

# Corporate Parenting Board – Highlight Report

## Date of Board: 30 September 2020

Data is at 31 August 2020, unless stated otherwise. Benchmarking Source: DfE Local Authority Interactive Tool (LAIT). Benchmarking data is from March 2019 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	
		Sep 19	Jun 20	Jul 20	Aug 20	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	64.0 (641)	68.8 (689)	68.7 (688)	68.8 (689)	91.6	65.0
	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)	12.2% (78/ 641)	12.0% (83/ 689)	12.1% (83/ 688)	11.8% (81/ 689)	12.6%	15.0%
	Direction of Travel		↑	↑	↓		
4.05.01 Placement Stability Within Year - LAC with three or more placements	% (number)	5.6% (36)	7.8% (54)	8.0% (55)	8.1% (56)	9.3%	10.0%
	Direction of Travel		↓	↑	↑		
4.05.04 Social Worker change of LAC in care 12+ Months: Number of Social Worker changes	Number	328	293	293	293	N/A	N/A
	Direction of Travel		↑	↔	↔		
Average number of SW changes	Average	0.68	0.63	0.63	0.63	N/A	N/A
	Direction of Travel		↔	↔	↔		

### Service Narrative

#### What difference did we make?

- We have seen an increasing trend in the number and rate of children in care from 64.0 (641 children) in Sep 19 to 68.8 (689 children) in Aug 20. The current 12-month average for Kirklees is 66.9 (670 children), above our 31 March 2019 published rate of 62.0 and the England 2019 rate of 65.0, but below our Statistical Neighbours 2019 rate of 91.6.
- The Legal Gateway Permanence Panel continues to support consistency in regard to decision making and planning around placement moves for children and young people. A two weekly External Placement Review Panel is now in place, to provide better oversight of children who are not placed in council provision. We have undertaken an External Placement Review of all children who are placed out of Local Authority to consider their care planning and explore options of returning to the local area if this is in line with meeting the children and young person’s needs, we have already made progress reducing this number placed outside of Kirklees and more than twenty miles away from Kirklees from 127 in 2017 to 81 in August 2020.
- For Placement Stability the placement support team are very active, and we have implemented innovative solutions to support several placements. An example of plans to limit unplanned moves is as follows: where a foster carer or placement is given 28-day notice, the Team Manager will coordinate a stability meeting within 5 working days to look at what can be provided to avoid placement breakdown and to maintain the current placement.
- Whilst the data shows improvement in certain areas we are focussing on the negative data particularly as it relates to three and four placement changes in the previous 12-month period.

- Whilst social work change data has improved compared to the previous month, we are mindful of the impact this has on our children and young people and we will continue to focus on the retention of staff and consistency in case allocation.

### What do we want to improve?

- Placement stability - we will also use lessons learned to inform practice. Always have Placement Stability meetings in place.
- 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.

## Looked After Children Reviews, Visits and Missing

Key Indicator	Type of measure	Month End				Benchmarking	
		Sep 19	Jun 20	Jul 20	Aug 20	SN	Eng.
4.06.01: LAC Reviews Within Statutory Timescale	%	96.4%	96.5%	96.8%	97.0%	N/A	N/A
	Direction of Travel		↔	↑	↑		
4.07.01: LAC visits within statutory time-scale: % of LAC visited in line with Kirklees Practice Standards	%	81.3% (521/ 641)	91.6% (637/ 689)	94.6% (649/ 686)	91.6% (631/ 689)	N/A	N/A
	Direction of Travel		↑	↑	↓		
4.09.02: Missing children: a. No. of LAC having at least one Missing episode per month	% (number)	3.7% (24)	3.0% (21)	3.5% (24)	2.5% (17)	10%	11%
	Direction of Travel		↓	↑	↓		
b. No. of LAC that have more than one missing episode in the month (repeat Mispers)	% (number)	45.8% (11)	42.9% (9)	50.0% (12)	52.9% (9)	N/A	N/A
	Direction of Travel		↑	↑	↑		
4.09.03: Independent Return Interviews for LAC offered within 72 hours of the child being located	% (number)	50.0% (8/16)	81.0% (17/21)	66.7% (12/18)	87.5% (7/8)	N/A	N/A
	Direction of Travel		↓	↓	↑		

### Service Narrative

#### What difference did we make?

- The Child Protection and Review unit received 37 requests for Initial Child Looked After Review forms between 1st June and 31 August 2020 relating to 68 children in total; 62 of these children remain Looked After at the of end August 2020.
- For all of the referrals received between June and August 2020, children and young people were allocated an Independent Reviewing Officer (IRO) within 24 hours, and Initial Child Looked After Review meetings were arranged for all but one child within 4 weeks of them becoming Looked After.
- Between June - August 2020, the Child Protection and Review Unit held 420 Looked After Review meetings, with 168 meetings held in June, 178 in July and approximately 75 in August.
- Independent Reviewing Officers closely monitor Child Looked After Review timescales to ensure that the high percentage of meetings held in timescales is maintained / increased 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 time scales. Mid-way reviews are embedded into practice and this continues to demonstrate improved evidence of Independent Reviewing Officer's oversight of children's files /planning for children.
- Since the end of March 2020, due to Covid -19 Child Looked After Review meetings have been held virtually. Independent Reviewing Officers have focussed on continuing to ensure that meetings have been held within timescales, and that children's views and voices have been heard. IRO's have

worked alongside Advocates from the Children's Rights Team, to capture children's views about their current situation and address any questions they may have.

- Communication between IRO's and children has been maintained via a variety of methods, including, video calls, phone calls, text messaging and face to face meetings where specifically requested– the Service is currently undertaking steps to increase the frequency of these visits where possible. The Service has identified that for some older children in particular, virtual Review meetings have enabled them to be more actively involved, with several young people participating in their Review meetings when previously they had chosen not to.
- In August, 6 young people were supported by an Advocate at their Review meeting, and 37 children have been engaged with an Independent Visitor.
- Face to face advocacy led by the wishes of the child, continues to be offered where it is safe to do so. Independent Visitors are maintaining relationships with children and young people by utilising technology and undertaking in person visits and activities with children and young people.
- There has been a slight decrease with regards to the number of Children in Care who have received a statutory visit in line with practice standards we continue to monitor the visits as part of our service performance meetings. The introduction of Advanced Practitioners within the service will further enhance the improvement with regards to our performance.

### **What do we want to improve?**

- 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 are able to improve our performance.
- Independent Reviewing Officers to continue to liaise closely with Social Workers to ensure that children are enabled to participate in their Review meetings. To support this, the Child Protection and Review Unit has liaised with the Children's Rights Team and an IT Project Officer, to enable children to directly access the child's Review participation form on a secure website. Work is ongoing to continue to promote this website to children, their carer's, and social workers, to help increase the of capture of children's wishes and views.
- There remain some challenges relating to adapting ways of working during Covid; the service continues to work in partnership with others to develop a variety of different formats and the use of available technologies to ensure Review meetings are inclusive and accessible for all children. To support this, the service intends to seek and capture the views of children, parents and carers about their experiences of Review meetings during Covid-19, and analyse the findings, to inform to service delivery and development.

## Looked After Children Education Outcomes

Key Indicator	Type of measure	Autumn Term 19/20	Spring Term 19/20	Summer Term 19/20	Benchmarking	
					SN	Eng.
4.10.02 Personal Education Plans (PEP) up to date (current school age LAC with PEP in the last term)	%	96.8%	85.8%	100%		
	Direction of Travel		↓	↑		

Key Indicator	Type of measure	Month End				Benchmarking	
		Sep 19	Jun 20	Jul 20	Aug 20	SN	Eng.
4.10.02 Initial PEP completed within 10 working days of child coming into care	%	N/A	100%	100%		N/A	N/A
	Direction of Travel		↑	↔			
4.10.05 LAC Persistent Absentees	%	10.4% (36)	N/A	N/A		9.2%	10.6%
	Direction of Travel		-	-			
LAC with a mid-year school move	%	5.2%	10	0		N/A	N/A
	Direction of Travel		↑	↓			

**NB:** We are unable to report on the Persistent Absentee measure because of the COVID-19 lockdown implemented in March and the resultant changes to the educational offer.

### Service Narrative

#### What difference did we make?

- 100% of PEPs have been completed within the Summer Term in-line with the new termly processes following the reduction in the Spring Term due to the impact of Covid-19. The Virtual School is currently leading on all PEPs since the full lockdown was implemented. These are all currently virtually held meetings.
- 93% of initial PEPs have been completed within 10 school days of notification to the Virtual School since 01/09/2019.
- We continue to work with social work teams to improve both PEP and initial PEP completion and the quality assurance of PEPs. We have successfully moved to termly PEPs to meet statutory requirements.
- 75% of school moves have been carefully planned across the service to ensure a smooth transition with no break in provision, with 84.4% within the statutory timescale of 20 working days.

#### What do we want to improve?

- Our initial focus will be the transition back into education following the Covid-19 school closures (vulnerable offer).
- We will continue to have a focus on termly PEP completion with transition support as the key focus area.
- Attendance / Persistent Absence (PA) remains a high priority and all pupils with attendance less than 90% have had a PA plan in place agreed by all professionals working with the young person. We will need to be mindful of some of the emotional issues for our young people as they return and respond creatively where there are issues or concerns.
- We will continue to maintain a strong focus on pupils not in full-time education provision. This will not be an immediate priority as many young people will have a phased transition back into education. We will look to ensure a return to full time education as soon as possible but these situations can be very complex.
- We will continue to work across service to reduce the number of school moves (2018-19 (82), 2019-20 (64)) and to reduce the number of young people with a break in provision whenever possible.

## Looked After Children Health

Key Indicator	Type of measure	Month End				Benchmarking	
		Sep 19	Jun 20	Jul 20	Aug 20	SN	Eng.
4.11.11 Dental Checks within last 12 months - timeliness	%	78.7%	75.2%	73.3%	70.1%	N/A	N/A
	Direction of Travel		↓	↓	↓		
4.11.12 Initial health Assessments completed on time - within 20 days	%	86.7%	87.2%	90.9%	88.3%	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	%	96.9%	79.6%	83.3%	82.1%	N/A	N/A
	Direction of Travel		↑	↑	↓		
b: Over 5s Annual Health Assessments – percentage up to date	%	97.8%	83.0%	89.6%	88.5%	N/A	N/A
	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)	1.45% (7)	0.43% (2)	0.43% (2)	0.42% (2)	2.8%	4.0%
	Direction of Travel		↔	↔	↓		

### Service Narrative

#### What difference did we make?

- Initial health assessments:** Kirklees Local Authority (LA) rolling 12-month data shows in August **88.3%** were completed in timescales. The current Covid situation requires virtual assessments to take place via phone or Skype by the Paediatricians. This has been challenging bringing all parties together to inform the assessments. Monthly Locala data for August is not available yet, but quarter 1 showed that 100% of the IHA's were in timescales and in July, 2 were late due to the late notification by social care and an appointment date error (89%).
- Review health assessments:** Kirklees rolling 12-month data - 'Developmental' assessments (under 5yrs old) **82.1%** completed in timescales. **88.5%** 'Annual' assessments (over 5 yrs. old). The problem with rolling data is that positive previous months mitigate for poor results. During the current situation, this does not provide clarity on the recent situation. Locala monthly data for August is not available yet. Re-deployment of Locala nurses, due to the Covid NHS England directive, who support the completion of up to 48% of the assessments, resulted in the 3 LAC nurses completing all due assessments since May by phone. An example of the July outcome, was that 96% were completed within the month they were due, passing just 2 to the following month.
- Dental Checks within last 12 months:** Kirklees rolling 12-month data shows that **70.1%** of LAC have been recorded as having received a dental check. The closure of dentists during the Covid lockdown and the subsequent re-opening only to do emergency work, has prevented looked after children accessing routine checks. Discussions are planned with the dental commissioner to provide clarity on the future provision for vulnerable children. The 'attended' figure will present worse as the year progresses, as more health assessments are completed, which will show children being unable to attend for check-ups.
- Registered at dentist:** Locala monthly data for August is not available yet. Qtr.1 showed 94 & 100% of looked after Children under and over 5 years old respectively, (excluding children under 18 months) were registered with a dentist at the time of their RHA. The Covid effect on dental registrations will be seen later, with children new into care who do not have a dentist and those who move placement.
- Substance misuse:** **0.42%** of looked after young people (2 individuals) were identified at their last review health assessment as having a dependant problem with substances. Consideration must be given to the difficulty in obtaining an accurate figure, as it is dependent on admission of the issue, the illegality of it and they may not wish to share the information. Any young person misusing substances

at any level is offered support. Young people who refuse support, are discussed with the local Substance Misuse Service, to try to offer an alternative response e.g. group work or access through other agencies. The Health Team are looking at using a verified tool, to provide a more uniform method of assessing the level of need. A number of young people identified previously, have now left care commonly due to their age.

## Looked After Children Convictions

Key Indicator	Type of measure	Quarter				*Benchmarking
		Jul-Sep 19/20 Q2	Oct-Dec 19/20 Q3	Jan-Mar 19/20 Q4	Apr-Jun 20/21 Q1	
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)	%	1.15% (4/347)	0.86% (3/347)	0.29% (1/347)	1.24% (4/321)	Eng.: 3.00% SN: 3.46% Y&H: 3.00%
	Direction of Travel	↑	↓	↓	↑	

## Service Narrative

### What difference did we make?

- For the year 2018/2019 65.8% of CIC young people have successfully completed their interventions which in comparison with the previous year is a decrease of 10% but is however a much-improved picture from 3 years ago when less than 30% of CIC young people successfully completed their interventions. For the 4th quarter of this year (Jan to March 20) 93.7% of CIC young people successfully completed their orders- a huge improvement on the same period in 2018/19 where only 50% completed successfully.
- For the year 2019/2020 90.9% of CIC young people have successfully completed their interventions which in comparison with the last year is an increase of over 25% (65.8%).
- There is a continued decrease in the numbers of CIC young people offending however this remains a small number of young people compared to the total CIC cohort. The output for the 19/20 year shows a reduction of over 2% of CIC young people convicted of an offence.

### What do we want to improve?

- Continued reduction in the numbers of CIC young people offending. The overall cohort for the 20/21 year is smaller than the 19/20 year (321 compared to 347), but through continued interventions by the YOT, restorative processes, liaison with Children's Homes and creative out of court disposals it is likely the offending rate will continue to fall.
- To maintain the high level of successful outcomes achieved by CIC young people, through creative interventions, restorative processes, liaison with Children's Homes and the continued development of the Youth Engagement Service.

## Care Leavers

Key Indicator	Type of measure	Month End				*Benchmarking	
		Sep 19	Jun 20	Jul 20	Aug 20	SN	Eng.
5.01.04 Children in care aged 17 years and 4 months with a Personal Advisor	%	66.0%	85.5%	73.7%	90.0%	N/A	N/A
	Direction of Travel		↑	↓	↑		
5.01.08 Local Authority In Touch with Care Leavers	%	85.3%	87.3%	93.4%	91.1%	93.0%	95.3%
	Direction of Travel		↓	↑	↓		
5.01.09 Care Leavers in suitable accommodation	%	79.3%	79.9%	86.7%	84.6%	89.3%	85.0%
	Direction of Travel		↓	↑	↓		
5.01.10 Care Leavers Employment, Education and Training (EET)	%	52.2%	46.7%	49.2%	49.0%	51.8%	52.0%
	Direction of Travel		↑	↑	↓		
5.01.11 Number of Care Leavers with a Pathway Plan that is up to date	%	96.4%	93.9%	94.9%	95.0%	N/A	N/A
	Direction of Travel		↑	↑	↑		

## Service Narrative

### What difference did we make?

- *Contact with care leavers* – There was a significant increase during June and July 2020 in August 2020 there has been a slight decrease however we continue to maintain a high percentage of care leavers we are in touch with, currently in touch with 91.6% of care leavers, this has to be viewed in the context of this group all being aged 18 plus. In some situations, young people are not wanting to keep contact with their Personal Advisor, the team work innovatively to keep in touch, we have a best practice protocol in place.
- *Number of young people in suitable accommodation* – Performance on this indicator improved to a 12-month high of 86.7% in Jul 20 although a reduction to 84.6% was seen in Aug 20. We currently have 6 young people who have been allocated a tenancy however due to the recent lockdown housing services are in the process of undertaking legionella testing on these properties. Due to the numbers of properties that require these tests there has been some delay in these young people being able to move into their properties. We have worked closely with our housing colleagues who have agreed to prioritise the properties for our young people. We continue to maintain strong links with KNH and Housing and the Housing Panel is enabling us to ensure that suitable accommodation is available. We have strong links with private housing providers and are considering how collectively we can improve our skills for independence training. We have continued to provide virtual life skills and pre-tenancy training during the lockdown.
- *Kirklees Commitment to Care Leavers* – Unfortunately during the last few months our drop-in centres at no11 and no12 have been closed due to the COVID19 pandemic. However, we are currently working with colleagues in asset management to be in a position where we are able to open our drop-in centres to provide a safe space for our young people.
- *Personal Advisors* – There has been a significant increase in performance on this indicator from 73.7% in Jul 20 to 90.0% at the end of Aug 20. However, 100% of the cohort do have either an allocated PA or an allocated Social Worker. We have been able to strengthen our pathway planning in relation to developing timely transitions with young people.
- *Education Employment Training* – Our performance in relation to Employment, Education and Training (EET) indicator is a focus for improvement. We 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 recent 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 for our young people where support is available from our careers advisor.

- *Pathway Plans* – we have seen a slight improvement in the numbers of young people who have an up to date pathway plan. We continue to work with the Personal Advisors to ensure pathway plans are completed in a timely manner to meet targets with a focus going forward on the improvement of the quality of plans, the involvement of young people and ensuring we capture their wishes and feelings.

### What do we want to improve?

- *Number of young people with a pathway plan* – The number of young people with a pathway plan has slightly decreased. 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 are currently undertaking work to analyse the decline in young people placed in suitable accommodation.

## Adoption

Key Indicator	Type of measure	Month End				*Benchmarking	
		Sep 19	Jun 20	Jul 20	Aug 20	SN	Eng.
5.02.01 Number of children adopted as a percentage of children leaving care (12 month rolling period)	% (number)	15.5% (29)	10.1% (19)	9.3% (18)	8.2% (16)	18.5%	14.0%
	Direction of Travel		↓	↓	↓		
5.02.03 A1 Average timescale (days) between the child coming into care and being placed with the adopter (Financial year to date)	Number	461.8	528.6	542.3	542.3	512.4 (15-18)	486.0 (15-18)
	Direction of Travel		↓	↑	↔		
5.02.05 A2 Average timescale (days) between Kirklees council receiving court authority to place a child and the council deciding to match the child with an adoptive family	Number	221.1	253.4	253.0	253.0	215.3 (15-18)	201.0 (15-18)
	Direction of Travel		↓	↓	↔		

### Service Narrative

#### What difference did we make?

- To the end of Aug 20, 8.2% of children leaving care in a 12-month rolling period had been adopted, equating to 16 children. At the level of performance to Aug 20, Kirklees is significantly below the England rate of 12.0% (2019) and the Statistical Neighbours rate of 17.7% (2019).
- The average timescale has been increasing and stood at 542.3 in Jul and Aug 20. This is above the Statistical Neighbours average of 381.0 days and the England average of 376.0 days from the Adoption Scorecard (3-year average outcome to March 2019). Kirklees performance on the Scorecard was 388 days, so the average timescale has increased since this time.
- The average timescale decreased slightly to 253.0 days in Jul 20 and remained at that level in Aug. Overall this is above the Statistical Neighbours average of 174.0 days and the England average of 178.0 from the Adoption Scorecard (3-year average outcome to March 2019). Kirklees performance on the Scorecard was 132.0 days, so there has been an increase in the average timescale since this time.
- 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 panels on a weekly basis in order to track children with a plan for adoption and to ensure a family finder is allocated.

- If an adoption placement ceases, then One Adoption have a 'disruption review' and their new procedure is on our procedures website. 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.
- The progression of Adoption cases is now monitored by Head of Service at the monthly permanence tracking panel ensuring a more robust approach to avoiding drift and delay.
- 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. We recently successfully had three children who are now subject to adoption orders we also have three children where court dates are to be held during the next two weeks.

### What do we want to improve?

- Develop an even closer working relationship 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.

## Fostering

Key Indicator	Type of measure	Month End				Benchmarking	
		Sep 19	Jun 20	Jul 20	Aug 20	SN	Eng.
6.02.07 Total New Carer Approvals in Month:	Number	4	5	1	1	N/A	N/A
	Direction of Travel		↓	↑	↑		
In-house Fostering approvals in the month	Number	3	4	1	1	N/A	N/A
	Direction of Travel		↑	↓	↔		
In-house Fostering De-registrations in the month	Number	5	5	1	3	N/A	N/A
	Direction of Travel		↑	↓	↑		
6.02.09 Placements split: a. In-house foster placements	Number	222	233	230	231	N/A	N/A
	Direction of Travel		↔	↓	↑		
b. Family and friend placements	Number	86	118	114	114	N/A	N/A
	Direction of Travel		↑	↓	↔		
c. Independent Fostering Agency Placements	Number	181	193	193	191	N/A	N/A
	Direction of Travel		↓	↔	↓		

### Service Narrative

#### What difference did we make?

- August 2020 saw one carer approval, a Family & Friends (F&F) carer. The rolling 12-month approvals figure is 34 including IFA carers.
- In August 2020 we had 1 in-house approval, lower than in Jun 20 (including F&F carers). The rolling 12-month total to Aug 20 was 24 households. There were 3 in-house fostering de-registrations in

Aug 20 (all F&F carers). The rolling 12-months total for in-house de-registrations is 31. This gives a net loss of 7 households.

- The number of children placed with Kirklees foster carers increased to 231 in Aug, compared to 230 in Jul although this is below the 12-month average of 233.
- The Aug 20 figure of 191 is a reduction from the 12-month high in the number of IFA placements seen in Apr 20 of 197 but is above the 12-month average of 188.
- During to last few months regular meetings have been held between Kirklees Fostering Network and the Fostering Service in order to offer support during the recent lockdown and to address some of the issues this has raised. We have provide emergency payments to our foster carers in order to assist with the extra pressures created during the last few months. We have provide laptops for our carers in order to ensure that the children in their care have had access to online educational provision.
- At the end of March 2020 we had a number of potential carers offering placement we have undertaken a number of Regulation 24 assessments in order to provide emergency placements. From these carers we currently have five households where we are undertaking assessments for them to be considered as foster carers.

### **What do we want to improve?**

- Recruitment and retention of foster carers is a priority as is reducing the use of fostering agency care. We have recently undertaken a piece of work with our recruitment process and as a result we are developing a pathway with a more streamlined approach. We continue to develop the Recruitment Team to increase numbers of Kirklees carers and will have focussed campaigns for respite care that can be a softer introduction to fostering, and teenagers exhibiting troubled and troublesome behaviours.
- A recruitment and retention focus for our foster carers is a key strand of our improvement work and the Service Manager is working closely with the Recruitment Team to ensure that the numbers of assessments increase and that they are completed in a timely fashion. Due to the recent COVID19 we have been unable to hold live recruitment events however we have been innovative in creating virtual events. We continue to pursue a range of recruitment activity: To improve our internet search presence to prospective carers we have entered into an agreement with “Google Ads”; an advertising campaign highlighting the need for Forever Families for our children in foster care is currently taking place.
- We are currently working with the National Fostering Network to implement two Foster Carer Mockingbird hubs in Kirklees, with a timeline to work towards implementation in January 2021. This model facilitates additional support to specific carers. We are currently in the process of recruiting two liaison workers to support the implementation of the mockingbird model.
- We currently also have 9 households who are being assessed as potential foster carers in order to increase our in-house capacity.
- The Service Manager is working closely with the Kirklees Fostering Network to continue to develop our fostering service offer and ensure that carers are supported appropriately. Foster carers now have membership of the Corporate Parenting Board. We have launched a new package of carer benefits including access to the employee health scheme, and access to the staff discounted shopping scheme.
- We continue to pursue a range of recruitment activity: To improve our internet search presence to prospective carers we have entered into an agreement with “Google Ads”; an advertising campaign highlighting the need for Forever Families for our children in foster care is currently taking place.

## 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
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
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
SM	Service Manager

Term	Description
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