Fostering Services PCC and CCC service redesign

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Service Design Principles

- An effective modern fostering service will have
  - A separate Recruitment and Assessment Team for mainstream carers
  - A connected Persons Assessment Team - covering SGO/Reg 23/24/ Viability assessments
  - A fostering Support Service including supervising social workers
  - An effective panel and QA system including panel advisor and Fostering reviewing officers
  - Functions which can be located in different part of the service:
    - Placement Officers
    - Foster Care Training Officers
    - Fostering Support Officers
    - Clinical/ Psychological support to foster carers
    - Network Co-Ordinators (Mocking Bird Model)

PCC and CCC Fostering Service Demand

The Fostering Annual report 2022-23 has identified the following areas for improvement.

- Increased number of enquiries to foster with high conversion rates through to approval to meet demand and in recognition of an aging population of current foster carers. The conversion rate from enquiry to application in CCC in this reporting period was 14.5%, and in PCC the conversion rate from enquiry to application in this reporting period was 10%.
- Placing more young people with complex needs locally with carers and placement providers who are equipped and well supported to work with them.
- Embedding a practice of learning and action through the findings of audits, improved collection of the child's voice and ensuring annual review actions are progressed and monitored
- Improving the quality of assessments and support plans for Special Guardians and Kinship Foster Carers which are co-written with colleagues to ensure continuity

The Form F Application & Approval Process

- Currently the process is for all the potential foster carer enquiries to be triaged by the Recruitment Team and they also conduct the initial visit to prospective applicants and receive and process the registration of interest, which is then allocated to the assessment teams.
- Since March 2023 there has been additional capacity at Team Manager level to oversee the recruitment processes to ensure the recruitment pipeline is timely. Early indications are this is producing more enquiries as the data from April to August 2023 demonstrates.
- The focused management oversight of the recruitment processes is resulting in a return on investment in relation to enquiry to application conversion rates.

The Form F Application & Approval Process

2023/2024

New enquiries	April	May	June	July	August	September	October	November	December	January	February	March	
Total gathered from all tabs	9	15	13	21	10								
CCC	8	13	10	13	7								51
PCC	1	3	3	8	3								18
Number of IVs	April	May	June	July	August	September	October	November	December	January	February	March	**69**
Total gathered from all tabs	7	3	6	8	5								
CCC	5	2	5	4	4								20
PCC	2	1	1	4	1								3
Applications sent	April	May	June	July	August	September	October	November	December	January	February	March	**23**
Total gathered from all tabs	7	3	5	4	4								
CCC	4	3	5	2	3								17
PCC	3	0	0	2	1								6
Applications received	April	May	June	July	August	September	October	November	December	January	February	March	**23**
Total from in assessment	4	3	8	9	8								
CCC	2	3	6	6	6								23
PCC	2	0	2	3	2								9
Enquiries Closed	April	May	June	July	August	September	October	November	December	January	February	March	**32**
Calculate the next month	9	18	16										
CCC	8	10	12										30
PCC	1	8	4										13
													43

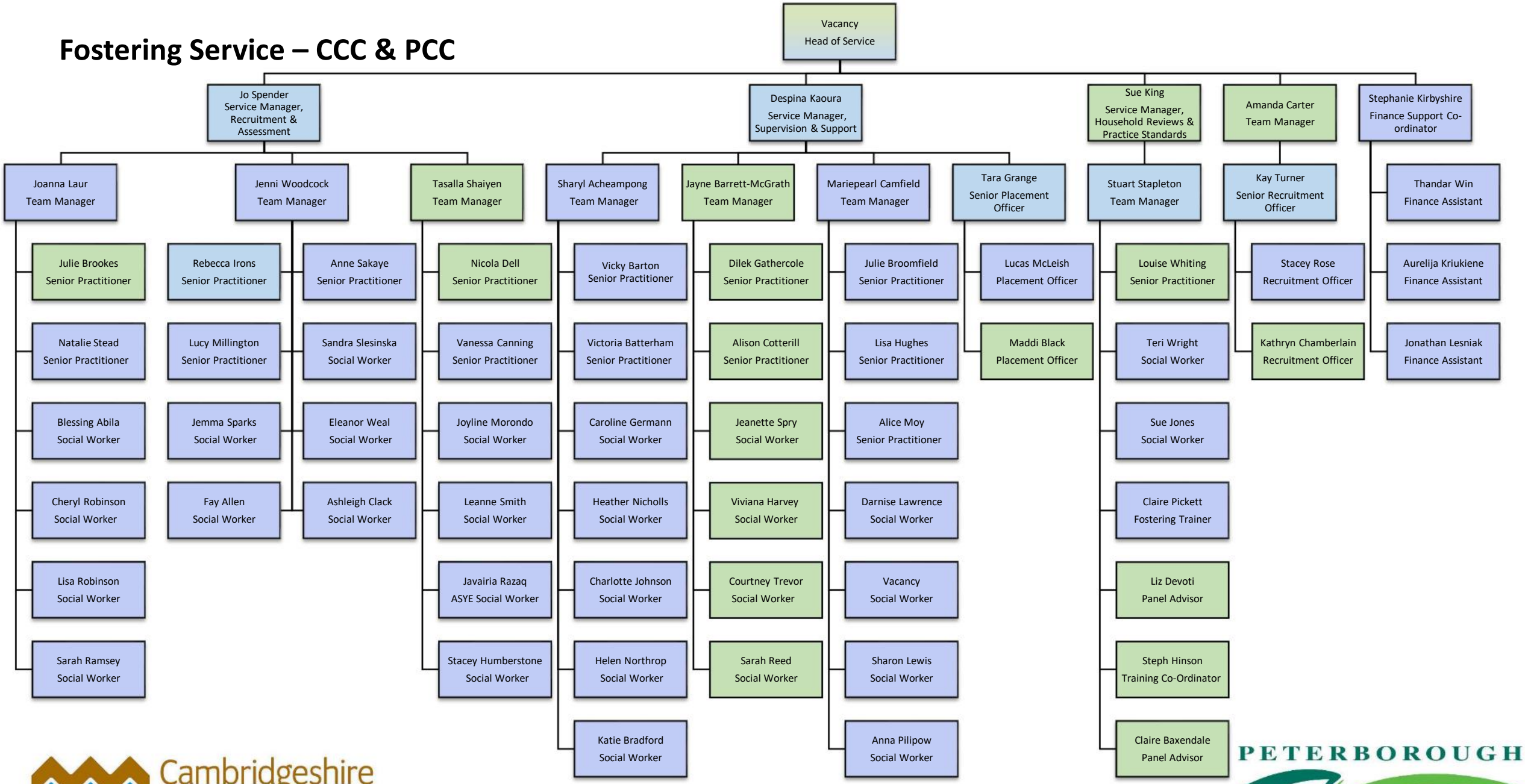
Kinship Assessments

- In 2022-2023, the total number of viabilities received in CCC was 112 and 54 in PCC. This is an overall increase in viabilities compared to 2021-2022 of 22%.
- The increase in requests for kinship assessment is continuing in 2023 – 24, currently there are 28 temporary foster cares in CCC and 18 in PCC combined figure of 46 temporary foster carers across the service.
- In August 2023 Assessments in progress
- PCC – 38
- CCC – 38
- In July 2023 Assessments in Progress
- PCC – 31
- CCC- 36

Carer Support Post Approval

- In CCC there are 167 foster households of which 27 are Kinship foster placements.
- In PCC there are 81 foster households of which 7 are kinship foster placements.
- At present post approval support to both mainstream and Kinship foster carers is provided by the 3x Supervision and Support teams.
- Current permanence planning practice means the majority of kinship assessments result in Special Guardianship Orders (SGO) Post SGO Support is provided by the PCC&CCC Regional Adoption Agency.
- The fostering service also assesses and supports private fostering arrangements of which there are currently 6 in CCC and 2 in PCC.

Fostering Service – CCC & PCC



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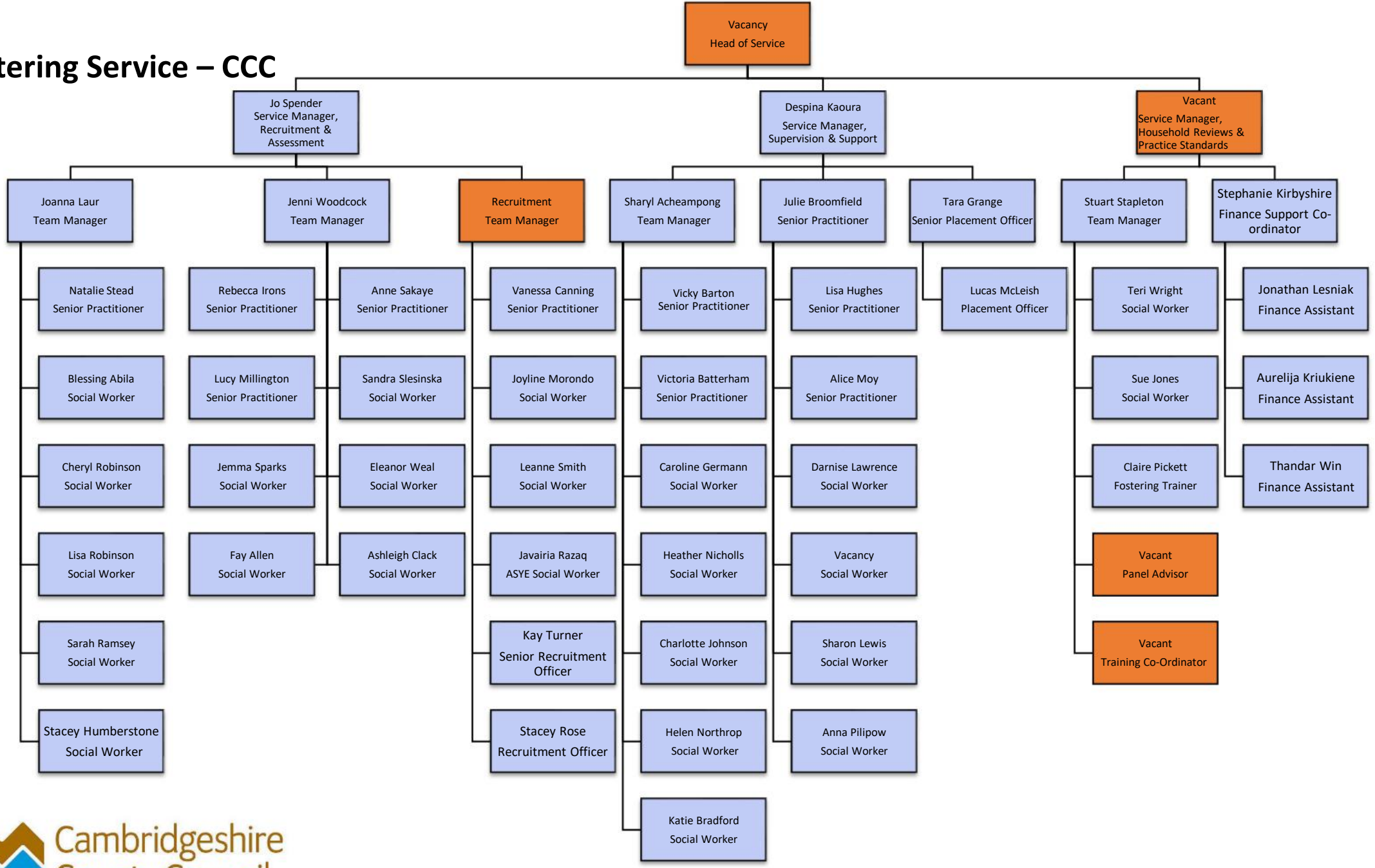
Fostering Service – CCC



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CCC - Vacancies from Separation

- 1 Service Manager - Review Practice Standards and Finance
- 1 Team Manager - Recruitment and Assessment
- 1 Panel Advisor
- 1 Training Co-Ordinator

Team Consultations for CCC

- The assessment teams
- 18 SW in three generic assessment teams moving to 2x Generic Assessment Teams and 1 Recruitment and Assessment teams
- 4 SW to opt to join the Recruitment and Assessment Team

Demand Assumptions

- Connected Person Assessment/SGO/Private Fostering. A SW can conduct 5 assessment at a time maximum and assessments take 16-24 weeks
- Form F(Mainstream Fostering) A SW can conduct 5 Assessments at a time and an assessment takes 30 Weeks
- Supervising Social Workers can reasonably have cases load of 15 fostering families
- A Fostering Independent Reviewing Officer Can Have a case load of up to 70 Families

Additional services not in scope

- In CCC
  - Fostering Support Team - mixture of practitioners and direct support officers
  - Clinical Service - therapeutic services for children in care

Transformation Issues to be carried on post separation.

- Mocking Bird
  - Development Program costs
  - Cluster Co-ordinator
- Practice Model Development
  - Whole Service Training Program including foster carers
  - Practice development champions
- Marketing and communication strategy
  - Marketing and events co-Ordinator
  - Event and communications budget

Specialist Placement Development

- Parent and Child Placements
- EDT/PACE Carers
- Respite Carers
- Complex Adolescent Carers + support staff + respite/paired carers