

Public Document Pack



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

Julie Muscroft

The Democracy Service
Civic Centre 3
High Street
Huddersfield
HD1 2TG

Tel: 01484 221000

Please ask for: Helen Kilroy

Email: helen.kilroy@kirklees.gov.uk

Tuesday 11 June 2019

Notice of Meeting

Dear Member

Corporate Parenting Board

The **Corporate Parenting Board** will meet in the **Old Court Room - Town Hall, Huddersfield** at **10.00 am** on **Wednesday 19 June 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".

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 Richard Smith

Councillor Cahal Burke

Gill Addy

Christine Bennett

Julie Bragg

Tom Brailsford

Steve Comb

Keith Fielding

Martin Green

Charlotte Jackson

Colleen Kenworthy

Barry Lockwood

Sanna Mahmood

Elaine McShane

Mel Meggs

Jo-Anne Sanders

Ophelia Rix

Melanie Tiernan

Janet Tolley

Chair of Children's Scrutiny Panel

Designated Nurse for Looked after Children/Care Leavers

Practice Improvement Lead (Children's Services)

Head of Corporate Parenting (Children in Care and Care Leavers)

Head of Joint Commissioning

Head of Corporate Parenting (Sufficiency)

Kirklees Fostering Network

Head of Localities Offer (Children and Families)

Improvement Partner (Children's Services)

Kirklees Fostering Network

Kirklees Fostering Network

Looked after Children and Leaving Care

Service Director, Family Support and Child Protection

Director for Children's Services

Service Director for Learning and Early Support

Principal Social Worker

Service Manager (Kirklees Looked after Children

Independent Service – Children's Rights Team)

Virtual School Headteacher

Agenda

Reports or Explanatory Notes Attached

Pages

1: Membership of the Board/Apologies

The Chair will welcome everyone to the meeting and propose a number of changes to the Membership which will be reported verbally at the meeting. The Chair will also announce any apologies received.

2: Interests

1 - 2

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.

3: 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.

4: 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.

5: One Adoption West Yorkshire Annual Report

The Board will consider an Annual Report from One Adoption West Yorkshire.

Contact: Sarah Johal, One Adoption

6: Ofsted and Improvement Board update

3 - 50

The Board will consider a verbal update on key issues from Ofsted and the Improvement Board.

Contact: Steve Comb, Head of Corporate Parenting
Julie Bragg, Head of Corporate Parenting

7: Children's Performance Highlight Report (April 2019)

51 - 62

The Board will consider a report giving key highlights on Performance Monitoring data for the Children's Service for April 2019.

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

8: Overview of number of children in Care

63 - 68

The Board will consider an overview of the number of children in care (snapshot) including age profile.

Contact: Julie Bragg, Head of Service (Children in Care and Care Leavers)

9: Summary of Educational outcome analysis for children and young people in care from 2018

69 - 74

The Board will consider a summary report giving a summary of the educational outcomes analysis for children and young people in care from 2018.

Contact: Janet Tolley, Virtual School Head Teacher

10: Statement of Purpose for Fostering Service (Annual) 75 - 104

The Board will consider an Annual Report on the Statement of Purpose for the Fostering Service.

Contact: Andy Quinlan, Service Manager (Fostering)

11: Corporate Parenting Board - Areas for Board Members to Champion and Corporate Parenting Board Agenda Plan 2019/20 105 - 112

The Panel will consider areas for Board Members to champion and the agenda plan for 2019/20 municipal year.

Contact: Helen Kilroy, Principal Governance & Democratic Engagement Officer

12: 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

13: Dates of Future Meetings

To note provisional future meeting dates of the Board during the 2019/20 municipal year:

- 28th August 2019, 10 am
 - 23rd October 2019, 10am
 - 13th December 2019, 10am
 - 10th February 2020, 10am
 - 9th April 2020, 10am
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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.



Report author: Sarah Johal
Tel: 07891277316

Report of the Corporate Parenting Board Kirklees

Date: 6th June 2019

Subject: One Adoption West Yorkshire Annual Report

1 Purpose of this report

1.1 This report sets out the developments within One Adoption West Yorkshire from April 2018 to March 2019.

2 Background information

2.1 Bradford, Calderdale, Kirklees and Wakefield adoption functions as specified in the partnership agreement were delegated on the 1st April 2017 to Leeds City Council & One Adoption West Yorkshire formally opened on this date.

2.2 The government continues to drive forward with the structural reform programme regarding regionalising adoption and there are now 15 regional adoption agencies (RAA's) covering a third of all local authorities and another 15 scheduled to go live between April and June 2019.

2.3 There are a number of challenges in the adoption system nationally with a decline in adoption decisions for children (ADM), new placement orders granted, children placed for adoption and adoption orders granted. However, at the same time there has been an increase in the number of children waiting with a placement order and the number of children waiting with a placement order 18 months or more.

2.4 There has also been a national increase in the average length of time for children waiting with a placement order but not yet placed, between entering care and moving in with adoptive parents (National scorecard Indicator A1) and the local authority receiving a court authority to place and deciding on a match (National scorecard Indicator A2).

2.5 The recruitment of adopters nationally is also declining and the gap between the number of children waiting (increasing) and approved adopters waiting (decreasing) is widening. At the same time the government suspended the requirement for agencies to place their children and adopters on the National Adoption Register from the end of March 2018, pending a review to also

consider the issues raised in the fostering stocktake about a national register for foster carers.

- 2.6 While it is still early days for regionalisation, a range of qualitative data is becoming available, from Ofsted inspections and the Inception and Scoping Report from Ecorys UK / the Hadley Centre. There are positive indications about improving recruitment, reducing delay and improvements in timeliness in some RAA's. The latter report found that there are signs of positive adopter feedback, and improved adopter recruitment. Linked to this, some RAAs have been able to improve the support for adopters.
- 2.7 The future of the Adoption Support Fund (ASF) remains uncertain and the Secretary of State announced in December 2018 £6m additional funding for the current year and an additional £6m for 2019-2020. The Government is aiming to work closely with the sector to consider long-term children's services funding as part of the 2019 Spending Review, when the government will set out its long-term spending approach.

3 Main issues

3.1 Use of Resources

3.1.1 Staffing

The staff group remains largely stable but there has been a changeover in the three service managers within the service with Mary Brudenell emigrating in November, replaced by Michelle Rawlings. One of our other service managers is on long term sick leave and we are in the process of recruiting to fill this post on a temporary basis. There have been some new managers recruited and there has been additional staff recruited in adoption support to meet the demands of the service.

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 has joined us for this role.

3.1.2 Duty System

Following the rollout of Enterprise Voice technology a revised Duty system came into effect on 2nd July 2018. This 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.

3.1.3 Accommodation & service delivery

Following a review of the service last year work and taking feedback from staff we have progressed on moving from 5 office bases to 3 locations with touch down space in the other two offices. The staff from the recruitment and assessment team based in Wakefield moved along with other staff from Bradford in February 2019 from Sir Henry Mitchell House to the Margaret McMillan building. Agreement has been reached about space at Huddersfield regarding staff moving from Halifax, although this space is not yet available. The issue has been escalated to address barriers in this progressing.

Each of the local authorities retain a key service manager and a team manager who link in with the local authority and in family finding the role of the Advanced Practitioner is key in tracking and providing advice to the agency regarding children's planning as well as looking at practice improvement with local authorities. There are also key family finding staff that will maintain established links and build new relationships with teams. However, across the region workers will be deployed flexibly, collapsing boundaries where appropriate and required. OAWY has increased the management capacity from within existing resources to create additional teams in Recruitment and Assessment, Family Finding and Adoption Support. These teams are based out of the Leeds office to reduce travel time, being closer to Wakefield than the Bradford office in the original set up and also reflecting the increased needs across this part of the region in children requiring adoption.

3.1.5 Information Technology

The IT project team is continuing to work with the teams on developing business processes and integrating forms into the mosaic workflow as well as developing improved reporting from the system. The new adoption support workflow has been implemented to make recording easier and to improve reporting. A monthly reporting meeting is now in place to look at prioritising the development of reports for use within the service, good progress is being made.

The work regarding accessing the local authority systems from a portal on the Leeds laptop remains outstanding. Kirklees have implemented a new case recording system and we have trained the staff who need access to this system as well as exploring with them the quarterly returns and the portal technology is to be explored in due course. This effectively means that some staff are still using more than one device in these local areas, this is not an efficient use of time, however the matter is being addressed.

3.1.6 Budget

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 was 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 these issues were discussed and a way forward agreed with them. The final outturn of the budget is reported in section 4.4.

3.2 Partnership working

3.2.1 Operational leads meetings

The responsible officer for adoption in each local authority meets with OAWY senior team every three months and this is a helpful forum to discuss practice and performance issues. The joint commissioning of training across the region has been an issue as the take up has been mixed. There is a mismatch between what operational leads may consider as priorities and what each workforce development leads in each local area see as a priority. It is important that the context of each LA is considered in relation to their practice and it has been agreed that meetings will be held with workforce development leads to discuss the issues and identify a way forward.

Discussions were held regarding the changes in letterbox arrangements and these have moved forward as we streamline the systems supporting this work. 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.

3.2.2 Centre of Excellence Project

This department for education 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, adopters and others. The project is due to be completed in October 2019 and the multi-disciplinary team are on track with completing the key objectives. They have implemented a Standardised Adoption Support Assessment Framework and the training for this is currently being rolled out across the region. The team are in the final stages of completing a multi-disciplinary model for adoption support in the region and this is due to be shared with key partners in June/July. The funding from the department for education has been extended until the end of March 2020 by the government and discussions are underway regarding the sustainability of this approach given the positive benefits this model and approach provides for families across the region.

3.2.3 Early permanence Project

The department for education also fund this project run by the voluntary adoption agencies, Barnardos, Adoption Matters and Caritas Care in partnership with One Adoption. Placing children in an early permanence arrangement is growing and 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.

3.2.4 Meetings with medical advisors

The medical advisors across the region meet with One Adoption West Yorkshire (OAWY) staff twice a year. A medical advisor protocol has been implemented and this has been very helpful for all concerned and has been recognised as an exemplar for other RAA's. There are some issues in two local areas regarding medical advisor capacity and the resources available 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 and providers to seek improvements in this regard.

3.2.5 Virtual school heads (VSH)

In August 2018 Local Authorities received funding from the government to implement the new statutory duty and the OAWY management board agreed that the local authorities would top slice the grant by 10% to enable OAWY to work in partnership with the VSH in implementing new duty across the region. The education worker within OAWY, working as part of the centre of excellence work is ideally placed to work with staff in adoption support to build their knowledge and skill about issues around education that affect children and young people and to provide advice and support to adoptive families. The funding enables 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.

3.2.9 Special Guardianship

In July 2018 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. There are positive indications regarding the impact of this work and more information regarding impact and outcomes will be provided in due course.

3.3 **Performance Management**

3.3.1 The agency provides quarterly reports to the management board. This data provided has developed over the last 2 years and is gathered to ensure that we are aware of how much work is undertaken, how well was it undertaken and if anyone is any better off.

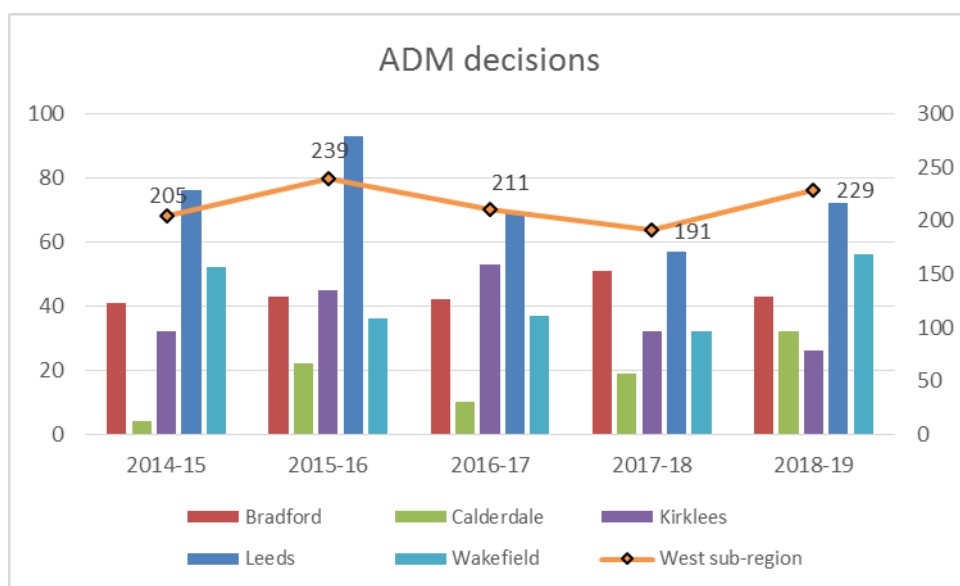
A) Sufficiency: Are enough of the right kind of adopters being recruited and approved to meet the needs of the children waiting:

3.3.2 The children with a plan for adoption during 2018/19

Between April 2018 and March 2019, 229 children had a plan for adoption ratified by the 5 West Yorkshire local authorities Agency Decision Makers. Of the 229 children with a plan for adoption, there were 119 female and 110 male children.

In total, this is a 16% increase on the last year's full year figure of 191 children from across the 5 West Yorkshire local authorities.

In Kirklees there were 24 children with a plan for adoption agreed. As you can see from the graph below this is reflecting a gradual reduction in over the last few years. This may be a result of the focus on extended family being approached more widely than previously.



3.3.3 Ethnicity

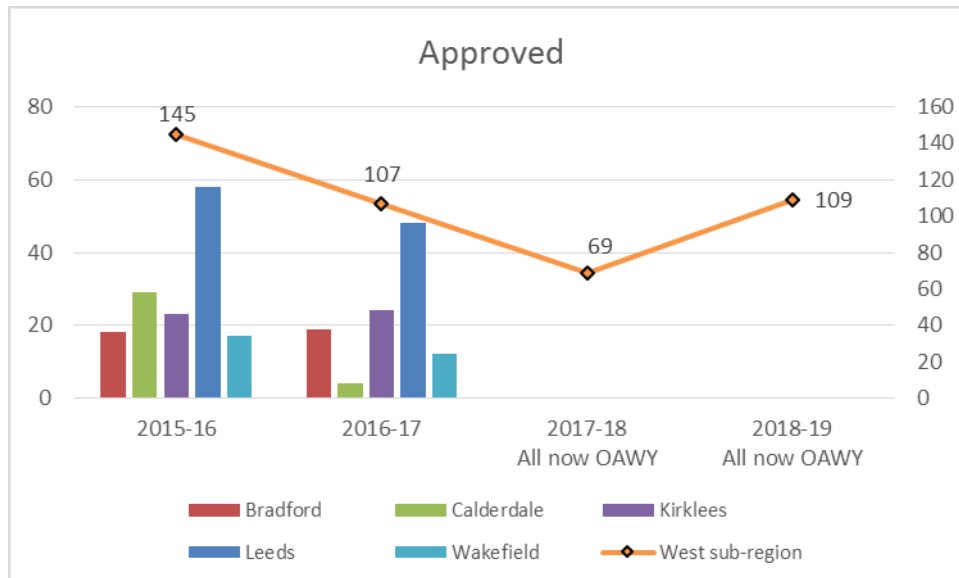
Of the 24 children with a plan for adoption ratified this year, 2 were from BME background.

3.3.4 Placement with Siblings

As a general principle, siblings will be placed together; however, due to the individual needs of children, this is not always appropriate and cannot always be achieved. It is essential that sibling assessments are carried out to ensure good quality decision making and support plans are evidence based if children are placed together or apart. The number of children requiring adoption in sibling groups during the year for Kirklees is 10.

3.3.5 Adopter recruitment

109 adoptive households were approved during the year and you will note from the table below that this is an increase of 40 from year-end 2017-18. This takes us slightly above the numbers prior to regionalisation and is encouraging.



Within the 109 households, 206 individuals were approved throughout 2018/19. Of these 22 (11%) are from Black and Minority Ethnic (BME) backgrounds. We need to improve our percentage of BME carers and keep a focus on ensuring that we approve a full range of adoptive families to meet the range of children requiring placement, while at the same time not relying on matching children with regard to ethnic identity as an overriding factor. We are undertaking some key focussed work to increase the diverse range of adopters over the next year. Households approved for sibling groups improved this year with 21 households approved for 2 children; 1 approved for a sibling group of 3 and 31 households open to an Early Permanence Placements. There is still more to do around recruiting adopters for sibling groups.

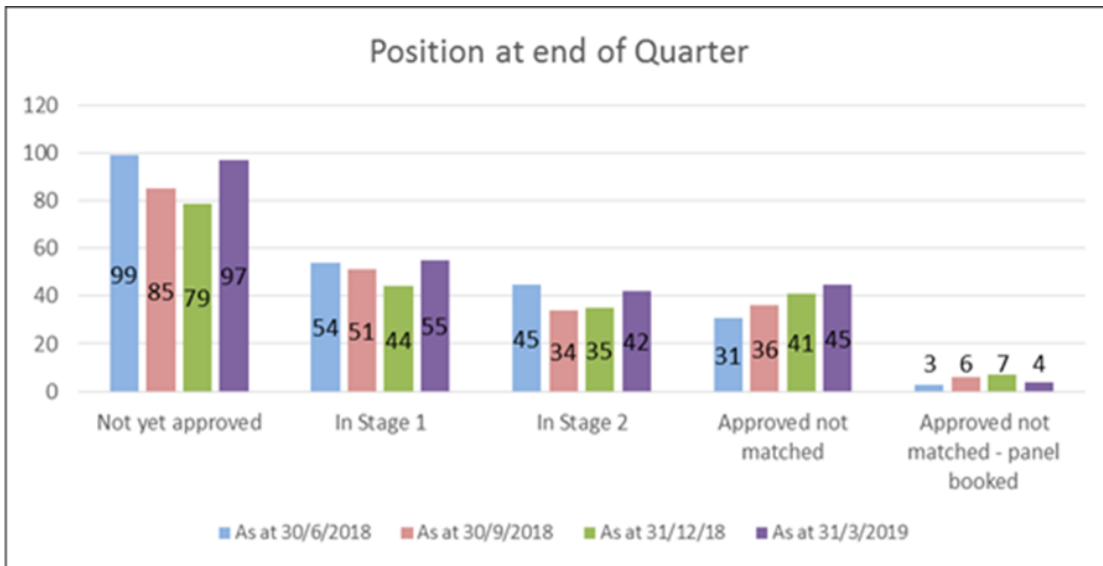
3.3.6 Children with an adoption plan

As of the end of March 2019 there are 13 children with a plan for adoption from Kirklees not currently placed with placement orders.

From the children waiting for a placement there are 6 girls and 7 boys, and none are children from BME backgrounds. There are 5 sibling groups. The plans for these children are actively reviewed with clear monitoring and tracking systems to understand the range of family finding activity going on for these children and whether adoption remains the right plan for each child. The delays for these children are related primarily to the needs of the children; the need to place siblings together, the age of the children or their particular special needs or complexity.

3.3.7 Adopters available

As of the end of March 2019, there are 45 approved adoptive households that have not officially been matched. 32 are available to consider placements (have no links) as 13 have a panel date booked for a match.



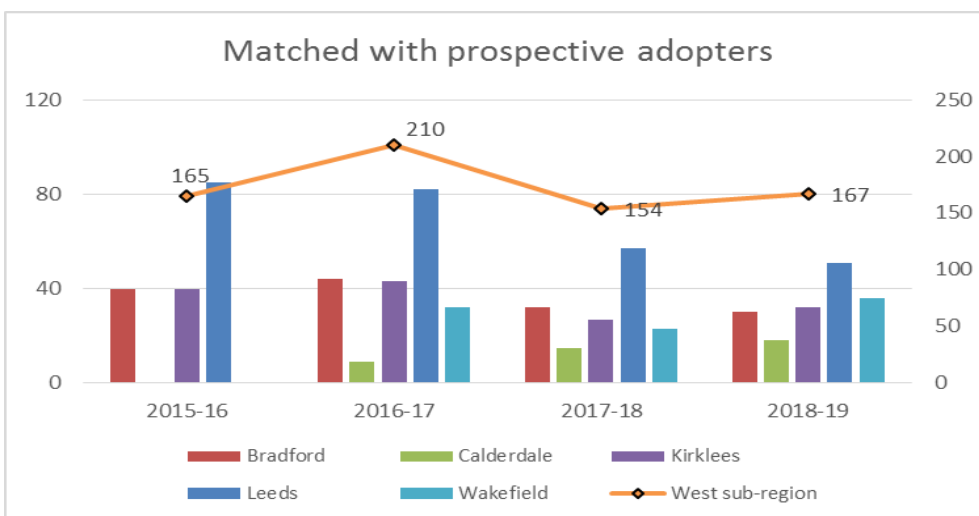
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approved. There is a steady increase in those within the assessment process overall.

B) Timeliness: Are children being matched and placed without delay including those children who wait longer?

3.3.8 Children matched in the year for adoption

Between April 2018 and March 2019, 37 children from Kirklees were matched with families at adoption panels; this is an increase from 27 last year.

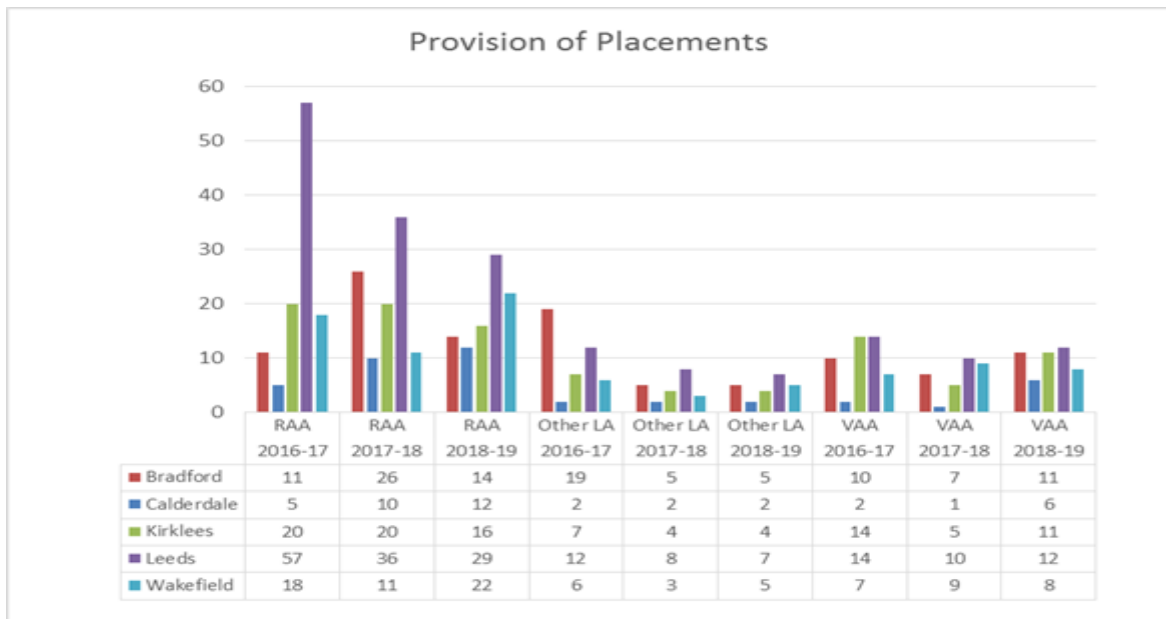


From April 2018 to March 2019, 6 of the children matched were from black and minority ethnic (BME) communities.

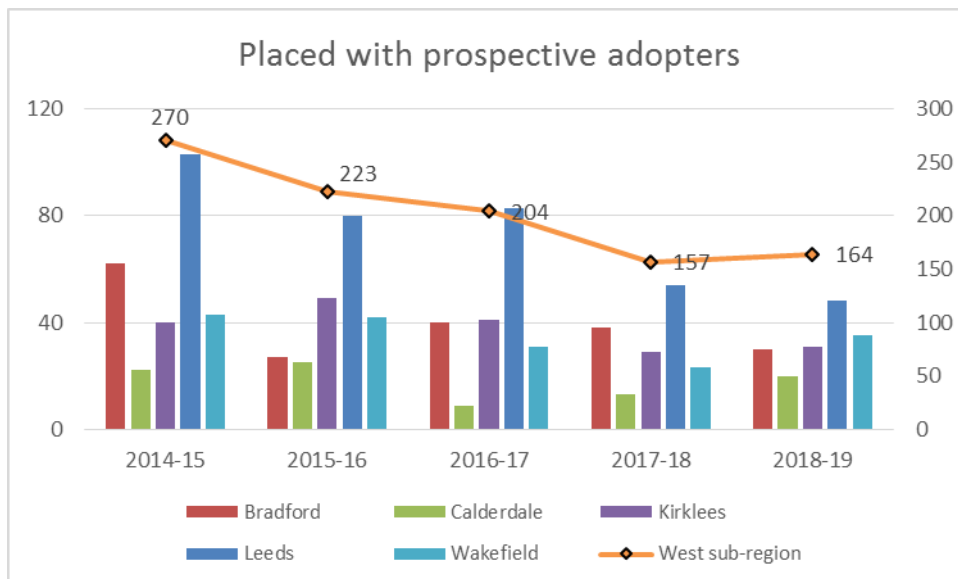
- 32 of the children matched were under 2 years old;
- 3 children matched were 2 to 4 years old;
- 2 children were aged 5 years or older;
- 10 children were part of a sibling group (of the 37 matched);
- 4 children were placed in early permanence placements during the year. This is a very positive step in reducing the number of moves for children before they reach their permanent family.

3.3.9 Provision of Placements

We placed 38 children this year from Kirklees. The percentage of placements provided in-house within the region has decreased this year, due to the lack of families in the process when the RAA went live so not as many available in the system as we approached the second half of the year. The percentage this year was 61% in house and 39% interagency. Last year it was 66% in house and 34% interagency. It is clear from this table that the trends for LA's in the use of interagency placements has changed with some LA's decreasing the number of interagency placements made, although some LA's have also seen a decreasing number of children coming through for adoption so the picture is more complex than the figures suggest.



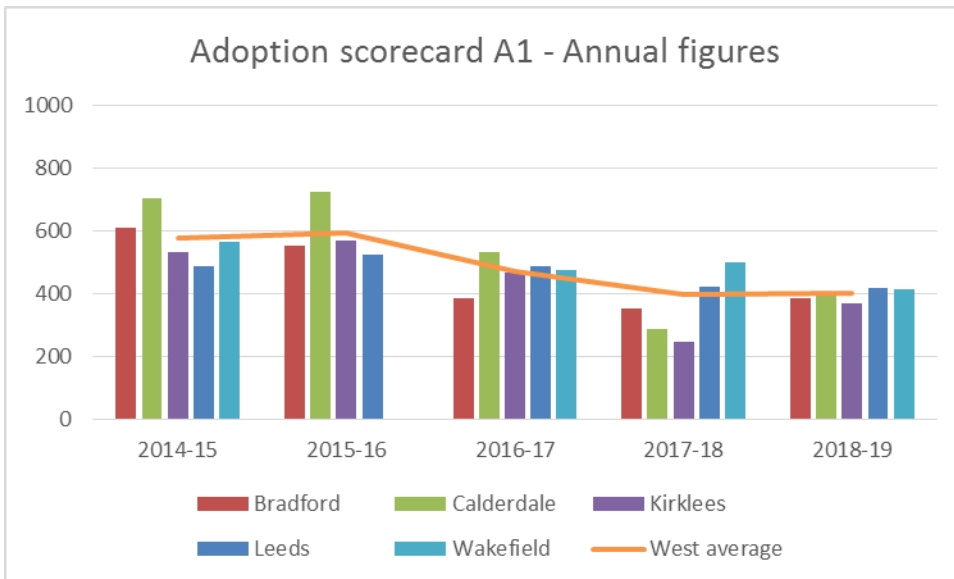
The following children were placed with adopters in the year. This is a slightly different figure from those matched as there is always a gap to allow time for preparation and introductions to the new family.



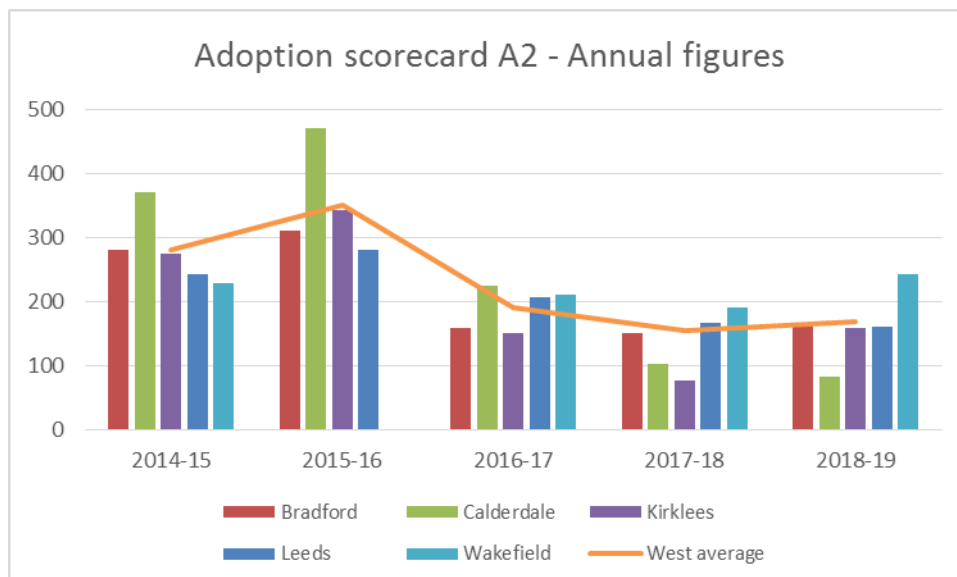
We can see from the data above that children in the region, including those children who often wait longer due to their individual needs, age or ethnicity or being part of a sibling group are being found families to meet their needs. The data below looks at how timely these placements are being made.

3.3.10 Adoption Scorecards

The average time between a child entering care and moving in with its adoptive family (indicator A1) for children in Kirklees is 367 days, the National Indicator target is 426 days and the England Average is 486). This is positive and remains stable.

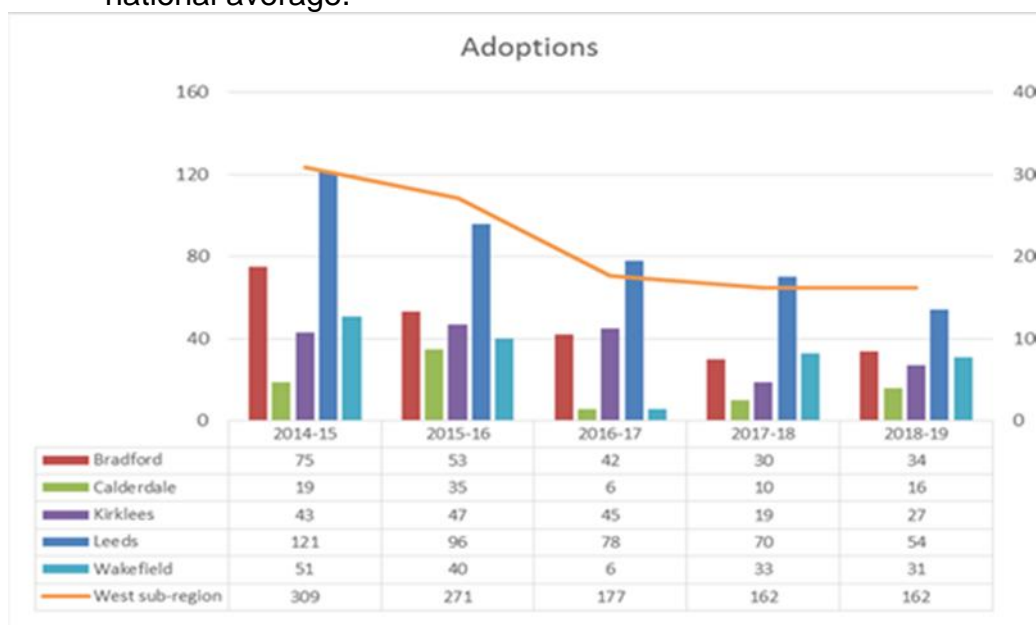


The average time between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family (Indicator A2) for children in West Yorkshire is 161 days, gradually declining which is better for children in reducing delay the National indicator target is 121 days and the England average is 201.



3.3.11 Children adopted from care

The number of children who have been adopted has remained the same (28) with 14.5% of children leaving care being adopted. This is just above the national average.



3.4 Practice, quality of provision and management oversight

3.4.1 Awards

In October 2018 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 and recognising good practice. In addition to this one of our adoptive families in the region also won the Adopter Champion of the year. They adopted four children and assist in the training of early permanence adopters in our region, highlighting the benefits of this approach for children.

In March 2019 One Adoption West Yorkshire also won the 2018 Local Government Chronicles Award. This award was for working across public to public partnerships. The judges said of the entry: “This partnership has taken an inclusive transformational approach to deliver a consistent high quality service. It has delivered a flagship service across a wide geographic area. It was the first of its kind and sets the standard for the rest of the country. It is shaped by the experience of its stakeholders.”

3.4.2 Recruitment and Assessment

Over 2018/19 the One Adoption brand awareness has continued to grow steadily. This can be seen by the increase in people finding the One Adoption website ‘organically’ (not through paid advertising). This activity resulted in 507

households attended the information events in West Yorkshire which is an increase of 129 compared to 2017/18. More targeted advertising has seen the marketing cost per household attending an information event reduced from £256 in 2017/18 to £115 this year.

The preparation of adopters has continued to improve with adopters now having access to additional training via full day or twilight sessions in relation to early permanence, birth parent workshop, infant brain development and training for relatives or friends.

The 4 days of Preparation Training now incorporate the use of Virtual Reality technology. This has had a very positive impact upon prospective adopters stating: *“ a very good experience; really powerful andt really helped with putting yourself in the child’s shoes.”* There continues to be a commitment to ensure birth parents are actively involved in the preparation of adopters and the introduction of these workshops has really helped adoptive focus on the importance of working with birth parents to help adopted children develop a coherent sense of their identity.. One adopter stated: *“ I realised that you do not take a child and then forget about the birth family. They may not be there in person but they will always be part of the child’s life”*.

Over the last year there has been a real focus on promoting the Adoption Support Core Offer early in the recruitment process and ensuring this becomes the norm for adoptive families, enabling families to access support with a therapeutic parenting approach to meet their children’s needs.

3.4.3 Adoption Panels

The adoption panels across the region continue to work well and the number of independent panel chairs has increased from two to three with Andy Stott joining the team in September 2018. Communication between the Chairs and OAWY has improved with the Service Manager responsible for panels now making regular phone calls to the Chairs. Formal meetings are also undertaken between the Chairs and the agency. The adoption panels play an important role in providing feedback to the local authorities and the agency regarding practice and provide a half yearly report. This is discussed more in 3.4.16

3.4.4 Family Finding

The Family Finding teams have continued with the regional linking meeting to look at children and families in the assessment process and to refine the systems to support this work. The ceasing of the National adoption register in March 2019 by the government has meant that other resources have been accessed to make links with families nationwide and we are exploring links to pilot the use of collective matching with Coram I and Linkmaker. We have continued to develop the partnership with the voluntary agency alliance in the region and we are exploring ways of commissioning their placements that ensure that children are placed more locally.

The use of profiling events has been positive with 5 profiling events held in 2018/19. These have resulted in 16 matches to date for children in the region.

Approved and stage 2 adopters from OAWY and other agencies across the North of England were invited. The success of these events and the positive feedback from those who attended has resulted in plans for further profiling events to be held in 2019/20. Comments include: *“The event was excellent - the family finders and all the staff were amazing;”* *“all extremely informative – really good to have a social worker with me to think about the children that may be right for us.”*

Bump into meetings have developed and they happen following the decision to proceed with the adoptive placement and before adoption panel. Prior to the child being given information about their new family, the foster carer and adopters arrange to meet in a park or another location familiar to the child. When asking approved adopters what went well at the bump into meeting they said: *“It was great to see the twins for the first time but it was also great to meet their foster carer who was fab; “ We could see boys playing care free, and see their personalities rather than just their pictures.”*

3.4 5 Adoption Support

a) **Adoption support:** Do children and families have timely access to high quality support services?

The range and quality of adoption services open to all adopters across the region continues to develop and increase as gaps in provision have become clearer. The peer mentoring is going from strength to strength and there are now 31 trained mentors who are providing support to 51 families. The feedback from those who have a peer mentor has been really positive:

“ Our mentor has been a life-line to us during this difficult process; “ helps me to feel I do a good job and that however challenging life is it's not insurmountable”; “It's so nice having someone who understands”;

3 newsletters went out to all adoptive families across the region in June, October and January. These talk about all the activities going on across the region for families to access. Comments from adopters include *“ thank you for a fantastic and varied newsletter. I really enjoyed reading it, especially the articles and also the resources information. I appreciate all of the help and support we receive which is so much more valuable than anything we received as new adopters in 2015. Everything has moved at such a pace and I like to keep up to date.. thankyou”.*

One of the stay and play groups has been relaunched following consultation with parents. There have been a number of training programmes and workshops for parents including foundations for attachment programme with more than 20 families having accessed this since the start of the year. Feedback includes: *“Very thought provoking, made complete sense, made me better understand what was happening for my child”;* *“Greater understanding and new ways of parenting”.* Training for parent regarding non violence resistance to help manage child to parent violence and a safebase parenting programme for caring for teenagers has continued to be reviewed positively.

The new Adoption Support Fund portal on the Government website came into force at the beginning of July 2018 and this is much more user-friendly and along with our improved business support processes we have had a higher number of successful applications for therapeutic support for families. In total we have accessed £2.1 million to support 650 adopted children in West Yorkshire.

3.4.6 Disruptions

In the last year, 2 adoption placements have disrupted prior to the adoption order being made. Disruption is always a cause for concern and OAWY is working closely with the local authorities to ensure that a full understanding of the issues leading to the breakdowns are fully understood to inform future planning for the child and the adoptive parents as well as themes for learning for future practice.

3.4.7 Quality Assurance

One Adoption West Yorkshire has developed a practice improvement framework and is committed to an improvement culture of learning. The principal sources of feedback are:

- Views of Children and Families: The views and experiences of children & young adults;
- Performance Data: Any statistical data that helps us judge the quality and effectiveness of our professional practice;
- Practice Wisdom & Knowledge: The practice wisdom of those staff who work with children, young people and families, adoption panels and learning from disruptions;
- The findings of external and internal inspections, audits and evaluations of our practice.

A Quality Assurance (QA) mechanism for panel work is used as a matter of course and has found that the majority of prospective adopter reports (PARS) were of a good standard (81% 'good', 15% 'satisfactory' and 4% requiring improvement). This is an improvement on last years figure. The Child Permanence Reports provided by Kirklees social workers have improved this last year compared to the previous year. over half were considered good (56% compared to 52% in 17/18; 28% 'satisfactory' compared to 20% in 17/18 and 16 % requiring improvement compared to 28 % in the previous year).

With regard to feedback from service users at adoption panel, 50 questionnaires were received from attendees at panel who rated the experience at panel out of a possible score of 10:

- 40 (80%) respondents rated the experience at 9 or higher;
- 6 (12%) respondents rated the experience at 8;
- 2 (4%) respondents rated the experience at 6;
- 1 (2%) respondent rated the experience at 3.

There has been some learning for panels and the agency about those circumstances at panel that have been difficult to ensure that we are fully aware of and can rectify issues as far as possible prior to panel.

There were 5 complaints made regarding the Adoption Service during the year. All complaints were resolved at stage one. 1 complaint was withdrawn, 1 was resolved, 1 was partially upheld, 1 was not upheld and 1 is ongoing, all relating to issues with adoption support. Each year we look at any themes arising from complaints to ensure that we can learn from these and feedback into practice improvement.

3.4.8 Voice and Influence of Children, Young People and Adopters

Appendix 1 provides the Voice and Influence of Children, Young People and Adopters report card. This highlights examples of work undertaken to capture the views of service users to help develop and shape the service.

3.5. Continuous Professional and Service Development

3.5.1 Staff development and support

All of the staff receive regular monthly supervision and have an appraisal. This is an opportunity for staff to ensure that there is reflection regarding their work and addresses their own personal and professional development and practice.

The analysis of the staff survey last summer showed feedback that the top positive theme was relationships. Staff had cited strength in relationships not only with each other but also LAs, adopters, other agencies and families. The constructive themes that emerged for development were: communication – a sense of frustration that staff did not feel like they are informed of what was going on i.e. potential office moves and/ or that they have ‘no voice’; Travel/ location of offices – concerns over lost time, feeling of isolation and difficulty forming/ feeling like a team; Training – be it IT/ mosaic or social work practice training.

As a response to these issues a number of changes took place with regards to travel and accommodation, a review of communication across the agency with a new communication plan has been implemented and clinical supervision is provided for adoption support staff. We are underway with a skills gaps analysis in order to develop a workforce development strategy in the next year to ensure that we can continue to build a skilled workforce.

3.5.2 Training

During 2018/19 a range of training has been delivered across the teams. Here are some highlights:

- Restorative Practice- Action learning sets for managers
- Adoption Support Fund Assessment Tool – all social work staff;
- Adoption Support assessment framework – all social work staff
- Sibling assessments- family finders and LA social workers
- Contact and identity issues- social work staff

- Attachment Style Interview – all recruitment & assessment staff;
- Conflict Resolution – all team managers and advanced practitioners;
- Trauma Informed Training – delivered to all at a staff event in Oct;
- Virtual Reality – selected staff
Management & leadership Level 3 & 5 apprenticeship – 3 x business support;

We are in the process of carrying out an skills gap analysis. This will inform the workforce development plan for the next two years to be in line with the service improvement plan. However, plans are already in place to provide training for adoption support workers with Dyadic Developmental Psychotherapy & Non-Violent Resistance to work more effectively with families across the region.

3.5.3 Strategic issues and forward plans

OAWY's plan on a page, Appendix 2, outlines the vision, mission, outcomes and priorities up to 2020/21. Activities linked to the delivery of the plan are tracked through the OAWY Service Improvement Plan.

4.0 Corporate Considerations

4.1 **Consultation and Engagement**

There has been ongoing engagement with staff over the year. 2 staff events have been held and an annual on-line survey. Both the events and survey encourage involvement and the gathering staff views. Staff identified communications and the location of offices as areas for improvement. As a result a communication review was undertaken and a plan implemented as discussed in Section 3.1.5.

4.2 **Equality and Diversity/ Cohesion and Integration**

OAWY completed an equality Impact assessment last year and a clear action plan emerged from this to ensure that we are able to provide a comprehensive service to all communities. The actions are captured in the service improvement plan. This assessment can be found at Appendix 3.

4.4 **Resources and value for money**

4.3.1 The final outturn position for OAWY was an overall pressure of £858k, due to the pressures around the new payment arrangements (set up by the Consortium of Voluntary Adoption Agencies (CVAA)) for Inter Agency placements and staffing capacity issues in the service around adoption support. Each local authority increased its contribution to meet this shortfall.

4.3.2 Within staffing there was a net position just under £13k under, due to the £225k DfE income stream for the Centre of Excellence Project.

- 4.3.3 Inter-Agency placements - changes that came into effect from 1st June 2018 are as follows: the fee rates increased for voluntary adoption agencies and the fees are required to be paid in full in the year of placement. This is a change to previous years where the fee would be split over two years (2/3rd's/1/3rd split). This double effect of increased fee and paying the voluntary agencies has significantly impacted on the financial position of OAWY which resulted of an overspend of £654k (£2,162k spend against budget of £1,508k).
- 4.3.4 Inter-Agency Income - a shortfall of £246k in 2018/19 due to less OAWY adopters available to be being matched with out of area children.

5 Conclusions

- 5.1 The completion of the 2nd year as a regional adoption agency has seen the service move forward positively. OAWY has increased the numbers of adopters approved and has maintained the timeliness of children placed for adoption, in spite of a national picture of a decline in both these areas. The development of a range of adoption support services has been welcomed by adopters and the service continues to work with families to address gaps in provision. The staff in the agency are extremely committed and passionate about improving outcomes for children in the region and to being part of a developing a flagship adoption service that promotes and develops best practice.

4 Recommendations

- 6.1 That the Corporate Parenting Board receives this report and continues to support the work of One Adoption West Yorkshire to ensure our adopted children receive the best possible support.

5 Background documents¹

- 7.1 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.

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Voice and Influence of Adopters, Children & Young People report Card April 2018 to March 2019

Outcome: Children and adoptive families to have an influence over decisions affecting their families' lives and the services we provide.

Best ideas - what has worked?

Virtual Reality

Working with Cornerstone, an agency run by adopters for adopters, we introduced Virtual reality (VR) to adopter preparation training in January 2019. The purpose of VR is to accelerate prospective adopters learning and understanding of the needs of children. The initial feedback to VR from prospective adopters has been positive with 15/17 rating it as good or excellent. Here are some comments:



- *...a very good experience;*
- *Really powerful;*
- *...it really helped with putting yourself in the child's shoes;*
- *Very impactful;*
- *...the content was very insightful;*
- *Emotional but again makes everything seem real*

This will be provided for all preparation training next year and we will also start to think about extending the use of the VR with adopters and professionals working with our families.

Peer Mentoring Scheme



OAWY have delivered the Peer Mentoring Scheme, adopters having developed and delivering the service. The Peer Mentoring scheme provides trained volunteer mentors to help others through the process of adopting and being an adoptive parent – given how challenging and stressful it can be.

We now have 31 trained mentors who are providing support to 51 families. The feedback from those who have a peer mentor has been really positive:

- *Very informative mentor with great listening skills;*
- *Our mentor has been a life-line to us during this difficult process;*
- *At a time when we faced so many different challenges and concerns our mentor listened, shared their experiences and made us feel not so alone;*
- *Good to know someone who has adopted and I can ask for advice. Someone who will talk about "real life" rather than theory;*
- *Having somebody outside the process to talk to, who understands;*
- *Helps me to feel I do a good job and that however challenging life is it's not insurmountable;*
- *It so nice having someone who understands;*
- *It's nice to have someone to talk to or drop a quick message if a question pops into your head. I feel well supported;*
- *My mentor is always there for me we meet every month and I know she is only a phone call away if I need her.*

Profiling Events

Adoptive parents wanted more opportunities to see children who were waiting adoption to make early links. The 5 profiling events held in 2018/19 have resulted in 16 matches so far. Approved and stage 2 adopters from OAWY and other agencies across the North of England were invited. The success of these events and the positive feedback from those who attended has resulted in plans for further profiling events to be held in 2019/20.

Feedback from those who attended has been positive, see comments below:

- *The event was excellent. The family finders and all the staff were amazing;*
- *All extremely informative – really good to have a social worker with me;*
- *It was a really good event and I enjoyed it;*
- *We don't feel you could do more.*

Bump Into Meetings

Bump into meetings happen following the decision to proceed with the adoptive placement and before adoption panel. Prior to the child being given information about their new family, the foster carer and adopters arrange to meet in a park or another location familiar to the child. The adults say hello and spend some time engaging. Any organic interaction between the adopter and child is encouraged.

The meetings are short and planned with the support of the adoption Social Worker. It is hoped that when the child meets the prospective adopters and has a positive experience of being with these real people it will be easier for the child to associate these new people with positive feelings and experiences; in turn supporting the introduction period and placement.

When asking approved adopters what went well at the bump into meeting they said...

- *Relaxed atmosphere and calming influence of foster carer;*
- *It was great to see the twins for the first time but it was also great to meet their foster carer who was fab!*
- *We could see boys playing care free, and see their personalities rather than just their pictures;*
- *We were able to interact with the child and vice versa;*
- *We got to see him in the flesh, and start to hear from the foster carer about him.*



2 OAWY newsletters were sent to our adopters in 2018/19 (October and January). Please see the feedback we received from one of our adopters:

...thank you for a fantastic and varied newsletter. I really enjoyed reading it, especially the articles and also the resources information. I appreciate all of the help and support we receive which is so much more valuable than anything we received as new adopters in 2005. Everything has moved at such a pace and I like to keep up to date...

Adopter newsletters will be sent quarterly in 2019/20.

adoptervoice

We provide a range of different opportunities and levels of involvement to enable adoptive parents to have a voice and influence in OAWY. Opportunities range from a paid role in the organisation to volunteering at events. We also pay an hourly rate for adoptive parents to deliver training. A new contract was put in place in January 2019 with Family Action to and Adoption UK are sub- contracted to deliver this service for the next three years, employing an adopter co-ordinator to continue to develop this work.

The Adopter coordinator is an adopter themselves and their role is to capture the voice of adopters and use them to influence the development of adoption services. They continue to help shape:

- information events – we now co deliver;
- assessment – peer mentoring has be introduced;
- prep training – co delivery and content influenced;
- support – development of a website, support menu.

An Adoption Charter has been produced by Adopter Voice. This outlines partnership working with One Adoption to ensure ‘the best possible future for families across the region’. The aims of this charter are integrated into the OAWY Service Improvement Plan to ensure a partnership approach to delivering service improvements.

Members of Adopter Voice have been involved in the recruitment of all managers, staff and panel chairs within OAWY.

OAWY Teen Groups

OAWY have developed 3 new groups for children and young people across the region, in response to the need in the last year, including a new teen group in the Bradford area. The purpose of the group is for children with similar experiences to come together, share their experience and create a positive identity of themselves as adopted children. This has created a good support network for those who attend and gives them confidence outside of the group. There are currently 10 members who meet fortnightly and every third session they go out for an activity such as bowling, cinema or to eat. Here’s some feedback from one of the parents whose son attends:

- *XX is starting to look forward to teen group. He has said several times unprompted he trusts you and feels he can talk to you. You have worked wonders to help him settle into the group and it's helped that he is coming with XX. Now he feels more comfortable he can also see the benefits of having a different group peers to hang out with who aren't in school or at home. I am so glad he is going along to it. Thank you for everything you're doing there.*



Brain Based Parenting

OAWY offer Brain Based Parenting training. This provides adopters with an opportunity to examine the impact of abuse and neglect on children's brain development and explore parenting strategies that best support repair and healthy brain development.

The content of the session covers:

- How brains develop pre-birth and in infancy;
- The stress response system (fight, flight, freeze);
- Facing the realities of children's experiences;
- Shame;
- Distressed behaviour;
- The principles of therapeutic parenting.

Here are some comments from the adopters who have attended:

- *The brain based parenting session last night was really great...;*
- *...it was really helpful to be reminded of how the brain is formed and from what age the various developments take place*
- *'...helpful to chat to other parents about our situations and realise we are all in this together...albeit alone!*

As a result of this positive feedback this training is now provided for prospective adopters during their preparation process to help them think about the need for a therapeutic parenting approach.

Adopters Early Permanence Placement (EPP) Training

Adopters EPP training is an interactive 1 day event designed to enhance adopter's knowledge of EPP. The training is delivered by an experienced OAWY social worker and EPP adopter/ foster carer. 64 households have benefitted from the 7 sessions held during 2018/19.

Here is some of the positive feedback:

- *We had brief understanding of what EPP was going in however we have a clear understating now that we have done the session;*
- *Detailed and honest information;*
- *The training was straightforward and informative, giving a clear understanding of what the benefits and risks associated with EPP;*
- *Great training. Very honest and realistic;*
- *Trainers and adopter delivering training were organised, informative and sensitive to the feelings/questions/information being discussed;*
- *We were pretty sure we wanted to do EPP but the training confirmed we definitely do;*
- *Enhanced general understanding and introduced some specific ideas;*
- *Very balanced and well organised training.*



Birth parents workshop

Adopted teenagers have talked about the importance of identity and lifelong relationships & birth families and adoptive families are key in helping children develop a coherent sense of identity, usually through contact arrangements and being open with children about their history.

Many adoptive families have misconceptions about birth parents and therefore we have introduced workshops in preparation training, delivered by birth parents talking about their experiences of contact. The introduction of this has been very powerful for adopters and has helped dispel myths about birth parents.

Here are some comments from adopters:

“ I was not sure about this before I went to the session but I loved it. The birth parents there spoke to everyone so frankly about their experiences, thoughts and how they have coped with it. They spoke about letterbox contact and how much they depend on it.”

“ I realised that you do not take a child and then forget about the birth family. They may not be there in person but they will always be part of the child’s life”.

“ it made me think about the importance of keeping connections and I realised how vulnerable birth parents are”

Best ideas - what next?



In developing a more adopter led approach to finding families for children OAWY is holding its first Fun Day in June 2019. The Fun Day is a chance for OAWY and adopters from other agencies to meet some of the children who are waiting to be adopted and allows them to interact with the children in an enjoyable environment. The children attending will be those who typically wait longer to be adopted. There is careful preparation for these events with children, their foster carers and

Peer Mentoring Scheme

This year, 2019/20, the Peer Mentoring Scheme will be:

- Running workshops on particular subjects related to adoption e.g. life story work, education, introductions;
- Recruiting more volunteers to help with new community/social events in the west;
- Training up specialist mentors (qualification in mentoring) to help with specific issues.

Adopter Survey

An on-line survey to all OAWY adopters will be sent out in May/ June 2019. The aim is to capture views on the services we provide so we can identify areas that may require improvement.



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ONE ADOPTION WEST YORKSHIRE'S PLAN: 2018/19 - 2020/21



Our Vision: To be a flagship adoption agency that develops & promotes best practice, improving adoption standards nationally.

Our Mission: To find loving families who can meet the needs of children & offer an innovative & supportive approach to all those affected by adoption.

What we'll do:

4 Outcomes:

1. Children move into their adoptive family without delay;
2. Families get help and support at every stage of the adoption journey;
3. Children have good quality care, a sense of belonging and stability within their adoptive family;
4. Children, adoptive and birth parents and adopted adults are listened to and have an influence in decisions that affect them and service development;

8 Priorities:

1. Recruit & assess sufficient numbers of adopters to meet the needs of our children;
2. Work with Local Authorities & partners to:
 - Improve early identification of children and further develop the use of EPP across the region;
 - Develop practice around identity (relationships with birth families & life story work);
 - Develop knowledge and understanding about matching with adopters who are committed, flexible, open communicators and are willing to access support.
3. Develop our staff team & panel members to ensure all our children & families receive consistently excellent service & support;
4. Implement a consistent offer of adoption support across OAWY;
5. Develop a Centre of Excellence for Adoption Support;
6. Create new partnerships with organisations that will help us achieve our outcomes;
7. Establish & promote a peer mentoring scheme;
8. Continue to work with Adopter Voice, AT-ID & birth families;

3 Obsessions:

1. Increase the number of adopters recruited
2. Timely placement of children with families
3. Quality of support provided

How we'll do it:



3 behaviours that underpin everything:

1. Listening & responding to the voice of the child;
2. Restorative Practice: doing with not for or to;
3. Outcomes based accountability is anyone any better off?

How we'll know if we've made a difference:

- Increased the numbers of adopters recruited & approved
- Positive service user feedback
- Reduced timescale in which children are placed with adoptive parent(s)
- Evaluation from Adoption Support Fund;
- High level of family stability maintained
- A range of established service user groups that feed directly into our business planning.

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As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Children & Families	Service area: One Adoption West Yorkshire
Lead person: Sarah Johal	Contact number: 07891277316
Date of the equality, diversity, cohesion and integration impact assessment: February 2018	

1. Title: One Adoption West Yorkshire
Is this a:
<input type="checkbox"/> Strategy /Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Sarah Johal	One Adoption West Yorkshire	Head of One Adoption West Yorkshire
Mary Brudenell	One Adoption West Yorkshire	Service Delivery Manager, One Adoption West Yorkshire
Julie Chew	One Adoption West Yorkshire	Service Delivery Manager, One Adoption West Yorkshire
Mandy Prout	One Adoption West Yorkshire	Service Delivery Manager, One Adoption West Yorkshire
Aretha Hanson	One Adoption West Yorkshire	Business Support Manager, One Adoption West Yorkshire
Richard Stevenson	One Adoption West Yorkshire	Practice Improvement & Development Manager, One Adoption West Yorkshire

3. Summary of strategy, policy, service or function that was assessed:
In 'Regionalising adoption' in June 2015 the Government set out its commitment to

markedly improve outcomes for children through the delivery of a regional adoption system where:

- children are matched with the most suitable adopter as quickly as possible;
- recruitment takes place at an efficient scale to provide a pool of 'adoption ready' adopters large enough and well enough matched to the needs of children waiting and;
- enough high quality adoption support services are available nationwide.

One Adoption West Yorkshire (OAWY) was the first Regional Adoption Agency to go-live on the 1st of April 2017. OAWY is made up of the 5 separate Local Authority adoption agencies which provided adoption services for West Yorkshire; Bradford, Calderdale, Kirklees, Leeds and Wakefield and is the largest adoption agency in the North of England.

This new agency is designed to offer an innovative and adopter friendly approach to adoption recruitment, adoption support, and family finding for children and prospective adopters as well as high quality training.

By working together we will provide even higher levels of expertise and support to our adoptive families at all stages of the adoption process and with the inspiration and direction provided by our adoptive parents we will ensure that we provide the kind of support that families want and need.

We want every child to have a family to grow up in and we need more adoptive parents to play a vital role in fulfilling this vision. Adoption is an exciting and challenging experience for everyone involved. We are seeking adoptive parents from all walks of life to reflect the range of children we have who are looking for a secure home with patience, understanding and loving kindness.

This Assessment looks at how OAWY considers Equality, Diversity, Cohesion and Integration throughout the adoption process. It will also highlight areas that need to be improved and the actions that will be taken to address them.

4. Scope of the equality, diversity, cohesion and integration impact assessment
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
Please provide detail:	

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input checked="" type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
<p>Please provide detail: This assessment will cover the three core elements of service delivery; Recruitment and Assessment, Family Finding and Adoption Support and the services users; the child/ adopted person, people wishing to adopt, adopters, birth parent and staff.</p>	

<p>5. Fact finding – what do we already know Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>There are no restrictions to adoptive applicants regardless of age, religion/ belief/ faith, disability, gender, sexual orientation, race or if they are a trans person, provided they are deemed to be able to meet the needs of the child/ children they wish to adopt.</p> <p>Children who wait longer to be adopted generally have one of more of the following characteristics; they are older, BME, have a disability or are part of a sibling group.</p>		
	Strengths	Weaknesses
Age	Age restrictions for adopting applicants are flexible and OAWY recognise that more people are having children at an older age.	There is a shortage of adopters for older children. The lack of placements could have a negative impact on this group as these children may be placed out of their local area which in turn may impact on their continued contact with their family and local support structures. Specific targeting of older adopters has not been carried out to date.
Religion/ Belief / Faith	OAWY accepts adoption applications from applicants of all religions/ beliefs/ faiths. This ensures there is potential for a	There are not always adequate numbers of potential adopters or children to meet the religious/ belief/ faith needs of either party.

	wide range of potential adopters recruited to meet the range of children needing placement.	Adopters from faith backgrounds often adopt for altruistic reasons and tend to consider taking older children and sibling groups. There is not enough adopters for this group of children so a more targeted approach is required.
Disability	Adopters with a disability are able to adopt. The services of the medical advisor are used to ensure decision making is always done to prevent discrimination, whilst ensuring the needs of the child are paramount.	<p>Some potential adoptive applicants who have a disability may view this as negatively impacting upon their right to adopt. For example, the issue of mental health or a life limiting health issue/disability can be a limiting factor when deciding someone is suitable to adopt a child. However the needs of the children to have stability and care throughout their childhood must remain the primary focus and therefore some applicants may feel they have been discriminated against.</p> <p>Some children, because of their complex needs, often wait longer for permanent placements. There is a need for more Adopters to offer a permanent home for disabled children. In particular children with Asperger's or those on the Autistic spectrum are particularly hard to place and consideration needs to be given to recruiting and supporting adopters who have the skills to look after these children.</p>
Gender	Female and male adopters are able to adopt.	<p>Single males and single female adopters at times are not aware they can adopt on their own and applicants from single males are small.</p> <p>Although there are no gender considerations in recruiting Adopters and the service operates according to our own anti-discriminatory practice the main carer within the household within adoption is usually female. A negative impact of this may be that there is a potential for male adopters to become isolated and in these instances they should be encouraged to attend support groups (see Action Plan).</p>
Sexual Orientation	OAWY recruitment procedures are anti-discriminatory and welcome applicants who are LGBT. The assessment process conforms to British Association for Adoption and Fostering (BAAF) guidance on assessment and workers have been trained in assessment,	We are not aware of any barriers to LGBT groups being recruited to adoption. However, refresher training would be useful to staff in matters of recruitment and assessment of LGBT applicants.

	including assessing gay and lesbian adopters.	
Race	Adopting applicants from any racial background are recruited to OAWY, if they meet all the relevant criteria and are able to meet the needs of the children.	Recruiting adopters for children from BME backgrounds particularly children with mixed heritage remains a challenge. Resources are available to purchase appropriate adoptive placements for children and we have a growing number of out of authority placements that reflect this.
Trans People	OAWY policies do not discriminate against trans-gender adopters.	Of all the diversity strands OAWY has the least knowledge and experience in working with Trans People. Staff training and development needs to be undertaken to ensure Trans People who wish to adopt have fair access to the process and feel confident to adopt.

**Are there any gaps in equality and diversity information
Please provide detail:**

N/A.

Action required:

Action 1 - Develop an innovative & bespoke family finding/ matching process for children who wait longer.

Action 2 - Ensure marketing campaigns are inclusive of older adopters.

Action 3 - Specific marketing campaign target at adopters from faith backgrounds.

Action 4 - Implement a service user feedback mechanism that allows analysis by diversity strand. This will enable OAWY to identify areas where action is required.

Action 5 – Provide refresher LGBT Training.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes **No**

Please provide detail:

In order to gather a perspective of the main service users the following groups who represent adopted teenagers, adoptive parents and birth parents were consulted.

- Adopters via Adopter Voice.

Action required:
 Action 6 - Maintain active contact with service user groups and work with them to identify and implement service improvements.

7. Who may be affected by this activity?
 please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Carers	<input checked="" type="checkbox"/> Disability
<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Religion or Belief
<input checked="" type="checkbox"/> Sex (male or female)	<input checked="" type="checkbox"/> Sexual orientation	
<input type="checkbox"/> Other		

(**Other** can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)
Please specify: n/a

Stakeholders

<input checked="" type="checkbox"/> Services users	<input checked="" type="checkbox"/> Employees	<input type="checkbox"/> Trade Unions
<input checked="" type="checkbox"/> Partners	<input checked="" type="checkbox"/> Members	<input type="checkbox"/> Suppliers
<input type="checkbox"/> Other please specify		

Potential barriers.

<input type="checkbox"/> Built environment	<input checked="" type="checkbox"/> Location of premises and services
<input checked="" type="checkbox"/> Information and communication	<input type="checkbox"/> Customer care
<input type="checkbox"/> Timing	<input checked="" type="checkbox"/> Stereotypes and assumptions
<input type="checkbox"/> Cost	<input checked="" type="checkbox"/> Consultation and involvement
<input type="checkbox"/> Financial exclusion	<input checked="" type="checkbox"/> Employment and training



specific barriers to the strategy, policy, services or function

Please specify

The above are noted as potential barriers but are not known to be. Action 4, section 12 will seek to evidence if there are any such barriers which OAWY will then plan to address.

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

Recruitment & Assessment of Adopters

1. The OAWY website signposts potential adopters to Information Events which are held across the region, so there are always local events. Generally the events are held at venues that ensure they are physically accessible for people who wish to attend who have a disability;
2. OAWY has a clear statement in its' policy that we accept and actively recruit adopters regardless of age, religion/ belief/ faith, disability, gender, sexual orientation, race or if they are a Trans Person provided they are deemed to be able to meet the needs of the child/ children they wish to adopt;
3. The service focuses on effective partnership working to continue the improvement of services to children affected by adoption irrespective of age, religion/ belief/ faith, disability, gender, sexual orientation, race or if they are a Trans Person. Our marketing and publicity material uses positive images to promote our approach to equality within our advertising, see Appendix A;
4. OAWY have approved a diverse range of people, including same gender couples and single people. We have undertaken specific LGBT recruitment for adoption families and have been actively involved in the LGBT Challenge group;
5. We have a planned process of continual training for adoption Social Workers around LGBT;
6. Constructive use of targeted recruitment activity has increased our ability to secure placements for children with specific needs arising from cultural background or developmental issues and disability;
7. Information events and preparation events are held at venues to meet the needs of adopters with a disability;

Family Finding for Children

8. Profiling Events are held in accessible buildings quarterly which are aimed at adopters in assessment as well as approved. This enables people to get information early about the reality of the children OAWY are seeking to place;
9. OAWY has a robust approach to ensuring that children's religious and cultural needs are met through effective matching meetings identifying need and support plans;
10. OAWY seeks to identify and meet any additional support needs Adopters may have in order to care for children from different ethnic, cultural and religious groups and children with disabilities;
11. OAWY uses Adoption Match and Link Maker to identify placements for those

children who wait longer. This includes regularly attending national exchange days and activity days – allowing OAWY to identify adopters who can meet the specific needs of the child;

Adoption Support

12. OAWY provides generic support services to all affected by adoption (birth relations, adopters and adoptees);
13. Adoption Support Assessments are based upon the needs of the person/ people;
14. Initial advice and information is free and the majority of services are free to access;
15. Adoption Support is provided at a range of accessible locations;

Adopter Voice

16. Adopter Voice are an adopter led group that work with OAWY to ‘challenge, support and input into the development of adoption services at local, regional and national levels so that they are adopter led’. Adopter Voice is available to all adopters and encourages adopters to become involved and/ or access support on-line;
17. All 15 Yorkshire LAs sent a survey to all registered adopters inviting them to join Adopter Voice;
18. Adopter Voice provides an arena for all adopters to access information and advice;

Birth Parent Groups

19. OAWY work with PAC-UK (the country’s largest independent Adoption Support Agency) to learn from feedback from birth parents;
<http://www.pac-uk.org/>

AT-ID

20. OAWY work with AT-ID (adopted teens identity) to learn from feedback from adopted teenagers;
<http://www.at-id.org.uk/>

Staffing

21. Diversity issues are addressed during supervision to ensure that the needs of children are met and that service users are being treated fairly;
22. We are members of New Family social, a LGBT group who offer specific support to the LGBT community of adopters. There are support groups across the region for single adopters;

Training

23. Social workers are trained regarding equality and diversity issues in their degree in social work. All the managers have had recent training regarding unconscious bias within OAWY;

Specialist Advice

24. We commission a service for Inter Country Adoption from the Yorkshire adoption agency. All inter country adopters attend specialist training specific to adopting from overseas provided by this agency.

Action required:

None.

8b. Negative impact:

Recruitment and Assessment of Adopters

- 1. There are insufficient adopters with a diverse background coming forward to adopt;
- 2. OAWY have a high level of interest from the south Asian communities to adopt full Asian babies rather than older children of mixed ethnicity;

Family Finding for Children

- 3. There can be unconscious bias from Children’s Social Workers regarding considering single females and males for the children they have waiting;
- 4. Children cannot always be matched with families that meet their own cultural heritage and social workers are not always willing to consider families with a different heritage from the child’s;

Adoption Support

- 5. We do not know if there are any groups of people who struggle to obtain the adoption support we offer;

Training

- 6. Of all the diversity stands Trans People is the area we have the least knowledge of, training is needed in this area.

Action Required

Action 7 - Link with BME communities to promote and educate in terms of the children we have available for adoption (work with Leeds City Council’s Communities Teams for advice and support).

Action 8 - Continue to challenge unconscious bias from children’s social workers in a restorative way and provide training and support as required.

Action 9 - Conduct Analytical work to establish if OAWY can better target adopters that meet the cultural needs of our children.

Action 10 - Work needs to be conducted to identify groups that may benefit from more specific adoption support i.e. Dad’s group, same sex parents as there may be gaps in the support we offer.

Action 11 – Training delivered to enhance organisational understanding of Trans People and to harness their ability to become adoptive parents.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

OAWY will always try to build and maintain positive and open relationships for people aiming to or being involved in the adoption process.

Action required:

See actions 1 – 11, section 12.

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

Yes

No

Please provide detail:

Action required:

None.

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

There could be the perception that certain groups are less likely to adopt than others. The primary focus of OAWY will always be the child. The decision to place a child will be based upon the individual(s) ability to meet the child's ongoing needs and not their individual(s) diverse group. Therefore, prospective adopters who are not matched with a child may feel they are at a disadvantage.

Action required:

See Action 3, section 12.

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Action 1: Develop an innovative & bespoke family finding/ matching process for children who wait longer.	31/03/2019	A new approach to reduce waiting time for children who wait longer piloted.	Mary Brudenell
Action 2: Ensure marketing campaigns are inclusive of older adopters.	31/03/2019	Campaign delivered.	Mandy Prout/ Dave Glanville
Action 3: Specific marketing campaign target at adopters from faith backgrounds.	31/03/2019	Campaign delivered.	Mandy Prout/ Dave Glanville
Action 4: Implement a service user feedback mechanism that allows analysis by diversity strand.	31/12/2018	Service user satisfaction results reportable by diversity strand. This will enable planned action to be taken to make improvements as required.	Richard Stevenson/ Aretha Hanson
Action 5: Provide refresher LGBT Training.	31/12/2018		Mandy Prout/ Mary Brudenell/ Julie Chew
Action 6: Maintain active contact with service user groups and work with them to identify and implement service improvements.	31/06/2018	Service user groups improvement actions added to OAWY service improvement plans.	Richard Stevenson
Action 7: Link with BME communities to promote and educate in terms of the children we have available for adoption (work with Leeds City Council's Communities Teams for advice and support).	31/03/2019	Outcomes based accountability workshop held with community leaders across the West Yorkshire Region.	Sarah Johal/ Mandy Prout/ Mary Brudenell
Action 8: Continue to challenge unconscious bias from children's social workers in a restorative way and provide training and support as required.	31/03/2019	Set-up training/ support group and deliver bespoke training session(s) as required to children's social workers.	Mandy Prout/ Mary Brudenell/ Julie Chew

Action 9: Conduct Analytical work to establish if OAWY can better target adopters that meet the cultural needs of our children.	31/06/2018	Produce map that shows the demographic geography of our region and highlights where there are recruiting gaps. Recruitment & Assessment to plan based upon results.	Richard Stevenson
Action 10: Work needs to be conducted to identify groups that may benefit from more specific adoption support i.e. Dad's group, same sex parents as there may be gaps in the support we offer.	31/12/2019	Needs analysis that details gaps in adoption support provision and a plan to reach people who may have found barriers previously.	Julie Chew
Action 11: Training delivered to enhance organisational understanding of Trans People and to harness their ability to become adoptive parents.	31/03/2019	Relevant training sought and delivered to required staff.	Mandy Prout

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Sarah Johal	Head of OAWY	
Date impact assessment completed		

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent:

**You learn a lot when
you adopt, Liam and
Nick learned it really
is good to talk.**



One
Adoption

YOUR REGIONAL ADOPTION AGENCY

**Hear more about their adoption story at
www.oneadoption.co.uk/liam**



**You learn a lot when
you adopt, Alice and
Ben learned that
honesty really is the
best policy.**



One
Adoption

YOUR REGIONAL ADOPTION AGENCY

**Hear more about their adoption story at
www.oneadoption.co.uk/alice**



**You learn a lot
when you adopt,
Nicola learned that
two can be family.**



One
Adoption

YOUR REGIONAL ADOPTION AGENCY

**Hear more about her adoption story at
www.oneadoption.co.uk/nicola**





For Megan and Angie, starting a family was a little more complicated than for some couples

We thought about all the alternatives - and explored some a little more than others - and although in the beginning I was keener than Angie to consider adoption that was the path we decided to follow.

[**Read Megan and Angie's story**](#)



Matt and James wanted to adopt a very young child so Early Permanence Placement (EPP) seemed like the natural choice

'We started talking about adoption with friends, family and work colleagues, and it became clear that many people had some knowledge of, or had their lives touched by adoption,' says James. 'So, armed with encouragement and reassurance, we began researching online to learn more about opportunities for adoption and the processes involved.'

[**Read Matt and James' story**](#)



'You learn a lot when you adopt. Jane and Simon learned how many toys fill a house'

Jane and Simon made the decision to adopt, rather than pursue fertility treatment, after trying for a baby for over five years. They felt that they could provide a loving, stable family home for a child that needed one.

[Read Jane and Simon's story](#)



'You learn a lot when you adopt. Alice and Ben learned that honesty really is the best policy'

Alice and Ben adopted James and his disabled brother Luke, when they were four and three years old respectively, and their four birth children were in their teens.

[Read Alice and Ben's story](#)

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Name of meeting: Corporate Parenting Board
Date: 19 June 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 April 30th 2019, for the board to consider and comment upon.

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 Is it also signed off by the Service Director for Finance IT and Transactional Services? Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	Steve Comb for Elaine McShane 7.6.19 Not applicable 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 April 2019 are as follows:-

Number of children in care

We have seen a decrease in the rate from a 12 month high of 68.0 per 10,000 children (675 children) in Apr 18 to 62.7 (626 children) in April 19. The current 12-month average for Kirklees is 65.3 and we have remained below our 31 March 2018 published rate of 68.0 and below our Statistical Neighbours 2018 rate of 86.1 and the England 2018 rate of 64.0.

The number of children in care has decreased by 42 between March 2018 and April 2019. 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 DfE in October 2018)

Kirklees (April 19) = 62.7 per 10.000 child population

Statistical Neighbours (2018) = 86.1 per 10.000 child population

England (2018) = 64.0 per 10.000 child population

Placement Stability and support

The Legal Gateway Permanence Panel continues to support consistency in regard to decision making and planning around placement moves for children and young people. 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 is ongoing 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 already made progress reducing this number placed more than twenty miles away from Kirklees from 127 in 2017 to 101 in April 2019.

We have reviewed all children who are placed at home on interim or full care orders as a legal status (Placed with Parents). This includes children residing at home under a court direction.

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.

Health of Children in Care

What difference did we make?

Initial health assessments:

Kirklees rolling 12-month data for April 19 shows 86.6% were completed in timescales. Locala monthly data at source, reports that 100% were completed in timescales, no breaches. The difference between the figures has been analysed, showing that some situations that can negatively affect the LA data, as it stays visible for 12 months, whereas Locala data is accurate in real time for that month.

Review health assessments:

Kirklees rolling 12-month data for April 19 for developmental assessments, i.e. children under 5 years old, stands at 78.6% and annual assessments, i.e. children over 5 years old, were 88% on time. Locala monthly data at source records that 89% of the developmental and 93% of the annual assessments were completed in timescales. There were 5 late assessments. Reasons: 2x another authority who originally agreed to complete the assessments on our behalf due to distance to placement, retracted offer late due to capacity, therefore arrangements made for Kirklees LAC nurses to travel to complete them, 1x Placement move, 1x declined (virtual assessment completed), 1x family on holiday.

Dental Checks

Within last 12 months: Kirklees rolling 12 month data for April 19 shows that 89.3% of LAC have been recorded as having received a dental check. Additional actions are undertaken to find this information other than at their health assessment i.e. when an SDQ sent out, monthly lists of missing information etc. The missing information is less likely for children up to age 5 as this is asked at their '6 monthly' RHA. For children over age 5, this information is reported at the 'annual' RHA. Locala's 'Registered with Dentist' data shows 100% of looked after children up to age 5 (omitting babies under 18 months) & 96% of children age 5 -18ys are registered with a dentist. The Designated Nurse is informed immediately by electronic task from Locala, of any children not registered at the point of their assessment to allow action to be taken.

Substance misuse:

1.78% of Looked after young people 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. (National figure 4%). Those young people who refuse any support are discussed with the local support service, to try to have a targeted response. Any young person misusing substances at any level is offered support.

One Adoption West Yorkshire Children with a plan for adoption

Managers from One Adoption West Yorkshire have attended the Corporate Parenting Board, and will be invited to a future meetings to update again.

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.

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

Senior managers from One Adoption are meeting with relevant senior managers with the council on a regular basis. The average timescale increased in Mar 19, with an average of 344.0 days as compared to 342.2 days in Feb 19. It has remained at the same level in Apr 19. Overall this remains very good performance compared to the Statistical Neighbours and National averages, 532.5 and 520.0 days respectively, 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.

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.

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. One Adoption continue to attend legal gateway on a weekly basis in order to track children with a plan for adoption and to ensure a family finder is allocated.

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.

We have a structured Agency Decision Making process in relation to adoption planning. This includes legal and medical advice as well as advice from One Adoption West Yorkshire. 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.

What do we want to improve?

To the end of Apr 19, 11.3% (21 children) had been adopted as a percentage of children leaving care in a 12-month rolling period. This is below the 12-month high of 12.9% seen in Mar 18. The 12-month average is 11.6% (22). Kirklees remains below England rate of 13% (2018) and Statistical Neighbours rate of 16% (2017). Kirklees remain below England rate of 13% (2018) and statistical neighbour rate of 16% (2017).

The family finding team at One Adoption with responsibility for Kirklees will be moving to Civic Centre in the near future, which will improve areas of communication and partnership working to assist timely adoptions.

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

Service Narrative

What difference did we make?

100% initial PEP's have been completed within 10 working days of notification to the Virtual School since 01/09/2018. The difference here is because we are unable to hold PEP meetings if it is the school holidays and there is sometimes a lag in notification processes. This is improving and the last 10 initial PEP's have all been completed within 10 working days.

We continue to work with social work teams to improve both PEP and initial PEP completion and the quality assurance of PEP's. This includes weekly updates to Social Work managers and regular chase up emails and phone calls to Social Workers where there is missing information.

The implementation of Liquid Logic had contributed to a decline in performance within timescale and we worked closely with the implementation team to resolve these issues, for example we have implemented a PEP alert for all Social Workers on the Liquid Logic system. This appears to be impacting positively on performance. We are currently moving to termly PEP's to meet statutory requirements and this will need to be clearly communicated and implemented across the service as a priority.

Attendance is steady and improved on this time last year, as is the number of persistent absentee pupils. However this is an ongoing area of focus as we remain slightly below regional and national data. All pupils with attendance less than 90% have a PA plan in place agreed by all professionals working with the young person.

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 slightly decreased, we have 5 young people not on a school roll for exceptional reasons and they have a personalised package of education in place. Whilst we keep this as a priority, the performance in May 19 was slightly better than the England 2017 rate but just below the statistical neighbour rate of 3.6%.

What do we want to improve?

Initial PEP Completion in relation to the date into care. The issue is around the notification to the Virtual School when a young person comes into care, impacting on initial PEP completion data. We are working together across services to try to resolve these issues

Looked after Children involved in the criminal justice system

Service Narrative

What difference did we make?

For the 1st Quarter of this 2018/19 year (Apr to June) the percentage of LAC offending is 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 we are on target for 2018/19 to have the same LAC offending rate as in 2017/18. The 3rd quarter (Oct to Dec 18) the percentage of LAC offending is 0.61%, which gives us a total of 4.88% April to Dec 18. For the 4th quarter we have maintained the 0.61% level as seen in quarter 3 this gives us an annual offending figure of 5.48%. This is a continued year on year improvement when considering 2017/18 annual figure of 7.26%.

What do we want to improve?

Compared to last year there has been a decrease in the percentage of LAC offending. In the year 2017/18, 7.26% of LAC had offended, compared to 2018/19 where the figure is 5.48%. While the overall performance over this last year is encouraging, given the continued steady reduction over the previous few years, the figure continues to be significantly lower than 2012/13 when almost 10% of LAC offended.

The YOT continues to closely monitor the figures to ensure that we are ready to respond should the situation deteriorate. The latest published figures for a full year (2017/18) show a national average that has decreased from 5% to 4% of LAC offending. This is reflective of the trend in Kirklees, however we remain slightly above the published national average rate.

LEAVING CARE

Service Narrative

What difference did we make?

Contact with care leavers – We are maintaining a high percentage of care leavers we are in touch with, currently in touch with 91% 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 decrease in the number of young people in suitable accommodation since December 2018 down from 90.6% to 83% in April 2019. 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 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 service report shows that 89% of our Young People aged 17 and 4 months 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 we are now 3% above statistical neighbours with 54.3% of care leavers in education employment or training we have a C&K Careers Advisor in the Leaving Care Service. We 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.

Pathway Plans

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.

What do we want to improve?

Number of young people with a pathway plan

The number of young people with a pathway plan has increased to 96% which is due to the better recording of plans on Liquid Logic. Work is currently ongoing within the service and it is expected that the measure will improve further. We have recruited new Personal Advisors 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. A piece of work will take place to analyse the reported decline in young people placed in suitable accommodation.

Childrens Homes

The Councils five Ofsted Registered Childrens 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. The homes will be re inspected unannounced in this financial year

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 Board 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: 19 June 2019
Title of report: Number and Age of Children in Care

Purpose of report

To provide information to Corporate Parenting Board on a regular basis relating to the number and profile of children in our care. Including information related to the number 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	Steve Comb for Elaine McShane (7 th June 2019)
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

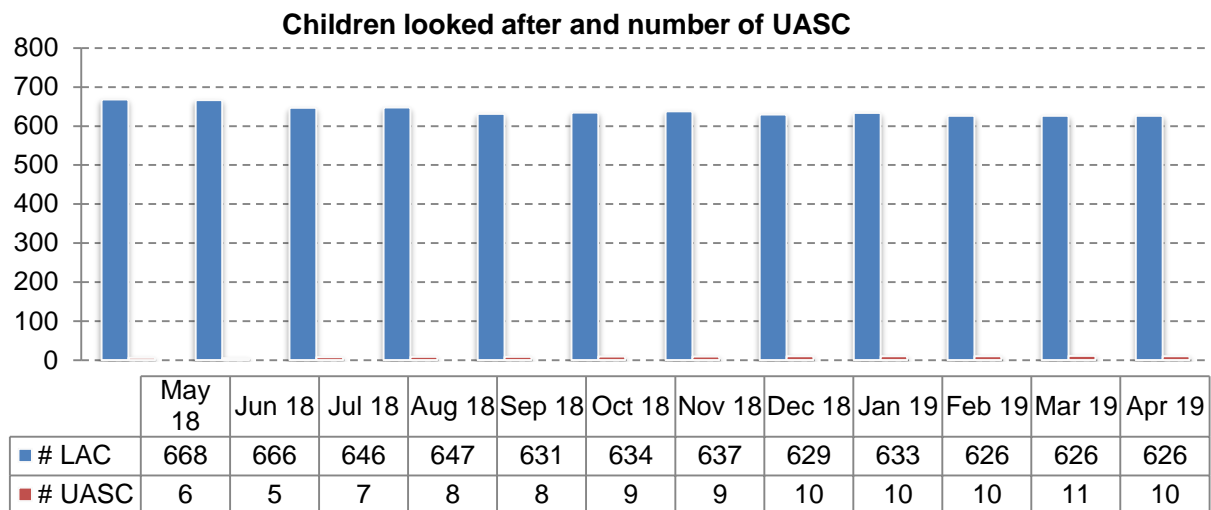
We have seen a decrease in the rate from a 12 month high of 68.0 per 10,000 children (668 children) in May 2018 to 62.7 (626 children) in April 2019. The current 12-month average for Kirklees is 65.3 and we have remained below our 31 March 2018 published rate of 68.0 and below our Statistical Neighbours 2018 rate of 86.1 and the England 2018 rate of 64.0.

The number of children in care has decreased by 42 between March 2018 and April 2019. 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 DfE in October 2018)

Kirklees (Feb 19) = 62.7 per 10.000 child population

Statistical Neighbours (2018) = 86.1 per 10.000 child population

England (2018) = 64.0 per 10.000 child population

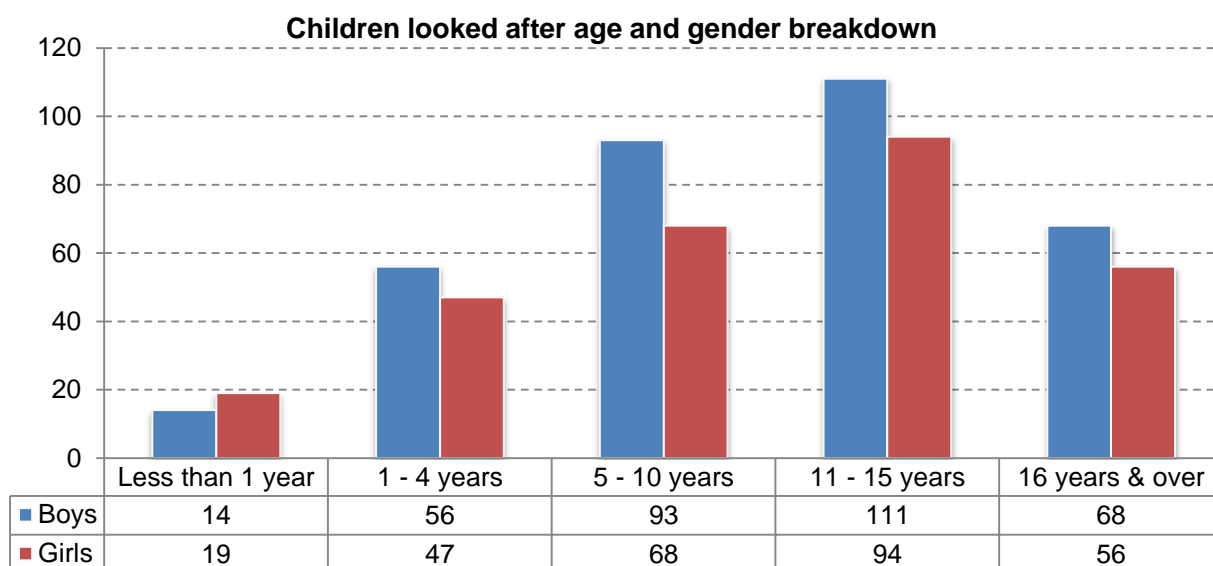


Statistical Neighbours

Local Authorities "Very Close"* to Kirklees (* Source LAIT)
Kirklees Council
Rochdale Borough Council
Bolton Council
Calderdale Council
Bury Borough Council
Dudley MBC
Derby City
Lancashire Council
Stockton-on Tees Borough Council
Leeds City Council
Telford & Wrekin Council

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 **111** children and the largest age group for girls is 11 - 15 years with **94** children.



Children and Young People placed more than 20 miles outside of Kirklees

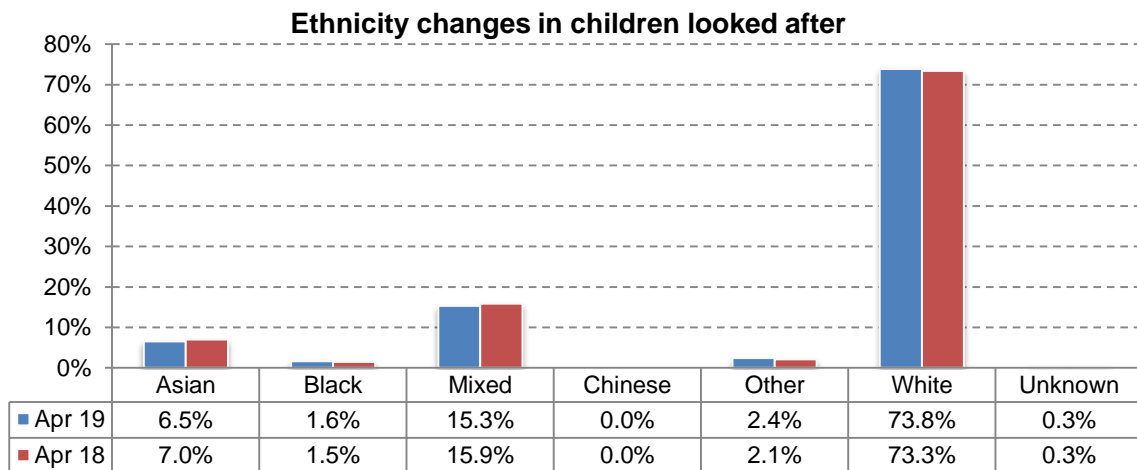
This table shows a slight decrease in children placed outside of Kirklees District, we continue to be proactive in recruiting new foster carers for our children within district.

**On 30 April 2019 there were 101 children placed over 20 miles from home address
16.1% of children in care cohort**

Tracking of Children placed more than 20 miles from home

	31 Jul 2018		31 Aug 2018		30 Sep 2018		31 Oct 2018		30 Nov 2018		31 Dec 2018		31 Jan 2019		28 Feb 2019	
	Number	%	Number	%	Number	%	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%	106	16.9%	107	16.9%	104	16.6%

This graph shows the ethnic breakdown of the children looked after population at the end of April 2019 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**

A similar report will be presented at a future Corporate Parenting Board.

6. **Officer recommendations and reasons**

That the report be noted.

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

Not applicable

8. **Contact officer**

Julie Bragg Head of Corporate Parenting (Children in Care and Care Leavers)

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: 19th June 2019
Title of report: Outcome analysis for our children and young people in care
 Data from NCER Looked After Children reports and DfE Local Authority Interactive Tool (LAIT) May 2019

Purpose of report

To provide an update to the Board following the Statistical First Release 2018 showing the outcomes on the validated data for our children and young people in care. The commentary has been taken from the Kirklees Learning Partner Report.

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?	No
Date signed off by <u>Strategic Director</u> & name	Jo-Anne Sanders (for Mel Meggs)
Is it also signed off by the Service Director (Finance)?	No
Is it also signed off by the Service Director for Legal Governance and Commissioning?	No
Cabinet member portfolio	Cllr Viv Kendrick (Children)

Electoral wards affected: n /a

Ward councillors consulted:n/a

Public or private: Public

(Have you considered GDPR?)

Yes all data has been anonymised

1. Summary

Data from NCER Looked After Children reports and DfE Local Authority Interactive Tool (LAIT) May 2019. Commentary taken from the Kirklees Learning Partner Report

The eligible cohort for looked after children (LAC) includes all pupils looked after continuously for the last 12 months or longer from 31.05.17-31.03.18).

Early Years Foundation Stage (NCER)

- The eligible cohort was 6 pupils.
- Three pupils attained a Good Level of Development (GLD); this was 50% of the cohort, which was above the national average for looked after children (46%).
- Early Years data for previous years is not available for comparison.

Key Stage 1 (NCER)

- The eligible cohort was 22 pupils.
- The percentage of pupils meeting the expected standard or higher in writing was in line with looked after children nationally. (Kirklees 42.9%, national 42%) It was below national by 26.1% in 2017.
- The percentage of pupils meeting the expected standard or higher in reading remained 3.4% below looked after children nationally. (Kirklees 47.6%, national 51%).
- The percentage of pupils meeting the expected standard or higher in Maths was 1.4% below looked after children nationally. It was below national by 2.5% in 2017.
- The percentage of pupils meeting the expected standard or higher in reading, writing and Maths combined, was above looked after children nationally. (Kirklees 42.9%, national 37%). This was due to the improvement in writing. It was below national by 12.3% in 2017.

Key Stage 2 (LAIT)

- The eligible cohort was 22 pupils.
- Key Stage 2 outcomes were lower than other key stages in 2018.
- 5 pupils 22.7% of this cohort were in special education provision.
- There was a high proportion of boys in the total cohort (67%) and 63.6% in the eligible cohort.

Attainment

- The percentage of pupils that achieved the expected standard in the reading, writing and maths combined measure was 3% below national (32%, national 35%). It was below national by 10% in 2017.
- The percentage of pupils that achieved the expected standard in reading was below national looked after children (32%, national 51%).
- The percentage of pupils that achieved the expected standard in writing was below national looked after children (36%, national 49%).
- The percentage of pupils that achieved the expected standard in maths was below national looked after children (32%, national 47%).
- Attainment in grammar, punctuation and spelling was below national looked after children (41%, national 50%).
- Attainment in reading, writing and maths has fallen since 2016 and is in quartile D on the LAIT. The characteristics of learners in each cohort are different each year in

terms of their care history, special educational needs and disabilities and prior attainment.

Progress

The progress measures aim to capture the progress that pupils make. They are a type of value – added measure, which means that pupils’ results are compared to the results of other pupils nationally with similar prior attainment.

A negative score does not mean that pupils did not make any progress, rather it means they made less progress than other pupils nationally with similar starting points.

- Writing progress that our children have made has increased significantly from -4.80 to -2.37 after a drop in 2017; however it was below national looked after children (-2.37, national -0.82).
- Maths progress that our children have made has increased significantly from -4.50 to -2.18, however, this was below national looked after children (-2.18, national -0.77).
- Reading average progress that our children have made has fallen for the last two years and this year was well below national looked after children (-5.28, national -0.13).
- Key Stage 2 progress overall for our children in this cohort is in quartile D on the LAIT for all subjects.
- Detailed analysis by care history shows that 3 pupils had fewer than three care placements, no SEN and school placement stability. Progress for these pupils was above the national average for looked after children.

Key Stage 4 (LAIT)

- The eligible cohort in the DfE data was 51 pupils. This included three year 12 pupils who took GCSEs and one young person who had left care.
- 22 pupils were educated in non-mainstream provision (including those who were dual registered).
- 15 pupils in this cohort had an EHCP.

Attainment

- 18% of pupils achieved a grade 9-4 pass in English and maths, which was slightly above national looked after children (17.8%).
- The average attainment 8 score was 18.1, which was just below national looked after children (18.9).
- The average attainment 8 score was in quartile C on the LAIT.
- The attainment 8 score has fallen for the last two years, which is in line with the national and regional trend.

Progress

- There was an increase in the progress 8 score to -1.1, which was slightly above national looked after children (-1.2).
- Progress 8 was in quartile B on the LAIT with a national ranking of 48.

Post 16

- The virtual school team work individually with students to set targets; students have a wide range of pathways.
- The virtual school team work with post 16 providers to ensure that young people are on an appropriate pathway.
- This is the first year of working with year 13 students.

Kirklees Learning Partner Comments

- Thorough data analysis has been carried out by the virtual school headteacher and team managers, and detailed spreadsheets are available with attainment and progress by pupil group, including care history.

Questions asked of the Virtual School by Kirklees Learning Partner:

Have you identified any cause for the issues for KS2 compared to national LAC?

- It is generally not deemed useful to directly compare cohort with cohort as each year there are significant differences in terms of additional needs, care history, numbers in eligible cohort for reporting purposes as a % of total number of cohort that have been supported and prior attainment.

Possible contributory factors outlined are:

- 22.7% of the 2018 eligible cohort were educated in specialist provision, this is significantly higher than in 2017 at 14.81%
- 63.6% of the eligible cohort were made up of boys, significantly higher than the 55% in the national eligible cohort 2018 and a marked increase from the 46.5% in the total VS cohort of 2017
- 57% of the total cohort were educated in out of local authority schools, a marked increase from the 28% in the total VS cohort of 2017. This potentially poses an extra layer of challenge around knowledge of SEN processes in other areas, access to Designated Teachers and local intelligence, strategic ability to influence practice and moderate assessment judgements.

How do staff challenge pupil progress and expectations during meetings with school?

- A manager gave an example of the virtual school team who had reviewed the provision for a child with behavioural needs who was placed in sets that were below the child's academic ability. The team challenged the school, following a collaborative discussion it was agreed that this child's needs were best met in a different school. We secured a place for the child at another school and achievement is now improving. It is unusual to instigate a school move as stability is preferred, however we worked together to ensure this was well planned.
- Virtual School Managers monitor and discuss progress and challenge for all pupils in one to one meetings with achievement coordinators.
- The pupil premium funding is targeted to accelerate progress, targets put in place and reviewed during PEP meetings.

What does progress look like from EYFS to KS1?

- This is not currently analysed as there has been no national data previously and is a recommendation for future development. This will be taken forward through the early years development plan.
- As with all key stages young people's transitions are carefully planned individually and previous outcomes are taken into account to ensure that young people are able to make a successful transition and continue to progress within their educational

journey. Personal educational planning meetings are held regularly, bringing together professionals to ensure that young people are on track and are enabled to fulfil their educational potential.

2. Information required to take a decision

No decisions 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 - no

Not applicable

3.4 Improving outcomes for children

We are highly ambitious for all of our children and we will continue to work in partnership with our carers, settings, schools, and social workers to improve the attainment and progress of our children in the Virtual School.

3.5 Other (eg Legal/Financial or Human Resources)

Not applicable

4. Consultees and their opinions

Not applicable

5. Next steps and timelines

For discussion by the Board.

6. Officer recommendations and reasons

That the data being considered for information is noted.

7. Cabinet portfolio holder's recommendations

Not applicable

8. Contact officer

Janet Tolley, Kirklees Virtual School Headteacher

9. Background Papers and History of Decisions

None

10. Service Director responsible

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

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Name of meeting: Corporate Parenting Board
Date: 19 June 2019
Title of report: Fostering Statement of Purpose

Purpose of report

This report gives an overview of the Statement of Purpose of the Kirklees Fostering Service.

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 Is it also signed off by the Service Director for Finance IT and Transactional Services? Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	Give name and date for Cabinet reports NA NA 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

Standard 16 - of the National Minimum Standards states that fostering services require a Statement of purpose and children's guide which is available to, and understood by, foster carers, staff and children and is reflected in any policies, procedures and guidance. It is available to the responsible authority and any parent or person with parental responsibility. It states:

'Children, their parents, foster carers, staff and the responsible authority/ placing authority are clear about the aims and objectives of the fostering service and what services and facilities it provides'.

Attached is the Kirklees Fostering Service Statement of Purpose. We are working with Children's Rights to produce a relevant children's copy as the guidance states: Subject to the child's age and understanding, fostering service ensures the child receives the Children's Guide at the point of placement and that the foster carer explains the contents of the Children's Guide in a way that is accessible. Supervisory Social Workers will brief our carers on the statement of purpose and need to share with our children placed in their care.

It is important that children know how they can find out their rights, how to contact their Independent Reviewing Officer, the Children's Rights Director, Ofsted if they wish to raise a concern with inspectors, and how to secure access to an independent advocate.

Where a child requires it, the guide is available, where appropriate, through suitable alternative methods of communication, e.g. Makaton, pictures, tape recording, translation into another language.

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 (e.g. Legal/Financial or Human Resources)**

Not applicable

4. Consultees and their opinions

Not applicable

5. Next steps

A similar report will be presented at a future Corporate Parenting Board.

6. Officer recommendations and reasons

That the report be noted.

7. Cabinet portfolio holder's recommendations

Not applicable

8. Contact officer

Andy Quinlan Service Manager Fostering

9. Background Papers and History of Decisions

Fostering Statement of Purpose – Corporate Parenting Board 30.4.18

10. Service Director responsible

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

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KIRKLEES PLACEMENT PERMANENCE AND SUPPORT SERVICE - FOSTERING SERVICE

STATEMENT OF PURPOSE

(regs.3 & 4 Fostering Services (England) Regulations 2011)

The role of Foster Carer is vitally important for children who, for a wide range of reasons, require to be cared outside of their immediate families. The recruitment of, and support to Foster Carers, is a core activity for Kirklees Council, and one which must be undertaken with great care, commitment and professionalism. I am pleased to be able to endorse this updated Statement of Purpose for the Fostering Service, which spells out the expectations which we have of both ourselves, and of those special people who choose to become foster carers. We may not always get it right, but this Statement represents our aspirations to be the best that we can be. Providing a warm, supportive and truly caring environment for other people's children is a complicated and sometimes challenging task. The Council is committed to doing all that it can to support carers, in order that they experience the satisfaction of providing a home in which children and young people can become the best that they can be.

Elaine McShane
Service Director
Family Support & Child Protection

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- 11. Approval and Assessment Process for Kinship Carers**
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1. Introduction

It is a requirement of the Fostering Services England Regulations 2011 and National Minimum Standards for Fostering Services that each fostering agency produces a Statement of Purpose, including its aims and objectives, a description of the service it provides and the facilities that are provided.

This Statement of Purpose gives an outline of those requirements, how the service is managed and its fitness to provide fostering services. It shows the policy and performance framework that underpins our work and shows how the welfare of children will be met and good outcomes achieved for all children in its care. It also demonstrates the systems which we have set in place to recruit, train, supervise and support foster carers.

The Statement of Purpose also links with the Children's Guide which is provided to all children, subject to the child's age and understanding at the point of placement. This statement is available to all members of staff, foster carers, children and birth parents and is publicly available on our fostering website. We place great emphasis on working with children and their families to promote and maintain stability, safety and security for looked after children and young people in Kirklees.

2. National Legislative and Policy Framework

The statement of purpose also explains the facilities and services of the Fostering Service which are delivered in accordance with fostering legislation and regulatory frameworks including

- The Children Act 1989 Guidance and Regulations Volume 4: Fostering Services
- The Fostering Services (England) Regulations 2011
- The Children Act 1989 Guidance and Regulations Volume 2: The Care Planning, Placement and Case Review
- The Care Planning, Placement and Case Review (England) Regulations 2010 and 2015
- Fostering Services: National Minimum Standards 2011
- Foster Carer Charter 2011
- The Care Planning, Placement and Case Review and Fostering Services (Miscellaneous Amendments) Regulations 2013 and 2015

- Children Act 1989
- Disability and Equality Act 2010
- Human Rights Act 1998
- The Children (Leaving Care) Act 2000
- Training, Support and Development Standards (TSD) for Foster Carers

We look to support our children's right to have a family life where they can form and maintain effective relationships, fulfil their potential and achieve the best possible outcomes within a stable, caring and encouraging environment.

This Statement of Purpose is reviewed and updated annually and is available to all members of staff, foster carers, children and birth parents and is publicly available on our fostering website. A copy of this statement is accessible to Ofsted and the Kirklees Fostering Network. It is included in the Foster Carers' Handbook.

3. Structure of the Service

Director for Children and Young People

Mel Meggs

|

Service Director, Family Support & Protection Services

Elaine McShane

|

Head of Corporate Parenting

Steve Comb

Service Manager Placement Permanence & Support Service

|

Team Managers – Placement Permanence & Support service

3.1 Where to find us

- The Director is based on the 1st Floor, Civic Centre 3, High Street, Huddersfield, HD1 2YZ.
- The Service Director is based at the Civic Centre 3, High Street, Huddersfield, HD1 2NF
- The Fostering Service is based within the Placement Permanence & Support Service, Ground Floor, Civic Centre 1, High Street, HD1 2NF. The telephone number is 01484 221000 and the email address is family.placement@kirklees.gov.uk.
- Based on this site are the Duty and Advice Service, the Assessment and Intervention Service, the Looked after Children and Care Leavers Service and we are co-located with One Adoption West Yorkshire.

3.2 Facilities

- The building has a shared main reception for all services. There is a shared telephone number/switch board.
- The Office is open from 8.45 – 5.15 Monday – Thursday, 8.45 – 4.45 Friday.
- There is ample public parking available within walking distance and access to the building for people with a disability.
- An answer phone service is available out of office hours. There is also a free phone service for fostering enquiries on 0800 389 0086.
- Information and enquiries about fostering can be made via the web site at www.kirklees.gov.uk/fostering or go to Kirklees Council and type in Fostering. .
- The Emergency Duty Service provides an out of hours service for contact in an emergency on 01484 414933.
- There is also Kirklees Fostering Network (KFN) who provide a 24/7 Service, 365 days a year dedicated support service for carers.

4. Aims

- To provide safe, quality placements with foster carers for children and young people that value, support and encourage them to grow and develop as individuals. As well as promoting their health and general well-being.
- To recruit foster carers who can meet the assessed needs of the children requiring placement and who reflect the cultural, ethnic, religious, and linguistic background of the children placed with them.
- To assist Looked after Children and Care Leaving young people within Kirklees to improve their life chances and outcomes.
- For most children and young people who become Looked After, a fostering placement will be the first choice of placement unless an assessment indicates that a particular child's needs cannot be met in this way.
- To assess and where appropriate, approve relatives or close family friends as foster carers for children of all ages where this is seen to be in the best interest of the child. These are referred to as 'Connected Carers'.
- To recruit foster carers where children can be sufficiently close to their homes to enable them to retain important links with family, school, or friends.
- To ensure that a child's physical and emotional health needs are met and that a positive healthy lifestyle is encouraged for each child. The Placement Support Team is a multi-agency team with access to CAMHS Practitioners who work directly with foster carers and looked after children to achieve positive mental, psychological and emotional health.
- To ensure that all our children are achieving to the highest standard educationally. Our foster carers receive support and guidance from the Virtual Headteacher and dedicated practitioners within the virtual school.

4.1 Objectives

- To ensure that there is a choice of high quality foster care placements available to meet the complex and diverse needs of individual children and young people.
- A Supervising Social Worker from the Placement Permanency and Support Service is allocated for each carer and is responsible for ensuring that the care offered is of a high standard.
- Carers are treated as fellow professionals and are an important part of the team. Payment levels reflect their skill and experience.
- If children have to be placed with carers who do not reflect their background, carers and children will be given the support and advice to enable them to retain their identity.
- Annual reviews of carers are used to evaluate their experiences, skills and any required changes to their profiles.
- Regular audits identify any gaps in provision and the marketing strategy enables the Service to target and prioritise the areas of greatest need.
- Regular feedback is obtained from all of our looked after young people. This can be through the Children's Rights service and they are encouraged to contribute to the foster carer review process.
- We work to an equal opportunities framework and expect all of our carers to embrace diversity and work in an anti-discriminatory manner.
- Regular meetings take place between Management and representatives from the Kirklees Fostering Network. This allows us to work in partnership in order to continually improve the service.
- All foster carers are members of the National Fostering Network which is funded by Kirklees. They receive up to date information about the national developments in fostering and also have access to support and advice if required.
- There are clear safeguarding procedures for the investigation of any allegations against a carer and these are set out in the Foster Carer handbook. Independent support is also available from the Fostering Network.

- The staff within the Service are qualified, experienced in working with children, committed to developing a quality service, and receive regular supervision and annual appraisal.
- A commitment to continuous improvement through the provision of wider placement choices for children by pioneering more innovative approaches to foster care that are needs led, delivering flexible packages of support to children in public care
- Payments to foster carers should be at a level that will support recruitment and retention strategies. Foster carers should be appropriately rewarded for their time and commitment in line with their skills, identified in their approval profile.

5. Principles and Standards of Care

Kirklees Fostering Service is committed to achieving and maintaining the highest standards and offering quality provision. It has been developed and is managed in accordance with the Fostering Service (England) Regulations 2011 and the principles outlined in the National Minimum Standards 2011. These standards apply equally to our kinship carers.

- The principles and core values within the Fostering Service are driven by improving the life chances for all our looked after children and Care Leavers.
- The welfare of the child is paramount.
- Every child looked after will be cared for in an environment free from oppression, discrimination and prejudice, encouraging them to develop a positive sense of their own identity
- Every child who is looked after will have a safe care plan, health plan and a personal education plan.
- A child centred approach is central to the recruitment and training of carers and in making placements. The child's needs in relation to ethnicity, culture, language, gender and disability are taken into account.
- Children who are looked after are consulted regarding their wishes and feelings in regard to all aspects of their care. They will be provided with a Children's Guide to Fostering.

- The service aims to make a range of foster carers available to ensure that placements to be well-matched and to thereby minimise the moves children may

6. Confidentiality and conflict of interest

Foster carers are provided with full information about the children placed with them and are expected to observe high standards of confidentiality. As an agency we maintain records on carers and looked after children who are subject to National Standards and Data protection legislation. Staff and foster carers are expected to declare any potential conflicts of interest.

7. Children's Guide

Subject to the child's age and understanding, the fostering service ensures the child receives the Children's Guide at the point of becoming looked after. The foster carer will explain the contents of the Children's Guide in a way that is accessible. The Children's Guide includes a summary of what the fostering service sets out to do for children, who is involved in looking after them and how they can find out their rights. It will also provide a child with details of their Social Worker, their Independent Reviewing Officer, the Children's Rights Director and Ofsted along with their contact details.

Kick Website

- The local authority has a website for young people (KICK) which allows them to rate the care which they receive and comment on any foster home which they have experienced. The website also contains the opportunity to rate other services which they receive as looked after children.
- A Team Manager in the Fostering Team is informed of any comments and able to access any feedback about the fostering which can then be used to improve the service of any individual or family
- Compliments are shared with the individual families if the young person has moved on to another placement

- The website is promoted through children's reviews, and by the Children's Rights workers and by the foster carers who encourage them to use the site. Prizes are offered as an incentive for young people who use the site.

8. Services Provided

The fostering service approves foster carers to look after children aged 0-18 years.

Many of the children placed have experienced difficulties including abuse or neglect before being fostered. Some children and young people present with very challenging behaviour, special needs or complex health conditions. It does this by assessing, registering, supervising, supporting and training a wide range of carers.

Staff in the Fostering Service are responsible for the recruitment, training, supervision and support of all the foster carers who offer a range of placements.

All carers are provided with a range of training and are expected to complete the training, support and development (TSD) Workbook within the first year of approval and attend training which enables them to progress through the skills levels.

Different types of foster carers

Short-term:

Time limited placements which offer a child a temporary home whilst long term plans are considered.

Long term:

These are planned and permanent placements for a child. Long-term foster carers want to offer a permanent home to a child/young person until they reach an age where they can live independently.

Respite:

At times parents and carers require respite support which we aim to provide in a planned way.

Family and Friends Carers:

Family and friends can be approved as foster carers in order to care for a specific child. They are known as Connected Carers.

Short Breaks:

For children and young people with a disability whose families require a break from caring for them. Short breaks may include midweek or weekend overnight stays and/or a few days during the school holidays.

Parent and child:

Foster Carers provide assessments of a parent's ability to care for their child as part of an agreed plan.

9. Recruitment of foster carers

We have a dedicated Fostering Recruitment Team which comprises of 4 Fostering Advisors, 3 Assessing Social Workers, a Team Manager and dedicated Business Support. Team Members come from diverse backgrounds such as teaching and adoption support. Specialist marketing input is also embedded within the team structure.

A Marketing Strategy is in place to meet the current needs of the Fostering Service which is also in line with the Sufficiency Guidance from Government regarding the number of placements required in Kirklees. Recruitment is the core activity of this team and is targeted towards the changing needs of looked after children and service developments as required.

A range of recruitment activities are used to attract Foster Carers including adverts and articles and 'real life' stories from approved foster carers in the local press. Special events and information drop in sessions are held at different times of the year. Promoted posts on Facebook and council owned media, alongside various activities with the Kirklees Fostering Network. We are pro-active in developing links with the local community; including local businesses and schools.

Enquirers can contact the team online or via a Freephone telephone number. We are part of 'You can Foster' which is a regional collaboration where we obtain enquiries through their holding page. The fostering webpages are regularly reviewed and updated and include 'real life' experiences of our approved foster carers, anonymised profiles of children and brief outlines of the fostering process.

Interest is welcomed from all members of the community, regardless of relationship status, employment situation, class, gender, sexuality, culture, ethnicity or religion.

Due to the demands of fostering it would usually be expected that applicants have sufficient life experience to carry out the required tasks. There may be exceptions to this rule when applicants are seeking to care for a specific child (family and friends care).

Smoking is discouraged and no one who smokes will be considered for children under the age of 5 or children of any age who have respiratory or heart problems. We can re-assess if the applicants have then given up for at least a year and would want to foster children under 5 years of age.

There is no upper age limit, but all applicants must be sufficiently healthy and active to be able to offer care to a child.

There is an immediate exclusion for anyone who has been convicted of an offence against a child or a serious offence against an adult.

All enquirers are able to speak to a Fostering Advisor within the Recruitment Team about their interest in fostering and to gain more information about becoming a foster carer. The Fostering Advisors run a Duty Service Monday to Friday during normal working hours.

An allocated Fostering Advisor will undertake an initial visit to discuss their interest and circumstances in more detail. On this visit any immediate issues may be identified which might preclude approval e.g. lack of space, medical issues or a specific criminal record are discussed in detail so that it can be recorded and considered as part of this mini assessment. All applicants need to demonstrate a level of literacy/language skills which will enable them to meet the required competencies. A short written piece of work is undertaken at this time to help identify any issues in this area.

The outcome of the Initial Visit is confirmed by letter, which will either contain the Essential Information Form (EIF) which is a formal application to proceed or they will receive a confirmation letter outlining the reasons why it is not appropriate to proceed. On the return of the EIF the Applicants will be invited to the Skills to Foster Training and be allocated a Fostering Advisor and a Social Worker who work alongside each other during the assessment process.

All applicants are required to attend the 'Skills to Foster' Initial Training prior to going to the Fostering Panel. These courses are run bimonthly and are based on the

National Fostering Network course, Skills to Foster. The groups take place for 3 days 9.30 a.m. - 4.30 p.m. usually over 2 consecutive Saturdays and one Sunday for prospective carers followed by a half day on the following Saturday (9.30 – 12.30) for the Portfolio Workshop. Carers undergoing assessment are provided with guidance by their Fostering Advisor to support them in completing their portfolio of evidence.

The areas covered are:

1. Why children come into care
2. The legal setting
3. Child development and understanding/managing behavior
4. Awareness of child protection/safer caring
5. Working with parents, social workers and other professionals
6. Moving children on

The purpose of this training is to help applicants understand the full range of tasks and requirements of foster carers. The course is underpinned by issues of equality and diversity which are considered throughout the course.

It is also an additional assessment tool whereby social workers and applicants consider whether fostering is right for them. It can help applicants to decide which type of fostering they are most suited to.

Social workers from the Recruitment and Supervisory Teams run the course along with other professionals in the field of child care, experienced foster carers and some looked after children.

Enquiries from members of the public interested in fostering are dealt by the Recruitment Team Duty during office hours in line with the other duty services that run within Fostering. There is a free- phone number 0800 389 0086, messages can also be taken and there is a text facility where members of the public can leave their contact details.

Enquiries may also be made through email to family.placement@kirklees.gov.uk and via the Kirklees Fostering Service website which contains information about the service.

10. Assessment and Approval Process

The applicants will also begin a 'Form F' assessment that includes the requirements laid down in Schedule 3 of the Fostering Services (England) Regulations 2011 and the National Minimum Standards in Foster Care (2011), Assessment and approval of Foster Carers 2013 (amendments to Children Act 1989) and Schedule 4 of the Care Planning Placement and Case Review Regulations 2010 (where children are fostered by relatives and friends).

All carers are subject to a number of statutory checks and references:

- Disclosure and Barring Checks on all members of the household over the age of 18
- Child Protection Checks
- Children Young People's Social Care ESCR check
- Department of Health Checks
- Two personal references
- In addition, interviews are conducted with grown up children and children living in the household

Foster carers are additionally asked to undertake:

- A full medical examination with their GP. (Applicants for short breaks are asked to complete a medical questionnaire which is sent to their G.P. for verification / comments)
- A work reference from present or previous employer
- To agree to the department making contact with any schools which their children attend to ascertain the school's view on their involvement / suitability
 - To agree to the department making contact with ex-partners regarding their application to foster
 - The majority of foster carers are subject to a competency based assessment. The depth of this assessment will depend on the role for which the carer is being assessed, with appropriateness and proportionality being the measure of this. All potential carers are invited to be fully involved in the assessment and to use self-completion sheets as a

tool to look at their competencies. The fostering service uses the CoramBAAF Form F foster carer assessment format for the completion of its assessments. The assessment will cover the following areas:

- Family Background and childhood including education
- Adult life including employment and previous relationships
- Personality and current relationships
- Household members (including children) and lifestyle
- Other children (including adults) and social/support network
- Caring for Children (Parenting Capacity)
- Working effectively with others
- Understanding identify and diversity
- Motivation and timing of application
- Preparation, training, expectations and the impact of Fostering
- Understanding of Safe Caring
- Own children

The assessment of a foster carer would take place in the applicant's home over a period of six to eight visits, plus reference interviews and interviewing other relevant parties. The assessing social worker would ensure that timelines, analysis of significant relationships, the family dynamics and characteristics of the foster carers underpin and inform the assessment.

The assessment focuses on the individual or individuals applying to become foster carers and their family. We make a detailed assessment and analysis of their past and present experiences, the skills and competencies which they would bring to their new role and help them to think about their reasons for applying to become foster carers.

We are committed to completing the Form F and bringing to Fostering Panel within 5 months of receiving their application form.

The Fostering Panel is made up of a cross section of people involved with or have knowledge of children and young people, which includes social workers, foster carers, a local councilor, education professional, medically trained individuals and other independent members.

The Panel makes a recommendation to the Agency Decision Maker who is the Head of Service for Corporate Parenting. The Agency Decision-Maker makes the

final decision taking into consideration the Panel's recommendation and applicants are notified within 48 hours of the decision being made.

Any appeals can be made within 28 days and may either make further representation to the fostering panel or have their assessment considered by the Independent Review Mechanism who in turn will make a recommendation back to the agency.

11. Assessment and approval process for Connected Carers

Connected Person's care is when a child lives full-time or most of the time with a relative or friend who isn't their parent, usually because their parents aren't able to care for them.

Connected Person's care is when a friend or family member becomes an official carer for a child. This can be under the guise of Special Guardianship Order, Child Arrangement Order or Connected Foster Care.

The assessment process can take anything between 8 – 16 weeks and follows the same process as the standard Form F. These assessments will be time limited as they are usually directed by the Courts.

A Connected Carer must have all the same checks as our mainstream Foster Carers including full DBS and medicals.

Applicants who wish to care for a specific child will have an initial short assessment called a viability. This is to determine the suitability of a prospective carer. If the viability has a positive outcome then we will progress to the 'full' assessment.

A thorough assessment of a Connected Person is then undertaken to ensure that they are suitable to meet the needs of a specific child. We consider their motivation to care, existing relationship with the child, parenting capacity and ability to manage relationships within the birth family. The voice of the child is at the centre of all our assessments and direct work with the child/children is undertaken to obtain their wishes and feelings.

Broad findings from research show that where children cannot live with their parents, they do best across a range of measures if they can live with family and

friends carers. Kirklees strive to offer our Looked after Children the opportunity to achieve permanence with a family member wherever this is deemed appropriate.

As with mainstream Foster Carers, our Connected applicants will be taken to the Kirklees Fostering panel in order to become approved Foster Carers for a specific child.

Connected Carers in Kirklees have a range of support opportunities available to them following their approval. There is a specialist Social Work team who can offer advice and guidance to any Connected Carer until the child reaches the age of 18. There are also regular support groups run by Kirklees and we have a commissioned worker from the Grandparents Plus charity to assist us in supporting our families.

12. Support, Supervision and Training of foster Carers

All foster carers have their own supervising social worker whose responsibility it is to offer supervision, support and guidance in all aspects of their role and ensure that foster placements comply with statutory requirements.

The Supervising Social Worker undertakes regular visits to the foster carer; usually every 6 weeks however this can vary for example, fortnightly for newly approved carers. At least one unannounced visit to the foster home is made every year. Visits are opportunities to discuss concerns, progress or difficulties in placement. The care offered to the child and significant events are recorded on the supervisory visit form with a copy signed and given to the carer.

Duty Service

- Social Workers from the Supervisory Teams run a Duty Service which is available from 8.45 am Monday – Thursday (8.45 am – 4.45pm Friday) and they respond to queries from carers if their worker is not available (annual leave/off work sick).
- If an urgent advice to carers is required outside of office hours, the Emergency Duty Service is available on 01924 326489. There is also a 24 hour help line which is run by experienced foster carers who can give advice and support to carers.

Records

All details regarding foster carers and records of contacts are held electronically.

The foster carers have a right to request to see their files and are encouraged to be aware of their content.

Records of supervisory visits are signed by foster carers and supervising worker. There may be some information that they are not entitled to have access to, in line with the Data Protection.

Foster carers are required to keep records on individual children using monthly record sheets and recording significant events or any health issues. Written guidance on how to complete these records is available and support/training is provided via the support groups and by supervising social workers.

Post Approval Training

The Service is committed to ongoing personal development for foster carers and provides a range of courses, some of which are run specifically for carers as well as other courses which are attended by other Social Care staff.

Carers are expected to continue to attend training as identified in their Personal Development Plan in order to progress up the skills payment levels. For carers who work this is sometimes difficult to fit around work schedules, however there are efforts to try to accommodate this by having some courses at weekends.

The following courses are mandatory, Safe Care, First Aid, Health and Hygiene Skills Development, Awareness of Child Abuse and Neglect. If a couple are approved **both** must attend the first 3 courses above.

A number of foster carers have achieved NVQ 3 Caring for Children and Young People. Foster carers who have gained experience and completed foundation training are now put forward for the Level 3 Diploma in caring for Children and Young People.

A comprehensive list of training is offered each year. This is reviewed annually to take account of the changing needs of the service and requests from foster carers. Additionally, there are more training courses online which foster carers can access.

Foster Carers also have access to SCILS (Social Care Information and Learning Services) and EILS (Education Information and Learning Services), both of which offer online resource based courses. EILS is aimed at staff in Early Years and Child Care. There are approximately 30 Learning Sessions that can be accessed on topics such as coping with challenging behaviour; eating disorders and facilitating children's social and emotional development.

There are generic topics available on SCILS such as maintaining confidentiality: anti-discriminatory and anti-oppressive practice and an introduction to fire protection.

Special arrangements can be made for carers who need specialist training in relation to a specific child. Carers may also be able to identify training from other sources which is relevant to their development. These can be considered on an individual basis.

For carers living outside of Kirklees, we have links with the authorities in which they live and arrangements can usually be made to link carers into training which is held locally.

Support Groups

The Kirklees Foster Carers' Network (KFN) have their own monthly support group. Sessions covering areas of interest identified by the foster carers. Some examples of the sessions the KFN has run are

- Children's Rights
- Role of the Youth Justice Team
- LAC Reviews
- Role of the Looked After Children's Health Team
- Tax benefits for carers.

The Supervisory Team also run monthly support groups to keep carers updated on service development and have a variety of guest speakers which look at different issues relating to the care of children.

Reviews

Foster carers are reviewed on an annual basis. This includes reports from the social worker of any children placed, the carers' own report, health and safety checklist, individual safe care policy, Professional Development Plan (training log) and report from their supervising social worker.

The Fostering Reviewing Officer chairs the annual review, commenting on the recommendations and any proposed changes to the carers' profile. Foster carers' first annual review post approval will be presented to Fostering Panel who will make a recommendation regarding their re approval. Changes to the carer's profile or where a foster carer has been subject to an allegation or serious complaint will be presented to Panel.

The Agency Decision Maker considers reviews in line with the Fostering Regulations.

Termination of approval

Foster Carers are required to give twenty-eight days' notice in writing if they wish to terminate their approval. This takes effect 28 days after receipt by the Fostering Service and cannot be retracted. Resignations are presented to Fostering Panel as part of their quality assurance function.

The Fostering Panel considers all terminations which are recommended by the Fostering Service. In the event of a termination which is recommended by the Fostering Service the carers can attend Panel to put their point of view as well as providing a separate report. The Panel makes a recommendation to the Agency Decision Maker.

The carer(s) have twenty-eight days to appeal either back to Kirklees or to the Independent Reviewing Mechanism if they disagree with the decision

The Agency Decision-Maker makes the final decision

Policies and Procedures

The staff group has access to an electronic procedural manual for the Children and Young People Service, accessible via the Council's intranet.

Foster carers have access to an electronic handbook which provides them with information relating to the task and role of the foster carer, policies and procedures of the fostering service and general information regarding relevant to fostering.

13. Placement Support Team and the provision of therapeutic Services

The team is made up of 1 Community Care Officer, 4 Senior Social Work Practitioners, 2 Senior Mental Health Practitioners, a Psychoanalytical Psychotherapist and a Clinical Psychologist.

The Placement Support Team aims to support the positive emotional and psychological development of children and young people. The team is multi-disciplinary in nature and includes clinicians employed by Children and Adolescent Mental Health Services working alongside Social Workers.

The Placement Support Team deliver regular consultation clinics facilitated by either the team's Clinical Psychologist or Child and Adolescent Psychoanalytical Psychotherapist in conjunction with a Senior Mental Health Practitioner and experienced Social Worker / Community Care Officer. The clinics provide a protected space for those working with children and young people (who are receiving social care support) to consider both their strengths and needs including the likely impact of trauma upon their development.

The team undertake both direct and indirect work with children who are cared for by the Local Authority. This includes the provision of support to Foster Carers and, where appropriate, direct work with the young person concerned. The team are able to implement a varied range of interventions dependent upon the needs identified and actions agreed during the consultation process.

Psychotherapeutic services are typically in depth pieces of work and as such tend to be offered to children who are living within their fostering families on a long term basis or to support them when they are making the transition to live as part of a long term fostering or adoptive family. The Child and Adolescent Psychoanalytical Psychotherapist often

undertakes work with the child's carers initially before moving on to provide direct support to the child or children. The aim of this is to try and ensure that the child has access to a sound foundation of support both during and following the therapeutic process.

The Clinical Psychologist within the team also implements support for both carers and children aimed at promoting emotional wellbeing and placement stability. Carers have reported that they find this useful as it helps them to develop their understanding of the children within their family which in turn, increases their nurturing caring capacity and resilience.

Additionally, the Clinical Psychologist facilitates regular clinical supervision sessions for staff working in residential care homes within the authority. This includes providing regular drop in sessions whereby young people who are living in these settings are able to access psychological support.

From a social work perspective practitioners within the team are able to tailor their work to be responsive to the needs of the carers and the child alike. The team's Social Workers often work with carers to help them to understand the journey of the child that they are caring for. This may include helping carers to understand a child's chronological experiences and reflect upon the impact that this has upon the child's view of the world and their relationships with others. The team are able to provide advice regarding therapeutic parenting strategies and offer carers a safe and supportive space to share any difficulties that they may be experiencing. This support is made available to carers through both group training and individual support sessions.

The Social Work Practitioners within the team also undertake direct work with children to promote their emotional wellbeing. This may include (but is not limited to) support to understand their life story and explore their understanding of their feelings and how these may affect them.

The Senior Mental Health Practitioner within the team is employed by Northorpe Hall Child and Family Trust, a charity that supports children's mental and emotional health within Kirklees. They are able to provide a fast track service for children who are cared for by Kirklees to access counselling, mentor support and confidence building activities.

Whilst the team has formed part of the Fostering Service for a number of years it is consistently evolving to meet the needs of the children and carers whom it is designed to support. Practitioners within the team are committed to undertaking progressive

practice development to ensure effective service delivery and partnership working across the continuum of children's services.

14. Additional services provided to our Looked After Children

Health

Children who are 'Looked After' are prioritised for a service by CAMHS. Any referrals to Core or Specialist CAMHS can be facilitated through the Kirklees Emotional Wellbeing Clinic.

Co-located within the Looked after Children and Care Leavers Service are a Designated Nurse, Specialist Nurse for Children with Complex Health Needs and a Specialist Nurse for Care Leavers. The team also has a Looked after Children's Designated Doctor/Consultant Pediatrician and a Pediatrician, based on another site.

The health team is available daily for advice, support and signposting. Training is also provided to Foster Carers and they are available to attend foster carer network meetings.

Six monthly or annual health assessments are organised through the LAC health team and are carried out by LAC Health Team or their colleagues in Health Visiting and School Nursing.

Virtual School

This team is based in the Learning Service, overseen by the Virtual Head Teacher for Looked after Children. The focus is the Educational Needs of Looked after Children. Their role is to advise social workers and foster carers on educational matters e.g. arrange extra input /tuition for children.

Specific training courses are run for foster carers on the educational needs of Looked after Children, Appeals procedure, etc.

Team Members are involved in close liaison with schools that have a Looked after Child, the production of the child's Personal Education Plan, and if there are particular difficulties in the school setting.

Looked After Children and Care Leavers Service

This service has responsibility for all looked after children and young people who have a plan for permanency via long term foster care, residential care, supported

accommodation, placement at home on Care Orders as well as Care Leavers, offering support up until 21 (25 if at university).

15. How we use your data

We take the collection, use and deletion of your personal information very seriously. We have a number of privacy notices which explain how our services use the information you give us and ensure it is adequately protected.

To view the Kirklees privacy notice please go to:

<https://www.kirklees.gov.uk/beta/information-and-data/how-we-use-your-data.aspx>

16. Complaints & Compliments

If carers wish to make a complaint or compliment about the service they can contact a manager of the service or:

Complaints and Representations Manager
Complaints Unit Freepost
Civic Centre 1
Ground Floor
High Street
Huddersfield
HD1 2NS
Email: yasmin.mughal@kirklees.gov.uk
Telephone: 01484 221000

Alternatively they may contact Ofsted. Ofsted is an independent organisation responsible for checking that Kirklees Fostering Service is complying with the set standards. A foster carer may also speak to them if they want to make a complaint or have a concern about the service. They can be contacted at:

Ofsted North,
3rd Floor
Royal Exchange Buildings
St Anne's Square
Manchester
M2 7LA
08456 404040
Email: enquiries@ofsted.gov.uk
Website: www.ofsted.gov.uk

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CORPORATE PARENTING BOARD – FUTURE ROLE OF BOARD MEMBERS

Item/Activity

All Board Members to report back to each meeting under “Interaction with other services” at every meeting. This does not have to be a formal meeting with the service a telephone conversation with relevant manager would suffice and the specific area could rotate to work through the list and alternate.

Board Member Champions on the following areas:-

- | |
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| <ul style="list-style-type: none">Social Work for Children in Care- Preventative work- Social Work Teams- Education (including higher education)- Health and Wellbeing- Leaving Care- Fostering- Employment/apprenticeships- Residential Care- Adoption- Placements outside of Kirklees- Leisure facilities and KAL cards- Children in care with a disability- Changes in Social Workers- Staying put arrangements- Criminal Justice System- Housing and suitable accommodation for care leavers- Children’s advocacy and rights (type of complaints/learning points, etc)- Strategic Directors and Cabinet Members to be invited to Board meetings to talk about their Corporate Parenting role and responsibilities- Update from Kirklees Fostering Network |
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Corporate Parenting Board

Agenda Plan 2019/20

Date of Meeting	Issues for Consideration	Officer Contact	Notes
<p align="center">19th June 2019</p> <p>Pre-meeting 9.30 am – 10.00 am Public Meeting 10.00 am – 12 noon Old Court Room, HTH</p> <p align="center">Deadline for reports 7th June 2019</p> <p>Apols: B Lockwood, O Rix</p>	<p align="center">Pre-meeting (Informal)</p> <p>Educational attainment and progress – LAC outcomes data 2018 SFR analysis</p> <p>Performance Monitoring report (Children’s Services)</p> <p align="center">Public Items:</p> <p>One Adoption WY Annual Report (may be deferred)</p> <p>Children’s Performance Highlight Report</p> <p>Summary of educational outcomes for 2018</p> <p>OFSTED and Improvement Board Update (verbal)</p> <p>Overview of number of children in Care (snapshot) including age profile</p> <p>Statement of Purpose for Fostering Service (Annual)</p> <p>Updates from Board Members on interaction with services</p> <p>Areas for Board Members to Champion and Corporate Parenting Board Agenda Plan 2019/20</p>	<p align="center">J Tolley</p> <p align="center">S Comb/J Tolley</p> <p align="center">S Johal (One Adoption)</p> <p align="center">S Comb/J Tolley</p> <p align="center">J Tolley</p> <p align="center">S Comb/J Bragg</p> <p align="center">J Bragg</p> <p align="center">A Quinlan</p> <p align="center">Board members</p> <p align="center">Board Members H Kilroy</p>	
<p align="center">28th August 2019</p> <p>Pre-meeting 9.30 am – 10.00 am Public Meeting 10.00 am – 12 noon</p>	<p align="center">Pre-meeting (Informal)</p> <p>Performance Monitoring report (Children’s Services)</p> <p align="center">Public Items:</p>	<p align="center">S Comb/J Tolley</p>	

Corporate Parenting Board

Agenda Plan 2019/20

<p>Reception Room, HTH</p> <p>Deadline for reports 16th August 2019</p> <p>Apols: Cllr Kendrick, S Miles, C Bennett</p>	<p>Appointment of Chair (in absence of Cllr Kendrick)</p> <p>Attendance by Karl Battersby on role of Corporate Parent (verbal update)</p> <p>Children’s Performance Highlight Report</p> <p>OFSTED and Improvement Board Update (verbal)</p> <p>Overview of number of children in Care (snapshot) including age profile</p> <p>Annual report on Review of Foster Carer Handbook (A Quinlan) – Sept 2019 (to be confirmed)</p> <p>Annual report on Children’s Rights and Independent Visitors Scheme</p> <p>Annual report on the health of looked after children</p> <p>Annual report on Youth Offending Team relating to their work with children in care and comparative data for 2016/17, 2017/18 and 2018/19</p> <p>Voice of the Child Development Plan</p> <p>Updates from Board Members on interaction with services</p> <p>Corporate Parenting Board Agenda Plan 2019/20</p>	<p>H Kilroy</p> <p>Karl Battersby</p> <p>S Comb/J Tolley</p> <p>S Comb</p> <p>J Bragg</p> <p>A Quinlan</p> <p>M Tiernan</p> <p>G Addy</p> <p>R Smith</p> <p>O Rix</p> <p>Board Members</p> <p>H Kilroy</p>	<p>1st on agenda</p>
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Corporate Parenting Board

Agenda Plan 2019/20

<p>23rd October 2019</p> <p>Pre-meeting 9.30 am – 10.00 am Public Meeting 10.00 am – 12 noon Mtg Room 1, HTH</p> <p>Deadline for reports 11th October 2019</p>	<p align="center">Pre-meeting (Informal)</p> <p>Performance Monitoring report (Children’s Services)</p> <p align="center">Public Items:</p> <p>Attendance by Rachel Spencer-Henshall on role of Corporate Parent (verbal update)</p> <p>Children’s Performance Highlight Report</p> <p>Head Teachers Report on educational outcomes of looked after children (public version)</p> <p>OFSTED and Improvement Board Update (verbal)</p> <p>Placing Sibling Groups</p> <p>Overview of number of children in Care (snapshot) including age profile</p> <p>Annual report from the Head of the Virtual School on the educational outcomes for looked after children</p> <p>Annual report on Complaints and Compliments for Children in Care</p> <p>Updates from Board Members on interaction with services</p> <p>Corporate Parenting Board Agenda Plan 2019/20</p>	<p>S Comb/J Tolley</p> <p>R Spencer-Henshall</p> <p>S Comb/J Tolley</p> <p>J Tolley</p> <p>S Comb</p> <p>S Comb</p> <p>J Bragg</p> <p>J Tolley</p> <p>Y Mughal</p> <p>Board Members</p> <p>H Kilroy</p>	<p>1ST ON AGENDA</p>
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Corporate Parenting Board

Agenda Plan 2019/20

<p>13th December 2019</p> <p>Pre-meeting 9.30 am – 10.00 am Public Meeting 10.00 am – 12 noon Mtg Room 1, HTH</p> <p>Deadline for reports 3rd December 2019</p>	<p align="center">Pre-meeting (Informal)</p> <p>Performance Monitoring report</p> <p align="center">Public Items:</p> <p>One Adoption Agency 6 monthly Report (April to Sept)</p> <p>Attendance by Richard Parry on role of Corporate Parent (verbal update)</p> <p>Children’s Performance Highlight Report</p> <p>OFSTED and Improvement Board Update (verbal)</p> <p>Independent Visitors Scheme – Quarterly Report (Quarter 3)</p> <p>Updates from Board Members on interaction with services</p> <p>Corporate Parenting Board Agenda Plan 2019/20</p>	<p>J Tolley/S Comb</p> <p>S Johel (One Adoption)</p> <p>Richard Parry</p> <p>S Comb/J Tolley</p> <p>S Comb</p> <p>C Berridge/S Miles</p> <p>Board Members</p> <p>H Kilroy</p>	
<p>10th February 2020</p> <p>Pre-meeting 9.30 am – 10.00 am Public Meeting 10.00 am – 12 noon Mtg Room 1, HTH</p> <p>Deadline for reports 30th January 2020</p> <p>Apols: B Lockwood</p>	<p align="center">Pre-meeting (Informal)</p> <p>Performance Monitoring report (Children’s Services)</p> <p align="center">Public Items:</p> <p>Children’s Performance Highlight Report</p> <p>OFSTED and Improvement Board Update (verbal)</p> <p>Overview of number of children in Care (snapshot) including age profile</p>	<p>S Comb/J Tolley</p> <p>S Comb/J Tolley</p> <p>S Comb</p> <p>J Bragg</p>	

Corporate Parenting Board

Agenda Plan 2019/20

	<p>Updates from Board Members on interaction with services</p> <p>Corporate Parenting Board Agenda Plan 2019/20</p>	<p>Board Members</p> <p>H Kilroy</p>	
<p>9th April 2020</p> <p>Pre-meeting 9.30 am – 10.00 am Public Meeting 10.00 am – 12 noon Mtg Room 3, HTH</p> <p>Deadline for reports 30th March 2020</p>	<p align="center">Pre-meeting (Informal)</p> <p>Educational attainment and progress – LAC outcomes data and SFR analysis</p> <p>Performance Monitoring report (Children’s Services)</p> <p align="center">Public Items:</p> <p>NO QUESTION TIME (pre-election period)</p> <p>Review of Membership and Terms of Reference of the Board (prior to Council AGM)</p> <p>Children’s Performance Highlight Report</p> <p>OFSTED and Improvement Board Update (verbal)</p> <p>Statement of Purpose for Registered Children’s Homes (Annual)</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 work programme and Agenda Plan for 2020/21</p>	<p>J Tolley</p> <p>S Comb/J Tolley</p> <p>H Kilroy</p> <p>S Comb/J Tolley</p> <p>S Comb</p> <p>L Caunce</p> <p>A Quinlan</p> <p>J Bragg</p> <p>H Kilroy</p>	

Corporate Parenting Board

Agenda Plan 2019/20

Standard reports (as on Agenda Plan)

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 (M Meggs/J Saunders) – 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)
- Progress updates from the Residential Managers of the Children’s Homes on the improvements and actions being taken following Ofsted reports (L Counce/C Morgan)
- Children’s Homes – plans for the future (J Bragg)
- Commitment to Care Leavers (J Bragg)

Annual reports:-

- Private Fostering Annual Report (A Quinlan) – date tbc
- 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 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
- Corporate Parenting Board Annual Report (S Comb) – date tbc
- Annual Health Report (G Addy) – date tbc

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