

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: Jodie Harris

Email: jodie.harris@kirklees.gov.uk

Monday 21 March 2022

Notice of Meeting

Dear Member

Corporate Parenting Board

The **Corporate Parenting Board** will meet in the **Virtual Meeting - online** at **10.00 am on Tuesday 29 March 2022.**

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 Richard Smith

Councillor John Lawson

Councillor Karen Allison

Councillor Elizabeth Reynolds

Councillor Carole Pattison

Gill Addy

Tom Brailsford

Keith Fielding

Stewart Horn

Colleen Kenworthy

Barry Lockwood

Elaine McShane

Mel Meggs

Sara Miles

Jo-Anne Sanders

Ophelia Rix

Janet Tolley

Christine Carmichael

Keely Lucas

Farrah Munir

Cabinet Member for Learning, Aspiration and Communities

Designated Nurse for Looked after Children/Care Leavers

Service Director (Resources, Improvement and Partnerships)

Kirklees Fostering Network

Head of Joint Commissioning, Children & Families

Kirklees Fostering Network

Kirklees Fostering Network

Service Director, Family Support and Child Protection

Director for Children's Services

Interim Head of Service (Child Protection & Review Unit)

Service Director for Learning and Early Support

Head of Service for Children in Care, Care Leavers & Looked after Children

Virtual School Headteacher

Kirklees Fostering Network

Care Leavers Representative

Care Leavers Representative

Agenda

Reports or Explanatory Notes Attached

Pages

1: **Membership of the Board/Apologies**

To receive apologies for absence from those Members who are unable to attend the meeting.

2: **Minutes of the Previous Meeting**

1 - 10

To approve the Minutes of the meeting of the Board held on 15th February 2022.

3: **Interests**

11 - 12

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

4: **Admission of the Public**

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

5: **Deputations/Petitions**

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

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

6: Update on the Role of the Corporate Parent

David Shepherd, Strategic Director for Growth and Regeneration will attend to present a verbal update on the Role of the Corporate Parent.

Contact: David Shepherd, Strategic Director for Growth and Regeneration

7: Children's Performance Highlight Report

13 - 26

The Board will consider a report giving key highlights from the latest Performance Monitoring data for Children's Services.

Contacts:

Ophelia Rix, Head of Service for Children in Care, Care Leavers and Looked After Children
Janet Tolley, Virtual School Headteacher
Gill Addy, Designated Nurse for Looked After Children
Ian Mottershaw, Head of Service –Contextual Safeguarding and Y.E.S, Family Support and Child Protection

8: Children Looked After Overview Report

27 - 40

The Board will consider the Care Leavers Overview Report presented by Ophelia Rix, Head of Service for Children in Care, Care Leavers and Looked After Children.

Contact:

Ophelia Rix, Head of Service for Children in Care, Care Leavers and Looked After Children.

9: Statement of Purpose for the Fostering Service

41 - 60

The Board will consider the Statement of Purpose for Children's Homes (Annual Report).

Contact:

Sara Miles, Head of Homes for Children, Quality Assurance and Safeguarding

10: Update on the Role of the Corporate Parent

Colin Parr, Strategic Director for Environment and Climate Change will present a verbal update on the Role of the Corporate Parent.

Contact:

Colin Parr, Strategic Director for Environment and Climate Change

11: Virtual School Governing Body Update

The Board will receive a verbal update from the Chair of the Virtual School Governing Body.

Contacts:

Councillor Carole Pattison
Janet Tolley, Virtual School Head Teacher

12: Children's Ambition Board Update

The Board will receive a verbal update in relation to the Children's Ambition Board.

Contacts:

Elaine McShane, Service Director (Family Support and Child Protection)
Tom Brailsford, Service Director (Resources, Improvement and Partnerships)

13: Updates from Board Members on Interaction with Services

The Board will consider verbal updates from Members in relation to progress and key issues following interactions with Services and partners to challenge the role of the Corporate Parent.

Contact:

Jodie Harris, Principal Governance and Democratic Engagement Officer

14: Corporate Parenting Board Agenda Plan 2021/22

The Board will consider the agenda plan for 2021/22 and any items for inclusion in 2022/23.

Contact:

Jodie Harris, Principal Governance and Democratic Engagement Officer

Contact Officer: Jodie Harris

KIRKLEES COUNCIL

CORPORATE PARENTING BOARD

Tuesday 15th February 2022

Present: Councillor Viv Kendrick (Chair)
Councillor Richard Smith
Councillor Elizabeth Reynolds
Councillor Andrew Marchington (ex-officio)
Councillor Carole Pattison
Tom Brailsford, Service Director, Resources, Improvement and Partnerships
Ophelia Rix, Head of Service for Children in Care, Care Leavers and Looked After Children
Jo-Anne Sanders, Service Director, Learning and Early Support
Gill Addy, Designated Nurse for Looked After Children
Sara Hions, Virtual School Team Manager
Barry Lockwood, Kirklees Fostering Network

In attendance: Beverly McClure, Service Manager Care Leavers Service
Anna Gledhill, Service Manager, Quality Assurance and Safeguarding
Steve Colley, Interim Service Manager, Placements Team
Dale'O Niell, Children's Scrutiny Panel Co-optee
Ian Mottershaw, Head of Service, Contextual Safeguarding and Y.E.S
Carol Mckenna, Chief Officer, Kirklees Clinical Commissioning Group

Apologies: Councillor John Lawson
Councillor Karen Allison
Elaine McShane, Service Director, Family Support and Child Protection
Janet Tolley, Virtual School Headteacher
Stewart Horn, Head of Joint Commissioning, Children and Families
Sara Miles, Head of Service, Resources, Improvement and Partnerships
Keith Fielding- Kirklees Fostering Network
Coleen Callaghan - Kirklees Fostering Network

1. Membership of the Board / Apologies

The Chair welcomed Board Members to the meeting.

Apologies had been received from Councillor Karen Allison, Councillor John Lawson, Coleen Callaghan - Kirklees Fostering Network, Keith Fielding- Kirklees Fostering Network, Elaine McShane- Service Director, Family Support and Child Protection, Janet Tolley, Virtual School Headteacher and Sara Miles Head of Service, Resources, Improvement and Partnerships.

2. Minutes of Previous Meeting

The Board considered the minutes of the last meeting held on 11th January 2022.

RESOLVED: That the minutes of the previous meeting be approved as a correct record.

3. Interests

No interests were declared.

4. Admission of the Public

It was agreed that all agenda items would be held in public session.

5. Deputations / Petitions

No deputations or petitions were received.

6. Public Question Time

No questions from the public were received.

7. Update on the Role of Corporate Parent

The Board considered a verbal update on the Role of the Corporate Parent presented by Carol McKenna, Chief Officer, Kirklees Clinical Commissioning Group (CCG) which highlighted the following key points:

- There was a collective responsibility across a range of organisations to safeguard and promote the life chances of Children Looked After and Care Leavers.
- There was a commitment to hear the voice of the child / young person and to meet their health needs.
- There were statutory responsibilities to meet the needs of Children Looked After and Care Leavers through commissioned services, both universal and more bespoke packages of care.
- There was a responsibility to meet the needs of Kirklees children living out of area, as well as children coming into Kirklees.
- Work was being done with the public health team to help with profiling and identifying the health needs of the Children Looked After population.
- Collaborative working with partner agencies would ensure effective support was provided to children / young people.
- Monitoring of activity would ensure statutory responsibilities were fulfilled.
- Some statutory services for Children Looked After were commissioned from local providers.
- There was a full safeguarding team for both adults and children within the Clinical Commissioning Group.
- The Designated Nurse and Children Looked After Team were responsible for:
 - initiating and co-ordinating health assessments within 20 days of a child being received into care.
 - reviewing health assessments, 6 monthly for children under 5 and annually for children above 5.
 - providing training and support to other practitioners.
 - providing health advice and support to a range of people and services.
- There were robust governance arrangements in place within the Clinical Commissioning Group which included reporting to the Locala safeguarding committee and regular reporting to the Corporate Parenting Board.

- There was also a quality committee within the Clinical Commissioning Group where the annual report for Children Looked After was shared.
- There were a range of multi-agency arrangements in place as well as more specialist arrangements in relation to emotional and mental health, particularly for unaccompanied asylum seeker children.
- There were a range of Key Performance Indicators (KPI's) in place in relation to Children Looked After and audit work had been carried out in relation to quality and improvement.
- There were pressures on the CAMHS services. Dedicated clinicians worked within the placement support team but there had been some challenges in relation to the recruitment and retention of staff.
- An improvement plan was being developed jointly between CCG commissioners and the placement support team.
- There was a clear understanding of where further improvements were needed and how services were operating.
- Commissioned services were effective and had a positive impact, services were accessible and supported health needs to be met.

The Board acknowledged the presentation and the complexities of the information shared. The Board highlighted that the health needs of children and young people had been addressed but questioned how Care Leavers were ensured education, training or employment and what opportunities could be provided?

Carol McKenna responded and shared conversations were ongoing in relation to what more could be done to support children and young people and to provide those educational opportunities as well as growing the workforce. Gill Addy, Designated Nurse for Looked After Children further shared how the Clinical Commissioning Group and Health Teams worked together and advised that co-location with the Local Authority enabled good communication and understanding of what the services were doing and how they were working. The Board agreed this was a good model of partnership work, highlighting that it wasn't static, which made it a strong multi agency approach.

RESOLVED: The Board noted the update on the Role of the Corporate Parent and thanked Carol McKenna, Chief Officer, Kirklees Clinical Commissioning Group (CCG) for attending.

8. Virtual School Governing Body Update

Councillor Pattison advised that the last Governing Body meeting was cancelled, mainly due to the Special Educational Needs and Disability (SEND) inspection. Therefore, no update was given.

Councillor Pattison shared that a new duty had been put upon the virtual school, which expanded its responsibilities. Sara Hions, Virtual School Team Manager further added that the project was showing sustainability and was making good progress. Sara also shared that the virtual school had been involved in the evaluation from the Department for Education (DfE) which was positive in terms of highlighting good practice and how to move forward as a Local Authority.

RESOLVED: The Board agreed that a verbal update on the virtual school governing body be given at the next meeting of the Corporate Parenting Board.

9. Children's Performance Highlights Report

The Board considered the latest reports giving key highlights on Performance Monitoring Data for Children in Care.

Ophelia Rix, Head of Service for Children in Care, Care Leavers and Looked After Children provided data relating to children in care. It was noted that:

- The overall number of Children Looked After as of December 2021 was 617 which was a decline on previous months. However, the figure had since increased to 626 and continued to increase.
- A breakdown of the overall numbers identified that 148 Looked After Children were males aged between 10 to 15 years and 113 were females aged between 10 and 15 years, the highest number of children were within that age bracket.
- In terms of ethnicity, 71.5% were White British and there had been an increase in the number of children becoming Looked After who were of Asian ethnicity. In December 2020 the figure was 7.5% and in December 2021 it had increased to 9.1%.
- Further work needed to be undertaken to understand and interrogate the data and it was suggested that a full report be presented to the next meeting of the Corporate Parenting Board.
- Social work visits had continued but there had been a decline in December 2021 as a result of the COVID-19 pandemic and children and foster carers testing positive. Children were still contacted but not seen face to face and all children had been visited since.

In relation to Children Looked After Educational Outcomes, Sara Hions, Virtual School Team Manager highlighted that:

- 100% of (Personal Education Planning) PEPs had been completed within the Autumn Term and 100% of initial PEPs have been completed within 10 school days of child coming into care since 01/09/2021.
- The Virtual school lead all PEP reviews in conjunction with social care and other professionals involved which were currently taking place virtually.
- Persistent absence (PA) remained a high priority for all pupils with attendance less than 90% and the Virtual School Continued to monitor individual attendance closely and work to support young people on an individual basis.
- Mid-Year School Moves were only actioned if necessary, and were supported to ensure no break, or a minimal break in provision.
- 97.2% of school moves since the start of the academic year were carefully planned across the service to ensure a smooth transition with no break in provision.
- A key aim was to maintain success rates across the key performance indicators.
- Emotional well-being was impacting on children / young people and there was a need to improve partnership working to offer support around this.
- The impact of Covid was still having an impact in terms of capacity and staffing.

The Board noted the information and referring to the persistent absence data highlighted that benchmarking for statistical neighbours and England was for the year 2018/19. Sara

Hions responded to explain that reporting on benchmarks had stopped nationally until clearer and more robust data could be provided for comparisons.

Gill Addy, Designated Nurse for Looked After Children provided the data relating to Children Looked After Health and highlighted that:

- Initial Health Assessments: Kirklees Local Authority (LA) rolling 12-month data showed that 85.3% of Initial Health Assessments were completed in the statutory 20 working day timescales and Locala monthly data showed that 100% were completed in timescales for December.
- Review health assessments: 84.4% and 89.3% of the 'Developmental' assessments (under 5yrs old) and 'Annual' assessments (over 5 yrs. old), were completed in statutory timescales. Locala monthly data showed that there was also a reduction in the recording of assessments completed by the exact date,
- Breach reasons were largely due to team capacity and additional pressures on the team which included:
 - an increase in complexity of children's needs.
 - access to more information which informed good quality assessments.
 - Nurses becoming more accessible for advice.
 - undertaking assessments on behalf of other Local Authorities for children who had moved into Kirklees, some of whom had extreme health histories.
- Monthly dental checks showed that between 90 to 98% of children / young people had attended a dentist at the point of their review health assessment.
- This was slightly better than pre-pandemic levels and was due to the flexible commissioning services that ensured a small number of dental surgeries provided dental services for Children Looked After.
- The figure for substance misuse remained the same. 7 young people had been introduced to services to support them.
- Any person who declined a review health check would be assessed further to check for substance misuse issues and if there were concern around substance misuse (on any level) the child/young person would be offered support.

The Board noted the positives of the Flexible Commissioning Service and requested more information on its progress and who the providers were. Gill Addy responded to advise that the project was ongoing and there were a small number of dentists registered within Kirklees.

Ian Mottershaw, Head of Service, Contextual Safeguarding and Y.E.S shared the data in relation to Looked After Children Convictions and highlighted that:

- The number of Children Looked After with convictions was significantly low.
- 0.5% of Children Looked After had received a conviction in the last quarter which was lower than the national average and compared with statistical neighbours.
- The Youth Justice Service worked with 103 young people in 2021, 15% of which were Children Looked After. The previous year's figure was 12% which was slightly lower.
- The largest proportion of young people who were involved in the Youth Justice System were from a residential care setting.
- The largest proportion of interventions and orders that were placed on young people fell into out of court disposal, such as community resolutions, cautions, referral orders etc...

In relation to adoption, the Board highlighted their concerns regarding the average timescale for a child coming into care and being placed with an adopter. Ophelia Rix responded and advised that she was proposing to bring a detailed report to the Board in relation to Looked After Children and within the report would include a section on adoption, which would highlight the key issues and proposals to address key issues.

Anna Gledhill, Service Manager, Quality Assurance and Safeguarding provided an update on Fostering, and highlighted that:

- In December 2021 there were 6 carer approvals, 3 of which were in house. This was a decrease from the previous month but there was an overall net gain of 14 foster families over the last 12 months.
- Recruitment and retention of foster carers was a priority within the fostering service.
- There was a need to increase the number of foster cares within Kirklees so that Kirklees children could be placed with Kirklees carers and remain within the area.
- There were 173 placements with independent fostering agencies which was positive and showed the number had continued to decrease.
- There had been one in house fostering de-registration and a review of resignations was taking place to identify key learning points.
- There had been 17 recorded resignations of foster carers in 2021, which had been looked into further and provided some assurances in that:
 - 11 were connected carers whose resignations related to a change of legal order or a change of care plan.
 - 6 resigned were for various reasons including changes in personal circumstances, bereavement, retirement, moving out of area, health reasons etc.
- 200 children / young people were placed with Kirklees foster carers and the figure had changed very little over the last quarter.
- 106 children / young people were in connected placements and the figure had remained stable.
- A modernisation plan would be implemented to support the improvement of line management, performance management and work with placement support services.
- Foster carers and the children / young people placed with them would receive the right level of support in terms of induction, training, and the review process.
- There was a new website for foster carers which was live.
- The mockingbird hub and 1hub were up and running and conversations were ongoing in terms of developing the next hub, taking into account lessons already learnt.

The Board noted the update and suggested the findings of the review of the mockingbird hub be provided to the Board.

The Board asked for more information in relation to the new website and wanted to know whether this was a part of the Kirklees website, and if it was promoted on social media. Anna Gledhill responded to advise that the website was designed to attract prospective foster carers to Kirklees and in a way in which the key information more accessible than previously. The website was standalone, and that there was a marketing officer within the fostering service who planned to work on promoting Kirklees's offer and targeting foster carers.

Tom Brailsford, Service Director, Resources, Improvement and Partnerships highlighted that there was a good marketing strategy in place as well as a strong offer to perspective foster carers in terms of pay, paid annual leave, skill support and placement support, but also acknowledged the need to continue to build on what could be offered to foster carers.

In relation to feedback received from Kirklees Fostering Network, the Board raised concerns about further potential resignations highlighting the importance of addressing common issues before reaching that stage.

In response, Tom Brailsford advised that meetings took place with the Kirklees Fostering Network monthly to address common issues. Further to this, where a foster carer was considering resigning, a conversation was offered with a head of service to provide senior oversight and understanding. This conversation would then be followed by an exit interview. Anna Gledhill added that an exit interview policy was being developed to help gain an understanding of current issues so that these could be acted upon.

RESOLVED: The Board noted the Children's Performance Highlights Report, and it was agreed that:

1. Information in relation to the increase of Children Looked After who were of Asian ethnicity be presented to the Corporate Parenting Board.
2. A detailed report in relation to Looked After Children and adoption be presented to the Corporate Parenting Board.
3. The findings of the review of the mockingbird hub be provided to the Board.

10. Care Leavers Overview Report

The Board considered the Care Leavers Overview Report presented by Ophelia Rix, Head of Service for Children in Care, Care Leavers and Looked After Children who explained that:

- The report set the key objectives of the care leavers service, the role of the Personal Advisors and the categories of care in terms of eligibility, relevance and qualifying as defined in the Leaving Care Act 2000.
- All care experience young people had an allocated social worker up until the age of 18.
- At the age of 18 they were allocated a Personal Advisor whose role was to support, assist and advise young people to continue to develop their independent living skills.
- Personal Advisors were now allocated at the earlier age of 17; this helped build earlier relationships, between the young person and the Personal Advisor, and enabled Personal Advisors to work jointly with social workers to gain an earlier understanding of the young person's needs and focus on areas in relation to education, training and employment.
- 54.9% of young people were in education, employment or training which was an area of concern.
- There was ongoing work with business networks to help create opportunities for young people as a part of the pathway planning.
- Data showed that Pathway Plans were being completed but were not being recorded in a timely manner, which was a piece of work to improve on.
- 86.5% of children / young people were in suitable accommodation. 14 of which were within a custodial setting which was defined as unsuitable accommodation.

- Personal advisors were continuing to keep in touch with young people, but more work needed to be done.
- The minimum standard for seeing young people was every 8 weeks, with the view that it should happen more frequently for those who wanted it.
- In cases where the young person did not want to be seen, they would still be contacted via letter and made aware of the services they were entitled to.
- The biggest challenge was young people who were not in education, training or employment, and the importance of working together to address the issue and create opportunities for young people.

The Board acknowledged the importance of strong partnerships with other organisations and services, and the responsibility of ensuring young people were provided with opportunities for education, training, and employment.

In response to the Boards comments, Sara Hions, Virtual School Team Manager, highlighted that the virtual school, with consent, would also remain involved in the young person's educational journey post 18. Ophelia Rix further added that a panel of key agencies was being created to look at work around adult learning in terms of identifying how to improve opportunities, including links to housing and careers. Ophelia also shared that the careers advisors, personal advisor and social worker would be invited to attend the young person's PEP review at the age of 17 to allow individual conversations to take place with the young person in relation to their needs, so that opportunities could be created for them with the aim being to enable Care Leavers to become successful adults who could live independently.

The Board raised a concern regarding suitable accommodation and the pressure on Care Leavers to accept an offer, which had resulted in some Care Leavers being placed in housing that was geographically far away for their connections and had resulted in them becoming isolated. The Board stressed the importance of this issue to be addressed.

Ophelia Rix responded to reassure the Board that the service was advocating for children and young people to remain in the area that they were familiar with. Ophelia further advised that the staying put policy had been amended and updated, making it more viable so that children / young people were not disadvantaged, given choices, and supported to develop life skills.

RESOLVED: The Board noted the Care Leavers Overview Report.

11. Statement of Purpose for Children's Homes (Annual Report)

Steve Colley, Service Manager for Placement and Residential presented the Statement of Purpose for Children's Homes (Annual Report). The Board noted that:

- The statement of purpose set out what was to be achieved in terms of the ethos of the home and what it offered.
- There were 5 children's homes within the Authority that were regulated by Ofsted.
- The report contained clear guidance in relation to what each home did, how many children / young people could be accommodated and the needs of the children / young people that could be accommodated.
- There were two mainstream children's homes and two disability children's homes, one of which offered short breaks provision.

- There was a third mainstream children's home which operated Multi-Systemic Therapy (MST) and an integrated model of working with children / young people and their families to support them back into their family home.
- There was a new home due to open late spring / early summer 2022 which had a social pedagogy ethos.

The Board noted the update, highlighting the work undertaken in relation to MST and requested that the outcomes be shared with the Board in the future. Tom Brailsford, Service Director, Resources, Improvement and Partnerships further highlighted that there had been changes in residential provision and the model of care across the homes, suggesting it would be useful to present an update to the Board to share some of the plans.

RESOLVED: The Board Members noted the Statement of Purpose for Children's Homes (Annual Report), and it was agreed that:

1. The outcomes of the Multi-Systemic Therapy approach be provided to the Corporate Parenting Board.
2. An update on the changes to residential provision and the model of care be provided to the Corporate Parenting Board.

12.Children's Ambition Board Update

Tom Brailsford, Service Director, Resources, Improvement and Partnerships advised that the last meeting of the Children's Ambition Board was cancelled due to the SEND inspection so there was no update. The Board noted that it would be helpful for the outcomes of the SEND inspection to be provided to the Board.

RESOLVED: The Board noted the Children's Ambition Board update and agreed that:

1. An update would be provided to the Corporate Parenting Board following the next Children's Ambition Board.
2. The outcomes of the SEND inspection be reported to the Corporate Parenting Board in the next municipal year.

13.Updates from Board Members on Interactions with Services

The Board shared a verbal update on the Kinship carers pantomime and Christmas party and highlighted that it was hugely successful, enjoyable and attended by many families.

RESOLVED: The Board noted the update on Interactions with Services.

14.Corporate Parenting Board Agenda Plan 2021/22

The Board considered the work plan for 2021/22.

RESOLVED: The Board noted the work programme for the 2021/22 municipal year.

This page is intentionally left blank

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.

Corporate Parenting Board – Highlight Report - Final

Date of Board: 29 March 2022

Data is as at 28th February 2022, unless stated otherwise.

*Benchmarking Source: Children's Social Care Benchmarking Tool (BMt) V3.20. Benchmarking data is from March 2021 unless stated otherwise. SN = Statistical Neighbours average, Eng. = England average. Where no equivalent published data is available, "N/A" is shown.

Children Entering Care, Children in Care and Placement Stability

Key Indicator	Type of measure	Month End				*Benchmarking	
		Mar 21	Dec 21	Jan 22	Feb 22	SN	Eng.
4.02.01 Children in care - numbers in care per 10,000 of age 0-17 population.	Per 10,000 population aged 0-17	66.6 (666)	61.7 (617)	62.8 (628)	61.5 (615)	93.3	67.0
	Direction of Travel		↓	↑	↓		
4.02.04 Children in care by placement within and outside the LA boundary: Total placed outside Kirklees and more than 20 miles from home address	% (number)	11.1% (74/ 666)	12.6% (78)	12.3% (77)	12.4% (76)	12.6%	16.0%
	Direction of Travel		↑	↓	↑		
4.05.01 Placement Stability Within Year - LAC with three or more placements	% (number)	5.9% (39)	7.1% (44)	7.3% (46)	8.6% (53)	7.5%	9.0%
	Direction of Travel		↓	↑	↑		
4.05.04 Social Worker change of LAC in care 12+ Months: Number of Social Worker changes	Number	193	276	302	297	N/A	N/A
	Direction of Travel		↑	↑	↓		
Average number of SW changes	Average	0.39	0.55	0.60	0.60	N/A	N/A
	Direction of Travel		↑	↑	↔		

Service Narrative

What difference did we make?

- There is currently a decreasing trend in the number and rate of children in care from 67.7 (677 children) in Apr 21 to 61.5 (615 children) in Feb 22. The current 12-month average for Kirklees is 64.1 (641 children), below our 31 March 2021 published rate of 66.0, the England 2021 rate of 67.0 and significantly below our Statistical Neighbours 2021 rate of 93.3.
- Of the 76 children placed outside of Kirklees and more than 20 miles from their home address, the large majority are placed in fostering.
- The Head of Service continues to have oversight of permanency planning through Legal Gateway and Permanence Panel. The panels are held weekly to ensure consistency regarding decision making and care planning for children and young people. The panels also provide a quality assurance framework and opportunity to evidence good practice and areas for development.
- An External Placement Review Panel is now in place, and is held every 2 weeks, chaired by the Service Director. The purpose of the panel is to ensure better oversight of children who are not placed in Local Authority provision and provides a quality assurance function in that it provides high support and challenge as required to avoid drift and delay in care planning for children and young people.
- Whilst the number of social work changes has improved a focus needs to remain on reducing this number further, as we are mindful of the impact this has on our children and young people and will continue to focus on staff retention and consistency in case allocation.
- We have seen an increase in relation to the number of children who have had 3 or more home moves from 46 (7.3%) in January 2022 to 53 (8.6%) in February 2022. We have identified this

number relates to our young people who are aged 13 plus, whereby the foster carer has given notice. Due to the limited availability of foster carers for this age group (a national issue) this has resulted with the service having to utilise the temporary options that have been available, until a suitable home has been found. Also, of note we have successfully reunited a number, of the young people back with their birth family. This inevitably has seen an increase in the placement with parents' data but is a positive outcome for the young people.

What do we want to improve?

- The service will continue to work with the Placement Support team and the Multi-Systemic Therapy (MST) team to collaboratively support improving placement stability for our children and young people with a focus on integrating strength-based approaches and tools into practice.
- Further worker needs to be undertaken to improve allocated social worker stability.
- Reduce number of children placed more than 20 miles from their home address. We aim to recruit more local foster carers to provide more local placement options.
- A review of placement stability will be undertaken as part of practice learning days to further identify areas of future learning and development and to strengthen the good areas of practice that are currently taking place.

Children Looked After Reviews, Visits and Missing

Key Indicator	Type of measure	Month End				*Benchmarking	
		Mar 21	Dec 21	Jan 22	Feb 22	SN	Eng.
4.06.01: CLA Reviews Within Statutory Timescale	%	99.0%	99.0%	98.6%	98.5%	N/A	N/A
	Direction of Travel		↓	↓	↓		
4.07.01: CLA visits within statutory time-scale: % of CLA visited in line with Kirklees Practice Standards	%	93.8% (623)	92.5% (571)	95.4% (599)	95.1% (585)	N/A	N/A
	Direction of Travel		↓	↑	↓		
4.09.02: Missing children: a. No. of CLA having at least one Missing episode per month	% (number)	2.4% (16)	2.9% (18)	3.2% (20)	2.0% (12)	9.3%	11%
	Direction of Travel		↑	↑	↓		
b. No. of LAC that have more than one missing episode in the month (repeat Mispers)	% (number)	37.5% (6)	44.4% (8)	25.0% (5)	25.0% (3)	N/A	N/A
	Direction of Travel		↓	↓	↔		
4.09.03: Independent Return Interviews for CLA offered within 72 hours of the child being located	% (number)	83.3% (10/ 12)	86.7% (13/ 15)	50.0% (10/ 20)	78.6% (11/ 14)	N/A	N/A
	Direction of Travel		↑	↓	↑		

Service Narrative

What difference did we make?

- 7 requests for Initial Review forms were received by the Child Protection and Review unit in February 2022 relating to 9 children, including a sibling group of 3 children. For all the referrals received, children and young people were allocated an Independent Reviewing Officer (IRO) within 24 hours and Initial Child Looked After Reviews were arranged within 4 weeks of the children and young people becoming Looked After.
- In February 2022, the Child Protection and Review Unit held 97 Looked After Review Meetings for children, with all but one of these being held within timescales, and a rationale for delay relating to this review was provided. Independent Reviewing Officers closely monitor Child Looked After Review timescales to ensure that this high percentage is maintained and improved upon, whilst a clear rationale is recorded on a child's file if there are circumstances which result in a child's review meeting not being held within statutory timescales.
- IROs robustly review children's care plans. They provide time-bound actions, which are followed up in between review meeting to ensure that plans for children progress swiftly, and where drift is

identified informal and formal resolution processes are used effectively. Children's reviews are well attended by a range of partner agencies, who commit to taking actions to improve children's experiences and outcomes.

- In February 2022, 5 children and young people were supported by an Advocate for their child Looked After Review, 2 of these were living in host local authority area
- There has been slight decrease this month in regard, to the number of Children in Care who have received a statutory visit in line with practice standards from 95.4% in January 2022 to 95.1% in February 2022. We continue to monitor the visits on a weekly basis as part of our service performance meetings to address and increase the timeliness of visits to children and young people.
- *Missing CLA:*
 - The number of Children having at least one missing episode has reduced in November, however the average remains at approx. 3%. This average remains considerably below the national average and statistical neighbours (10.0% and 8.7% respectively).
 - The principles of 'Right Support, Right Person, at the Right Time' are consistently adopted when approaching an Independent Return Interview. Utilising familiarity and identifying the right person for the circumstances and placing the Young Person at the centre of the decision is the consistent approach undertaken. With very specific exceptions all Children and Young people are offered an independent return home interview (97%).
 - 99% of all Independent Return Home interviews offered and accepted were completed.
 - The number of children having multiple missing episodes has fluctuated between 3 and 8 in the three-month period which is lower than the 12-month average. The percentage rate of these children is determined from a very low overall number in the cohort of missing children. The slight fluctuation in the overall number of Children therefore creates a significant shift in the percentage and as such presents a volatile range.
 - As per previous reports, all children's homes are being encouraged to review missing reporting strategies with the placing Local Authorities to ensure they are fit for purpose and have a clear expectation on the home to try all avenues to locate the child before reporting them missing.
 - Daily Risk Exploitation and Missing Meetings (DREAMM) occur with partners to discuss, intelligence, missing episodes and individual circumstances to ensure actions, and allocations are in keeping with the core principles placing the child at the centre.
 - The Philomena Protocol is a Police initiative to help locate and safely return a young person as quickly as possible when they are missing. The basis of the scheme is for vital information about the young person to be recorded on a form so that this can be used to help locate them safely and quickly. The Philomena Protocol documents continue to be used by all children's homes and semi-independent providers in Kirklees (introduced in July 2020). A number of meetings have been held with providers recently to consider the protocol, the information within it and expectations that all providers use it. Feedback showed that children's homes and semi-independent providers like the protocol and that the information held means that children are located more quickly and that it aids the Police to do this. It was recognised by the police that more work needs to take place with the police call operators who receive the information as they are not all familiar with the protocol.
 - Provider meetings are run 3 to 4 times per year. These have focussed on the Philomena Protocol and support through Covid-19. Meetings have continued to take place and attendance has been good, but more work is required, to increase understanding and fully implement the protocol across the partnership.
 - There are a number of partners involved when a young person who is looked after goes missing. These include foster carers, children's homes, EDS, CLA Teams, Youth Engagement Service and WY Police. Despite the protocol in late 2021, Police highlighted a number of missing episodes where they questioned how young people had been reported missing. Police expressed a view that more could be done by the responsible carer to determine whether they are missing or whether they are absent from placement. This has resulted in a discussion being planned between all involved partners to review responsibilities and reporting. The meeting has been postponed twice at the request of Police and is rescheduled to take place in February 2022.

What do we want to improve?

- The principles of Right Person, Right Support at the Right Time is embedded in the decision making through the Youth Engagement Service. This principle must continue to be the driver of decisions and become the default position across more services.
- The report identifies the number of independent Return Home Interviews offered and accepted. Securing more IRI's remains a priority and together with securing those IRI's comes the requirement to ensure quality and value is maximised.
- The Service Managers are increasing focus on statutory visit compliance to improve the performance. Regular performance meetings are held within the service to ensure that we can improve our performance.
- The Youth Engagement Service has developed a recording system to enable a more nuanced understanding of IRI outcomes. This recording is intended to inform discussion about how more productive and informative data might be able to be created regarding both the allocation of and outcomes of IRI's.
- Independent Reviewing Officers to continue to liaise closely with Social Workers and the Children's Rights team to ensure that children are enabled to participate in their Reviews and that their voice is heard. IROs are linked to social work teams and area clusters to share updates about services and highlight any themes and issues that maybe/could contribute to delay.
- Children's Rights Service have liaised closely with IRO Service and have relaunched updated online versions of Children's consultation documents for Looked After Reviews. These include children's consultation and feedback forms for Reviews and an Information about Reviews 'Booklet', for two ranges. These have been distributed to the social work teams to be shared with children and young people when they first come into care. The aim is to help children and young people gain understanding of what a Review meeting is, what they can expect, why it is important that their views are heard, the different ways they can make sure this happens, and to encourage improved participation of children and young people in their reviews.

Children Looked After Education Outcomes

Key Indicator	Type of measure	Autumn Term 21/22	Spring Term 21/22	Summer Term 21/22	Benchmarking	
					SN	Eng.
4.10.02 Personal Education Plans (PEP) up to date (current school age LAC with PEP in the last term)	%	100%	100%			
	Direction of Travel	-				

Key Indicator	Type of measure	Month End				Benchmarking	
		Dec 21	Jan 22	Feb 22	Cumulative	SN	Eng.
Initial PEP completed within 10 school days of Virtual School being notified child came into care	%	100%	100%	73%	96%	N/A	N/A

Key Indicator	Type of measure	Month End				Benchmarking	
		Mar 21	Dec 21	Jan 22	Feb 22	SN	Eng.
CLA Persistent Absentees	%	N/A	22.0%	26%	22.4%	11.4% (2018/19)	12.0% (2018/19)
	Direction of Travel		↓	↑	↓		
LAC with a mid-year school move	%	7	3	6	2	N/A	N/A
	Direction of Travel		↓	↑	↓		

Service Narrative

What difference did we make?

- 100% of PEPs have been completed within the Autumn Term in-line with the termly processes.
- The Virtual School is currently leading on all PEPs since the Covid-19 lockdowns began in March 2020. These are virtually held meetings unless there is a critical reason why in person attendance is required.
- 96% of initial PEPs have been completed within 10 school days of child coming into care since 01/09/2021.
- We continue to work with social work teams to improve both PEP and initial PEP completion and the quality assurance of PEPs.
- 93.4% of school moves since the start of the academic year have been carefully planned across the service to ensure a smooth transition with no break in provision.

What do we want to improve?

- Issues as a result of Covid will be our priority following the return to school for all pupils. This includes Catch up and Emotional Wellbeing.
- We will continue to have a focus on termly PEP completion as key focus area.
- Attendance / Persistent Absence (PA) remains a high priority and all pupils with attendance less than 90%. We will need to be mindful of some of the emotional issues for our young people following the effects of the pandemic and respond creatively where there are issues or concerns.
- Covid-19 continues to impact on the number of PA pupils, even though many of these young people are not attendance concerns. We monitor individual attendance closely and work to support young people on an individual basis. We will continue to have a strong focus on pupils not in full-time education provision.
- We will continue to work across service to reduce the number of school moves (2018-19 (82), 2019-20 (64) 2020-21 (75)) and to reduce the number of young people with a break in provision whenever possible.

Children Looked After Health

Key Indicator	Type of measure	Month End				Benchmarking	
		Mar 21	Dec 21	Jan 22	Feb 22	SN	Eng.
4.11.11 Dental Checks within last 12 months - timeliness	%	24.2%	66.1%	66.6%	63.8%	31.9%	40.0%
	Direction of Travel		↑	↑	↓		
4.11.12 Initial health Assessments completed on time - within 20 days	%	91.2%	85.3%	88.4%	85.9%	N/A	N/A
	Direction of Travel		↑	↑	↓		
4.11.13 Annual health assessments: a: Under 5's 6 month Developmental Assessments -percentage up to date	%	93.2%	84.4%	87.7%	91.0%	86.9%	89.0%
	Direction of Travel		↓	↑	↑		
b: Over 5s Annual Health Assessments – percentage up to date	%	89.0%	89.3%	88.1%	91.6%	92.2%	91.0%
	Direction of Travel		↓	↓	↑		
4.11.16 No. of LAC in care more than 12 month and identified as having a substance misuse problem during the last year	% (number)	0.20% (1)	1.38% (7)	1.39% (7)	1.42% (7)	2.2%	3.0%
	Direction of Travel		↔	↔	↔		

Service Narrative

What difference did we make?

Initial health assessments (IHA):

- Kirklees Local Authority (LA) rolling 12-month data shows that **85.9%** were completed in the statutory 20 working day timescale.
- Locala monthly data shows that **100%** were completed in timescales for February 2022.

Review health assessments (RHA):

- Kirklees rolling 12-month data shows that **91% & 91.6%** of the 'Developmental' assessments (under 5yrs old) and 'Annual' assessments (over 5 yrs. old) respectively, were completed in statutory timescales.

Locala monthly data shows that **72%** of under 5-year-olds and **60%** of over 5-year-olds RHA's were completed in timescales. There were 13 in-house breaches (1 covid related and 12 capacity), this is a reduction from 31 breaches in January. 2 out of 4 RHA's completed by other authorities on our behalf due to location, were outside timescales due to staff sickness and capacity.

There has been a reduction in the completion of RHA's by the exact date over recent months, with an aim to completed in the month they are due where possible. This contingency plan was introduced to reduce the pressure on the health team and allow visits to be planned more efficiently, with current resources. There has been a significant effort in February to complete by the due date where possible.

Dental Checks within last 12 months:

- Kirklees rolling 12-month data shows that **63.8%** of children aged 1 year+, when asked at their health assessment had attended the dentist. This rolling figure is not helpful in showing the recovery of dental services.
- Locala monthly data shows that **73% & 100%** of children age 18m to 4 years, and 5 years+ respectively, had attended the dentist at the point of their RHA in February.

Registered at dentist:

- Locala data shows **89% & 93%** of children age 18m to 4 years and 5 years + respectively at the point of their RHA, were registered with a dentist.
- The use of the 'Flexible Commissioning Project' has ensured all CLA can now be registered.

Substance misuse:

- 7 young people (**1.42%**) have admitted or are known to use substances that have a significant impact on their daily life at their last RHA. All have been discussed with the local Substance Misuse Outreach worker, to ensure support has been offered. The negative percentage increase suggests a downward trend, but it is the same 7 young people as last reported.
- If a young person declines their RHA, a check is made with the social worker to ascertain if substance use is an issue.
- Any young person misusing substances at any level is offered support.

Children Looked After Convictions

Key Indicator	Type of measure	Quarter				*Benchmarking
		Jan-Mar 20/21 Q4	Apr-Jun 21/22 Q1	Jul-Sep 21/22 Q2	Oct-Dec 21/22 Q3	
4.12.01 Number of young people who have been looked after continually for 12 months or more aged between 10 and 17 who have offended and received a substantive outcome (Youth Caution/ Conditional Caution or a Court Order)	%	1.24% (4/321)	1.37% (5/364)	0.55% (2/364)	0.55% (2/364)	Eng.: 3.00% SN: 3.43% Y&H: 3.00%
	Direction of Travel	↔	↑	↓	↔	

Service Narrative

What difference did we make?

- For the year 2018/2019 65.8% of Children Looked After successfully completed their interventions but is however a much-improved picture from 2016 when less than 30% of Children Looked After successfully completed their interventions
- For the year 2019/2020 90.9% of Children Looked After successfully completed their interventions which in comparison with the last year is an increase of over 25% (65.8%).
- For the year April 20 to March 21, 87.7% of Children Looked After successfully completed their interventions. Whilst this performance is slightly worse than the same period of the previous year, it remains in line with that of the general population successfully completing their intervention.
- For the April to Dec 21 period 64.7% of Children Looked After successfully completed their interventions, compared to 81.7% of the general population. This is a reduction in Children Looked After completion from the same period of last year which was 85.7%, whilst the general population remains broadly the same.
- Whilst the numbers of Children Looked After offending remain small in the cohort, we are seeing a decrease in the numbers compared to the same period last year. In the year to date we have seen a decrease in the percentage of CLA offending from 4.36% (20/21) to 2.47% (21/22).

What do we want to improve?

- Continued reduction in the numbers of Children Looked After offending. The overall cohort for the 21/22 year is bigger than the 20/21 year (364 compared to 321), but through continued interventions by the YOT, restorative processes, liaison with Children's Homes and creative out of court disposals it is hoped the offending rate will continue to fall.
- There is a focus around Looked After Children in our subgroups – specifically Sub Group 2 – Reducing offending and reoffending.

Care Leavers

Key Indicator	Type of measure	Month End				*Benchmarking	
		Mar 21	Dec 21	Jan 22	Feb 22	SN	Eng.
5.01.04 Children in care aged 17 years and 4 months with a Personal Advisor	%	80.0%	79.4%	91.7%	94.4%	N/A	N/A
	Direction of Travel		↑	↑	↑		
5.01.08 Local Authority In Touch with Care Leavers	%	89.6%	92.7%	91.2%	91.8%	95.6%	91.0%
	Direction of Travel		↑	↓	↑		
5.01.09 Care Leavers in suitable accommodation	%	83.3%	89.5%	88.0%	89.2%	91.5%	88.0%
	Direction of Travel		↑	↓	↑		
5.01.10 Care Leavers Employment, Education and Training (EET)	%	51.4%	54.9%	53.5%	55.6%	48.0%	52.0%
	Direction of Travel		↑	↓	↑		
5.01.11 Number of Care Leavers with a Pathway Plan that is up to date	%	86.8%	84.6%	85.6%	88.2%	N/A	N/A
	Direction of Travel		↓	↑	↑		

Service Narrative

What difference did we make?

- *Contact with care leavers* – There has been an increase in relation to the number of Care Leavers we were in touch with during this month from 91.2% in January 2022 to 91.8% in February 2022. This also has, to be viewed in the context of this group being aged 18 plus and, in some situations, young people do not wish to keep in contact with their Personal Advisor. The team continue to work innovatively to keep in touch with all young people.
- *Number of young people in suitable accommodation* – There has been a significant impact on the increasing demands for tenancies during the pandemic. However, we continue to work with our housing colleagues who have agreed to prioritise the properties for our young people, and this has helped to improve our performance. In February 2022 we have seen an increase to 89.2% from 88.0% in January 2022. We will continue to work with our Housing providers to ensure that suitable accommodation is available, we have also maintained strong links with private housing providers. We have continued to provide virtual and face to face life skills and pre-tenancy training and continue to explore collectively how we can improve independence training for our young people. A further update of this work will be presented to the Corporate Parenting Board in April 2022.
- *Children in Care aged 17 years and 4 months with an allocated Personal Advisors* – There has been an increase in performance on this indicator this month from 91.4.4% in January 2022 to 94.4% in February 2022. Further work is to be undertaken as a priority with the team to address Personal Advisor (PA) allocation, but it is important to note that all the young people do have either an allocated PA or an allocated Social Worker.
- *Education Employment Training* – Our performance in relation to Employment, Education and Training (EET) indicator is a focus for improvement. 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. Due to the COVID19 pandemic some of our young people have unfortunately been in a situation where they have either been furloughed or made redundant from their employment. In order, to offer support to our young people we have recently established a virtual clinic where extra support is available from our Careers Advisor. In February 2022 we have seen an increase in the number of young people who are either in employment, education, or training, this is also a priority area to be addressed by the team from 53.5% in January 2022 to 55.5% in February 2022.

- *Pathway Plans* – We have seen an increase in the numbers of young people who have an up-to-date pathway plan this month. 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. This is monitored at our performance meetings chaired by the service manager.

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. Work is currently ongoing within the service and it is expected that the measure will improve further. 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.
- We have recently reviewed our financial offer to our care leaver along with our staying put policy and they will be launched following approval. We aim to review our commitment to care leavers, and both will significantly improve and enhance our offer to our young people.
- To improve the allocation timeliness of Personal Advisors and the timeliness and quality of visits to young people.
- This is a key priority area for the service to address and increase the number of our young people who will have access to Education, Employment or Training.

Adoption

Key Indicator	Type of measure	Month End				*Benchmarking	
		Mar 21	Dec 21	Jan 22	Feb 22	SN	Eng.
5.02.01 Number of children adopted as a percentage of children leaving care (12 month rolling period)	% (number)	6.3% (15)	9.5% (21)	9.5% (20)	9.3% (18)	13.9%	10.0%
	Direction of Travel		↓	↔	↓		
A10 Average timescale (days) between the child coming into care and being placed with the adopter adjusted for foster carer adoptions (12 month rolling period)	Number	546.1	491.5	493.2	509.9	396.7 (17-20)	367.0 (17-20)
	Direction of Travel		↓	↑	↑		
A2 Average timescale (days) between receiving court authority to place a child and the council deciding to match the child with an adoptive family (12 month rolling period)	Number	255.0	195.3	193.9	186.6	180.0 (17-20)	175.0 (17-20)
	Direction of Travel		↓	↓	↓		

Service Narrative

What difference did we make?

- 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 and Permanence Panel 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 procedure's website. They will be working with Kirklees staff on 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 offers funding for ongoing support to adoptive families and children. There has been an increase in successful applications for Kirklees children that resulted in an increase of support, training and therapeutic input.
- During the recent COVID19 we have had some difficulties in relation to being able to progress transition plans however as restrictions have been lifted we are now in a much stronger position in being able to progress these plans to be able to move children into their potential adoptive Placement. As a result of the COVID 19 pandemic we have experienced delays in relation to court hearings for application for adoption orders again as restrictions have lifted this is now an improving picture.

What do we want to improve?

- To continue to develop working relationships between One Adoption West Yorkshire and Kirklees social workers and managers, to ensure we maximise the potential benefits of the regional adoption agency in Kirklees. Regular meetings between the Service Managers in One Adoption and Assessment and Intervention have been established which will improve areas of communication and partnership working to assist timely adoption for our children.
- We have been able to enable children to remain within family, whose alternative plan would have been that of adoption, through the Family Group Conference, and connected persons assessments.
- Kirklees will need to consider whether a panel environment would be of benefit, to consider the below recommendations. This could be similar to, if not, the same as Permanence panel, or be heard at this panel, as additional to the already set TORS. At this panel we would consider,
- Maintaining a realistic outcome of rescindment, within 12 months of Placement Order, if links have not been productive. We also need to have scrutiny of this within the panel environment. This would involve the formulation and frequency of this panel, to ensure all the below issues are considered to have had the appropriate oversight and management.
- Our ongoing working relationships with One Adoption and case audits will be able together to consider individual cases. We will be able to determine/monitor links and match children with potential adopters within the first 3 months of the Placement Order being granted. If this hasn't happened, we need to review this within a panel environment, to ensure we are working closely with One Adoption, and ensuring that everything possible is completed, to try and match children, much earlier (fund days/ National register).
- Through work with One Adoption, we will determine harder to place children, and put plans in place to consider these children for family fun days sooner, as we realistically know at the point of final order in most cases, that children will be more difficult to match. Therefore, we need to be more proactive about this approach.
- Reconsider the timescale for foster carers declaring an interest in adoption. At present this sits at 12 months, which then requires a 3-4 month assessment process. If this was to change to 6 months, then there is potential for a child to be adopted within 14 months of final order, for foster to adopt cases (not EPP). Changes to this present arrangement would need to be agreed and discussed at senior management level before this could progress.
- One of our main issues is in relation to the recording systems and accuracy. We need to be better at recording on the Liquid Logic which would give a better indication of orders being made. We remain to be committed to staff training, to ensure that accurate records are kept, which has also included a number of roll backs, to determine the factual information. We will continue to prioritise this as a learning outcome, as both a refresher for staff, and as part of ongoing training/ induction of new employees.
- Through monthly meetings with One Adoption and case audits, we will work together at a proactive approach to improve the timeliness of the adoption orders being made, post placement.
- One Adoption and Kirklees to work together at focussing on adoption cases in the Practice Learning days. To highlight good practice and developmental areas.

Fostering

Key Indicator	Type of measure	Month End				Benchmarking	
		Mar 21	Dec 21	Jan 22	Feb 22	SN	Eng.
6.02.07 Total New Carer Approvals in Month:	Number	7	8	1	4	N/A	N/A
	Direction of Travel		↑	↓	↑		
In-house Fostering approvals in the month	Number	6	4	1	2	N/A	N/A
	Direction of Travel		↓	↓	↑		
In-house Fostering De-registrations in the month	Number	6	1	1	4	N/A	N/A
	Direction of Travel		↓	↑	↑		
6.02.09 Placements split: a. In-house foster placements	Number	243	200	207	192	N/A	N/A
	Direction of Travel		↓	↑	↓		
b. Family and friend placements	Number	102	106	104	111	N/A	N/A
	Direction of Travel		↓	↓	↑		
c. Independent Fostering Agency Placements	Number	186	173	178	182	N/A	N/A
	Direction of Travel		↓	↑	↑		

Service Narrative

What difference did we make?

- In February 2022 there were 4 new Foster carer approvals; in January 2022 1 fostering household was de-registered at panel and in February 2022 there were 4 resignations.
- The number of children placed with Kirklees foster carers decreased to 192 at the end of February 2022. This is below the 12-month average of 233.
- The number of Family and Friends Placements increased again in February 2022 to a 12-month high of 111.
- The February figure of 182 Independent Fostering Agency (IFA) placements is an increase of 1 from the 173 seen in December 2021. The 12-month high of 186 was seen in March 2021. The 12-month average is 177.
- The Fostering Service is working to increase the number of Kirklees foster placements. The Council has achieved a net gain of 11 fostering families over the past 12 months.
- We have recently reviewed 19 recorded de-registrations from 2021 and 5 from 2022, 22 of those were resignations, of which 14 were connected carers whose resignations related to a change of legal order or care plan for the child, and 8 foster carers resigned for various reasons, including personal reasons.

What do we want to improve?

- Recruitment and retention of foster carers continues to be a priority. We are focussed on recruiting foster carers who can help us to meet our sufficiency needs around placements for older children, children with complex needs, offering long-term placements and emergency placements.
- We want to ensure that new foster carers receive the right level of support particularly in their first year of fostering; induction, training and support from a Supervising Social Worker are all essential aspects of supporting and retaining new foster carers. The new website for foster carers is live.
- We will be reviewing the annual leave entitlements and other non-monetary benefits for Foster Carer and benchmarking our benefits against other Local Authorities. The Kirklees offer will then be clearly set out so that existing and new carers are clear about the Council's offer to foster carers.
- We are currently implementing a modernisation plan for the Fostering Service. This includes the line management, performance management and the integration with the Placement Support Service, and we are planning our second Mockingbird constellation.
- Under the wider sufficiency agenda, we are in the process of opening a new children's home in Huddersfield, Magdale House; the required building work is underway and on track for the building to be ready early summer, whilst Healds Road is operational as an ITM (MST) Children's home to support children and young people's reunification to a family setting using an evidence-based model.

Appendix – Glossary of Terms

Term	Description
A&I	Assessment & Intervention (part of Family Support & Child Protection)
ADCS	Association of Directors of Children's Services
ASYE	Assessed and Supported Year in Employment (for a newly qualified Social Worker)
BSM	Business Support Manager
BSO	Business Support Officer
CCE	Child Criminal Exploitation
CIC	Child(ren) in Care (see also CLA and LAC)
CIN	Child(ren) in Need
CLA	Child(ren) Looked After (also see CIC and LAC)
CPP	Child Protection Plan
CPRU	Child Protection & Review Unit
CSC	Children's Social Care
CSE	Child Sexual Exploitation
CWD	Children with a Disability
D&A	Duty & Advice (part of Family Support & Child Protection)
DCS	Disabled Children's Service / Director of Children's Services
EET	Education, Employment or Training
EHC	Education, Health and Care (Plan)
EITS	Early Intervention and Targeted Support
HMCI	Her Majesty's Chief Inspector
Form F	Assessment form for approval of Foster Carers
HMIP	Her Majesty's Inspectorate of Prisons
HOS	Head of Service
ICPC	Initial Child Protection Conference
IFA	Independent Fostering Agency
IHA	Initial Health Assessment (for a Looked After Child)
IRO	Independent Reviewing Officer
KNH	Kirklees Neighbourhood Housing
LA	Local Authority
LAC	Looked After Child(ren) (also see CIC and CLA)
LAIT	Local Authority Interactive Tool (DfE tool for access to nationally published data)
NEET	Not in Education, Employment or Training
NQSW	Newly Qualified Social Worker
PA	Personal Advisor (to Care Leavers)
PEP	Personal Education Plan (for a Looked After Child)
PLO	Public Law Outline
QSW	Qualified Social Worker
RCPC	Review Child Protection Conference
RHA	Review Health Assessment (for a Looked After Child)
S17	Section 17 of the Children Act – Relates to Children in Need
S20	Section 20 of the Children Act – Relates to a child accommodated by the LA
S47	Section 47 of the Children Act – Relates to Child Protection
SDQ	Strength and Difficulties Questionnaire
SEND	Special Educational Needs and Disability

Term	Description
SM	Service Manager
SN	Statistical Neighbours (closest match Local Authorities for benchmarking)
SW	Social Worker
TM	Team Manager
UASC	Unaccompanied Asylum-Seeking Child
Y&H	Yorkshire and the Humber
YOT	Youth Offending Team

This page is intentionally left blank

**Children Looked After Overview Report
Corporate Parenting Board
29th March 2022**

Report of	Head of Corporate Parenting
Report to	Corporate Parenting Board
Report Originator	Ophelia Rix
Date of Report	13 th March 2022

1. Introduction

- 1.1 The report outlines the work done and improvements achieved regarding the support services provided for looked after children.
- 1.2 As Corporate parent it is our role to ensure that children who are looked after are supported to achieve their goals and have the same opportunities to reach their full potential, enjoy leisure and cultural activities as any other child. Our role aim is to ensure:
- Children's care and pathway plans consistently and comprehensively address their needs and experiences, including the need for timely permanence.
 - Children's plans are thoroughly and independently reviewed with the involvement, as appropriate, of parents, carers, residential staff and other adults who know them. Plans for their futures continue to be appropriate and ambitious, reflecting children's wishes, goals, and aspirations
 - All children looked after will be prepared for independence and a healthy adulthood
 - Review of plans are thorough, involve all key people and plans for their future are appropriate and ambitious.
 - Wellbeing and Mental health needs are recognised and support to access services is improved.
 - We work closely and effectively with all our partners to ensure the role and responsibility of corporate parent is appropriately shared and all available support and services are readily available for all Children in Care.

2. Statistical Neighbours

- 2.1 Local Authorities that the Department for Education regard as similar and close socio economically to Kirklees, not measured by population size.

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

3. Number of Looked after Children

- 3.1 The number of looked after children has seen a further decrease from 628 in January 2021 to 615 at the end of February 2022. The percentage of looked after children is 61.5 which remains lower than our statistical neighbours. (Fig 1)

Fig 1

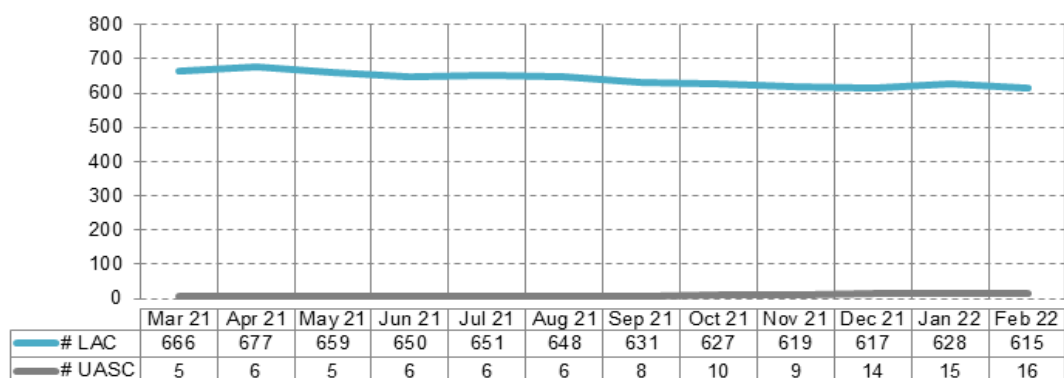
Local Authority	Number of CLA				0-17 Population	Rate of CLA (per 10,000 aged 0-17)			
	DfE Published Data	Quarterly Data <small>(source: ADCS Y&H RIA data collection)</small>				DfE Published Data	Quarterly Data <small>(source: ADCS Y&H RIA data collection)</small>		
		31/03/2021	30/06/2021	30/09/2021			31/12/2021	31/03/2021	30/06/2021
Bolton	617				68,931	89.5			
Bury	347				43,180	80.4			
Calderdale	341	345	348	344	45,951	74.2	75.1	75.7	74.9
Derby	642				59,691	107.6			
Dudley	621				69,594	89.2			
Kirklees	661	650	631	617	100,020	66.1	65.0	63.1	61.7
Lancashire	2,006				252,984	79.3			
Leeds	1,279	1,303	1,330	1,337	170,581	75.0	76.4	78.0	78.4
Rochdale	559				53,846	103.8			
Stockton-on-Tees	579				44,021	131.5			
Telford and Wrekin	425				41,646	102.1			

- 3.2 The graph (Fig 2) shows the number of children in care (615 excluding any looked after children receiving only S20 short term breaks) alongside the number of unaccompanied asylum-seeking children (UASC).
- 3.3 Of the current number Children Looked after, 437 are subject of a Care Order, a further 96 are subject of an Interim Care Orders, whilst 37 have been made subject to Placement Orders, 42 are accommodated under section 20 of the Children Act, 1 is on Remand and 2 were subject to Police Powers of Protection.
- 3.4 The current number of Children Looked After equates to a rate per 10,000 population aged 0-17 of 61.5. This compares to a statistical neighbour average of

93.3 and a national average of 67.0 based on published data for March 2021. The number of UASC has increased from 5 in March 2021 to 16 in February 2022.

- Kirklees (Nov 2021) = 61.5
- Statistical Neighbours (2021) = 93.3
- England (2021) = 67.0

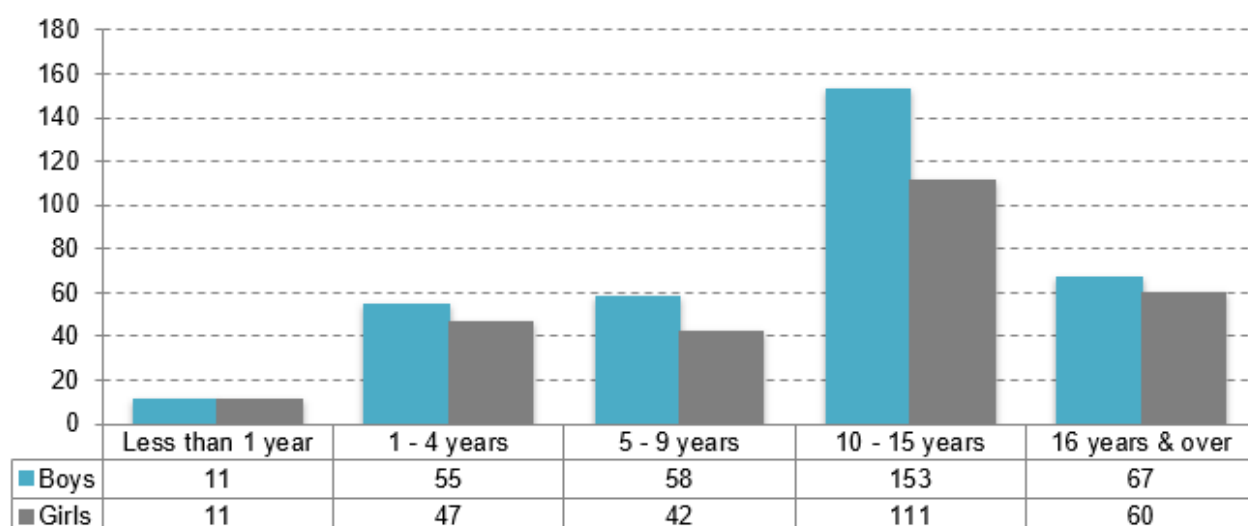
Fig 2



3.5 The graph (Fig 3) shows the breakdown by age and gender of the children in care. The largest age group for boys is 10 - 15 years with 153 children and the largest age group for girls is also 10-15 years with 111 children.

Fig 3

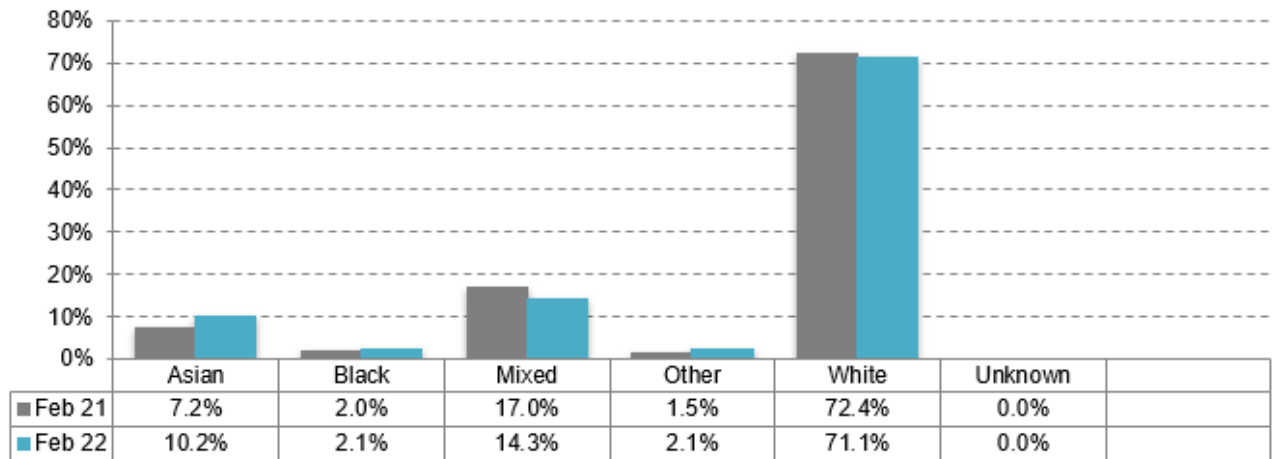
Children looked after age and gender breakdown



3.6 The graph (Fig 4) shows the ethnic breakdown of the children looked after at the end of February 2022 and the same point 12 months ago. There has been a decrease in the percentage of Children Looked After who are of White and Mixed ethnicities in this period and an increase in the percentage of Asian ethnicity.

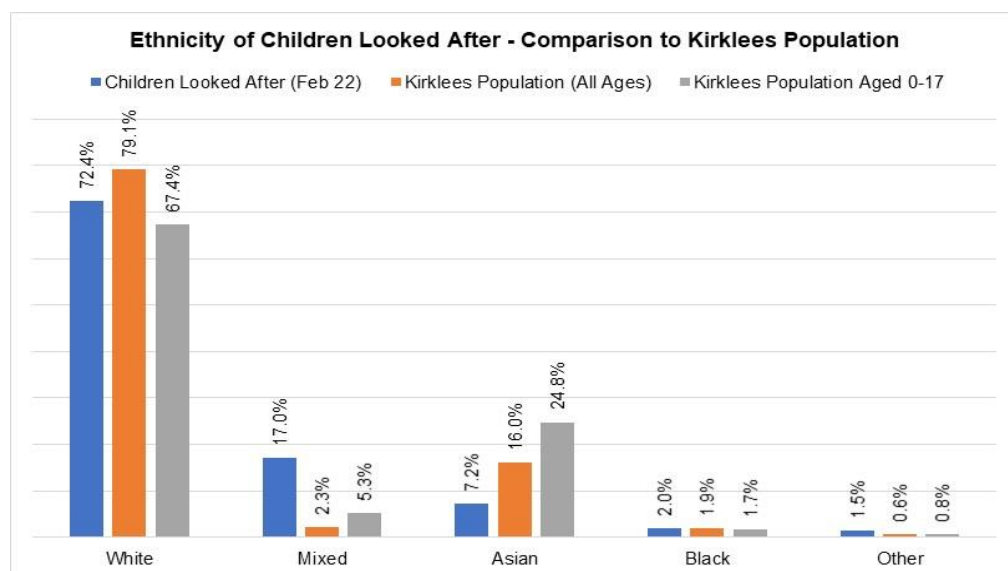
Fig 4

Ethnicity changes in children looked after



3.7 The graph (Fig 5) shows the data in relation to the ethnic breakdown of the children looked after at the end of February 2022 compared with the Kirklees population data. There is an over-representation for those of mixed ethnicity and an under-representation for those of Asian ethnicity.

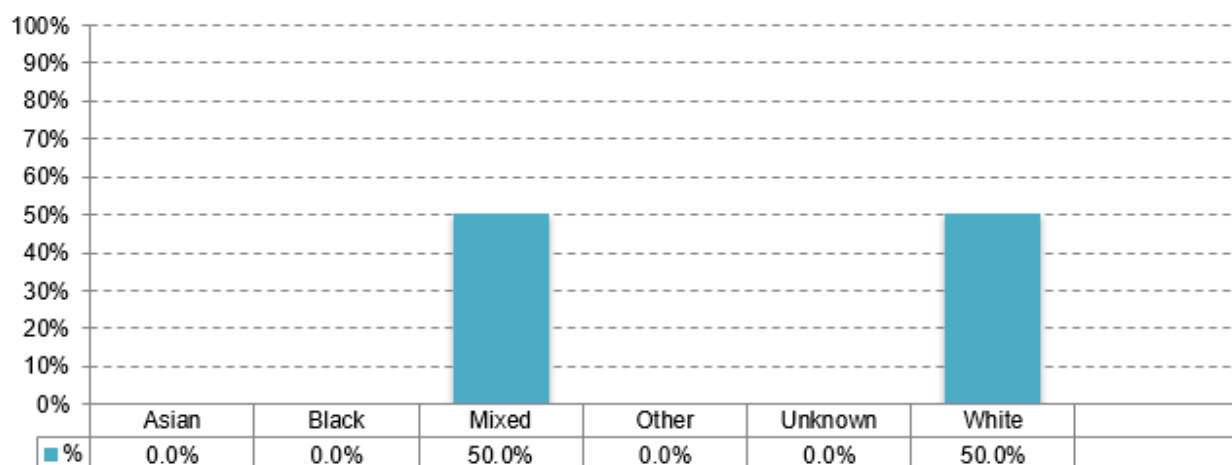
Fig 5



3.8 The graph (Fig 6) shows the percentage breakdown by ethnicity of children entering care this month. Note that this outcome is based on small numbers. In February 2022 there were 2 young people who were recorded as entering care in the month at the point of data extraction, 1 of White ethnicity and 1 of Mixed ethnicity.

Fig 6

Ethnicity of children becoming looked after this month



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

- 4.1 The number of looked after children placed outside Kirklees District and 20 plus miles from their home address was 76 on 28/02/2022. This equates to 12.4% of the total number Children Looked After. This represents a significant decrease from 127 in 2017.
- 4.2 The majority, of our children and young people placed out of area are placed in foster care, the remainder are placed in children's homes, semi-independent homes and a small number in youth custody or other specialist settings. The recent historical position is detailed below:

	31/12/2021		31/01/2022		28/02/2022	
	Number	Number	Number	%	Number	%
Placed outside Kirklees & over 20 miles from home address	78	12.6%	77	12.3%	76	12.4%

- 4.3 On 28/02/2022 there were 29 young people accommodated in semi-independent accommodation, 20 within District and 9 of our young people placed outside of the Kirklees District as detailed in the following table:

Placements outside of Kirklees in semi-independent living accommodation (not subject to Children's Home regulations) - as at 28/02/2022			
LA of Placement	Aged 16	Aged 17	Total

Bradford		2	2
Calderdale	1	1	2
Wakefield	1	4	5
Total	2	7	9
Legal Status	Aged 16	Aged 17	Total
Full Care Order	1	4	5
S20 CA 1989 - Single Placement	1	3	4
Total	2	7	9

5. Care Planning

- 5.1 The care planning and decision-making processes for children and young people has Senior Manager oversight through Legal Gateway, Permanence and Children Accessing Service Panel. The panels consider the most effective route to securing permanency for a child or young person, oversees the quality and timeliness of care planning and ensures that children and young people receive the right services at the right time.
- 5.2 Permanence and timely accessing of early support services has been achieved through Family Group Conference (FGC) service that is a family-led meeting in which the family and friends network come together to make a plan for a child and the promotion of Special Guardianship Orders (SGO) that provide an alternative legal status for children that offers greater security than long term fostering but without the severance from the birth family that stems from an Adoption Order and Child Arrangement Order (CAO) can be made by the court to formalize any of the following arrangements for a child's:
- Living arrangements
 - When and how often the child will spend time with or have "contact" with any person
- 5.3 An outcome of the early and effective planning has resulted with a total number 490 children being made subject of Special Guardianship Order (Fig 7 and 8) and 86 subject to Child Arrangement Orders, a total of 576 that would have alternatively been looked after by the Local Authority. If we had not been successful in achieving this our total number of looked after children would stand at 1191.
- 5.4 It is worthy of note that since the 1 January 2021 we have successfully secured through Care Proceedings 51 Special Guardianship Orders and 11 Child Arrangement Orders.

Fig 7

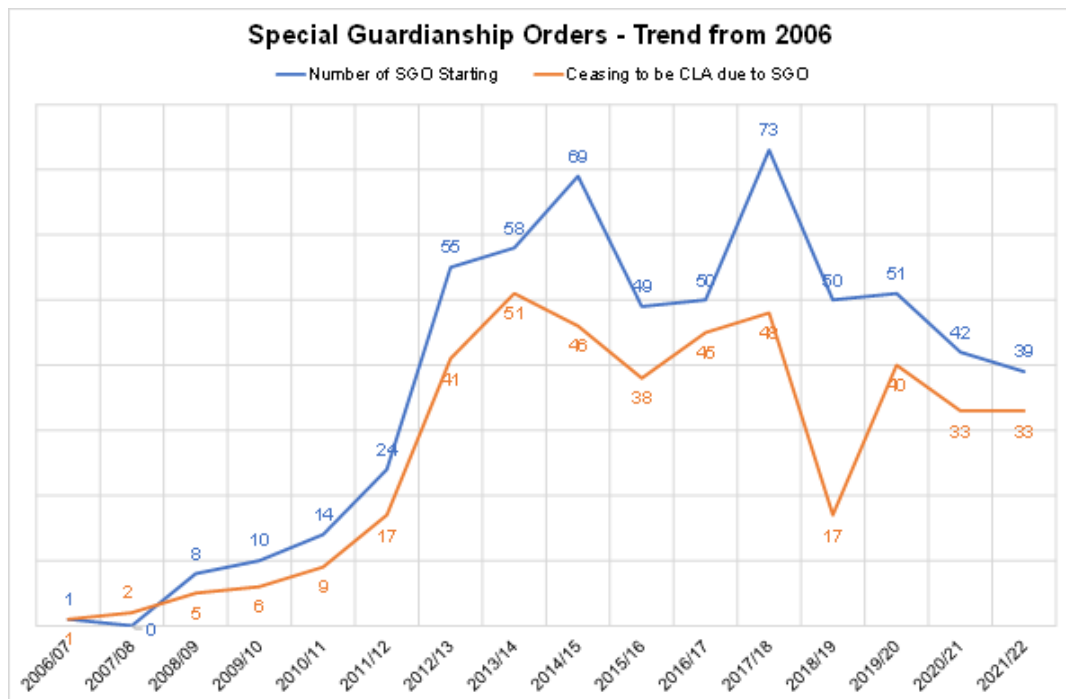


Fig 8



5.5 The Connected Carers Placement Support and Multi Systemic Therapy Teams (MST) both work closely with the Social Work Teams to ensure support plans are being discussed and written with families. Joint visits are undertaken at an early

stage, to ensure families are equipped with all the knowledge they require regarding ongoing support available.

- 5.6 Multi Systemic Therapy (MST) is an evidence based intensive family and community-based intervention for children and young people aged 10-17, where young people are at risk of out of home placement in either care or custody.
- 5.7 The key goals of MST are to break the cycle of anti-social behaviours by keeping young people safely at home, in school, and out of trouble.
- 5.8 The MST Family Integrated Transitions (FIT) programme combines a number of evidence-based interventions with the goal of targeting multiple determinants of antisocial behaviour, substance abuse and mental health issues in young people. The overarching framework of the intervention is derived from Multisystemic Therapy (MST) and this is combined with Dialectical Behaviour Therapy to target young people's individual mental health needs and support those caring for them more effectively.
- 5.9 The model works for 3 to 4 months with young people and their carers while they are placed away from home, thus improving skill level of the current residential or foster carers and with the young person's family to identify the issues which may present difficulties in order to plan a successful return home. Once the young person has returned home, work continues with the family for a further four months and with other key agencies, such as social care and schools and to support the family members to develop community-based supports and reduce their longer-term reliance on statutory services.
- 5.10 The MST-FIT team are currently working with four young people and their families and have successfully supported the return of one young person back to the full-time care of their mother.

6. Placement with Parents

- 6.1 We currently have 46 children who are living at home under Placement with Parent (PWP) regulations. Of the 46 children, 33 are the subject of a Care Order and care proceedings are ongoing for 13 of the children who are subject of Interim Care Order.
- 6.2 Between 1 January 2021 and 28 February 2022, 50 young people have successfully been returned home to the care of their family whereby we have concluded court proceedings with no order or discharged care order.
- 6.3 There remains a focus of management oversight of all Placement with Parent placements. A monthly review of all 46 children takes place which has oversight from senior managers to ensure plans are progressing in a timely manner. All delays are addressed with timescales and where there are delays in relation to sufficient court timetabling this is also progressed through legal services.

7. Care and Pathway Plans

- 7.1 It remains a priority that all children in care have an appropriate plan in place to Ensure they are safeguarded, and all their needs related to, education, physical and emotional wellbeing, leisure, aspirations and appropriate accommodation. These plans are written with each young person and fully include there wishes and feelings.
- 7.2 Plans are reviewed by Team Managers and Independent Reviewing Officers to ensure they are being progressed effectively and in a timely manner.
- 7.3 All young people aged 16 and 3 months should have a pathway plan that sets out the support that will be provided. This must be based on the Needs Assessment carried out. The Plan should be prepared before the young person leaves care.
- 7.4 The social worker or personal advisor will hold the responsibility of co-ordinating the Pathway Plan.

The Pathway Plan should include:

- the nature of and level of contact and personal support to be provided
 - the young person's health needs and how these should be met
 - arrangements to support the young person in further education or employment
 - arrangements to support the young person in sustaining and developing family relationships
 - arrangements to ensure the young person is properly equipped for taking greater responsibility towards their independence
 - an assessment of the young person's financial needs and capacity and any financial assistance provided
 - arrangements to ensure the young person is living in suitable accommodation; and
 - any 'Staying Put' arrangements.
- 7.5 The Pathway Plan should set objectives and include how and when these should be achieved. It should be reviewed at a minimum of every 6 months. There has been an increase in the number of young people who have an up-to-date pathway plan from 85.6% in January 2022 to 88.2% in February 2022.

8. Statutory Children Looked after visits

- 8.1 Social workers continue to visit children and young people in line with the 2010 regulations.
- 8.2 The frequency of statutory requirements provides a minimum which is within the first week (7 calendar days) of placement / Interim Care Order being made for those remaining at home, and subsequently at a minimum frequency of every 6 weeks until permanence is agreed and thereafter at intervals of no more than 12 weekly.
- 8.3 There are often times when increased visits are required due to a young person's needs including possible risk factors as well as stress within a placement. Any reductions to the frequency of visiting to a child or young person must be agreed by the manager and recorded within the child's care plan
- 8.4 There is continued improvement of timely statutory visits which is closely monitored by managers in the service.

9. Update Assessments

- 9.1 Update assessments are required to be completed on an annual basis. However due to the ongoing change of circumstances for the children and young people we work with, the assessments are updated more frequently.
- 9.2 All children and young people's assessments record include and take account of individual experiences, wishes and feelings of parents, carers and young people.
- 9.3 The purpose of the assessment is to provide a clear evidence base and oversight that supports future planning and decision making for all children and families.
- 9.4 Through our practice learning days and dip sampling of cases we have seen an improvement in the quality of assessments, but note further work is required to ensure we are achieving consistency across all services.

10. Quality Assurance and Management Oversight

- 10.1 As a service we aim to improve our quality and timeliness of work with a view to improving the outcomes for our Children Looked After. We will do this by:
 - Continuing to address the timeliness of practice by monitoring and reviewing the performance data and quality assurance of practice at the performance meeting that will take place every fortnight between the service manager and the team managers.
 - Team Manager and Service Manager practice discussion and dip sampling of cases will take place every 2 weeks that will include the Head of Service.
 - We will undertake regular Practice Learning Days.
 - Practice Learning Days are quality assurance activities that take place across the entire of children's services. These are about learning for the individual

practitioner and the service, enabling a learning culture to flourish.

- The purpose of Practice Learning Days is to maximise impact and learning opportunities, ensuring that all areas of children's services have, the opportunity to engage and influence good quality practice embedded throughout the child's journey.

10.2 The last Practice learning day took place in November 2021 and the focus was

- Timescale of visits
- Supervisions
- Quality of assessments and Care Planning
- Management oversight and supervision
- Cases were randomly selected, and the Social Workers were asked to identify a case they wished to showcase.

10.3 Practice Learning Day Findings

- All Social Workers have a good understanding of young people.
- Strong social work relationship.
- Improved case file recordings from Social Workers and some evidence of detailed and thorough recording. However, there were areas of improvement identified within the 35 cases that were dip sampled. There was a lack of evidence that direct work was being undertaken.
- Planning post 18 and permanence was evident on files and discussions starting to take place earlier. Further work to be undertaken to ensure consistency of practice across the teams.
- Visits not always written up in a timely manner.
- Case summaries need updating with more details to give a clear account of each young person's situation and to include a current profile of young person.
- Minutes of meetings not being on the file in a timely manner.
- Number of changes in Social Workers and Team Managers due to the transfer of cases within the service.
- Clarity of where documents should be saved on the file.
- Care Plans and Pathway Plans on LiquidLogic are completed and are SMART.
- The Child Friendly Care plan were not routinely completed within timescales but noted that when completed they were of good quality.
- Over 90% of cases reviewed had an up-to-date assessment which was of good quality containing the child and carer's voice.

10.4 What we implemented

- Performance management meetings continue to take place on a fortnightly basis which address all data including HR issues and challenges as a result of the current staffing circumstances.
- Service Manager led Service Progress meeting held with Team Managers twice weekly to drive the completion of timely visits to children and assessments of their circumstances and, to ensure supervisions are taking place and to address any presenting challenges.
- Supervision training has taken place and has had a positive impact. There is a renewed commitment between Team Managers and Social Workers to undertake supervision as a priority and new supervision agreements are being completed.
- Assessments: Strengthening analysis and planning is a priority. Advanced Practitioners are to offer Social Workers direct support with this.
- There is a greater recognition for the importance of recording reflective discussions which take place with Social Workers as well as management decisions.

10.5 Quality Assurance and Practice framework will focus on:

- Are we getting the practice basics right for our children and young people?
- Is assessment work being planned, are the right people involved in this and is this leading to meaningful change for children and young people?
- On a practical level what does planning look like for children and young people, their families and carers?
- Are Social Workers planning their work effectively?
- Are clear actions being generated not just from day to day work with the family but through supervision and management oversight and at points of change or crisis?
- Are plans and actions being followed up and reviewed?
- Are children's plans meeting their needs and are these being used to inform day to day support and intervention in their lives?
- Do our processes and procedures support effective planning?

9. Summary

- 9.1 As a service, we are confident that as we further embed Performance Management and Quality Assurance processes that we are able to identify, challenge and improve things for children and young people to avoid care arrangements and care plans drifting. There has been an improvement in relation to identifying poor practice and outcomes for our Children Looked After with timely resolution.
- 9.2 Stability in leadership, management and decision-making are helping to improve the quality of planning and engagement from a strength and relational based

approach with children and their families in achieving timely permanence for our looked after children, but we recognise there is still more to do.

- 9.3 There has been some improvement noted in relation to the scrutiny of performance data and quality of practice that occurs at all levels to ensure timely and effective care planning. It is recognised that further embedding of utilising the data to inform practice is required.
- 9.4 The relationship with Child Reviewing Service who provide independent scrutiny of Children Looked After service has been strengthened. There is a clear process for escalation of concerns, and this provides assurances that any delay on planning is escalated timely.
- 9.5 To address timeliness of practice the monitoring and review of the performance data and quality assurance of practice will take place at the performance meeting that will take place two weekly and will be chaired by the Service Managers of the Children Looked After and Care Leaver Teams.
- 9.6 Further improvement work to be undertaken to focus on whether: the improvement activity that had taken place had resulted in improved outcomes for looked after children .

KIRKLEES COUNCIL
FOSTERING SERVICE
STATEMENT OF PURPOSE
MARCH 2022

CONTENTS

Section	Page
Foreword	3
Introduction	4
Section One	5
Our Vision	5
Our Aims	6
Our Objectives	7
Section Two: Pre-Approval	8
Recruitment & Approval	8
Assessment Process	8
Professional Development	10
Pre-approval Training	10
Section Three: Post Approval	10
Post Approval Training	10
Support for Foster Carers	11
Supervising Social Workers	11
Placement Support Team	12
Mockingbird	12
Fostering Support Groups	13
Kirklees Fostering Network	13
Emergency Duty Team	13
The Fostering Network	13
Reviews	13
Refusal or Termination	14
Section Four: Types of Fostering	14
Access to Foster Placements	16
Payments	16
Section Five: Fostering Service Structure	18
Description of the Fostering Team	19
Where to Find us	19

FOREWARD

Our statement of purpose sets out the aims and objectives of Kirklees Council's Fostering Service. It shows how the needs of children and young people will be met and how good outcomes will be achieved for all children in foster care in Kirklees.

A placement with Kirklees local authority foster carers is the preferred choice for the majority of children and young people who are unable to live with their birth parents or relatives. We provide a range of placements and support, working with a child centred approach, meeting both short term needs as well as providing more permanent placements with families, when this is in the best interest of the child.

We want an effective, high quality child centred approach delivered through our in-house Fostering service. It is a core objective in Kirklees' strategy for improving outcomes for children and young people. We seek to ensure that our placement within our local communities where possible.

The recruitment of, and support for foster carers, is of the highest priority for Kirklees Council, and we undertake this with great care, commitment, and professionalism.

Tom Brailsford,
Service Director
Resources, Improvement and Partnerships
Children's Services

INTRODUCTION

Kirklees Fostering Service believes that Kirklees children who require foster placements, benefit from being placed with Kirklees Council foster carers. This enables us to take full responsibility for ensuring children are placed with families who are subject to the highest possible standards in recruitment, training, support, and monitoring. It ensures that children are placed with carers we know well, enabling appropriate matching and maximising the potential for placement stability.

This document is intended to provide information to:

- Prospective foster carers.
- Kirklees registered foster carers.
- Children placed with and the birth children of Kirklees Council Foster Carers.
- Kirklees Council staff and other professional partners.
- The general public

Kirklees Council's Fostering Service aims to meet the requirements of;

- National Minimum Standards for Fostering Services 2011.
- Fostering Services Regulations 2011.
- National Care Standards Act 2000.
- The Care Planning, Placement and Case Review Regulations 2010.
- The Care Planning, Placement and Case Review and Fostering Services (Miscellaneous Amendments) Regulations 2013 which amend the Fostering Services (England) Regulations 2011 with respect to the assessment and approval of foster carers for looked after children.
- The Children and Families Act 2014 and the Training, Support and Development Induction Standards for Foster Care

SECTION ONE - OUR VISION

In Kirklees we are committed to supporting children to remain within their families. We do so by working with them to bring about change, so that parents and carers are able to provide good parenting, firm boundaries, and emotional support.

Where children cannot safely remain with their families, we seek to provide them with alternative high-quality care, preferably within family settings but otherwise in suitably matched high-quality residential children's homes, as near as possible to their home locality, to enable children and young people to maintain links with their families and communities.

We aim for children to be in care for the shortest time possible to achieve a sustainable exit from care that meets all their needs, whether that is a return home or a permanent alternative family arrangement.

We want the same things for the children and young people we look after as any good parent would want for their child. We want children to be healthy and happy in childhood. We want them to feel valued for who they are and to feel loved. We want them to enjoy learning and to have a good experience of education.

Our aim is for children and young people to grow into well adjusted, emotionally healthy individuals who will experience positive relationships; be responsible and economically independent citizens; be successful parents should they choose to be parents; have ambition and high aspirations and achieve their full potential. We will achieve this by providing the highest quality of care delivered through the partnership of services for which we are both responsible and accountable.

We will also work together with children and young people and with partner services to promote a positive image of care to counteract discrimination that can take place and that can have a negative impact on children and young people's self-image and self-esteem.

Kirklees Fostering Service believes that children should receive care from foster carers who are child centred and can effectively meet children's emotional needs and help them achieve our aspirations.

Our vision is to have a whole service culture of therapeutic and trauma informed parenting.

OUR AIMS

Kirklees Fostering Service is committed to offering high quality provision and achieving and maintaining the highest standards. It operates and is managed in accordance with the Fostering Service (England) Regulations 2011 and the principles outlined in the National Minimum Standards 2011.

- The welfare of the child is paramount
- Children who are looked after are consulted regarding their wishes and feelings about all aspects of their care.
- Every child who is looked after will have a safe care plan, health plan and a personal education plan
- Every child looked after will be encouraged to participate appropriately in religious and cultural beliefs in accordance with their wishes and feelings and developmental understanding
- 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
- The fostering service will support the identified aims and objectives of the child or young person's care plan and work alongside other professionals in the implementation of this
- The fostering service will work in partnership with other professionals to promote contact between looked after children and their family and other significant persons
- Foster carers have a handbook to inform and guide their practice and clarify expectations, responsibilities, and standards.

The Service also aims to provide continuously improving quality placements with foster carers for all those children and young people where it is assessed as being in their best interests to be cared for in a family setting and 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.

OUR OBJECTIVES

- 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 carers for children of all ages, where this is seen to be in the best interest of the child.
- To recruit foster carers where children can be sufficiently close to their homes to enable them to retain important links, whether this be to family, school, or friends.
- To ensure that a child's physical and emotional health care needs are met and that a positive healthy lifestyle is encouraged to enable each child to develop.
- 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 in Virtual School service.
- We work within an equal opportunities framework and all carers embrace these principles.
- Foster carers are treated as fellow professionals and are an important part of the team caring for the children and allowances reflect their skill and experience.
- The Placement Support team is a multi-agency team with access to CAHMs practitioners who work directly with foster carers and children looked after to achieve positive mental, psychological, and emotional wellbeing.
- We undertake regular audits in order to identify good practice and any gaps in provision
- The fostering marketing strategy enables the service to target and prioritise areas of greatest need.
- If children need to be placed with carers who do not reflect their background, carers and the children are provided with support and advice to enable the children/young people to retain their identity.
- To obtain regular feedback from children and young people in placement about the care and service they receive, in advance of their foster carers' Review and when they leave the placement.
- A Supervising Social Worker from the Fostering service is allocated to each foster carer, and they are responsible for ensuring that the care offered is of a good standard.
- Reviews of foster carers are used to evaluate their experiences, skills, and any required changes to their profiles.

- Regular management meetings take place with representatives from the Kirklees Fostering Network.
- The Fostering Service pays membership fees to the Fostering Network, to ensure that Carers receive up to date information about the national developments in the fostering service and advice and support.

SECTION TWO: PRE-APPROVAL

RECRUITMENT AND APPROVAL

Whilst the majority of carers who were in 2020/21 recruited were able to provide care for children aged 0-11, the team was focused on approving households with the capacity to develop and potentially expand, to meet our more pressing sufficiency needs which are for children aged 11+, sibling groups, and children with disabilities.

The Fostering service has a dedicated Recruitment and Assessment team that deal with all aspects of marketing, recruitment, and assessment of new fostering households. We maintain a dedicated recruitment information telephone line, where our Fostering Advisors operate extended hours. We have an informative website which is regularly updated and a recruitment newsletter to communicate with families who have expressed an interest in becoming foster carers.

Our carers come from a wide variety of backgrounds and as a fostering service, we recruit carers from all cultural, religious, ethnic, racial, and linguistic backgrounds. This enables the Placement team to match foster carers with the specific identified needs of the children and young people.

ASSESSMENT PROCESS

Our Fostering Advisors manage the enquiry process promptly and provide ongoing communication with potential applicants. After a conversation with a Fostering Advisor if the enquirer wishes to proceed, a home visit by an Advisor is arranged. Following the home visit the enquirer completes their application form and must give consent for us to make relevant safeguard checks to assess their initial suitability to become a foster carer.

The process for assessing a person's suitability to foster consists of two parts. These can be carried out at the same time.

Stage 1:

Information required within stage 1 must be sought as soon as possible and the decision about whether an applicant has successfully completed stage 1 must be made within 10 days of receiving all relevant information.

The checks undertaken are:

- Disclosure and Barring Service checks on all members of the household aged 18 or over and regular visitors to the household. This involves disclosure of information

about any criminal convictions or cautions and other information which may be held by the police or government agencies relevant to the protection of children.

- The applicant will also be required to have a medical examination completed by their GP and the report made available to the Kirklees Council Medical Adviser, their comments about the health of the applicant and any impact on their potential to foster.

Once the applicant indicates a wish to proceed, they will be invited to attend our 'Journey to Foster' training.

Stage 2:

After attending the skills to foster training, applicants will be assigned an assessing Social Worker, who will begin their assessment.

Further safeguard checks will be undertaken including:

- Verification of identity and personal history
- Council database checks including enquiries to all relevant Social Care departments and Child Protection registers
- Enquiries to other relevant agencies including NSPCC and Probation.
- At least 3 personal referees who will provide both written references and be interviewed.
- Employment references.

During the assessment the allocated Social Worker usually visits on six to eight occasions to meet and collect information about all members of the household.

The assessment explores,

- the family composition;
- the experiences of the applicants own upbringing;
- their motivation for becoming a foster carer
- their skills in relation to parenting or communicating with children.

The assessment especially focuses on the applicant's potential to provide emotionally attuned parenting. All information and observations obtained from the assessment, safeguard checks, reference checks and training will form the basis of an assessment called a 'Form F' report. This report is shared with the applicant and then presented to the Fostering Panel.

Applicants are invited to attend the Fostering Panel when their application is being considered. The Fostering Panel makes recommendations about the suitability of the applicant to be approved as Foster Carers. The Agency Decision Maker receives the recommendation of the Fostering Panel and on behalf of the Foster Service makes the final decision about approval. Applicants are informed verbally and in writing of the Service's decision.

The full assessment process, on average, takes five to six months. Every effort is made to ensure there are no avoidable delays. All information is held on a secure file and can be viewed by the applicant, on request. References from external agencies and personal

references, which are provided in confidence, cannot be shared without permission of both the subject and the relevant referee.

PROFESSIONAL DEVELOPMENT FOR FOSTER CARERS

Parenting any child is demanding work, being a foster carer adds more layers of complexity. Children in care have experienced trauma and require skilled, therapeutic parenting from emotionally resilient and reflective foster carers.

In addition, foster carers must understand a wide range of issues such as the impact of discrimination, the importance of the child's ongoing relationship with their birth family and how to work effectively with others in the child's network.

The provision of good quality pre and post approval training for foster carers is, therefore, vital. Kirklees provides a wide range of learning opportunities to enable foster carers to be effective in their role.

It is our expectation that Kirklees' foster carers are committed to and take responsibility for their ongoing personal development throughout their time as registered foster carers. When fostering as part of a couple both carers must engage with professional development, even when there are clearly defined 'primary' and 'secondary' carer arrangements within a household.

PRE-APPROVAL TRAINING

Journey to Foster

The preparation training (Journey to Foster Training Programme) is comprised of 6 sessions which take place over 3 days. This is a compulsory part of the assessment process (not compulsory for Connected Persons). The course sessions are:

- Module 1 - What foster carers do and what children in care need
- Module 2 - Attachment and how to care for children safely
- Module 3 - Welcoming a child
- Module 4 - Supervision and support
- Module 5 - Promoting positive relationships
- Module 6 - Identity and foster care

SECTION THREE: POST-APPROVAL

POST APPROVAL TRAINING

TRAINING, SUPPORT & DEVELOPMENT (TSD) INDUCTION STANDARDS

All foster carers complete the TSD induction standards within the first year of being approved as a foster carer.

The standards have been created by the Department for Education and they provide a national minimum benchmark that sets out what foster carers should know, understand and be able to do within the first 12-18 months after being approved.

There are seven TSD standards:

- Standard 1: Understand the principles and values essential for fostering children and young people
- Standard 2: Understand your role as a foster carer
- Standard 3: Understand health and safety, and healthy care
- Standard 4: Know how to communicate effectively
- Standard 5: Understand the development of children and young people
- Standard 6: Keep children and young people safe from harm
- Standard 7: Develop yourself

Courses which are run alongside the TSD are,

- Awareness of Child Abuse (e-learning with the Kirklees Safeguarding Children Partnership)
- Blended Paediatric First Aid
- Child Development (0 – 19) – Attachment
- Family Time for Children and Young People
- First Steps to Fostering
- Health Matters
- Manual Handling e-learning
- National Minimum Standards
- Safe Care

In subsequent years there is an expectation that foster carers complete the equivalent of 6 days training. We also offer a Level 3 Diploma in Caring for children and young people for carers with between 18 months and 2 years' experience.

SUPPORT FOR FOSTER CARERS

Supervising Social Workers

Each fostering household is allocated a Supervising Social Worker (SSW). The SSW will develop meaningful relationships and to respond quickly when challenges arise. Their role includes,

- providing regular formal supervision;
- working with each member of the fostering household, including any birth children, to support carers in all aspects of their fostering role,
- supporting foster carers in their liaison with other professionals within Children's Services, the council and with partner agencies

Supervising Social Workers visit foster carers regularly and have capacity to visit frequently when required. During these visits Supervising Social Workers read the notes completed by the foster carers relating to the children in placement and discuss any matters arising.

During visits the Supervising Social Workers are observant of any health and safety, child protection, and standards of care issues which need to be addressed.

Supervising Social Workers offer advice to foster carers on how to work with children and young people in a way that is mindful and respectful of their individual backgrounds and experiences.

Placement Support Team

Kirklees has a Placement Support team, which includes specialist social workers and psychologists. Kirklees is developing a new model of support using the 6Ps Formulation Model. This will allow the team working with foster carers to understand any identified issues and develop a targeted action plan.

The 6 Ps formulation looks at the following areas,

Presenting Issues -	What is happening now?
Pre-disposing -	History, challenges, and vulnerabilities
Precipitating -	What are the triggers?
Perpetuating Factors -	What is keeping the issues going?
Protective Factors -	Positives and strengths
Predicting -	What happens if things go well?

The child's Social Worker, or the Supervising Social Worker can undertake this formulation with foster carers to develop an action plan. Social Workers will also discuss the formulation and any plans with the specialist Social Workers, and this may lead to a referral to the Emotional Wellbeing Clinic. The aim is to work earlier in the fostered child's life, therefore reducing difficult behaviours and improving relationships and outcomes.

Mockingbird

Kirklees has developed a new project called Mockingbird. This is an innovative specialist evidenced based method of supporting foster carers, by providing:

- expert peer support
- social activities
- regular joint planning and training sessions
- respite through sleepovers and short breaks.

Relationships are central to the model; a foster carer hub carer builds strong relationships with others in the Mockingbird constellation, to enable families to support each other and overcome problems before they escalate or lead to placement breakdown and help increase protective factors for children and young people.

The model is structured around the support and relationships that an extended family provides. It seeks to support the relationships between children, young people, and foster families, helping them to form a caring, resilient, and supportive community

Fostering Support Groups

The fostering service runs regular support groups in localities near to foster carers. These are often informal but can focus on new developments and changes to regulations and practice.

Kirklees Fostering Network (KFN)

Kirklees has an independent fostering network which offers support to their members. There is a 24/7 telephone support line open to foster carers. The KFN meets with senior managers on a monthly basis and together work on improving the fostering service.

Emergency Duty Team

There is a dedicated emergency duty team, which operates every evening and weekend, and foster carers have access to support from this team, in case of an emergency, i.e., when a foster carer believes that a child or young person is at immediate risk of harm.

The Fostering Network

All Kirklees foster carers have membership to The Fostering Network paid for by the council. The Fostering Network provides newsletters and regular information, consultation, updates on national developments and training.

A helpline is available to members on 020 7401 9582 from 10.00am - 3.00pm Monday to Friday or foster carers can email them at info@fostering.net

Foster carer members of The Fostering Network can also access a 24-hour legal helpline for expert advice on allegations and help with any legal queries on 01384 885734 and a completely confidential stress support service on 01384 885734.

The Fostering Network provides independent support for foster carers if there has been an allegation against them. All Kirklees foster carers facing an allegation can access independent support, via their Supervising Social worker. The Fostering Network will allocate an independent support worker to provide expertise and guidance until the allegation or complaint against is resolved.

REVIEWS

Foster carers are reviewed on an annual basis. The foster carer review is a statutory process in which foster carers must participate. The purpose is to review the foster carer's approval to determine whether the foster carer and their household continue to be suitable to foster and, if so, whether the foster carer's terms continue to be appropriate

A foster carer's first annual review meeting will go to the Fostering Panel within 12 months of their original approval.

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, local councillors, education professionals, medically trained individuals, and other independent members.

The Fostering Service has a dedicated independent Fostering Reviewing Officer and is seeking to employ a second. Reviews include reports from the social worker of any children placed, the carers' own report, health and safety checklist, individual safe care policy, the foster carers personal development plan (training log) and a report from their Supervising Social Worker.

In the event of a significant change in circumstances of a foster carer, reviews will take place more frequently and may be initiated by the Supervising Social Worker or the foster carer. The Fostering Panel considers any change to a carer's profile and/or review where a foster carer has been subject to an allegation or serious complaint, or the service has raised concerns about aspects of their caring.

The Agency Decision Maker considers all Reviews presented to the Fostering Panel in line with the Fostering Regulations.

REFUSAL OR 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 the Fostering Panel as part of the service's quality assurance function.

The Fostering Panel also considers all terminations which are recommended by the Fostering Service. In the event of a termination which is recommended by the Fostering Service the foster carers may attend Panel to make representation and provided a separate report. The Panel makes a recommendation to the Agency Decision Maker.

Foster carer(s) have twenty-eight days to appeal or to the Independent Review Mechanism (IRM) if they disagree with the decision of the panel.

The Agency Decision Maker makes the final decision

SECTION FOUR: TYPES OF FOSTERING

Kirklees fostering service offers 6 types of care; short term, long term, connected persons, short breaks for disabled children, respite care and supported lodgings.

Short-term

Carers are recruited to take children and young people when they first come into care from home if family members are unable to care for them.

Placements can last from a few days up to about two years whilst permanent plans are made. This is likely to be a return home or to family members or move on to an alternative permanent family, which for younger children is likely to be adoption. For older children, this could be either a long-term foster placement or a placement in a children's home.

Long-Term

These foster carers offer a home to a child or young person where the plan is that they cannot return to live at home, but they are likely to still be in contact with their family.

Long-term foster carers want to offer a permanent home to a child/young person until they leave care and live independently. Some children do return home to their birth family when they are older, but other young people remain under 'Staying Put' arrangements with their long-term foster carers after they have reached their 18th birthday.

Family and Friends as Carers (also known as Connected Person's)

The Care Planning, Placement and Case Review Regulations 2010 set out specific guidance for local authorities' responsibilities for Family and Friends carers, known as Connected Persons.

Relatives or friends who provide a home for a child or young person who is looked after in an emergency require initial approval by a Head of Service, under Regulation 24 and 25 of the Care Planning regulations.

If a child is looked after by the Local Authority, placements may only be made with a relative or friend if they have been assessed and approved as foster carers. In emergency situations a temporary placement with a connected person may be agreed for a period of up to 16 weeks following an initial assessment. This can be extended in some circumstances for a further 8 weeks.

Where it is decided that the immediate placement of a child is required and it is assessed as being in the child's best interest to place them with a person known to them, but who is not an approved foster carer, the person may be approved under Regulation 24 and 25 of the Care Planning Regulations 2010.

To be a fully approved Connected Persons Foster Carer an assessment of the ability /capacity to care for the child will be completed by the Connected Person's team and taken to foster panel with a recommendation.

Short Breaks

This is a specialist fostering scheme for disabled children and young people, who may have a learning, physical or sensory disability, significant health care needs, or a combination of these.

Skilled foster carers can look after children and young people on a regular basis and can provide a respite service for a child's parent, carers, or guardians.

Short breaks may include midweek or weekend overnight stays and/or a few days during the school holidays.

Short break carers have a Supervising Social Worker, and receive training, and support. Children are either assessed or referred for this service by Social Workers in the area teams or by Social Workers in the Disabled Children's Service.

Respite Carer

This type of care offers either a one-off or a regular package of care to either parents or other foster carers, who need a holiday. The foster carer will have the same skills and abilities of a short-term foster carer but will only look after the child for an evening, a weekend or at most a fortnight.

Supported lodgings

We provide supported lodgings to young people who are aged between 16 and 18. Our supported lodgings carers give young people somewhere stable, safe, and secure to live. The young people need support to develop the skills they require to make the transition to independent living. This could be anything from showing them how to cook or manage their money, teaching them how to apply for work or college, or helping them with important life skills in general.

Access to Foster Placements

The Placement Team deals with all requests for placements. The team are involved in requesting approval for the commissioning and approval of placements with Independent Fostering Agency placements, independent providers of residential childcare placements, specialist units, assessment units for mothers and babies, 16 plus, Semi-independent living arrangements for young people looked after, as well as Long Term Family Finding.

Foster Care Finance and Allowances

A foster carer is paid on a fortnightly basis. Finance officers based within the fostering service process all these payments. Payments are paid directly into your bank account.

If you need to contact our finance officers about your payment slips, they can be reached on PPSS.Finance@kirklees.gov.uk

Foster carer payments are based upon an allowance, a skills payment and a continuous service payment. The tables below show the amount which is paid in each area.

Skills Level Payments – the financial payment provided for the Skills Level a foster carer has achieved (as of February 2021)

Skill level	Rate
1	£101.40
2	£126.75
3	£177.45

Skill level	Rate
4	£228.15

Level 1 progression – is paid when a foster carer has completed a Journey 2 Foster Training portfolio, which demonstrates that National Fostering Standards have been met.

Level 2 progression – is paid when a foster carer has completed all mandatory training, their TSD workbook and has undertaken a minimum of 4 further days or equivalent hours training or activities (classroom training, work with the placement support team, online training) to meet identified needs within the first year of practice.

Level 3 progression – is paid when a foster carer has completed the Level 3 Diploma or have a relevant equivalent qualification.

Level 4 - is paid in certain circumstances. For example, if a child placed is in receipt of the highest rate of Disability Living Allowance (DLA) or Personal Independence Payment (PIP) it will be paid.

It can also be paid based on the assessed individual needs of a child and the skills /experience a foster carer demonstrates to meet these. The decision to pay Level 4 is agreed at the time of placement.

Allowances – these are paid directly to cover the care of a child or young person placed with a foster carer

Age range	Rate
0 – 4	£144.86
5 - 10	£165.01
11 - 15	£205.42
16+	£249.89

Continuous Service Award (CSA) – is paid in recognition of a foster carer's ongoing practice and commitment to caring for our children. On the anniversary of the foster carer's approval with Kirklees they are entitled to receive a CSA equivalent to £10.00 per week for each year of service. This CSA is payable up to a maximum of 15 years' service.

Additional child payment - a payment of £60.84 per week is paid for each additional child or young person placed.

SECTION FIVE: STRUCTURE

FOSTERING TEAM STRUCTURE

The Fostering Service sits in Resources, Improvement and Partnerships, within the Children's Services directorate.

The role of the Fostering Service is to recruit, train, supervise and support foster carers including kinship Carers, who are referred to as Connected Person or Friends & Family Foster Carer.

The Head of Service for Homes for Children is a member of the Resources, Improvement and Partnerships Senior Leadership team

Structure of the Service

Director for Children's Services

Mel Meggs

|

Service Director - Resources, Improvement and Partnerships

Tom Brailsford

|

Head of Homes for Children

Sara Miles

|

Service Manager - Fostering

Anna Gledhill

|

6 Fostering Team Managers

DESCRIPTION OF FOSTERING TEAM

The Head of Service for Homes for Children and a dedicated Fostering Service Manager, manage the Fostering Service.

There are 6 Team Managers who manage the different teams in the service including the Fostering Recruitment team and the Fostering Communications & Marketing Officer, the Supervising Social Workers, who work with, supervise, and support Kirklees Foster carers, the Connected Persons team, and the Fostering Panel and the Independent Fostering Reviewing Officer.

A Business Support Team which includes providing support to the Fostering Panel, is managed by a designated Business Support Manager,

All the Fostering Managers and Social Workers are registered with Social Work England and are professionally qualified. All Managers and Social Workers hold a relevant social work qualification. The Team Managers have lengthy employment experience in children's services /childcare and there is a wide range of experience among staff across the fostering service; all fostering supervising social workers have held relevant employment experience before joining the service.

FOSTERING STAFF.

- Anna Gledhill- Service Manager
- Charlotte Jackson- Agency Decision Maker
- Angela Wray- Team Manager Recruitment
- Rachel Head- Team Manager Connected Persons
- Andrew Parkinson- Team Manager Connected Persons
- Niam Cassin- Fostering Team Manager
- Rob Taylor- Fostering Team Manager
- Lucy Fearnley- Fostering Panel Manager

WHERE TO FIND US

- The Director of Children's Services is based at, 1st Floor, Civic Centre 3, High Street, Huddersfield, HD1 2YZ.
- The Service Director for Resources, Improvement and Partnerships, is based at 1st Floor, Civic Centre 3, High Street, Huddersfield, HD1 2YZ
- The Fostering Service is based in Civic Centre 3, High Street, HD1 2NF.
- The Service is open from 8.45 – 5.15 (Mon – Thurs) Fri 8.45 – 4.45.
- The telephone number is 01484 221000 and the email address is PPSS.FosteringBSO@kirklees.gov.uk

There is ample public parking available within walking distance and access to the building for people with a disability.

Mobile and agile working is in place across the service, to meet the needs of Foster Carers and support the delivery of high-quality services.

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 about fostering and enquiries can be made, via the web site at <https://www.kirklees.gov.uk/beta/fostering/index.aspx>

The Children's Services Family Support and Child Protection Emergency Duty Service provides an out of hours service for contact in an emergency on 01484 456848.

Kirklees Fostering Network (KFN) provide a 24/7 Service, 365 days a year dedicated support service for Kirklees Foster carers on 07866 635147.

Corporate Parenting Board

Agenda Plan 2021/22

Date of Meeting	Issues for Consideration	Officer Contact
29 th June 2021	<p><u>Pre-meeting (private)</u></p> <p>Performance Monitoring report (Children's Services) - Stat</p> <p><u>Public Items:</u></p> <p>Children's Performance Highlight Report CIC and Fostering/Children's Homes</p> <p>Overview of number of children in Care (snapshot) including age profile</p> <p>Children's Rights Team Annual report</p> <p>Overall financial policy for care leavers</p> <p>Virtual School Governing Body Update (verbal)</p> <p>OFSTED and Ambition Board Update (verbal)</p> <p>Membership of the Board</p>	<p>O Rix/ J Tolley/ E McShane</p> <p>J Tolly/O Rix/ E McShane</p> <p>O Rix/E McShane</p> <p>M Tiernan/ A Gledhill/ S Miles</p> <p>E McShane/ L Warnes</p> <p>CLlr Pattison /J Tolley</p> <p>E McShane</p> <p>Board Members</p>

Corporate Parenting Board

Agenda Plan 2021/22

	<p>Updates from Board Members on interaction with services</p> <p>Corporate Parenting Board Agenda Plan 2021/22</p>	<p>Board Members</p> <p>J Harris</p>
<p>5th October 2021</p>	<p style="text-align: center;">Pre-meeting (Informal)</p> <p>Performance Monitoring report (Children's Services)</p> <p style="text-align: center;">Public Items:</p> <p>One Adoption West Yorkshire – Annual Report</p> <p>Children's Performance Highlight Report</p> <p>Staying Put Policy Fostering for Children in Care</p> <p>Virtual School Governing Body Update (verbal)</p> <p>Ambition Board Update (verbal)</p> <p>Updates from Board Members on interaction with services</p> <p>Corporate Parenting Board Agenda Plan 2021/22</p>	<p>O Rix/ J Tolley/ S Miles / G Addy</p> <p>S Whitley</p> <p>O Rix/ J Tolly / E McShane</p> <p>E McShane</p> <p>Cllr Pattison/ J Tolley</p> <p>T Brailsford/ E McShane</p> <p>Board Members</p> <p>J Harris</p>
<p>23rd November 2021</p>	<p style="text-align: center;">Pre-meeting (Informal)</p> <p>Performance Monitoring report (Children's Services)</p>	<p>O Rix/ J Tolley/ E McShane</p>

Corporate Parenting Board

Agenda Plan 2021/22

	Public Items:	
	Membership of the Board	Board Members
	Children's Performance Highlight Report CIC and Fostering/Children's Homes	O Rix/ J Tolley/ E McShane /I Mottershaw/ J Tolley
	Youth Justice Service Update/Inspection Report Update (verbal)	Ian Mottershaw
	Thriving Kirklees and CAMH's update	Stewart Horn
	Annual Fostering Report	Stewart Horn/ Simon Brown
	Looked After Children Annual Health Report	G Addy
	Virtual School Headteacher Report Educational Outcomes	J Tolley
	Virtual School Governing Body Update (verbal)	Cllr Pattison/J Tolley
	Update on Ofsted Report	E McShane
	Children's Ambition Board Update	T Brailsford/ E McShane
	Updates from Board Members on interaction with services	Board Members
	Corporate Parenting Board Agenda Plan 2021/22	J Harris

Corporate Parenting Board

Agenda Plan 2021/22

11th January 2022	<p>Pre-meeting (Informal)</p> <p>Performance Monitoring report (Children's Services)</p> <p>Public Items:</p> <p>Children's Performance Highlight Report CIC and Fostering/Children's Homes</p> <p>Annual report on Complaints and Compliments for Children in Care focus on care leavers/LAC/fostering only</p> <p>Virtual School Governing Body Update (verbal)</p> <p>Children's Ambition Board Update (verbal)</p> <p>Updates from Board Members on interaction with services</p> <p>Corporate Parenting Board Agenda Plan 2021/22</p>	<p>O Rix/ J Tolley/ E McShane</p> <p>O Rix/ J Tolley/ E McShane</p> <p>A Gledhill/S Miles</p> <p>Cllr Pattison/ J Tolley</p> <p>T Brailsford / E McShane</p> <p>Board Members</p> <p>J Harris</p>
15th February 2022	Pre-meeting (Informal)	

Corporate Parenting Board

Agenda Plan 2021/22

	<p>Performance Monitoring report (Children's Services)</p> <p style="text-align: center;">Public Items:</p> <p>Attendance by Carol McKenna –to provide a verbal update on the role of the Corporate Parent</p> <p>Virtual School Governing Body Update (verbal)</p> <p>Children's Performance Highlight Report CIC and Fostering/Children's Homes</p> <p>Youth Justice Service – Children Looked After/Missing presentation</p> <p>Update on the Care Leavers Service</p> <p>Statement of Purpose for Residential Care</p> <p>Children's Ambition Board Update (verbal)</p> <p>Updates from Board Members on interaction with services</p> <p>Corporate Parenting Board Agenda Plan 2021/22</p>	<p>O Rix/ J Tolley/ E McShane</p> <p style="text-align: center;">C McKenna Chief Officer CCG</p> <p style="text-align: center;">Cllr Pattison/ J Tolley</p> <p>O Rix/ J Tolley/ E McShane</p> <p style="text-align: center;">I Mottershaw</p> <p style="text-align: center;">O Rix</p> <p style="text-align: center;">S Miles</p> <p style="text-align: center;">T Brailsford /E McShane</p> <p style="text-align: center;">Board Members</p> <p style="text-align: center;">J Harris</p>

Corporate Parenting Board

Agenda Plan 2021/22

<p>29th March 2022 Agenda 21st March Report Deadline 17th March</p>	<p style="text-align: center;">Pre-meeting (Informal)</p> <p>Performance Monitoring report (Children's Services)</p> <p style="text-align: center;">Public Items:</p> <p>Attendance by David Shepherd - Update on the Role of Corporate Parent</p> <p>Children's Performance Highlight Report CIC and Fostering/Children's Homes</p> <p>Childrens Looked After Overview Report</p> <p>Statement of Purpose for Fostering Service</p> <p>Attendance by Colin Parr - Update on the Role of Corporate Parent (TBC)</p> <p>Virtual School Governing Body Update (verbal)</p> <p>Children's Ambition Board Update (verbal)</p> <p>Updates from Board Members on interaction with services</p> <p>Corporate Parenting Board Agenda Plan 2021/22</p>	<p>O Rix/ J Tolley/ E McShane</p> <p style="text-align: center;">D Shepherd</p> <p>O Rix/ J Tolley/ E McShane</p> <p style="text-align: center;">O Rix</p> <p style="text-align: center;">Sara Miles</p> <p style="text-align: center;">Colin Parr</p> <p style="text-align: center;">Cllr Pattison/ J Tolley</p> <p style="text-align: center;">T Brailsford / E McShane</p> <p style="text-align: center;">Board Members</p> <p style="text-align: center;">J Harris</p>
---	---	--

Corporate Parenting Board

Agenda Plan 2021/22

Standing Items (as on Agenda Plan)

Minutes of Previous Meeting

Attendance by Strategic Director Update on the Role of Corporate Parent

- ~~(SD Growth and Regeneration – March)~~
- ~~(SD Environment and Climate Change – March)~~
- (SD Children's Services – date TBC)
- ~~(SD CCG's Chief Officer – February)~~

Children's Performance Highlight Report CIC and Fostering/Children's Homes

Virtual School Governing Body Update (verbal)

OFSTED and Improvement Board Update (verbal)

Updates from Board Members on interaction with services

Corporate Parenting Board Agenda Plan 2021/22

Future items for consideration:

~~Overall financial policy for care leavers (June)~~

Annual Foster Carer Handbook (New Municipal Year)

~~Thriving Kirklees and CAMH's update (November)~~

~~Staying Put Fostering for Children in Care (August)~~

~~Statement of Purpose for Fostering Service (March)~~

~~Statement of Purpose for Residential Care (February)~~

Supported Lodgings Scheme (date TBC) new municipal year

Report of Adoption – to consult with OAWY new municipal year

~~OAWY – Annual (highlights report on Kirklees performance data) (October)~~

OAWY – 6 monthly report (June/July)

Corporate Parenting Board

Agenda Plan 2021/22

Annual reports:-

- ~~6 monthly report on Children's Rights (Oct to March) (M Tiernan/A Gledhill) (June)~~
- ~~6 monthly report on Independent Visitors Scheme (Oct to March)~~
- Annual Report on work of the Children's Rights (Paul Harris and Sara) April onwards
- ~~Annual report on Complaints and Compliments for Children in Care (January)~~
- Annual report on children who go missing from care
- ~~Annual report on children and young people placed outside the Kirklees boundary~~
- ~~Annual Health Report (report on health of looked after children)~~
- ~~Annual Report on Kirklees Fostering Service~~