

## READING BOROUGH COUNCIL

### REPORT BY DIRECTOR OF CHILDREN, EDUCATION AND EARLY HELP SERVICES

TO:	ADULT, CHILDREN AND EDUCATION COMMITTEE	
DATE:	29 <sup>TH</sup> JUNE 2015	AGENDA ITEM:
TITLE:	LOOKED AFTER CHILDREN'S SUFFICIENCY STRATEGY 2015-2017	
LEAD COUNCILLOR:	COUNCILLOR JAN GAVIN	PORTFOLIO: CHILDREN'S SERVICES
SERVICE:	FAMILY PLACEMENTS	WARDS:
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JOB TITLE:	SERVICE MANAGER	E-MAIL:

#### 1. PURPOSE OF THE REPORT

1.1 The Looked After Children's Sufficiency Strategy 2015-2017 sets outsets out how Reading Borough Council (RBC) will fulfil its "sufficiency" responsibility to ensure as far as is reasonably practicable, that the placement and accommodation needs of Reading Looked After Children and Care Leavers are met locally. This strategy therefore establishes ambitious and challenging targets to increase the recruitment of RBC foster carers and adopters who can offer a wide range of placement types. It also outlines the staffing resource required to meet these targets.

1.2 Such activity needs to be managed in parallel with the delivery of high quality supervision and support plus training and development for existing RBC carers in order to retain their services. This work is underpinned by a focus on achieving the best outcomes for our children. The matching process, access to a range of local placements plus support to the child and the carers all ensure the stability of the placement. Stability is further ensured by the opportunity to move in a timely fashion to permanent placements including via Special Guardianship and Adoption where it is not possible to return the child to their birth family/extended family.

#### 2. RECOMMENDED ACTION

2.1 To agree the strategy and targets for recruiting carers for children living in the Borough.

<b>2.2 To agree the commitment of resources to achieve the proposed Recruitment targets.</b>
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### **3. EXECUTIVE SUMMARY**

#### **3.1 Current Profile Of Looked After Children**

3.1.1 The 0-19 population from the 2011 census showed high numbers of children in the 0-4 age range. These children are now in the 5 to 7 age range. New LAC starters in 2014 still reflect high numbers in the under 1 age group. The rest of the new LAC in 2014 are fairly evenly spread across the age range.

3.1.2 The group of children who came into care in 2014 (1 year) were diverse in terms of ethnicity (47% White UK; 21% Mixed White/African-Caribbean; 7% Polish; 7% Black British African-Caribbean plus 8 other categories represented. ages.

#### **3.2 Projected Need**

3.2.1 Analysis of placement trends has been used to identify likely future need. Between April 2013 and Dec 2014, 73 new foster placements were made. RBC carers met 48 of these. 25 were placed with Independent Fostering Agencies as there were insufficient local carers to meet this need.

3.2.2. Nationally Local Authorities have been reporting increases in Looked After Children numbers over the past 5 years. There has also been an increase in the numbers of both starters and exits, reflecting higher volumes of work being undertaken by Local Authorities in respect of both the number of children and young people requiring an alternative to living with their parents and the Local Authorities success in resolving issues for children so that they can either return home or have another permanent alternative to long term care. This pattern has been replicated in Reading. In the light of recent referral patterns to Reading's Multi-Agency Safeguarding Hub (MASH) it is anticipated that numbers of Looked After Children in Reading are more likely to continue to increase.

3.2.3 This high level of activity is effectively hidden within the collective picture of numbers of children Looked After at any one time. However it can be clearly seen by the high numbers of children who have become members of new families through Special Guardianship or Adoption Orders and who would have added to the Looked After Children numbers without these options.

#### **3.3 Current Provision of Foster Carers and Adopters**

3.3.1 As a result of the limited number of currently approved RBC foster carers, placement of children is over-dependant on IFA provision. The table below provides further detail.

Table 1

NON UASC Placements	2012-13		2013-14		Mar-15	
	No	%	No	%	No	%
LA Foster Care incl. OLA	74	33%	63	32%	54	27%
Family & Friends Foster Care	16	7%	12	6%	18	9%
IFA	97	44%	84	42%	76	37%
Placed for Adoption	11	5%	13	7%	18	9%
Placed with Parents	3	1%	5	3%	5	2%
Residential care homes	1	0%	9	5%	2	1%
Residential not subject to Children's Homes Regs					2	1%
Homes/Hostels Subject to Children's Homes Regs (K2)	6	3%	5	3%	11	5%
Young offender institution or prison					1	0%
NHS/Health Trust or other est. providing medical or nursing care					3	1%
Independent Living	4	2%	6	3%	9	4%
Family centre or Mother and Baby unit					3	
Residential School	3	1%	0	0%	1	0%
Other	6	3%	3	2%		0%

3.3.2 The recruitment targets within the Looked After Children's Sufficiency Strategy 2015-2017 are set at such a level as to enable more choice of carers when making a placement (better matching for each child) and should enable approximately 75% of our Looked After Children to be placed within Reading by September 2018. Clearly these two factors are important for improvement of placement stability and in retaining local connections for more of our Looked After Child. The tables below show the placements made more than 20 miles away and a distant placement (a placement outside Reading that is not in an adjoining authority).

Table 2

LAC Placement Distance- over 20 miles from home (excludes placed for adoption and UASC) - breakdown

		Jan-15	Feb-15	Mar-15
Age Band	Under 1	1	3	6
	age 1-4			2
	age 5-9	19	17	17
	age 10-15	22	24	24
	age 16+	13	12	12

3.3.3 Table 3 shows that 41% of the placements were outside Reading and not in adjoining authority

**Table 3**

	Jan-15	Feb-15
No. of placements outside LA and not in any adjoining LA	83	
Total LAC	201	
% placements outside LA and not in any adjoining LA	41%	

Appendix C provides information regarding placements within 20 miles.

3.3.4 There has been progress in terms of the placement trend for the last year which has been to place fewer children/young people in IFAs. Reading does have a good record in terms of the percentage of its Looked After Children who are in a range of family placements (rather than in residential units) and in achieving general placement stability.

3.3.5 In December 2014 51 children under 16 years of age were living with their permanent carers, including adoptive carers, applicants for Special Guardianship and matched long-term foster carers. A further 8 children had active adopter searches in progress and 2 had parallel searches for adopters or long term foster carers.

3.3.6 RBC remains a member of the Berkshire Adoption Advisory Service (BAAS) which delivers Berkshire-wide Adoption Panels, shared services such as the post adoption Letterbox system for birth parents as well as working as a consortium to match children and carers. In 2014 RBC also joined a second consortium, the Adoption South Central consortium - (ASC) which is comprised of 10 Local Authorities and 1 Voluntary Adoption Agency. This was undertaken in order to expand the pool of adopters available for Reading children and so improve waiting times. Work is ongoing with the consortia to improve performance, including an ASC working group which will work as of Autumn 2015 to develop joint, reciprocal recruitment practices.

### 3.4 Current placement arrangements

3.4.1 In line with most other Local Authorities one of the key challenges is finding foster placements for older age groups who often have more complex needs and behaviours. Reading belongs to a South Central IFA framework in order to ensure that when placement is not possible with RBC foster carers children are placed with good quality providers and that these represent good value for money. The Ofsted rating of all IFAs is monitored on an

ongoing basis between the Hants Contract Team and the RBC Commissioning Team.

3.4.2 When it has not been possible to make a placement using the framework referrals are also circulated to a list of 33 IFAs for spot purchasing. Very small numbers of children are placed on this basis (at the time of writing this report there are only currently 3 children placed using this methodology).

### 3.5 Support Available to RBC Carers

3.5.1 As identified above, retention of existing carers and supporting stability of placements are important aspects to the recruitment of new carers. The following are components of this work:

- Support available for Foster Carers and for approved carers who provide Supported Lodgings
- All carers have a supervising social worker from RBC to support and supervise them on a regular basis.
- KEEPSafe is an evidence based training and support service, which became available for short and long term RBC foster carers and supported lodgings carers, with a 12 - 17 year old in placement as of March 2015.
- A therapeutic service is delivered by a multi-disciplinary group of workers based within the RBC Fostering Service to support RBC Looked After Children/their RBC carers. From March 2015 they have also been working in conjunction with the Children and Adolescent Mental Health Service.

#### Adoption/ Special Guardianship:

- RBC provide, in accordance with legislation, a Post Order Support package specific to the child and their new family's circumstances.
- RBC are applying to the national Adoption Support Fund as required for therapeutic services being delivered as part of post adoption support

### 3.6 Staying Put Arrangements:

3.6.1 A total of 22 young people of 16 plus years are placed with foster carers where they are likely to stay until they are 18 and possibly Stay Put into early adulthood. Since May 2014 (Children and Families Act 2014) Local Authorities are required to make payments to ex foster carers in respect of

Staying Put Arrangements up to 21yrs and up to 25 yrs if the young people are in full time education.

- 3.6.2 Although previously some young people chose to Stay Put, this was generally until the completion of their academic year after 18. This new requirement up to 21, is essentially an area of new spend which will accumulate over the next 4 years as additional young people turn 18. If a significant number of young people choose to Stay Put then this will also have implications for foster carer supply both in house and in IFAs, increasing the need to recruit more foster carers. Although some of our young people will choose to move to independence earlier, there will also be additional young people becoming Looked After between 14 and 18 who have not been included in current Staying Put projections. A new Staying Put Policy and Procedure was approved by ACE in March 2015 to provide a smooth pathway to staying put for carers and young people.

### 3.7 Future Work

- 3.7.1 Analysis of the profile of Looked After Children and placement trends, results in the following being identified as significant areas for future work.

- A requirement to revisit the permanency plans for a group of 40 plus children/young people who were placed historically in IFA placements and have remained with these carers as foster placements. Subsequent to improving the offer of support available to carers applying for Special Guardianship and Adoption Orders as of April 2015, there is a targeted piece of work needed with these IFAs, their carers and the children/young people concerned. As outlined in the Financial Implications section below
- Extensive marketing activity and highly developed recruitment practice will be essential to compete to recruit carers. The targets are ambitious. Reading is a compact, urban area with the RBC Fostering and Adoption Services competing with 7 other Local Authorities nearby and a mixture of Independent Fostering Agencies and Voluntary Adoption Agencies.
- Retention of existing carers requires equal attention as outlined in the Financial Implications section below regarding resourcing this work.
- Achieving timely adoptive placements for a cohort of children which includes those who are aged from 0-8 years of age, sibling groups and the small number who have special needs has also been particularly difficult. The challenge for the Local Authority is to identify those children at significant risk of harm at an earlier stage so as to enable them to move to permanent placements in a timely fashion.

- Priority should also be given to developing a broader range of placement options for vulnerable 16+ year olds (including family based Supported Lodgings, supported living units). This will be covered in greater detail in a separate Commissioning Strategy, which is currently being written.

### **3.8 Key Challenges/risks**

**3.8.1** The unpredictability of future demand despite best efforts to base projections on past trends and wider demographics remains a challenge when recruiting sufficient placements. As does, recruiting sufficient numbers of RBC carers to match the needs of the children requiring placements in a competitive local environment.

**3.8.2** The Children's Commissioning Team are currently preparing to retender for inclusion on the IFA Framework, and are planning to broaden the options for semi-independent accommodations for 16 + year olds. Achieving a good standard of provision and value for money will present significant challenges.

## **4. POLICY CONTEXT**

This strategy will update and replace the "Looked After Children's Sufficiency Strategy 2014-2016".

## **5. THE PROPOSAL**

### **5.1 Fostering Targets**

Appendix B "Fostering Needs Analysis and Targets for Fostering Recruitment" attached to this report sets out year on year targets.

### **5.2. Adoption Targets**

**5.2.1** Work undertaken to develop the Sufficiency Strategy identified the need to set a target to recruit 22 new adopters in both 2015-2016 and in 2016-2017. This includes the recruitment of 7 new sets of adopters each year who can offer placements to:

- Sibling groups
- Children over 4 years of age
- Children with additional needs
- Children, initially on a fostering basis (during care proceedings). The foster carers will subsequently apply to adopt as this becomes achievable under the Fostering to Adopt model.

### **5.3 Marketing Programme**

An extensive Marketing Programme is outlined in Appendix A. "Marketing Action Plan 2015/16"

#### **5.4 Resources Requirements**

The resources required for these proposals Include:-

- Recruitment to the 2.0 full time equivalent vacancies (funded by existing staffing budgets. Previously, these posts were identified as not requiring recruitment as part of potential savings).
- Recruitment to 2.0 full time equivalent posts to assist for up to 11 months in order to undertake additional permanency planning for the children in IFA placements (they will cease to be looked after children once adopted or the subject of Special Guardianship Orders).
- An additional independent assessor to undertake fostering assessments to be employed over the next 3.5 years on a fixed term basis with a six monthly review of demand.
- The joint funding for a post with the Reading Church Network in order to access local faith groups to recruit foster carers. A review of the first year's experience of this collaboration and negotiation regarding the potential costs and remit is currently underway. This review will determine if we are achieving value for money and if joint funded will continue with Home for Good. Last year this was funded by the Adoption Reform Grant (ARG). The parameters for spending against the new Adoption Support Fund which replaced the ARG as of April 2015 were amended by the government. Thus, this external source is no longer available.
- The new duty to offer 'Staying Put' Arrangements ( see above) will also have a significant impact in terms of continuing payments

#### **6. CONTRIBUTION TO STRATEGIC AIMS**

- 6.1 By making these improvements the Local Authority will be meeting the needs of its Looked After Children (promoting equality and social inclusion for them) and upholding its responsibility to deliver better value for money placements and specifically "Safeguarding and protecting those that are most vulnerable" as set out in the Corporate Plan 2015 -2018

#### **7. COMMUNITY ENGAGEMENT AND INFORMATION**

- 7.1 Existing carers already contribute to recruitment, marketing and training events and we will continue their involvement in this Strategy is to be successful. Looked After Children also contribute to training material and the voice of the child is also critical to the success of this Strategy.



Feedback from both, existing carers and children will be incorporated into future service development.

## **8. EQUALITY IMPACT ASSESSMENT**

- 8.1 Recruitment, marketing and commissioning activity is informed by the respective profiles of the local child and Looked After Child populations. This strategy does not have a differential impact on a specific group.

## **9. LEGAL IMPLICATIONS**

- 9.1 This report identifies the strategy to be adopted for Reading Borough Council to fulfil its "sufficiency" responsibility as outlined in Section 22G of the 1989 Children Act. This requires "local authorities to take steps that secure, so far as reasonably practicable, sufficient accommodation within the authority's area which meets the needs of children that the local authority are looking after, and whose circumstances are such that it would be consistent with their welfare for them to be provided with accommodation that is in the local authority's area".

## **10. FINANCIAL IMPLICATIONS**

- 10.1 The average unit costs for an RBC foster placements is relatively high when compared with other Local Authorities in our statistical neighbour group however, the impact of high local costs of living and increased competition with other Local Authorities and voluntary/independent agencies in the area, local placements still represent good value for money as compared with IFAs.
- 10.2 Usage trends show the financial benefits gained by the reduction in new IFA placements made in the last year and corresponding increase in numbers of RBC foster placements. This positive trajectory does reflect the continued usage of IFAs for older children and sibling groups in pre-existing placements and underlines the importance of permanency planning for them as well as targeted local recruitment.
- 10.3 If the sufficiency targets are to be achieved the following resources will be required.
- recruitment to the 2.0 full time equivalent vacancies funding including in existing staffing budgets.
  - £51,333 maximum for 2.0 f.t.e posts to assist for up to 11 months to undertake the additional permanency planning for children.
  - £10,000 per annum investment for the next 3.5 years to fund an additional independent assessor
  - Current negotiations are underway to possibly extend work with the Reading Church Network which will have a financial implication if

progressed as this was previously funded by the Adoption Reform Grant which is no longer available.

- The new duty to offer “Staying Put” arrangements for fostered young people to have the opportunity to remain in their foster placements post 18 years of age will also have a significant financial impact in terms of the continuation of paid allowances to carers. The allowances paid by RBC were agreed at the Adult, Children and Education Committee in March 2015. They will be subject to ongoing review. The following table gives projected cost on the basis of all current 14-18 year olds in foster care choosing to Stay Put for their full 3 years to 21 years of age. Not all young people will choose to Stay Put, but some could stay after 21 yrs of age if still in full time education and this does not account for new admissions.

Projections of annual costs of Staying Put between now and April 2018

Staying Put Projections		IFA Placements	40% of IFA fostering before 18th birthday, is <u>only</u> for agencies which have formally agreed to work to the voluntary IFA South Central Framework Staying Put Protocol
	Total	£246.44 Staying Put allowance + £100 agency fee	Staying Put Cost 40% of the original rate
	2014/15	46,571	46,880
	2015/16	89,975	93,739
	2016/17	149,118	165,265
	2017/18	<b>266,214</b>	<b>291,423</b>
	4 Years Total	551,879	597,307
		<b>RBC Placements</b>	
		£246.44 Staying Put allowance	
	2014/15	7,851	
	2015/16	66,785	
	2016/17	125,649	
	2017/18	203,454	
	4 Years Total	403,739	

- Savings from an improved sufficiency of placements will result in improved permanency for children and young people and will also result in considerable savings to the public purse. The following table explains the invest to save proposal

	Sufficiency Target	Estimated Costs if placed with RBC Carers	Alternative Provision of Care	Resulting Savings/Cost Avoidance
Fostering	20	347,693	544,077	196,384
Adoption/SGO	22	309,109	592,873	283,765
<b>Total Costs 15-16</b>		<b>656,802</b>	<b>1,136,950</b>	<b>480,148</b>

## 11. BACKGROUND PAPERS

- 11.1 Demographic, Care Planning and Placement Profile and Sufficiency Needs Analysis Report - February 2015.
- 11.2 The full Looked After Children's Sufficiency Strategy 2015-2017 will be available on the RBC website.

Appendix A MARKETING ACTION PLAN 2015/16

THE BIG 4 CAMPAIGNS

FSP	FOSTERING SPRING	16 MAY - 21 JUNE 2015
FS	FOSTERING SUMMER	20 JULY - 9 AUGUST 2015
AA	ADOPTION AUTUMN	19 OCTOBER - 8 NOVEMBER 2015
FSB	FOSTERING & SHORT BREAKS	14 MARCH - 3 APRIL 2016

DATE	CAMPAIGN	ACTIVITY	CHANNEL/METHOD	TARGET AUDIENCE	BUDGET
<b>APRIL</b>					
<b>MAY</b>					
16/05/2015	FSP	START OF FOSTERING SPRING CAMPAIGN			
16/05/2015	FSP	READING CHILDREN'S FESTIVAL - MEADOW MADNESS	EVENT		
17/05/2015	FSP	THE ROYAL BERKSHIRE 10K	EVENT		
21/05/2015	FSP	INFORMATION EVENING	EVENT	PROSPECTIVE FOSTER CARERS	
25/05/2015	FSP	READING CARNIVAL	EVENT	FAMILIES,	

	FSP	FACEBOOK CAMPAIGN	SOCIAL MEDIA		
	FSP	HALF PAGE ADVERT	PRIMARY TIMES ADVERT	PARENTS, CARERS,	
	FSP	QUARTER PAGE ADVERT	READING CHRONICLE	TEACHERS	
	FSP	FULL PAGE ADVERT	FYNE TIMES MAGAZINE	LGBT	
JUNE					
	FSP	ON AIR RADIO CAMPAIGN	HEART RADIO BERKS/N HANTS	DRIVERS	
	FSP	ADVERTISING ON REAR OF 30 READING BUSES	JC DECAUX/READING BUSES	DRIVERS, SHOPPERS	
	FSP	FOSTER CARE FORTNIGHT	NATIONAL CAMPAIGN		
06/06/2015	FSP	RBH LEAGUE OF FRIENDS COMMUNITY FUN DAY	EVENT	FAMILIES	
13/06/2015	FSP	READING WATER FESTIVAL	EVENT	FAMILIES	
14/06/2015	FSP	EAST READING FESTIVAL	EVENT	FAMILIES	
18/06/2015	FSP	INFORMATION EVENING	EVENT	PROSPECTIVE FOSTER CARERS	
21/06/2015	FSP	FOSTERING SPRING CAMPAIGN ENDS			
JULY					
04/07/2015		OXFORD ROAD FUN DAY	EVENT	FAMILIES	
11/07/2015 - 12/07/2015		CAVERSHAM FESTIVAL	EVENT	FAMILIES	

16/07/2015		INFORMATION SESSION	EVENT	PROSPECTIVE CARERS	FOSTER	
20/07/2015	FS	START OF FOSTERING SUMMER CAMPAIGN				
26/07/2015	FS	READING FAMILY FUN DAY	EVENT	FAMILIES		
	FS	ON AIR RADIO CAMPAIGN	HEART RADIO BERKS/N HANTS	DRIVERS		
	FS	FACEBOOK CAMPAIGN	SOCIAL MEDIA	MALES, TEACHERS,		
	FS	ON AIR RADIO CAMPAIGN	JACK FM	DRIVERS, PREDOMINANTLY MALES		
	FS	QUARTER PAGE ADVERT	READING CHRONICLE			
<b>AUGUST</b>						
	FS	ADVERTISING WITH RFC				
09/08/2015	FS	END OF FOSTERING SUMMER CAMPAIGN				
20/08/2015		INFORMATION EVENING	EVENT	PROSPECTIVE CARERS	FOSTER	
<b>SEPTEMBER</b>						
05/09/2015		READING PRIDE	EVENT	LGBT		
17/09/2015		INFORMATION EVENING	EVENT	PROSPECTIVE CARERS	FOSTER	
<b>OCTOBER</b>						
15/10/2015		INFORMATION EVENING	EVENT	PROSPECTIVE CARERS	FOSTER	

19/10/2015	AA	START OF ADOPTION AUTUMN CAMPAIGN			
	AA	ON AIR RADIO CAMPAIGN	HEART RADIO		
	AA	FACEBOOK CAMPAIGN	OXFORD/N HANTS SOCIAL MEDIA		
	AA	QUARTER PAGE ADVERT	READING CHRONICLE		
NOVEMBER					
08/11/2015	AA	END OF ADOPTION AUTUMN CAMPAIGN			
19/11/2015		INFORMATION EVENING	EVENT	PROSPECTIVE ADOPTERS	
DECEMBER					
JANUARY					
21/01/2016		INFORMATION EVENING	EVENT	PROSPECTIVE CARERS	FOSTER
FEBRUARY					
18/02/2016		INFORMATION EVENING	EVENT	PROSPECTIVE CARERS	FOSTER
MARCH					
14/03/2016	FSB	START OF FOSTERING AND SHORT BREAKS CAMPAIGN			
17/03/2016	FSB	INFORMATION EVENING	EVENT	PROSPECTIVE CARERS	FOSTER
	FSB	QUARTER PAGE ADVERT	READING CHRONICLE		

APRIL					
03/04/2016	FSB	END OF FOSTERING AND SHORT BREAKS CAMPAIGN			
21/04/2016		INFORMATION EVENING	EVENT	PROSPECTIVE CARERS	FOSTER



**Appendix B**  
**Fostering Needs Analysis and Targets for Fostering Recruitment**

**2015 - 2016**

<u>Recruitment Needs Per Annum</u>		<u>Loss Per Annum</u>		<u>Gain Per Annum</u>		<u>Net Gain Per Annum</u>	
<u>Placements</u>	<u>Households</u>	<u>Placements</u>	<u>Households</u>	<u>Placements</u>	<u>Households</u>	<u>Placements</u>	<u>Households</u>
16-18 (Current purchased IFA placements)	12	14	9				
5 (IFA-long term matches)	2-3	3-4 (staying put)	3				
4 (5% increase in LAC)	2						
26 (Matching capacity)	17						
51-53	33	18	12	69-71	45	51-53	33

A stretch target of 10 assessments per f.t.e worker p.a is established. They are currently performing at a rate of completing 8. There will be 2.95 workers when the 0.5 vacancy is appointed to.

There will be a transition phase 1.4.15-31.8.15 when 6 new assessments will be completed. An independent assessor on a fixed term contract will be used to supplement the team at a cost of £1800-2000 per assessment in this and subsequent stages.

Fostering Recruitment - Planning Targets  
 (at end / August 2015, March 2016, March 2017, March 2018 & September 2018)

<u>2015</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>July</u>	<u>August</u>
	TRANSITION				
SW1 1 x FTE					April - August Total 2
SW2 1 x FTE					April - August Total 2
SW 3 1 -.45					April - August Total 0
SW 4 - a currently .5 vacant post. Recruitment to take place.					Recruitment to take place
Commissioned Form F's					April August Total 2

**Fostering Recruitment - Planning Targets**  
 (at end / August 2015, March 2016, March 2017, March 2018 & September 2018)

<u>2015</u>	<u>Sept</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>2016</u> <u>Jan</u>	<u>Feb</u>	<u>March</u>	<u>April</u> <u>2015 -</u> <u>March</u> <u>2016</u> <u>Total</u>
SW1							6	8
SW2							6	8
SW3 and SW4							3	3
Commissioned Form F's							3	5
							Total	24

Fostering Recruitment - Planning Targets  
 (at end /August 2015, March 2016, March 2017, March 2018 & September 2018)

<u>2016</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>July</u>	<u>Aug</u>	<u>Sept</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>2017</u> <u>Jan</u>	<u>Feb</u>	<u>March</u>	<u>Total</u>
SW1													10
SW2													10
SW3 and SW4													10
Commissi oned Form F's													5
												Total	35

Fostering Recruitment - Planning Targets  
 (at end / August 2015, March 2016, March 2017, March 2018 & September 2018)

<u>2017</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>July</u>	<u>Aug</u>	<u>Sept</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>2018</u> <u>Jan</u>	<u>Feb</u>	<u>March</u>	<u>Total</u>
SW1													10
SW2													10
SW3 and SW4													10
Commissioned Form F's													5
												Total	35

Fostering Recruitment - Planning Targets  
1<sup>st</sup> April 2018 to 30<sup>th</sup> September 2018

<u>2018</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>July</u>	<u>August</u>	<u>Sept</u>
SW1						5
SW2						5
SW3 and SW4						5
Commissioned Form F's						2
					Total	17

Fostering Targets Summary

	<u>Current May 2015</u>	<u>31<sup>st</sup> March 2016</u>	<u>31<sup>st</sup> March 2017</u>	<u>31<sup>st</sup> March 2018</u>	<u>30<sup>th</sup> September 2018</u>
RBC Foster Placements (excluding F&F)	54	54	72	107	142
Net gain RBC Foster Placements		18	35	35	17
Total RBC Foster Placements	54	72	107	142	159 Equals 75.7% (as a population of 210 LAC)
IFA Use	78				
Total Foster Placements	130				

ANNUAL NET GAIN OF FOSTER PLACEMENT

<u>1/04 2015 - 31/3/16</u>		<u>1/04/2016 - 31/03/17</u>		<u>1/04/2017 - 31/03/2018</u>		<u>1/04/2018 - 30/09/2018</u>	
<u>Gain</u>	<u>Loss</u>	<u>Gain</u>	<u>Loss</u>	<u>Gain</u>	<u>Loss</u>	<u>Gain</u>	<u>Loss</u>
24 households	12	35 households	12	35 households	12	17 households	6

	Actual net gain		Actual net gain		Actual net gain	Actual net gain
	12 households		23 households		23 households	11 households
	18 placements		35 placements		35 placements	17 placements

Therefore, after 3.5 years of consecutive increases in the number of foster placement there will be an annual net gain of at least 23 households, which equates to an approximate addition of 35 placements. This is based on a keeping the targets year on year without



any increase. The needs analysis and a loss figure also remain constant. Every 6 months all of these factors need to be reviewed and adjusted to reflect any new data and profile of the looked after population. The difference between the annual target and the adjusted net gain reflects a continued yet diminishing usage of IFA placements. The net gain will provide a sufficient range of placements for matching to take place.

It is also proposed that:

- the recruitment and support function for Supported Lodgings and the post undertaking this work currently transfer back to the Children's Social Work team who support Care Leavers when this is practicable
- decisions are taken to standardise practice in securing long term matches. This impacts on workload.
- Family Placement lead joint work with the Children's Social Work teams re permanency planning for children in IFAs. This will be provided by 1.0 f.t.e from the existing Adoption Team's establishment. A request is also made for additional resource for 2.0 f.t.e posts to assist for up to 11 months.
- 1.5 vacancies are filled in the Support + Development section of the fostering service which will be providing on-going supervision to an increased number of foster carers and taking back work from Recruitment and Assessment colleagues to enable the latter to re-focus on core recruitment and assessment business (in conjunction with the 0.5 Recruitment + Assessment vacancy identified above this results in 2.0 fostering service current vacancies being filled).

		2012-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	May-15	14/15 Target	
No placed < 20 miles from home			150	139	137	135	132	132	126	130	126	122	126	130	127	123	124	134		
Number Looked After exc confidential addresses			209	200	195	194	185	185	179	183	178	174	180	183	182	179	185	195		
% placed < 20 miles from home- Corporate Indicator			71.8%	69.5%	70.3%	69.6%	71.4%	71.4%	70.4%	71.0%	70.8%	70.1%	70.0%	71.0%	69.8%	68.7%	67.0%	68.7%	91.0%	
No. placed > 20 miles (placements breakdown)	Children's Homes																			
	LA fostering incl. OLA											3	6	5	5	5	7	7		
	Family & friends fostering											2	3	4	2	2	3			
	IFA															1	2			
	Residential care home											39	39	39	43	41	40	43		
	NHS/Health Trust or other est. providing medical or nursing care											3								
	Family Centre or mother and baby unit											1	1	1	2	2	2	2		
	Young offender institution or prison											2	3	1	1	2	3	3		
	Secure Unit											1	1			1	1	1		
	Residential accommodation not subject to Children's homes																	1		
Residential School														1	1	2				
% placed > 20 miles from home												1	1	1	1	1	1	1		
												30%	30%	28%	30%	31%	33%	30%		