> <p>Key Performance Data (summary)</p> <ul style="list-style-type: none"> - Children’s Services - Education <p>Membership and Terms of Reference of the Board (prior to Council AGM)</p>	<p>J Tolley</p> <p>S Comb</p> <p>S Comb J Tolley</p> <p>S Comb/H Kilroy</p>	

Corporate Parenting Board

Agenda Plan 2018/19

	<p>CSE and Missing Provision update (including criminal exploitation)</p> <p>OFSTED and Improvement Board Update (verbal)</p> <p>Corporate Parenting Board Agenda Plan 2017/18</p>	<p>O Rix</p> <p>S Comb</p> <p>H Kilroy</p>	
<p>Monday 15 April 2019</p> <p>Pre-meeting 9.30 am – 10.30 am Public Meeting 10.30 am – 12.30 pm Mtg Room 1, HTH</p>	<p align="center">Pre-meeting (Informal)</p> <p>Performance Monitoring report</p> <p align="center">Public Items:</p> <p>NO QUESTION TIME (pre-election period)</p> <p>Key Performance Data (summary)</p> <ul style="list-style-type: none"> - Children’s Services - Education <p>OFSTED and Improvement Board Update (verbal)</p> <p>Statement of Purpose for Registered Children’s Homes (Annual)</p> <p>CSE and Missing Provision update</p> <p>Statement of Purpose for Fostering Service (Annual)</p> <p>Overview of number of children in Care (snapshot) including age profile</p> <p>Corporate Parenting Board Agenda Plan 2018/19 and 2019/20</p>	<p>S Comb</p> <p>S Comb</p> <p>J Tolley</p> <p>S Comb</p> <p>L Counce</p> <p>O Rix</p> <p>S Comb</p> <p>J Bragg (to be confirmed)</p> <p>H Kilroy</p>	

Corporate Parenting Board

Agenda Plan 2018/19

Standard reports (every meeting):-

- Performance Monitoring report (Education and Children's Service) –(Pre-meeting - Informal) (S Comb/J Tolley)
- Key Performance Data (summary) - Children's Services (inc Education) (S Comb/J Tolley)
- Ofsted and Improvement Board verbal update (S Comb)
- Corporate Parenting Board Agenda Plan (H Kilroy)
- Updates from Board Members on interaction with services
- CSE and Missing provision (O Rix)

Future reports (dates yet to be agreed):

- Future shape of service and relationship with partners (E McShane/S Comb) – date tbc
- Action Plan on the Fostering and Placement services in Kirklees (A Quinlan) – date tbc
- Early Help and edge of care (S Tariq) – date tbc
- Corporate Parenting Board Strategy (S Comb) – date tbc
- Update on pilot to mentor and provide role modelling for young people in placements and children's homes around school attendance (J Tolley) – date tbc
- Kirklees Fostering Network (achievements, current priorities and future aspirations)
- Feedback on the learning being undertaken to capture the voice and views of young people and the wider family network (O Rix) – date tbc

Annual reports:-

- Annual report from WY One Adoption (S Johan/M Prout) – July 2018
- Membership and Terms of Reference of the Board – March (every year)
- Private Fostering Annual Report (A Quinlan) – date tbc
- Annual report on Children's Rights (M Tiernan) – September 2018
- Annual report on Complaints and Compliments for Children in Care (Y Mughal) – date tbc
- Annual report on children who go missing from care (Lead Officer tbc) – date tbc
- Annual report on the health of looked after children (G Addy) – September 2018
- Annual report from the Head of the Virtual School on the educational outcomes for looked after children (J Tolley) – November 2018
- Annual report on the work of the leaving care service (J Bragg) – date tbc
- Annual report on children and young people placed outside the Kirklees boundary (S Comb) – date tbc
- Annual report on Youth Offending Team relating to their work to children in care (R Smith) – September 2018

Corporate Parenting Board

Agenda Plan 2018/19

- Annual report on the work and progress of the Corporate Parenting Board to Council and Health and Wellbeing Board (S Comb/M Green) – September 2018
- Annual report on Review of Foster Carer Handbook (A Quinlan) – Sept 2019 (to be confirmed)
- Corporate Parenting Board Annual Report (S Comb) – date tbc
- Independent visitors scheme (annual report) (M Tiernan) – September 2018

6 monthly reports:

- One Adoption Agency 6 monthly Report (April to Sept) – January 2019 (S Johal/M Prout)

Quarterly reports:

- Fostering Agency Report (April to June) (A Quinlan) – date to be confirmed
- Fostering Agency Report (July to Sept) (A Quinlan) – date to be confirmed
- Fostering Agency Report (Oct to Dec) (A Quinlan) – date to be confirmed
- Fostering Agency Report (Jan to March) (A Quinlan) – date to be confirmed
- Overview of number of children in Care (snapshot) including age profile (J Bragg) – dates agreed for 2018/19
- Education Statistics (when released by DFE) (J Tolley) dates agreed for 2018/19