

CORPORATE PARENTING SUB-COMMITTEE



Date: Wednesday, 19 September 2018

Democratic and Members' Services

Fiona McMillan

Deputy Monitoring Officer

16:00hr

Shire Hall

Castle Hill

Cambridge

CB3 0AP

Kreis Viersen Room

Shire Hall, Castle Hill, Cambridge, CB3 0AP

AGENDA

Open to Public and Press

- | | | |
|----------|--|----------------|
| 1 | Apologies for absence and declarations of interest | |
| | <i>Guidance on declaring interests is available at</i> | |
| | http://tinyurl.com/ccc-conduct-code | |
| 2 | Minutes of the meeting on 13 June 2018 | 5 - 14 |
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13	Date of Next Meeting	

The Sub-Committee is next due to meet on Wednesday 21 November 2018 at 4.15pm in Meeting Room 2, Huntingdon Library, Princes Street, Huntingdon PE29 3PA

The Corporate Parenting Sub-Committee comprises the following members:

Councillor Lis Every (Chairman) Councillor Anne Hay (Vice-Chairman)

Councillor Anna Bradnam Councillor Adela Costello and Councillor Claire Richards

For more information about this meeting, including access arrangements and facilities for people with disabilities, please contact

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CORPORATE PARENTING SUB-COMMITTEE

Date: Wednesday 13 June 2018

Time: 4.15-6.15pm

Venue: Meeting Room 2, Huntingdon Library, Princes Street, Huntingdon

Present: Councillors L Every (Chairman), A Bradnam, A Costello and C Richards (from 4.30pm)

Apologies: Councillor A Hay and Councillor K Cuffley
Co-opted Members: P Asker and S Day

36. CHAIRMAN'S ANNOUNCEMENTS

The Chairman stated that apologies had been received on behalf of Councillor Cuffley who had planned to attend the meeting as a substitute for Councillor Hay. Unfortunately, he had been taken ill at a Parish Council meeting the previous evening and was now in hospital. She sent best wishes to Councillor Cuffley on behalf of all present.

Both of the Sub-Committee's Co-opted Young People's representatives were absent from the meeting as they were sitting end of year exams. All present joined the Chairman in sending them good wishes.

Unfortunately, the Cambridgeshire and Peterborough Foundation Trust (CPFT) had again been unable to provide a report on child and adolescent mental health services relating to Looked After Children. This was particularly disappointing as it was the second time CPFT had been unable to provide this report. The Trust had requested further information about the information which Members would want to see included in a future report and the Chairman proposed that this was discussed under Item 9: Agenda Plan (minute 45 below refers).

37. APOLOGIES FOR ABSENCE AND DECLARATIONS OF INTEREST

Apologies were received from Councillor A Hay, P Asker and S Day and on behalf of Councillor K Cuffley.

38. MINUTES OF THE MEETING ON 25 APRIL 2018

The minutes of the meeting on 25 April 2018 were approved as an accurate record and signed by the Chairman.

39. ACTION LOG

The Democratic Services Officer stated that work on completing Disclosure and Barring Service applications was in hand and would be completed shortly. The planned workshop to discuss the Corporate Parenting Strategy Refresh had taken place the previous afternoon and had been a very useful session. The date of the planned training session on foster care would be changed as several Members were unable to

attend on 24 July 2018. Officers stated that Members were advised to observe Threshold and Resources Panel meetings which took place outside of their local area to avoid any potential conflicts of interest.

It was resolved to:

- a) note the Action Log and verbal updates.

40. PERFORMANCE REPORT

The Service Development Manager stated that due to pressure of work in the Business Intelligence Unit the report contained only one month's data. The next report would cover three months to bring the Sub-Committee fully up to date. As of 31 March 2018 the total number of Looked After Children (LAC) in the Council's care was 698 of whom 56% were male and 44% female. These figures had remained fairly consistent across the previous twelve months. There had been a slight increase in the proportion of LAC who were in placements within the county which was an encouraging development and reflected a positive direction of travel. The proportion of LAC being visited during statutory timescales between February and March 2018 had dropped from 92% to 86%. This was mainly due to the severe weather conditions during the period, although some older children might have chosen to decline a visit. Since publication of the report some additional information relating to foster care had become available which would be circulated to members for information and included in future reports.

(Action: Residential and Placements Provision Manager)

The following comments arose in discussion of the report and in response to questions:

- Officers confirmed that if a Looked After Child gave birth both the mother and baby would be Looked After Children. Sometimes they might move to a different foster carer who would be best able to provide the necessary support to both mother and baby;
- The 9% of LAC with a disability was consistent with the number of children with a disability in the wider population;
- The acronym 'FFA' was a technical term used by central government and was described as 'foster placement with other foster carer who is also an approved adopter – FFA/concurrent planning';
- A Member commended the table setting out the different placement types being offered both in and out of county which gave a good illustration of the of the variety of different ways in which children and young people were accommodated and made safe;
- A Member asked whether there was a link between those children and young people who went missing and those identified as being at risk of child sexual exploitation or gang involvement. Officers confirmed that there was a correlation, with the wider Looked After Children population recognised as vulnerable. Lots of preventative work was being done on this within the Council and with local communities and all young people who went missing were offered an interview on their return to talk through their situation;

- The Assistant Director for Children and Safeguarding stated that officers had more information relating to foster care provision which they were keen to report to the Sub-Committee. She would discuss with the Chairman exactly what information Members would find most useful so that this could be included in future reports;
(**Action:** Assistant Director)
- Officers confirmed that some children and young people in the care of other local authorities were placed with independent foster carers within Cambridgeshire. Where this occurred it should be reported to the Quality and Assurance team and the figure would be included in the next Performance Report. No children in the care of other local authorities were placed with in-house foster carers. All Directors of Children's Social Care would prefer to see Looked After Children in placements within their own geographical area. Officers continued to do all they could to encourage as many foster carers as possible working in Cambridgeshire to choose to work for the Council;
(**Action:** Head of Partnerships and Quality Assurance)
- The Chairman stated that she was concerned that achievement and participation levels amongst Looked After Children as a whole were reduced in comparison to their peers and asked how this was managed both for children placed within the county and beyond its borders. Officers stated that visits by social workers were a statutory requirement and so were completed in the same way regardless of whether a child was placed in Cambridgeshire or elsewhere. However, informal contact was less easy with children and young people placed outside of the county. In these cases the social worker would also look to the child's wider support network and in particular their school to maintain these informal links. Young people placed in other local authority areas would also be invited to attend participation sessions offered by their local Council as well as continuing to be invited to those run by Cambridgeshire. The Chairman stated that she would welcome further feedback on how this worked in practice.
(**Action:** Service Development Manager)

Summing up, the Chairman stated that it was great to see how the Performance Report was evolving.

It was resolved to:

- a) review performance for Looked After Children and comment on the themes and trends identified in the report.

41. WORKFORCE DEVELOPMENT

The Chairman noted that both newly appointed Participation Workers were attending the meeting as observers and offered them congratulations on their appointments and a warm welcome.

The Assistant Director for Children and Safeguarding stated that a short report had been provided this time as the Service was about to embark on a consultation exercise regarding the delivery of social work services in Cambridgeshire. It was hoped that by the next meeting in September 2018 it would be possible to bring back more detail on this, including the training which would be provided to support social workers.

The following comments arose in discussion of the report and in response to questions:

- A Member commented that they understood that a social work equivalent of the 'Teach First' programme in education was being launched which would allow successful applicants to train on the job. Officers stated that the 'Step Up to Social Work' programme offered the opportunity to top up qualifications via placements, but confirmed that they would follow up this possible new initiative with the Principal Social Worker;
(**Action:** Assistant Director for Children and Safeguarding)
- A Member asked that future Workforce Development reports should include the number of social workers leaving and joining the service during the period covered and trends relating to these figures; the number of hours they worked; how social workers were fitting training in around their casework; and details of travel time compared to contact time to help Members get a feel for social workers' role and how they worked;
(**Action:** Assistant Director: Children and Safeguarding)

The Chairman stated that Members were mindful of the system changes taking place and the impact these had on staff, both social workers and all those involved in working to support the County's Looked After Children. She welcomed the Assistant Director's offer of a more detailed report on this in September 2018 if the necessary information was available by then.

It was resolved:

- a) note and comment on the report;
- b) say what information members would find useful regarding workforce development in the future and in what format they would like to have this information delivered.

42. VIRTUAL SCHOOL

The Committee considered a report on by the Head of the Virtual School which responded to the Sub-Committee's request for more detailed information on the Key Stage 2 (KS2) Accelerated Learning Project and the support provided by the Virtual School to Looked After Children Post 16. It also contained comparative data relating to national results at KS2 and KS2 results for Looked After Children (LAC) in Cambridgeshire and nationally. Members noted that:

- There had been a 10% drop in the number of LAC in Cambridgeshire achieving the expected level of attainment in reading, writing and maths at the end of KS2 in 2017 compared to the previous year. Officers stated that variations in the needs of particular children and cohorts meant that it was not possible to make a direct year on year comparison. The Chairman acknowledged this, but stated that Members would still like to see comparative data from previous years in future reports;
(**Action:** Head of the Virtual School)
- KS2 results for LAC in out of county schools were lower than those for LAC attending schools within Cambridgeshire. Some of these children were placed in alternative provision;

- Whilst the Key Stage 4 Attainment 8 results for LAC in 2017 in Peterborough were higher than those for Cambridgeshire their Progress 8 results in the same period had been slightly worse than those seen in Cambridgeshire. The Progress 8 results for both Authorities and for LAC nationally were all negative scores;
- Whilst LAC under-performed in comparison to their national cohort their results were slightly better than the results of those identified as a Child in Need. Officers were looking into the reasons behind this;
- Officers stated that Pupil Premium payments for Looked After Children were administered via the Virtual School and that all schools should include information on their Pupil Premium and its impact on their website. The Chairman commented that this information was not always made clear to school governors;
- Officers stated that issues of under-performance amongst vulnerable children were a national issue which went beyond Looked After Children. The Chairman commented that this was something which the Children and Young People Committee might want to explore in more detail;
(**Action:** Service Director: Education)
- Progress data relating to attainment at KS4 assumed that students would sit eight GCSE exams, but many Looked After Children sat fewer than eight exams;
- 34% of the current Year 11 cohort had experienced at least one change of school during their secondary education;
- The Chairman noted that KS4 projections were based on KS2 results which meant that lower attainment levels at KS2 could have significant long-term implications on outcomes and achievement levels;
- Officers stated that the accelerated learning project which had been trialled with Year 6 students had found that this year group already received additional support in preparation for the KS2 SATs. Based on this learning the intervention would now be targeted at Year 4 and 5 pupils who were identified as under-performing. Unfortunately not all schools were fully engaging with the project at this stage and the Director of Education was looking at this. Some carers had also chosen not to engage with the holiday-time sessions which formed part of the offer. Members commended the decision to revise the focus of the intervention to reflect this learning and optimise the support available;
- Officers stated that Post 16 Personal Education Plans (PEPs) and ePEPs had proved much more successful in their second year of operation with around 90% being completed compared to around 40% in the previous year. 100% of PEPs had been completed for those Post 16s not in education, employment or training (NEET) and many more providers were now recognising the practical benefits of PEPs. The low completion rate in the first year had been highlighted as an area of concern by the Sub-Committee and it was pleasing that the arrangements were now becoming more firmly established. Whilst the Virtual School was not responsible for students beyond the age of 18 it had supported the secondment of a Post 18 worker from social care to support transitions;

- A Member commented that they would like to see Further Education providers and employers encouraged to look at the full range of skills and attributes which Looked After Children had to offer and not solely at their exam results;
- The Assistant Director sought an assurance as a corporate parent that support would be available on results day to those Looked After Children sitting public exams. The Head of the Virtual School confirmed that all support workers and tutors would be available on results day to support both the students themselves and their foster carers;
- Members noted that an external review of the Virtual School was currently taking place and that an update on this might be available for inclusion in the report to the next meeting in September 2018;
(**Action:** Service Director for Education/ Head of the Virtual School)
- The Chairman stated that she would like to explore young people's experience of the support arrangements provided to Looked After Children by their schools and the Virtual School in more detail with the Voices Matter Panel. She would also like to learn more about Looked After Young People's experience of college and Further Education.
(**Action:** Service Development Managers)

Summing up, the Chairman thanked the Head of the Virtual School for an informative report. The format of including some comparative data in each report together with detailed information about areas of particular interest identified in advance was working well. Members would welcome a focus on Early Years and exam results at the September meeting with the proposed focus on admissions, refusals and alternative provision moving to November 2018.

It was resolved to:

- a) review and affirm those aspects of the work of the Virtual School contained in the report.

43. YOUNG PEOPLE'S PARTICIPATION

The Service Development Manager reported a positive position in relation to young people's participation. Two young people had now been co-opted to the Sub-Committee as planned at its inception and work was in hand to identify two more young people to act as substitute members to allow the workload to be shared. The two Co-opted Members would attend the Voices Matter Panel in July 2018 and would help establish a two-way process to share information and views between the Sub-Committee and the County's Looked After Children and young people. Two new participation workers were now in post and young people, officers and Sub-Committee members would work together in the coming months to develop the future role of the Participation Service. Officers were looking at new ways of increasing the inclusion of those children accommodated both within and outside of the county including rotating meeting venues for Voices Matter meetings to make them more widely accessible and setting up a closed Facebook page to encourage discussion. The Council's Pledge to its Looked After Children and Care Leavers Charter would both be re-visited with Voices Matter. Arrangements for the annual fun day had been confirmed since the last meeting and it would take the form of a picnic in the park. In addition to the activities already arranged a number of stakeholder organisations had expressed interest in

getting involved which was very pleasing. Participants' safety was confirmed as a key priority in the event planning given the large number of families attending.

The Chairman welcomed the energy and enthusiasm which officers were bringing to the work of the Participation Service and asked them to expand on the role envisaged for the Voices Matter Panel going forward. Officers stated that they would also be looking to the members of Voices Matter to set the agenda for meetings over the next 12 months to provide focus and structure in addition to the social element. The Chairman would be invited to each meeting. The Assistant Director for Children's Services and Safeguarding stated that it would be very important for Voices Matter to give feedback on the structural changes taking place Children's Services. They had done this in relation to previous changes and their feedback and insights had been of great value.

It was resolved:

- a) note and comment on the update regarding the Participation Team and steps to involve young people within the Sub-Committee.

44. SUITABLE ACCOMMODATION FOR CARE LEAVERS

The Service Manager for the 14 to 25 Service explained that the Service provided support to Looked After Children aged between 14-18, care leavers aged 18-25 and unaccompanied asylum seeking children (UASC), all of whom in Cambridgeshire's care were currently aged 14 or over.

The following comments arose in discussion of the report and in response to questions:

- Pathway Plans were key to supporting young people in preparing for the transition to independent living, including accommodation;
- 'Staying Put' offered a really good option to young people in settled foster care placements. It differed from adoption in relation to the young person's legal status and the Local Authority retained much closer involvement with the young person Post 18. Planning for this would typically start at around the age of 14 and it offered a stable and supportive option with good outcomes. Not as many young people were taking this path currently as officers might wish and in the longer term it was hoped that this would be included as part of the initial process of matching children and foster carers. Work was also being done to make foster carers more aware of the support package which was available to them should they feel able to provide this continuing care;
- 'Staying Put' worked best for those young people who came into care early. It was harder for those who came into care later and were less well established within their foster family or for those in residential care;
- Alternative arrangements which offered long-term stability such as Special Guardianship Orders were actively explored wherever appropriate;
- A Member asked whether adoption could be a financial disincentive compared to fostering and whether this might discourage potential adopters. Officers stated that this was possible, but that they would work hard to ensure that financial considerations would not be a barrier to someone wishing to adopt. Members welcomed this assurance;

- Officers were working with the charity Break on ways to stay close to young people transitioning from residential placements to independent living. Break was working with District and City Councils to use empty housing stock to provide semi-independent supported living accommodation. Members' support in drawing this to the attention of the District and City Council colleagues would be of great value. The Chairman stated that Members would like to hear more about Break at a future meeting.
(**Action:** Democratic Services Officer/ Service Manager for the 14-25 Service)
- Officers confirmed that they actively sought to bring those Looked After Children in out of county residential accommodation back into the county wherever possible and that work started early to match young people with the accommodation needed to support their Further Education or employment aspirations;
- Supported lodgings was a new initiative where young people lived in a family home, but with greater autonomy than existed in a more traditional foster care setting;
- Officers described a positive relationship with Cambridge Housing Services which provided accommodation in Cambridge, Peterborough and Ely. The Chairman stated that she was familiar with their accommodation in Ely and had found it to be of a good standard;
- A Member asked for more detail in relation to unaccompanied asylum seeking children (UASC). Officers stated that there were currently 156 UASC in the Council's care. Of these 98 were aged 18+ and 58 were aged under 18, with the youngest being 14. Many were semi-independent as they had come into care at an older age. In recent months two UASC had been successfully reunited with family members living in the United Kingdom. Many of these young people were excellent students who were proving to be both hardworking and aspirational. Officers confirmed that they had a good relationship with Home Office officials in relation to UASC;
- A Member asked about the impact of Brexit on UASC. The Assistant Director stated that the Local Family Justice Board, which she chaired, was very aware of the issue but had no clear answers yet;
- A Member asked about the position on returning UASC to their country of origin Post 18 if their claim for asylum was rejected. Officers stated that they worked closely with both the young people concerned and with the Home Office to ensure that these cases were handled sensitively;
- Officers stated that recent changes to legislation had extended the Council's responsibilities to the children in its care from the age of 18 to 25. The Council welcomed this change and officers were working up the local authority offer which would comprise part of the wider support package alongside District and City Councils and the private sector. It was hoped that the basic offer would be completed during September/ October 2018 with a further more aspirational offer following after.

The Chairman welcomed this work which she felt might provide the route which the Sub-Committee had been seeking to raise the business community's awareness of

the particular skills and attributes which care leavers had to offer. She saw a real role for Members in promoting this with the business community and asked officers to provide advice on how they might most usefully become involved.

(**Action:** Service Manager for the 14 to 25 Service)

It was resolved to:

- a) note and comment on the report.

45. AGENDA PLAN

The Assistant Director for Children and Safeguarding stated that she and the Executive Director for People and Communities would be meeting with the Cambridgeshire and Peterborough Foundation Trust (CPFT) during the next few weeks and would take that opportunity to further clarify the information which the Sub-Committee and officers would like to see included in CPFT's report on child and adolescent mental health services relating to Looked After Children. Members commented that they would like the report to include details of the particular provision which existed for Looked After Children and how they were prioritised; how urgent work or referrals were progressed; lead times for assessment and support; and access to services.

The Sub-Committee reviewed the Agenda Plan and decided:

19 September 2018

- i. Virtual School: The September report should focus on results and Early Years, plus a six month update on the information contained in the December 2017 report, including comparative data. The focus on admissions, refusals and alternative provision would move to the November 2018 meeting;
 - ii. Workforce Development: To include more detail about the proposed structural changes including the training which would be provided to support social workers, if this was available by that time;
 - iii. Coram Cambridgeshire Adoption Annual Report: Officers to advise on timing of this report in the light of the reports going to the Children and Young People Committee;
- (**Action:** Head of Countywide and Looked After Children)

21 November 2018

- i. New item: The work of the charity 'Break'
- ii. Youth Offending Service Annual Report: To pick up any issues or actions relating to Looked After Children arising from consideration of the report by the Children and Young People Committee on 10 July 2018.
- iii. New item: Corporate Parenting Strategy Refresh – Update
- iv. New item: Concurrent care

30 January 2018

- i. Corporate Parenting Sub-Committee Annual Report: For agreement prior to submission to the Children and Young People Committee.

It was resolved to:

- a) note and comment on the agenda plan.

46. WORKSHOP AND TRAINING PLAN

The Sub-Committee reviewed its Workshop and Training Plan. The Chairman thanked officers for the helpful workshop the previous day to discuss refreshing the Corporate Parenting Strategy. It was agreed to circulate a copy of the North Lanarkshire Corporate Parenting Strategy to all Sub-Committee members for information and comparison.
(**Action:** Service Development Managers)

Several Members stated that they would be unable to attend the planned training session on foster care on 24 July 2018 and asked that this should be re-arranged.
(**Action:** Service Development Managers/ Residential and Placements Provision Manager)

It was resolved to:

- a) note and comment on the Workshop and Training Plan.

47. DATE OF NEXT MEETING

The Corporate Parenting Sub-Committee is due to meet next on Wednesday 19 September 2018 at 4.00pm in the Kreis Viersen Room, Shire Hall, Cambridge.

Chairman
(date)

**CORPORATE
PARENTING
SUB-COMMITTEE**

Minutes-Action Log



Summary

The Action Log is a list of all of the things that people have been asked to do at earlier meetings. It is included at each meeting so that members can check that everything is being done. It was last updated on **10 September 2018**

Minutes of 13 December 2017

9.	Young People's Participation	Sarah-Jane Smedmor/ Richenda Greenhill	To provide advice on whether Members should undergo a Disclosure and Barring Service check given that it was proposed that they would have direct access to personal information about children and young people in care and, on occasion, direct contact with the children and young people themselves.	08.01.18: The Assistant Director gave the view that Members of the Corporate Parenting Sub-Committee would need to undergo a DBS check in order to fully discharge their duties. Advice sought from the Head of HR. 09.04.18: To be processed by Democratic Services.	On-going
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Minutes of the meeting on 13 June 2018

40.	Performance Report	John Heron	To circulate the additional data relating to foster care which had become available after publication of the report. This will be routinely included in future Performance Reports.	20.06.18: Additional information circulated and will be included on the dashboard for future reports.	Completed
		Sarah-Jane Smedmor	To discuss with the Chairman what additional information relating to foster care provision members of the Sub-Committee would find most useful to be included in future Performance Reports.	06.09.18: Additional information regarding foster care is now included.	Completed
		Lisa Reid	To include figures for the number of Looked After Children in the care of other local authorities who are known to be being cared for in Cambridgeshire in future Performance Reports.	28.08.18: On 28/8/18 there were 283 children living in Cambridgeshire recorded as being Looked After by other local authorities. In future dashboards we will provide figures for 1st of each month (from 1st September 18).	Completed

		Jacqui Barry/ Claire Betteridge	To provide further feedback from young people accommodated out of county on their experience of how mechanisms to support their participation and inclusion worked in practice.	20.07.18: Participation work with children accommodated out of county is still being developed and updates will be provided. A Facebook page is being developed and Voices Matter and Just Us groups are being held/ planned for holiday periods to facilitate easier attendance of children who live out of county.	Completed
41.	Workforce Development	Sarah-Jane Smedmor	To follow up with the Principal Social Worker a new initiative mentioned by Cllr Richards which was understood to offer a social work equivalent of the 'Teach First' programme which would allow successful applicants to train on the job.	06.09.18: This is covered in the Workforce Development report which will be considered by the Sub-Committee at its meeting on 19 September 2018.	Completed

		Sarah-Jane Smedmor	<ul style="list-style-type: none"> To include information in future Workforce Development reports on the number of social workers leaving and joining the service during the period covered and trends relating to these figures; the number of hours they worked; how social workers were fitting training in around their casework; and details of travel time compared to contact time to help Members get a feel for social workers' role and how they worked. 	06.09.18: The Workforce Development paper covers these issues where possible and will continue to be developed in future papers.	Completed
42.	Virtual School	Jo Pallett	<ul style="list-style-type: none"> To routinely include comparative data from previous years in all future reports on attainment levels. 		

		Jon Lewis	<ul style="list-style-type: none"> To consider whether a report on the issue of under-performance amongst vulnerable children should be taken to the Children and Young People Committee. 		
		Jon Lewis/ Jo Pallett	<ul style="list-style-type: none"> To include an update on the external review of the Virtual School which was currently taking place in the next report or when available. 	10.09.18: The draft report has just been received and is being fact-checked. An update will be included in the Virtual School's report to the next Sub-Committee meeting on 21 November 2018.	On-going

		Jacqui Barry/ Claire Betteridge	<ul style="list-style-type: none"> To explore with the Voices Matter Panel and report back on: <ul style="list-style-type: none"> i. young people's experience of the support arrangements provided to Looked After Children by their schools and the Virtual School; ii. Looked After Young People's experience of college and Further Education. 	06.09.18: Due to some transport difficulties the Voices Matter Panel held in July 2018 only had two attendees who were older young people. However, this will be explored in future meetings and also through the Care Leavers Forum and Just Us groups and an update given.	On-going
44.	Suitable Accommodation for Care Leavers	Kate Knight/ Richenda Greenhill	<ul style="list-style-type: none"> To add a future agenda item to provide more information on the work of the charity 'Break'. 	<p>06.07.18: Provisionally added to the agenda plan for 21 November 2018. Awaiting Cllr Every's views on whether this might be circulated as an information item outside of a meeting.</p> <p>02.08.18: Cllr Every agreed to take as an information paper circulated outside of Committee. Expected by end of August 2018.</p> <p>06.09.18: Information circulated to all members for information.</p>	Completed

		Kate Knight	<ul style="list-style-type: none"> To provide advice on how Members could best support efforts to raise the business community's awareness of the particular skills and attributes which care leavers had to offer. 	06.09.18: This will be covered as part of the Local Offer for Care Leavers which is being developed and will be presented to the Committee in December 2018.	On-going
45.	Agenda Plan	Fiona van den Hout	<ul style="list-style-type: none"> To provide advice on the timing of the Coram Cambridgeshire Adoption Annual Report in the light of the reports going to CYP. 	20.07.18: Added to the agenda for 19 September 2018.	On-going
46.	Workshop and Training Plan	Jacqui Barry & Claire Betteridge	<ul style="list-style-type: none"> To circulate a copy of the North Lanarkshire Corporate Parenting Strategy to all Sub-Committee members for information and comparison. 	10.09.18: Information available at: https://www.northlanarkshire.gov.uk/index.aspx?articleid=32671	Completed
		Jacqui Barry/ Claire Betteridge and John Heron	<ul style="list-style-type: none"> To re-arrange the planned training session on foster care from 24 July 2018 to a date which more members were able to attend. 	06.09.18: John Heron will arrange this.	On-going

YOUNG PEOPLE'S PARTICIPATION

To: Corporate Parenting Sub-Committee

Meeting Date: 19 September 2018

From: Claire Betteridge and Jacqui Barry - Service Development Managers
Holly Unwin– Participation Worker
Hullal Miah – Mind of my Own (MOMO) Apprentice

Electoral division(s): All

Purpose: Update on participation of young people within Corporate Parenting Sub-Committee

Recommendation: To advise sub-committee of developments in the participation team.

Officer contacts:	Member contact:
Name: Claire Betteridge and Jacqui Barry Post: Service Development Managers Email: CSC.Participation@cambridgeshire.gov.uk Tel: 01480 372493 / 01223 715530	Names: Councillor Lis Every Role: Chairman, Corporate Parenting Sub-Committee Email: Lis.Every@cambridgeshire.gov.uk Tel: (office) 01223 706398

Summary:

- We now have two looked after young people who are Co-Opted members of the Corporate Parenting Sub-Committee.
- They are also part of the Children in Care Council and will seek out the views of the wider looked after population in a variety of ways, and feed these into the Corporate Parenting Sub-Committee as appropriate.
- The new participation team is now in post and have been actively working on developing the participation service alongside the strategic leads
- The participation service hosted the annual event for Looked After Children and Care Leavers, “Picnic in the Park”, held at Witchford Village hall and sports field. The event was well attended and we have received positive feedback from colleagues and foster carers.
- We are looking to facilitate the Just Us groups during holiday times to facilitate the attendance of children and young people who reside out of county. There were two events for children aged between 5 and 9 and 10 and 16, on the 20 and 21 August.
- A group of children attended the Crest Award at the Botanical Gardens in collaboration with Cambridge University.

1. BACKGROUND

- 1.1 It was agreed by the Committee that they should involve young people directly in order to facilitate exchange of views. In addition the Committee requested an update on wider participation activities.

2. MAIN ISSUES

2.1 Corporate Parenting Sub-Committee

The two young people were co-opted at the April 2018 meeting as planned. We are looking to confirm a third and fourth young person who will act as substitutes in accordance with the Terms of Reference. This approach will allow the young people to share the workload with two of the four young people attending each meeting.

The young people will be offered support with preparing for meetings and this will be provided through the Participation Team.

The plan is that after each meeting the young people will write a brief update to share with other young people so that they know what was discussed.

These young people will all also be members of the Voices Matter Group (Children in Care Council) and act as champions to take views to and from other young people. The voices matter took place as planned on the 17 July 2018. Unfortunately due to transport difficulties and traffic delays only two young people were in attendance but a good discussion was still able to be held. Additional young people will be joining the group.

2.2 Update on Participation Service

Participation staff have now been recruited. They have been working hard to make contact with various young people, including making early contact with young people first coming into care. The team has spent a lot of time planning and preparing for the Just Us groups which started in August 2018. The ages for the groups have changed slightly. The younger group will range from 5 to 9 in age and the other group from 10 to 16. From 16 upwards the young people will then be invited to join our care leavers' forum. We had 12 children for the initial groups and generally these went well and there was also some useful learning for future sessions.

The Just Us groups are scheduled to happen every six weeks and to be within the school holidays. This hopefully will make them more inclusive of young people who have been placed out of county or those in foster placements where there are other evening commitments.

The care leavers' forum happens once a month in the South of the county and we will be looking to facilitate a group in the north of the county.

We have also made contact with residential homes and disability/special educational needs and disability (SEND) services in order to be inclusive in our service. It has been noted that previously these groups of people have been left out of participation and we are keen to get them involved by implementing a bespoke service to these young people. Both the disabilities service and the residential care homes are on board in supporting us with this and we are keen to move forward with them.

The annual fun day, "Picnic in the Park" took place on the 1 August 2018 as planned. The event was a real success, we had lots of activities, including craft stalls there from glitter tattoos to pompom making, a soft play area, a sensory area, as well as funfair stalls such as coconut shy, hoopla and inflatable slides as well as giant games such as kerplunk and jenga, alongside crazy golf. The bake off competition went well with some creative and tasty entries. The ice cream van was very popular. We had feedback that the young people and carers really enjoyed themselves and we have had some interest from children and young people to get involved with the Just Us groups and Voices Matter. We plan to have a date for next year in the diary very soon.

During the week of the 30 July 2018, we had a small group of children take part in the Crest Award at the Botanic Gardens in partnership with Cambridge University. The week consisted of learning about different types of pollinators, how they pollinate flowers and what impact that has on the wider world. It was a really interesting week and on the whole the young people who took part were enthusiastic and really enjoyed the week. There will be another opportunity to take part in activities at the Botanic Garden in October.

On the 1 August 2018, our 'Mind of my Own' (MOMO) apprentice joined the team. He is currently completing his induction but we have an event planned at various office bases across the county on the 10 September, "MOMO Monday" to promote the use of MOMO with the workforce. We were pleased to have been one of MOMOs 'top users' in the first quarter of the year.

3. SIGNIFICANT IMPLICATIONS

3.1 Resource Implications

3.2 Procurement/Contractual/Council Contract Procedure Rules Implications

3.3 Statutory, Legal and Risk Implications

3.4 Equality and Diversity Implications

3.5 Engagement and Communications Implications

3.6 Localism and Local Member Involvement

3.7 Public Health Implications N/A

SOURCE DOCUMENTS

Source Documents	Location
N/A	

VIRTUAL SCHOOL

To: **Corporate Parenting Sub-Committee**

Meeting Date: **September 2018**

From: **Jo Pallett
Learning Directorate Lead for Vulnerable Groups
Head of the Virtual School**

Electoral division(s): **All**

Purpose: **To outline the role of the Virtual School and to inform the Committee of LAC educational outcomes**

Recommendation: **The Committee is asked to note and comment on the report.**

<i>Officer contact:</i>		<i>Member contact:</i>	
Name:	Jo Pallett	Names:	Councillor Lis Every
Post:	Learning Directorate Lead for Vulnerable Groups Head of the Virtual School	Role:	Chairman, Corporate Parenting Sub-Committee
Email:	joanna.pallett@cambridgeshire.gov.uk	Email:	Lis.Every@cambridgeshire.gov.uk
Tel:	01223 715412	Tel:	(office) 01223 706398

Summary:

1 Background

- 1.1 The Virtual School is a statutory requirement of the Local Authority (LA). This paper outlines data relating to educational attainment and the relationship between the work of the Virtual School and other LA activities.

2 Main Issues

All data is unverified.

Missing data:

Foundation Stage GLD- still chasing 3 pupils

Phonic Screening Check- CCC chasing this % and National % still not released

Year 11- still chasing a number of pupils

Data for Post 16 being collated. 8 Looked After Children (LAC) pupils have taken up Higher Education offers.

All values are still interim as they haven't been processed by the Department for Education (DfE).

2.2 Cambridgeshire LAC education data

- 2.2.1 In many ways the raw data does not reflect the information required to monitor the progress and attainment of our children and young people. The cohort size and the transitional nature of LAC, in particular, mean that the statistics have to be interpreted with care. The Virtual School Management Board has recently decided to develop a data dashboard of 'local indicators' which will better reflect the progress of pupils and their attendance, exclusions and transitions. This will be presented alongside the data published by the DfE.

2.2.2 Early Years 2018

Foundation Stage	Cambs LAC	Cambs all
Expected Level	<i>Estimate:</i> 37.5%	70.9%

2.2.3 Key Stage 1 2018

The gaps in attainment between LAC and non LAC children is evident from Early Years onwards. National comparison data with LAC pupils is not yet available for 2017. In 2016, the combined reading, writing and maths results for KS1

Cambridgeshire LAC was 26% with National LAC figures of 33%.

Year 1 2018

Phonics			Cambs LAC	Cambs all	National
			10/19 52.6%	Data not yet available	Data not yet available

Expected Progress end KS1	Cambs LAC	Cambs all	National
Reading	44%	74%	75.5%
Writing	28%	68%	70%
Maths	44%	75%	76.1%
RWM combined	24%	63.4%	65.4%
No. with SEND/EHC	12%	15.6%	14.9%

2.2.4

Key Stage 2

In 2016 KS2 combined Reading, Writing and Maths results for Cambridgeshire LAC were higher than the National LAC figure. (Results not yet available for national LAC comparison 2017.)

In 2016 the gap between Cambs LAC and Cambs all was 23% and 2017 the gap was 42%, previously the lowest recorded gap was 43% (2014)

2017. 34% of all year 6 LAC had an EHC or SEND identification.

2017. 28% of all year 6 LAC had 2 or more school moves during primary phase.

2018 results

	Cambridgeshire LAC (43)	OC2 (29)	Cambridgeshire all	National all
Combined reading, writing and maths	18.6%	24.13%	60.9%	64.3%
Reading	28%	37.9%	74.6%	75.2%
Writing	32.5%	44.82%	74.7%	78.2%
SPAG	32.5%	41.37%	75%	77.6%
Maths	23.2%	37.9%	72.2%	75.5%
2 + school moves	14%(6 pupils)	13.79%		
No. with SEND/EHC	23.2% (10 pupils)	24.13%	15.6%	14.9%

Year on Year Primary Analysis for Cambridgeshire LAC (* changes of assessment and curriculum from 2016)

	2018	2017	2016 *	2015	2014
Total number of LAC	43	29	35	28	
Combined reading, writing and maths	18.6%	19%	29%	32%	32%
Reading	28%	32%	34%	61%	52%
Writing	32.5%	36%	37%	50%	56%
SPAG	32.5%	41%	31%		
Maths	27%	27%	34%	54%	44%

National Combined All	61%	59%	52%	76%	75%
CCC combined all	64%				
LAC/National all combined gap.	-42.4%	-40%	-23%	-44%	-43%

2.2.5

Secondary

In 2016 Cambridgeshire LAC pupils gained a higher percentage of 'GCSE English and Maths combined' (National 15.9%, Virtual School 16.2%) and a higher level '5 A*-C GCSE including English and Maths' than LAC pupils nationally (National 12.1%, Virtual School 14.9%). Data for LAC national comparison 2017 is not yet available.

Of all year 11 on roll at the time of the exams in 2017;

95% left with a formal qualification.

35% were not entered for GCSE however 15 non GCSE courses were completed with 31 passes.

Apart from English and Maths 29 GCSE subjects were taken with 117 passes.

37% had moved school during the secondary phase at least once (7% with 3+ moves).

2018

	Main cohort 2017-2018	OC2 cohort 2017-2018
TOTAL NUMBER OF STUDENTS IN YR11 COHORT 2017-2018	92	74
male	56 (60.86%)	42 (56.75)
female	36 (39.13%)	32 (43.24)
Educated in Cambridgeshire	37 (40.21%)	28 (37.83%)
Educated Out of County	55 (59.78%)	46 (62.16%)
SOCIAL CARE DATA		
No. leaving care		
No. of LAC with 1 or 2 school moves within KS3/4	22 (23.9%)	7 (9.45%)
No. of LAC with 3 or 4 school moves KS3/4	4 (4.34%)	2 (2.7%)
No. of LAC with no school or care placement moves	50 (54.34%)	35
No. of LAC with 1- 2 care placement moves KS3/4	5 (5.43%)	3
No. of LAC with 3-4 care placement moves KS3/4	3 (3.26%)	1
No. entering care in KS4	45 (48.9%)	Awaiting data

No. in care for 5 yrs or more	23 (25%)	<i>Awaiting data</i>
No. of LAC in county	37 (40.21%)	28 (37.83%)
No. of LAC out of county	55 (59.78%)	46 (62.16%)
EDUCATION DATA		
EHC or identified special need	22 (23.91%)	19 (25.6%)
Unaccompanied Asylum Seeking Children (UASC) cohort	25 (27.17%)	

3 **Alignment with Corporate Priorities**

3.1 **Developing the local economy for the benefit of all**

- 3.1.1 An appropriately skilled workforce is essential to Cambridgeshire's economic prosperity. Our aim is that all children achieve their potential, including LAC. High quality provision for this group of vulnerable students reduces the risk of them becoming NEET (Not in Education, Employment or Training).

3.2 **Helping people live healthy and independent lives**

- 3.2.1 A quality education and the acquisition of appropriate qualifications is one of the best ways of ensuring that LAC are able to lead healthy and independent lives.

3.3 **Supporting and protecting vulnerable people**

- 3.3.1 A key purpose of the Virtual School is to ensure that this group of vulnerable children and young people who are at risk of failing to achieve have access to a relevant curriculum that is appropriate for their needs and meets statutory and legal requirements

4 **Significant Implications**

- 4.1 Resource Implications, none within this paper
4.2 Statutory Legal and Risk Implications, none within this paper
4.3 Equality and Diversity Implications, none within this paper
4.4 Engagement and Communication Implications, none within this paper
4.5 Localism and Local Member Involvement, present in all three groups outlined.
4.6 Public Health Implications, none within this paper

CHILD AND ADOLESCENT MENTAL HEALTH ISSUES RELATING TO LOOKED AFTER CHILDREN IN CAMBRIDGESHIRE

To: **Corporate Parenting Sub-Committee**

Meeting Date: **September**

From: **Dr Paul Millard, Clinical Director, Children, Young People and Family Directorate
Cambridgeshire & Peterborough NHS Foundation Trust**

Electoral division(s): **All**

Purpose: **To respond to a request by the Corporate Parenting Sub-Committee for a report on Child and Adolescent Mental Health (CAMH) issues, including information on criteria and thresholds.**

Recommendation: **The Committee are asked to note the contents of the report.**

<i>Contact:</i>	
Name:	Dr Paul Millard
Post:	Clinical Director, Cambridgeshire and Peterborough Foundation Trust
Email:	paul.millard@cpft.nhs.uk
Tel:	01223 534430 07983 339078

Summary:

To provide a report on child and adolescent mental health issues relating to Looked After Children in Cambridgeshire for the Corporate Parenting Sub-Committee.

1. BACKGROUND

- 1.1 The purpose of this report is to set out the current position on child and adolescent services for looked after children (LAC) in Cambridgeshire.

2. MAIN ISSUES

- 2.1 Over the last 12 months we have received a total of 73 children referred who have been identified in the referral as LAC:

Cambridge = 11

Huntingdon/Fenland = 40

Peterborough = 22 (Note this number is based only on

referrals for CORE services as referrals for Neurodevelopmental disorders are processed internally due to Peterborough having an integrated service; it would be expected that the numbers would be more in line with the figures for Huntingdon and Fenland)

- 2.2 In order to respond accordingly to the level of vulnerability Cambridgeshire and Peterborough Foundation Trust (CPFT) Child and Adolescent Mental Health (CAMH) has in place the following Standard Operating procedures:

1. STANDARD OPERATING PROCEDURE FOR PRIORITISATION OF CHILDREN IN CARE

The aim is to ensure measures are in place to provide prioritised CAMH services to Looked After Children in Cambridgeshire and Peterborough at the earliest opportunity. The procedure is already in place however the written Standard Operating Procedure (SOP) is to ensure consistency and will be shared with SPA and Cambridgeshire and Peterborough Teams.

- Referral received either via Single Point of Access or Neurodevelopmental Service CAMHS
- Case identified as Looked After Child or Child in Care
- Prioritised as MODERATE RISK on basis of Looked After status
- Additional risks then screened and further prioritised as necessary

- Added to waiting list or scheduled into CHOICE appointment or NEURO appointment based on the above

What constitutes a Looked After Child (LAC) (definition):

Under the Children Act 1989, a child is legally defined as 'looked after' by a local authority if he or she:

- gets accommodation from the local authority for a continuous period of more than 24 hours
- is subject to a care order (to put the child into the care of the local authority)
- is subject to a placement order (to put the child up for adoption)

A child who is on a special Guardianship is no longer a LAC, and a child who is adopted is no longer LAC, unless either relationships breaks down and the child is then placed back into the care of the Local authority.

Children who have residential placements for respite for more than 76 nights a year are also classed as LAC, but parents still hold parental responsibility for their child.

In recognition of ensuring services need to ensure children out of county receive appropriate services, we developed:

2. Standard Operating Procedure for Therapy Funding Requests for Looked after Children (LAC) placed outside of Cambridgeshire & Peterborough

This ensures that Cambridgeshire and Peterborough looked after Children receive appropriate services, and covers: CAMH, psychotherapy, play therapy, counselling and review of attention deficit hyperactivity disorder (ADHD) / autism spectrum disorder (ASD) medication for children placed out of area (placed within another county where it is not feasible to bring the child back to Cambridgeshire for therapy/assessment). Children / young people placed out of county should not be disadvantaged in accessing assessment or treatment for their mental health compared to their peers that are placed within Cambridgeshire and Peterborough, neither should they be disadvantaged due to short term placements or placement moves.

The procedure ensures good governance of services not previously known to us and accountability for services provided.

3. Multi – Agency Working

CAMH work closely with colleagues from Cambridgeshire Children's Services, including the clinical team. The challenges experienced by children who are looked after require a systemic response, with attention to context, key relationships as well as intrapsychic and neurodevelopmental factors. Social

care clinicians work alongside frontline social work colleagues contributing to care planning, sibling assessments, placement stability and matching. They also offer interventions such as family work, Video Interactive Guidance, Foster Carer Training and Consultation.

CAMH, the Clinical Commissioning Group (CCG) and social care clinicians work together in situations of high complexity to share expertise and create joint plans to manage risk and address the needs of children and young people. There is an ongoing process of developing and sustaining those links so that young people can quickly access the most appropriate service whether they are placed in or out of county.

2.3 **Under Development /Discussion:**

- Tracking and reviewing of LAC children on waiting lists is currently completed as standard - LAC and children to be reviewed as specific cohort
- Safeguarding champions in teams will co-ordinate within teams

FOSTER CARE RECRUITMENT UPDATE

To: **Corporate Parenting Sub-Committee**

Meeting Date: **19 September 2018**

From: **John Heron
Residential and Placements Provisions Manager**

Electoral division(s): **All**

Purpose: **To provide an update to the Sub-Committee on foster carer recruitment activity.**

Recommendation: **The Committee is asked to note the report.**

<i>Officer contact:</i>		<i>Member contact:</i>	
Name:	John Heron	Names:	Councillor Lis Every
Post:	Residential and Placements Provisions Manager	Role:	Chairman, Corporate Parenting Sub-Committee
Email:	John.Heron@cambridgeshire.gov.uk	Email:	Lis.Every@cambridgeshire.gov.uk
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Summary:

One of the most important responsibilities of any Local Authority is the provision of care for children and young people who are not able to live with their birth families because of abuse or neglect. Under section 22G of the Children Act 1989 Local Authorities have a duty to ensure that there are enough placements for children who need to be Looked After. For most children and young people, being brought up in a caring family where their interests and education is promoted will improve their life chances and future prospects.

To make sure that Cambridgeshire County Council has enough foster carers for the children and young people who need them, the Council has agreed to invest extra money through transformation funding. This extra investment is focussed on the recruitment of more foster carers and making sure we have the staff needed to support them. To do this we use publicity to let people know what it might be like to be a foster carer.

This report provides an update regarding foster carer recruitment.

1. Background.

- 1.1 In order to provide a high quality fostering service that is responsive and able to meet the needs of all the children and young people requiring placements it is necessary to recruit a range of local families, with a mix of skills and experience, who are well trained and able to provide different types of foster care in sufficient numbers.
- 1.2 Not having enough foster carers often means that children cannot be placed with the right foster carers, in their own area, or brothers and sisters may have to be placed in separate foster families. If the right foster family is not available straight away the child may have to be placed temporarily with alternative carers and then moved again within a short space of time.
- 1.3 A lack of appropriate “in house” foster care provision can also mean that it is necessary for the Local Authority to purchase placements from Independent Fostering Agencies (IFA). There are a growing number of such organisations operating in the region. IFA placements are costly, often out of the authority and at a distance from the child’s own home meaning that it is more difficult and costly to maintain school placements and contact with family and friends.
- 1.4 At the end of June 2018 there were 701 children being looked after by Cambridgeshire County Council. Of these, 519 children (74%) were being after looked within foster families. 302 of these (58%) were provided by IFA’s and the remaining 217 (42%) were provided through in-house services.
- 1.5 The average cost of IFA placements purchased by Cambridgeshire is around £800 per week. The average weekly placement cost for an in-house foster placement is £400. Having a range and choice of placement types (such as short-term, long term, placements for teenagers, parent and child etc) which are provided through our in-house service is

better for children and families and cheaper for the local authority. It is imperative that we recruit more in house foster carers.

2. MAIN ISSUES

- 2.1 Since April 2018 the Fostering Recruitment and Training Team (FRAT) has recruited seven new foster families across the county. Together these foster carers are providing an additional 13 foster placements. Another 13 prospective foster carer households are currently being assessed.
- 2.2 In order to recruit these carers the fostering service has run a number of advertising campaigns using social media, radio advertising and press releases. This activity has generated 164 enquiries to-date. By far the most successful recruitment activity so far this year was a newsletter sent out through Cambridgeshire schools in July. This generated 62 enquiries in July alone almost matching the number of enquiries received in April, May and June.
- 2.3 However, on average only one person in every ten who makes an enquiry goes on to be approved as a foster carer. This is a national figure for all fostering services including IFA's. Therefore, it is expected that of the 164 enquiries only 16 new fostering households will go on to foster Cambridgeshire children.
- 2.4 In order to meet the demand for in-house foster placements and compete with the IFA's operating in the Cambridgeshire district, Cambridgeshire County Council General Purposes Committee (GPC) has agreed investment in this area from the Transformation Fund over a three year period. 40 new foster placements are needed each year over the next three years.

- 2.5 The GPC have agreed additional investment for 2018-19 as follows:

• Up-front marketing investment through three years tender; up to:	£225,000
• Additional capacity – marketing officers:	£80,000
• Staffing capacity – recruitment, support and business support:	£210,000
• Marketing – direct campaign costs	£20,000
• Other recruitment incentives including introduction fees and golden hellos:	£70,000
• Additional funds to improve support for foster carers:	£100,000
Total:	£705,000

On-going investment in future years will be met from savings in the placement budget from increased in-house provision and anticipated reductions in the number of Looked after Children.

- 2.6 Utilising this funding, a three year fostering recruitment strategy is being devised in conjunction with a local media company, PS. Media, the corporate Communications Team, the Fostering Service and a focus group consisting of Foster Carers, Councillor Simon Bywater (Chairman of the Children and Young People Committee) and Cambridgeshire County Council staff.
- 2.7 New branding has been developed to ensure the in-house fostering service stands out in the fostering market place. Additionally a new major recruitment campaign is due to be

launched on the 12th September 2018 at the Abbey Stadium, Cambridge United Football Club. The launch will be attended by the Deputy Lord-Lieutenant, Mrs Judy Pearson, Cambridgeshire County Council Elected Members, Senior Officers, Foster Carers and staff of the fostering service. The concept for the campaign is 'Team Cambridgeshire' Join our Fostering Team.

- 2.8 The campaign pulls together a number of local companies and organisations who have agreed to become 'Campaign Partners' supporting the campaign in various ways. Many have agreed to carry our publicity materials on their websites and share our recruitment information within their staff groups. Others have offered advertising space or printed materials. Cambridge United have offered the use of the stadium for the launch of the campaign and along with Peterborough United are also supporting by providing members of the football team to endorse the campaign.

Campaign partners enlisted so far include;

- Cambridge United Football Club
- Peterborough United Football Club
- Heart FM
- Archant News Papers - Wisbech Standard, Cambridge Times, Ely Standard Hunts Post
- Cambridge Independent.
- Peterborough Telegraph
- Stagecoach Busses
- Print Solutions
- Wildcat Theatre Group
- BGL Insurance Group
- Network Rail
- North West Anglia Trust
- BBC look East
- Cambridgeshire Police and Fire
- Cambridgeshire Libraries

- 2.9 The fostering pages of Cambridgeshire County Council's webpage have been refreshed and PS. Media have produced video content for use on the website and across social media platforms (Facebook, Twitter etc). We have also arranged Adwords and Search Engine Optimisation to ensure that the Cambridgeshire County Council fostering web pages are delivered at the top of the page whenever prospective foster carers are researching fostering agencies on the internet.

- 2.9.0 Attracting interest and applications to foster is only part of the recruitment task. Without the capacity to process enquiries and applications the above activity will lose impact. Therefore In order to deal with the anticipated increase in the number of fostering enquiries and applications, additional staffing for the fostering service is being planned to ensure an efficient recruitment pipeline, including additional marketing, training and business support as well as social work capacity. The role and function of the fostering panel is also being reviewed to ensure that the panel process is efficient and able to meet the increased demand.

- 2.9.1 The support offer to foster carers is being reviewed to ensure appropriate clinical support and effective engagement through a foster carer association.

3. SIGNIFICANT IMPLICATIONS

3.1 Resource Implications

The fostering service is delivered within the available budget and at a high standard. There are no significant implications from this report.

3.2 Procurement/Contractual/Council Contract Procedure Rules Implications

The media company engaged for this project, PS.Media, is on the council procurement framework.

3.3 Statutory, Legal and Risk Implications

None

3.4 Equality and Diversity Implications

None

3.5 Engagement and Communications Implications

The Corporate Communications team are part of the focus group and will assist with oversight of any proposed communication and engagement activity.

3.6 Localism and Local Member Involvement

None

3.7 Public Health Implications

None

Source Documents	Location
General Purposes Committee report re: Transforming Outcomes for Children and Young People in Care	https://cmis.cambridgeshire.gov.uk/ccclive/Committees/tabid/62/ctl/ViewCMIS_CommitteeDetails/mid/381/id/2/Default.aspx or contact John Heron at: John.Heron@cambridgeshire.gov.uk

CORAM CAMBRIDGESHIRE ADOPTION AGENCY ANNUAL REPORT 2017-18

To: **Corporate Parenting Sub-Committee**

Meeting Date: **19 September 2018**

From: **Sarah Byatt
Managing Director, Coram Cambridgeshire Adoption
(CCA)**

Electoral division(s): **All**

Purpose: **This report fulfils a statutory responsibility to report to the Council on the service quality and outcomes in the adoption service.**

Recommendation: **The Committee is asked to note the content of the report**

<i>Officer contact:</i>		<i>Member contact:</i>	
Name:	Fiona Van Den Hout	Name	Councillor Lis Every
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Summary:

This report puts on record the activity and the outcomes in relation to Cambridgeshire County Council's Adoption Service which is provided by a partner agency, Coram Cambridgeshire Adoption.

The service has three main functions: recruiting and approving adopters; finding and matching permanent families for children identified as requiring adoption and the provision of support to adoptive families, adopted adults and those affected by adoption.

This report details the outcomes involved in each of these adoption functions in the year 2017-2018.

1. BACKGROUND

- 1.1 Provision of adoption services is a key statutory requirement of the Local Authority. Adoption is an essential permanence option for Looked after Children who cannot return to live within their birth family due to serious safeguarding concerns and provides legal and emotional security for children.
- 1.2 The Children Act 2004, Care Standards Act 2000 and associated Relevant Regulations and National Minimum Standards require Local Authority Adoption Services to report regularly on the operation of the service.
- 1.3 In August 2014, Cambridgeshire County Council entered into a contract with Coram to provide its adoption services. A Voluntary Adoption Agency, Coram Cambridgeshire Adoption (CCA) was formed to deliver the service. CCA undertakes the majority of adoption service functions on behalf of the council namely:
 - Recruitment of sufficient and suitable adopters to meet the needs of Cambridgeshire children with adoption as their plan.
 - Family finding and matching for children requiring adoptive families.
 - Provision of adoption support for children placed for adoption, adopters and birth family members.
 - Provision of services to adopted adults and those affected by adoption.
- 1.4 Cambridgeshire County Council retained responsibility for two areas of adoption practice – Inter-country adoption and non-agency adoption (sometimes known as Step-Parent Adoption).

2. MAIN ISSUES

2.1 The CCA Annual Report is attached at Appendix 1.

3. SIGNIFICANT IMPLICATIONS.

3.1 Resource Implications

There are no significant implications of this annual report.

3.2 Procurement/Contractual/Council Contract Procedure Rules Implications

- CCA are contracted to provide adoption services on behalf of the Council until July 2019.
- Cambridgeshire County Council's adoption services are shortly to be joined with Peterborough City Council under the Government's Regional Adoption Agency programme.
- The new Regional Adoption Agency has achieved DfE approval and a procurement process begins in Autumn 2018 for a VAA delivery partner.

3.3 Statutory, Legal and Risk Implications

- Provision of adoption services is a highly regulated area and subject to scrutiny by both the Family Courts in respect of individual cases and by Ofsted inspections of Local Authority children's services.
- The annual report gives details of how CCA are meeting statutory requirements for practice and timescales
- CCA is registered with Ofsted as a Voluntary Adoption Agency with a judgement of 'Good'.

3.4 Equality and Diversity Implications

NA

3.5 Engagement and Communications Implications

NA

3.6 Localism and Local Member Involvement

NA

3.7 Public Health Implications

NA

SOURCE DOCUMENTS

Source Documents	Location
None	

ADOPTION AGENCY ANNUAL REPORT

For Cambridgeshire County Council

For the period

1st April 2017 – 31st March 2018

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SECTION 1 INTRODUCTION

- 1.0.1 This report is provided to the Children's and Young Person's Committee as part of the monitoring of the adoption agency required under the Local Authority Adoption Service Regulations 2003 and Adoption National Minimum Standards 2011.
- 1.0.2 Since August 2014, under a Framework Agreement, Cambridgeshire County Council (CCC) transferred the staff, operation and delivery of its adoption service to Coram Cambridgeshire Adoption (CCA), a Voluntary Adoption Agency (VAA) first registered with Ofsted in March 2014, (SC476782). The establishment of the VAA for the LA's adoption service arose from a pre-existing partnership since 2011 between the Council and Coram, with the assistance of DfE grant funding made available in 2013 to expand adoption provision.
- 1.0.3 CCC remains a registered Adoption Agency. It has not devolved its corporate parenting responsibility, nor the Agency Decision Maker (ADM) role for making adoption plans for children. CCA does not hold any cases for children who are looked after.
- 1.0.4 This report describes the activity of Coram Cambridgeshire Adoption during the period 1st April 2017 to 31st March 2018 ('the period') as it relates to the provision of adoption services to the Council.
- 1.0.5 Coram Cambridgeshire Adoption was inspected as a Voluntary Adoption Agency by Ofsted in January 2018. A rating of Good was given with the following comments:

"The Voluntary Adoption Agency was good because

- Children make good progress in their adoptive families. They start to form positive attachments and their outcomes improve as a result of stable and secure care.*
- Prospective adopters are welcomed. They undergo a thorough assessment to ensure that they are prepared fully for the task of adoptive parenting. They are supported well during the matching and introduction of children to their families, and as a result, placement stability is good.*
- Adoption support is a strength. Adoptive families are able to access a variety of support, including therapeutic interventions, from a committed team of professionals. This helps children and young people understand and manage their emotions while being supported by parents who are guided to use therapeutic strategies in response.*
- Adult service users receive a good service that has positive outcomes for their lives.*

- *Safeguarding has a high priority. This is promoted through rigorous assessments of adopters, good support, multi-agency working and strong managerial oversight.*
- *Leaders and managers are ambitious and committed to improving the lives of children, young people and adult service users. They inspire and support the staff, who are similarly committed and passionate about their work.*
- *Partnership working is embedded into practice to ensure that adoptive families receive the services they require to support their children's educational, emotional and health needs. The collaboration with Cambridgeshire County Council is particularly effective in supporting prompt and good adoptive placements for its children."*

1.1 STAFFING/SERVICE STRUCTURE

- 1.1.1 CCA's structure at the end of the period comprised a Recruitment and Assessment team; a Family Finding Unit and Post Adoption Support Team, all supported by a Director of the VAA; 1 Service Manager; 1 Adoption Manager for the VAA; 1 Adoption Support Manager; 1 Agency/Panel Advisor and other social work practitioners plus a number of administrators. The service is supported by 1.5 clinicians seconded from the Council. In consultation with CCC, CCA has appointed a number of posts in addition to those in the original contract, in order to meet the increasing demand in all areas of the adoption service.
- 1.1.2 The main office for CCA is at Lincoln House, The Paddocks, Cherry Hinton, Cambridge CB1 8DH. The Family Finding Unit is based at Scott House, Huntingdon, co-located with their LA colleagues in children's services.
- 1.1.3 All staff are permanent and the social workers are registered with HCPC and have the required levels of post-qualifying experience for adoption work.
- 1.1.4 CCA also has a fostering arm (registered as an independent fostering agency as required by current regulations, called Coram Anglia Fostering) for the purposes of offering Early Permanence Placements (i.e. fostering for adoption and concurrency.)

1.2 THE ADOPTION PANEL

- 1.2.1 CCA's Adoption and Permanence Panel contributes to the running and quality assurance of the Local Authority's adoption service, as delegated to CCA. It receives reports on the service and its performance and in so doing it has an overriding

responsibility to promote good practice, consistency of approach and objectivity in all aspects of the adoption service's operation.

- 1.2.2 CCA's panel prepares a six monthly report for its Board in accordance with regulations, some of the contents of which is included within.
- 1.2.3 As part of its function, the CCA Adoption and Permanence Panel makes recommendations as to the following:
- The suitability of applicants to adopt (the approval);
 - The suitability of applicants to foster and adopt simultaneously (dual-approval as foster carers and prospective adopters)
 - Whether a child should be placed for adoption with particular prospective adopters (the match)
- 1.2.4 The LA Adoption Agency retains an Adoption Panel (also operated by CCA) to make recommendations to the LA ADM regarding:
- Whether a child should be placed for adoption (only for children voluntarily relinquished by a parent)
 - There were two such cases heard in this period.
- 1.2.5 The Panel meets approximately 2-3 times a month. Within this period the Adoption Panel met on 23 occasions.
- 1.2.6 The Adoption Panel makes recommendations, not decisions. about the cases referred to it to the agency. It is the role of the agency to make a decision. For this purpose a senior person within the agency is appointed as the Agency Decision Maker (ADM). The LA has delegated the ADM responsibility both for approvals of adopters and matches of CCC children with particular prospective adopters to CCA. Sarah Byatt, Managing Director of CCA undertakes this role.
- 1.2.7 The ADM for the decision in regard to whether a child should be placed for adoption remains the responsibility of the Local Authority. In this period, this was first Theresa Leavy, Interim Children's Service Director and since October Lou Williams, Service Director, Children and Safeguarding, Cambridgeshire and Peterborough.
- 1.2.8 Formerly, the CCC ADM undertook the decision for prospective adopters to be dually approved as foster carers for the purpose of having children under concurrent planning arrangements. Since 1st April 2017, CCA is registered with Ofsted as a Fostering Agency and will be able to make decisions regarding the dual approval of prospective adopters as foster carers.

1.3 ADOPTION PANEL MEMBERSHIP

1.3.1 As at 31st March 2017, CCA Adoption and Permanence Panel central list was as follows:

KN - Panel Chair, Independent, SW background
LC – Panel Chair, Independent, SW background
LH – Deputy Panel Chair / Birth Parent
Dr RB – Medical Adviser (CCC)
MdVR – Independent Member / Educational Psychologist (Retired)
RW – Independent Member / Adoptive Parent
SC – Independent Member/Adopted Person
EW – Independent Member / Social Worker
JA – Fostering Senior Social Worker (CCC)
AW – Independent Member/ Social Worker
YM – Independent Member / Adopted Person
DW – Independent Member / Social Worker
LB – Senior Social Worker, Post Adoption Support Team (CCA)
HA – Independent Member / Social Worker
Dr DP – Medical Adviser (CCA)

1.3.2 In attendance but non-voting members are:

AC – Professional Adviser
EW – Panel Administrator

1.3.3 The Legal Advisors to the Panel are from Coram Legal Centre on behalf of adopters and Cambridgeshire County Council Legal Services on behalf of their children for adoption.

1.4 PANEL AND AGENCY DECISION MAKER ACTIVITY

1.4.1 Between 1st April 2017 and 31st March 2018, the CCC ADM decided that adoption should be the plan for 77 children. This compares to 72 in 2016/17 and 65 in 2015/16.

1.4.2 In this period the CCA Adoption Panel met on 23 occasions, hearing a total of 67 cases of approvals and matches plus 3 resignations/withdrawals of approved adopters were presented.

1.4.3 In relation to the approval of prospective adopters, the Panel recommended that 25 households were suitable to adopt. No applications were not recommended for approval and no qualifying determinations were made by the CCA ADM. One

application to adopt from the previous year received an ADM decision not to approve in April 2017, following the required time to allow for representation.

1.4.4 4 of the 25 households were approved as concurrent carers.

1.4.5 In terms of matching children with prospective adopters, the Panel considered matches for 42 children and all received positive ADM decisions.

1.5 CCA PANEL TRAINING AND DEVELOPMENT

1.5.1 A day's training was provided in January 2018 on the impact of neglect and considerations for adoption. Panel chairs have taken up opportunities for training and practice forums with CoramBAAF. They also receive independent supervision.

1.5.2 All panel members have been appointed with relevant references and up-to-date enhanced DBS checks. Annual group appraisals took place in November 2016 with the Panel Advisor and the Chairs, where individual and group development needs are identified. The Panel Chairs' appraisals with the ADM took place in November 2017.

SECTION 2 – CHILDREN AND ADOPTION

2.0 CHILDREN REFERRED FOR ADOPTION

2.0.1 In 2017/18, there were 123 new children from Cambridgeshire referred to the Family Finding Unit for permanence planning and tracking where adoption would be the alternative plan if no other options were available. This was slightly fewer than the previous year, however not all those referred do result in a final Care Plan for Adoption.

2.0.2 At the end of the period, over 60% children referred to Family Finding are still in care proceedings. Once final court dates are known, some early searching is started to minimise delay if a Placement Order is granted. Seventeen children with Placement Orders have no active links and are subject to parallel family finding with CCA and external agencies. Nationally adopter supply is insufficient which is causing particular difficulty in matching children who are older, in sibling groups or with additional needs and complexity.

2.0.4 Cambridgeshire's permanency strategy is to avoid case drift or delay for children, social workers are expected to refer children for family finding when adoption is a possible, even if unlikely, outcome for that child. In CCC's Permanence Monitoring

Groups, all children in care are considered which ensures robust care planning is undertaken. In many cases, children return to parental care or are placed under other legal orders, with extended family members.

- 2.0.5 Every child looked after, who may need a new permanent family via adoption, has a social worker from the Family Finding Unit allocated to take lead responsibility for finding a suitable family. The Family Finding social worker calls regular permanence planning meetings with other professionals involved with the child. Should a child not be able to return to parents or extended family, adoption or long term fostering will be considered. The social workers are active in identifying suitable adoptive families who are able to meet the majority of a child's needs without delay to ensure a child is able to move to a permanent family in a timely manner. This includes consideration of whether concurrency or Foster for Adoption is appropriate for the child.
- 2.0.6 Early permanence planning had been a strong feature of the partnership between Cambridgeshire and CCA. Six children were placed under these arrangements in the period compared with 3 in 16/17 and 12 in 15/16. It is CCA's observation that since the reorganisation in Children's Services and the demise of the Permanence Units, focus and expertise has been diverted from this permanency planning to other pressure points. However there is some indication that early placement practice is getting back on track with the establishment of Unborn Baby Panels, which CCA attend.

2.1 OUTCOMES FOR CHILDREN WITH PLANS FOR ADOPTION

- 2.1.0 58 children were made the subject of Placement Orders in the year. This was less than the number of order expected due to delays being experienced in proceedings. An analysis of children placed for adoption in 2017/18 compared to the previous year found that these children were on average waiting 29 weeks, which was 5 weeks longer between becoming looked after and their Placement Order being granted. In 2016/17 38% of care proceedings for this cohort had exceeded 26 weeks however in 2017/18 this had risen to 59%.
- 2.1.1 Of the 77 children with plans for adoption agreed by the Agency Decision Maker during 2017/18, 17 have been placed for adoption, with a further 2 children matched awaiting placement. As of 31st March 2018; 10 children with Placement Orders had been linked with matches progressing, 17 children with Placement Orders have are 'waiting' with active family finding ongoing including a child with Autism. Twelve children have plans to be placed as part of a sibling group. Family finding for these children include local, regional and national searches and children are featured at Adoption Activity Days, National Adoption Events, Adoption Link Maker and Adoption Match.

17 children have Care Proceedings ongoing including 12 children who are part of sibling groups. Plans for adoption were declined by the courts for a 9 children in the period, 4 of these children have returned to care shortly following the end of their proceedings. These children are now the subject of further proceedings.

- 2.1.2 Of the 39 children placed with adoptive families, over 60% were deemed complex under the DfE 'harder to place' categories (i.e. over 5 years; in a sibling group; BME; disability; or waiting over 18 months since court approval to place for adoption).
- 2.1.3 A total of 39 Cambridgeshire children were placed for adoption in the year. 33 of these were placed with CCA adoptive families and 6 were placed with other agency adopters. A further 4 were with dually-approved families (approved for fostering and adoption) at the end of the period.
- 2.1.4 There have been no disruptions of placements in the period.

2.2 PLACEMENTS OF CHILDREN

- 2.2.1 7 sibling groups were placed within the year, 6 x groups of 2, and 1 x group of 3.
- 2.2.2 One child placed had a recorded disability

2.3 TYPE OF ADOPTION PLACEMENT

- 2.3.1 Of the 39 children placed with prospective adopters, 33 were placed with adopters approved by Coram Cambridgeshire Adoption Agency (effectively internal) 6 children were placed with prospective adopters approved by other agencies and subject to an inter-agency fee.
- 2.3.2 Within this period 6 children have been placed via early permanence, 3 under dual approval arrangements with prospective adopters also formally approved as foster carers and others under Fostering for Adoption regulations
- 2.3.3 Fostering for Adoption (Early Permanence) places a child during the period that they are looked after and undergoing care proceedings with adopters who are also approved as foster carers. If the court agrees that the child should be placed for adoption the child can then be matched for adoption with those carers. This ensures that the child benefits by experiencing consistency of care during the first few months of their life.

2.4 ETHNICITY OF CHILDREN PLACED FOR ADOPTION

- 2.4.1 Of the 39 children placed for adoption 36 children were of White British heritage, 3 children were of British Minority Ethnic heritage.

2.5 AGES OF CHILDREN PLACED FOR ADOPTION

- 2.5.1 Of the 39 children placed for adoption by Cambridgeshire, 13 were under the age of 1 year; 6 children were under 2 years; 15 were between 2 and 4 years and 5 were over 5 at the point of placement.

2.6 GENDER OF CHILDREN PLACED FOR ADOPTION

- 2.6.1 Of the 39 children placed 23 were male and 13 were female

2.7 ADOPTION ORDERS

- 2.7.1 Adoption Orders were made in respect of 39 children. 34 Adoption Orders were made within 12 months of placement.
- 2.7.2 There has been an increase in the number of parental challenges to the making of the Adoption Order. This has resulted in delays to orders being granted whilst the court considers their objections. In all of these cases the orders have been granted.
- 2.7.3 As of 1st April 2018, 39 children were placed with their adoptive families. Eleven children had adoption applications made to the courts but not yet granted. It is expected that the majority of these children will have orders granted during 2018/19. There are 7 children in pre-adoption placements whose families continue to require support before adoption applications are considered. In some cases, intensive packages of therapeutic and social work support is being provided.

SECTION 3 – ADOPTERS

3.0 RECRUITMENT OF ADOPTERS

- 3.0.1 Adoption Agencies have a duty to recruit a range of adopters to meet the needs of the children they are seeking to place for adoption and for children nationally. The principal method for recruitment is via websites. Searches on CCC's website for adoption are now automatically forwarded to CCA's, namely www.coramcambridgeshireadoption.org.uk
- 3.0.2 The recruitment strategy in this period identified the insufficiency of adopters for sibling groups. Some targeted activity took place towards the end of the year, including website updates and social media presence. It is not yet possible to report on the impact of this.

3.1 THE ASSESSMENT PROCESS: ENQUIRIES, ASSESSMENTS AND APPROVALS

- 3.1.1 CCA has a single point of contact to the service through a local rate telephone line and the website mentioned above. An information pack is made available to all enquirers and a duty SW takes calls three days a week. Social workers offer make arrangements

to meet with enquirers and offer attendance at information meetings and initial interviews.

3.1.2 Information sessions are held once a month where current information on the needs of children requiring adoption and the process of assessment is given to those people who are interested in becoming adopters.

3.1.3 In the period:

- 310 enquiries were received
- 14 information sessions were held
- 222 individuals attended information sessions, comprising 121 households
- 47 Registrations of Interest to proceed to stage 1 were received and accepted
- 10 did not proceed to stage 2 assessment phase (NB these are not all from 47 above)
- 34 started stage 2 assessment
- 24 households presented to panel for approval
- 24 approved

3.1.3 At 31st March 2018, there are 24 households in stage 1 of the process and 12 in stage 2, indicating a steady pipeline.

3.1.4 Ethnicity of 25 households approved: 21 were White British, 1 White Italian and White Spanish, 1 White British and White British/New Zealand, 1 Jordanian and Romanian, 1 White British and Lebanese/Asian.

3.1.5 The characteristics of approved adopters were 2 same-sex male, 3 single females, 5 second time adopters, 3 applicants with birth children.

3.3 POST APPROVAL AND POST PLACEMENT SUPPORT

3.2.1 All approved adopters are supported by a Social Worker from the Recruitment and Assessment Team from approval through the process of matching and placement to the making of an Adoption Order. Some families also receive ASF-funded interventions prior to Adoption Order.

3.2.2 At 31st March 2018, there were 13 households approved and waiting, of those 1 has been waiting for 6 months. Eight of the 13 households have prospective matches of CCC children booked in Panel in the first quarter of 2017-2018. One of those waiting is approved for concurrent/Foster for Adoption placements.

3.2.3 At 31st March 2018, 21 CCA families have CCC children placed and 3 have other LA children placed.

3.3 TRAINING FOR ADOPTERS

3.3.1 CCA has a social worker dedicated to training and preparation who has focused this year on evolving Stage 1 and stage 2 training.

Prospective adopters attend two modules – Stage 1 and Stage 2 and these are presented by the training Social Worker and Social Workers from the Recruitment and Assessment team.

Prospective adopters attend training in stage one covering:

- Types of Abuse
- Children's experiences
- Child development
- Trauma and attachment
- Concurrent planning
- Understanding challenging behaviour

Further training is presented to adopters in stage two covering in more depth:

- The child's journey
- The adopter(s)' Journey
- Support children emotional regulation
- Impact of abuse and neglect
- Contact
- Identity
- Loss and grief
- Post adoption support

Additionally those prospective adopters interested in concurrency/foster to adopt attend a further two days training addressing

- Early permanence planning/the legal context
- Contact
- The fostering role

The dedicated social worker for training is now in the process of developing new workshops for adopters - Preparing adopters for placement, Preparing and assessing existing children in placement (birth and adopted children) and Adopting Siblings. She is also exploring ways to include broader perspectives into training, for example children's views, birth parents and adopted adults.

3.3.2 Stage one and stage two training is presented according to numbers of adopters in the process but at least every other month. Training is evaluated at the end of each set of modules, with feedback from participants being consistently positive.

3.3.3 Adopters pre and post placement have access to the Annual foster carer training programme offered by Cambridgeshire County Council. This includes workshops on

topics such as 'Building attachments', 'First aid for foster carers' and 'Nurturing your child's developing mind'.

- 3.3.4 Adopters with children early in placement are able to attend parenting groups such as Foundations for Attachment presented by clinicians from the Adoption Support team.

SECTION 4 – ADOPTION SUPPORT

4.0 POST ADOPTION SUPPORT TO FAMILIES

- 4.0.1 CCA undertakes on behalf of CCC all the statutory responsibilities relating to the provision of adoption support services. The team manager is the Adoption Support Services Adviser for the LA. The Adoption and Children Act 2002 established the right of adopted families to request an assessment of their adoption support needs.
- 4.0.2 In this period the Adoption Support team received 68 new referrals for assessment. At March 2018, 168 children from 113 families were receiving a service.
- 4.0.3 Families either self-refer or are referred via other agencies such as school or health services. In such cases the team either provides direct social work support or where a specific need is identified, as specialist service may be commissioned.
- 4.0.4 The DfE Adoption Support Fund (ASF) has been available since May 2015. In the period 17/18, 76 applications to the ASF have been made. All have been accepted for the provision of ASF-eligible therapeutic interventions to families. Of these, 41 have been delivered by external providers, commissioned through CCA.
- 4.0.5 The team have a mailing list of adoptive families who are sent newsletters, invitations to support groups for adoptive parents and family days.
- 4.0.6 Adoptive parents support groups have been run regularly throughout the year at 4 locations in the County. Children's groups have been held six times a year for two different age bands.
- 4.0.7 Each child placed for adoption is required to have a contact plan in relation to their family. The majority of these are indirect contact arrangements via the letterbox service. In the year the service dealt with 1048 exchanges, of which the slight majority were adopter contacts.
- 4.0.8 The team continue to offer the 'Foundation for Attachments' therapeutic parenting workshops and have recently piloted their own 'Living with Aggression' groups aimed at those families experiencing physical aggression from their children. The team has

continued to offer training to schools around children with attachment and trauma issues.

4.1 SERVICES TO ADOPTED ADULTS AND BIRTH RELATIVES

- 4.1.1 The Adoption Support team provide an advice and counselling service to adopted adults seeking information and access to their birth records. For all residents of Cambridgeshire an access to records counselling service is offered. Information is also provided to other agencies that are supporting adopted adults living in their area who were adopted through Cambridgeshire.
- 4.1.2 Initial counselling interviews are offered to those seeking birth records and work is undertaken to locate records held by Adoption Agencies. Counselling and practical advice during tracing, an intermediary service and pre and post reunion support are also available to adopter adults and their birth relative.
- 4.1.3 Birth relatives seeking to make contact with adopted adults are offered information and advice and the Agency can act as an intermediary where appropriate.
- 4.1.4 The team received 44 new referrals for 'adult' work. At the end of the period there are 25 open cases with a waiting list of 68.
- 4.1.5 In accordance with regulation, the team offers a counselling and information service for birth parents and relatives affected by the adoption plan. The Birth Relatives Outreach Worker (BROW) is proactive in offering of support, advice and guidance and is independent of the child's social worker. This is a confidential service unless concerns arise about the welfare of a child.
- 4.1.6 In the year, there were 20 new referrals to the BROW service, with 22 open at the end of the period.

SECTION 5 – ADOPTION SCORECARD

5.0 CAMBRIDGESHIRE ADOPTION SCORECARD 2014-17 (released May 2018)

The Scorecard was introduced by the Department for Education in 2010, to address the delays in the adoption system. The indicators are based on a local authority's average performance over a 3 year period. This performance is based on timescales for children adopted in the

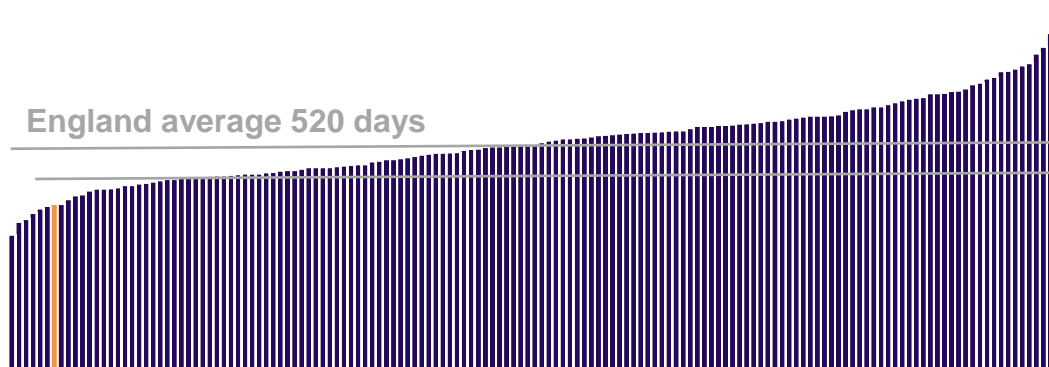
reporting period. These timescales are subject to decreasing thresholds year on year.

<https://www.gov.uk/government/publications/adoption-scorecards>

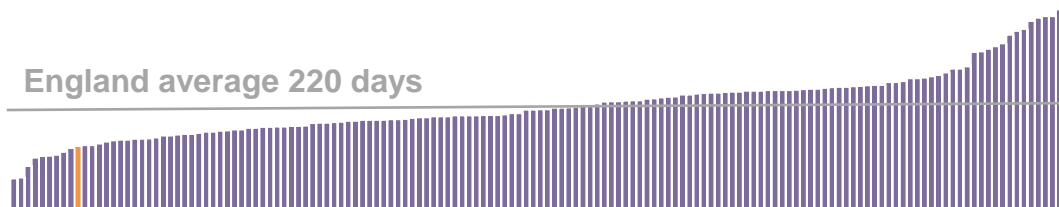
Scorecard thresholds for:	Indicator A1 timescales	Indicator A2 timescales
2010 to 2013	20 months	6 months
2011 to 2014	18 months	5 months
2012 to 2015	16 months	4 months
2013 to 2016	14 months	4 months
2014-2017	14 months (428 days)	4 months (121 days)

A1: Average time between a child entering care and moving in with its adoptive family, 2014-17

England average 520 days



A2: Average time between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family, 2014-17



Indicator A3: measures the number and percentage of children who wait less than 14 months between entering care and moving in with their adoptive family (as measured during the 3 years i.e. 2013 to 2016)

5.0.1 Cambridgeshire 3 year Average Scorecard Performance plus 2017-18 performance as measured internally

Year	2011/2014	2012/2015	2013/2016	2014/2017	2017-18
Indicator threshold	547	487	426	426	426
Cambridgeshire A1	517	482	428	379	379
Cambridgeshire National Ranking	LAs not ranked	Ranked 15th	Ranked 11 th	Ranked 7th	NK
National Average A1	628	593	558	520	NK
Indicator threshold	152	121	121	121	121
Cambridgeshire A2	78	114	120	129	171
Cambridgeshire National Ranking	LA not ranked	Ranked 8th	Ranked 6th	Ranked 10th	NK
National Average A2	217	223	226	220	NK
Cambridgeshire A3 (%)	58%	50%	50%	64%	80%
Cambridgeshire A3 (no)				155	31
National Average A3	51%	47%	47%	53%	NK

5.1 KEY SCORECARD MEASURES FOR CAMBRIDGESHIRE 2017-18 (see right column above)

- 5.1.0 From internal analysis using scorecard criteria the position of the Agency for the **one year** period 01.04.17 to 31.03.18 (not three year average as above) **Indicator 1 - Average time between child entering care and moving in with adoptive family**, the number of days is nearly the same at 379 days, still bettering the scorecard threshold of 426 days. Despite lengthier journeys for 5 children in the cohort, this is achieved by the number of children placed soon after birth in early permanence placements and reflects the focussed partnership work between the permanence units and CCA.
- 5.1.1 The percentage of children who wait less than 14 months between entering care and moving in with their adoptive family in the period 01.04.17 to 31.03.18 has reduced slightly from the previous one year (16-17) to 80%. This indicator benefits from the shorter journeys of children placed via early permanence and children placed with in house placements identified during the course of the proceedings. This cohort of children included 5 sibling groups of 2 children.
- 5.1.3 On **Indicator 2 – Average time between LA receiving authority to place a child and the LA deciding on a match with an adoptive family 01.04.17 to 31.03.18** has also not met the threshold standing at 179 days, indicating the family finding challenge of complex children and not enough prospective adoptive families available.

5.2 THINK SIBLINGS

CCA recently completed work on the sibling project with the assistance of a small Practice and Improvement Fund grant from DfE. The outcomes of the project included a regional overview of data on sibling adoptions; an adopters' survey regarding motivations to or not to consider siblings; multi-professional focus groups and the development of a number of training packages including a 2 day course for children's social workers who make the decisions around placing together or apart. Cambridgeshire was one of the key partner agencies in the project and 2 successful pilots were run in Cambridgeshire. It is hoped that further work in this area could be developed and delivered with the Council, as the number of siblings coming through for permanent placement shows no sign of reducing.

CORPORATE PARENTING SUB-COMMITTEE PERFORMANCE REPORT

To: **Corporate Parenting Sub-Committee**

Meeting Date: **19th September 2018**

From: **Fiona Van Den Hout
Head of Corporate Parenting**

Electoral division(s): **All**

Purpose: **To report on the performance of services for Looked After Children and Care Leavers - as required in legislation and fulfilling the purpose of monitoring and offering advice.**

Recommendation: **The Sub-Committee is asked to review performance for Looked after Children, and comment on the themes and trends identified in this report.**

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Summary:

- As of the 30th June 2018, 701 looked after children are supported by the Council
- 57% of looked after children are male, 43% are female
- 9% have a disability
- At the end of June 47% of (non unaccompanied asylum seeking children - UASC) children were placed out of County and of that 47%, 35% were placed more than 20 miles over Cambridgeshire borders.
- 80% of unaccompanied asylum seeking young people are placed out of county. Although a majority are placed in Peterborough, which meets their cultural needs, we are seeing a number now being placed further afield due to there not being available resources to place them in the Peterborough area.
- The proportion of looked after children being visited within the statutory timescales has sat between 90 and 92% in quarter one.
- The incidents of looked after children reported as going missing was less in June (22 missing events involving 10 children) in comparison to April (29 missing events involving 20 children) and May 2018 (45 missing events involving 26 children).
- There are (end of June 2018) 215 fostering placements being provided by local authority foster carers. 35 children on Short Breaks (temporary care to support their main placement) and 9 young people are living with foster carers beyond their 18th birthday under Staying Put.
- There were 10 children adopted during quarter 1.

1. BACKGROUND

- 1.1 This report provides the Sub-Committee with an overview of performance of services for Looked After Children and Care Leavers. The full performance report can be found in Appendix 1.
- 1.2 Members have asked for fostering data to be added to the Corporate Parenting dashboard which has now been done.

2. MAIN ISSUES

- 2.1 There has been an increase in the number of looked after children that Cambridgeshire look after since the last report although we continue to look after less children 52 per 10,000 than the national average (60 per 10,000) although the rate of increase is above the national trend.
- 2.2 We have 53% of our children and young people of the current placements are in-county, with 47% of placements out of county. 80% of unaccompanied asylum seeking young people are placed out of county and the majority of

their placements are located in Peterborough, where their cultural needs are appropriately met. However due to resource availability some are being placed further afield.

- 2.3 The proportion of looked after children being visited within the statutory timescales has increased to 92%, this has been gradually improving and continues to be monitored closely at operational boards to improve it further.
- 2.4 There were 69 children who became looked after during April, May and June 2018.
- 2.5 Performance around newly looked after children having their health assessment within 20 days of becoming looked after has improved in the last quarter although there was a drop in May 2018.

Overall the performance for health assessments being completed within timescale for both in and out of county placements was 60% for April, 36% for May and 64% for June. There is work taking place with health and business intelligence to understand and improve these figures which is having a positive effect.

It is not clear why it dropped in May although it may be due to a higher number of children being placed out of county in that month. All health assessments for out of county children are organised by the hosting Primary Care Trust and Cambridgeshire cannot specifically determine when their assessment takes place. The 20 day timescale is national guidance so all Health trusts do work to the same arrangements, but it is important to highlight that Health authorities will prioritise seeing children from their local area, before assessing the needs of children placed in their area by other authorities, therefore it is likely to have an impact on our overall figures.

- 2.7 The incidents of looked after children going missing was reported as being less in June (22 missing events involving 10 children) in comparison to April (29 missing events involving 20 children) and May 2018 (45 missing events involving 26 children).

There is a multi-agency approach to missing incidents and supporting children and young people to tell their story. The children and young people are monitored individually and patterns are examined to identify individuals and locations of concern and to plan intervention to break dangerous cycles.

3. SIGNIFICANT IMPLICATIONS

3.1 Resource Implications

3.2 Procurement/Contractual/Council Contract Procedure Rules Implications

None.

3.3 Statutory, Legal and Risk Implications

3.4 Equality and Diversity Implications

3.5 Engagement and Communications Implications

None

3.6 Localism and Local Member Involvement

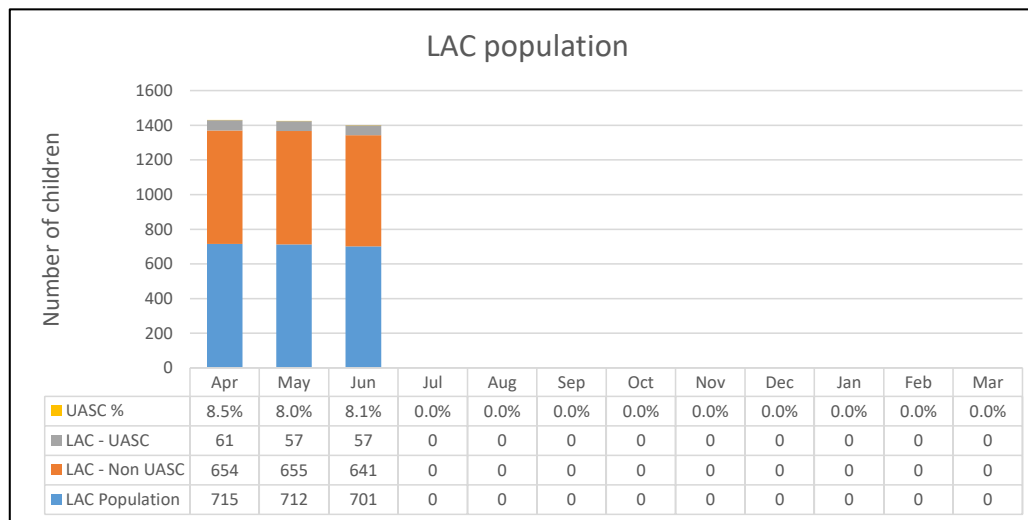
3.7 Public Health Implications

None

Source Documents	Location
Children's Service Performance Dashboard.	Hannah Parkinson Senior Analyst Business Intelligence Cambridgeshire County Council Octagon, Shire Hall Cambridge CB3 0AP

Looked After Children - Population

Looked After Children (LAC)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
LAC Population	715	712	701											709
LAC - Non UASC	654	655	641											650
LAC - UASC	61	57	57											58
UASC %	8.5%	8.0%	8.1%											8.2%
Rate per 10,000	53.2	53.0	52.2											52.8
Became Looked After	32	23	14											23
Ceased Looked After	19	26	24											23



Commentary:

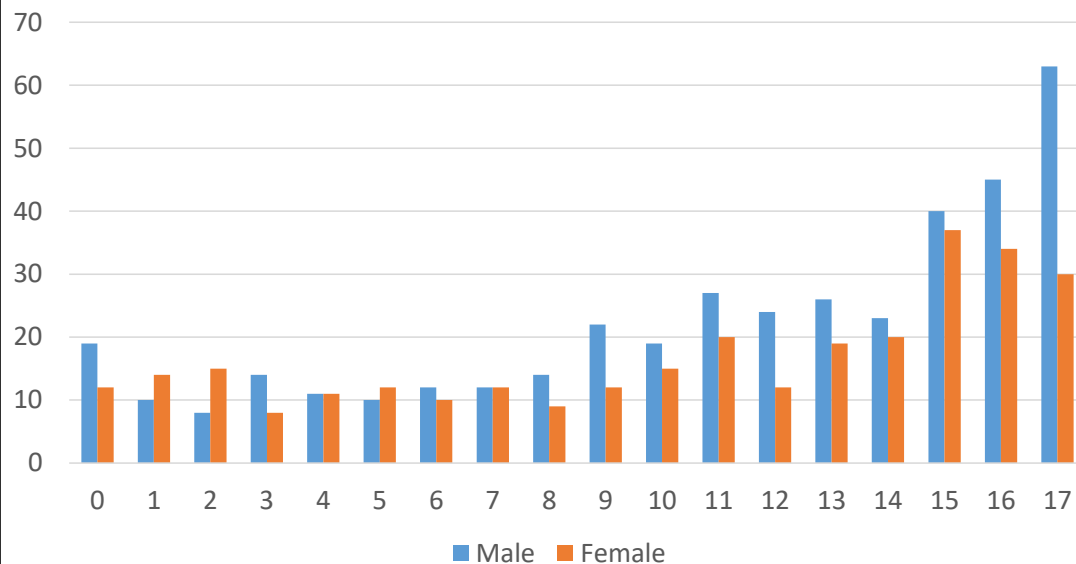
There has been a small reduction in the number of looked after children since reporting to the last Corporate Parenting Committee, but this can occasionally happen. There has also been a small reduction in the number of young people seeking asylum.

Notes on data and definitions:

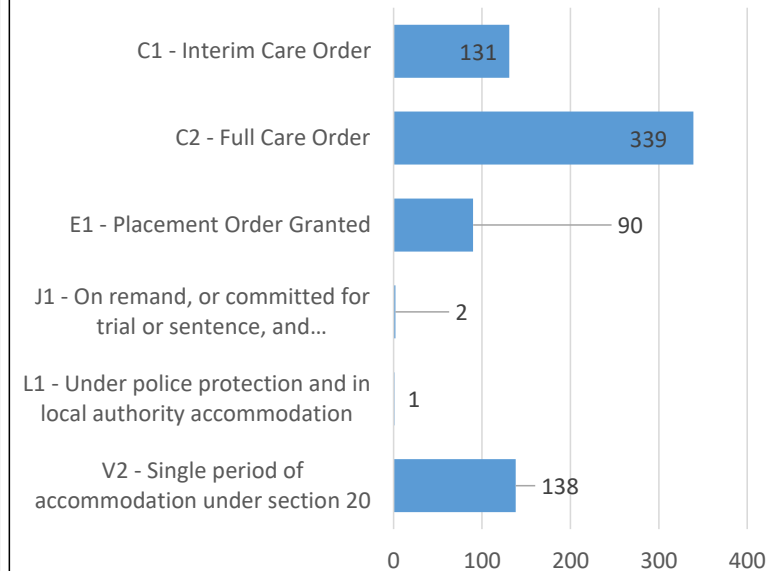
- The 'LAC population figure' measures the number of children who are in the care of the local authority at the end of each month.
- A 'UASC' is an Unaccompanied Asylum-Seeking Child. The cost of accommodating UASCs is met by the Government.
- The 'Became Looked After' and 'Ceased Looked After' are the numbers of children who entered and left care in the month.

Looked After Children - Demographics as at 30th June 2018

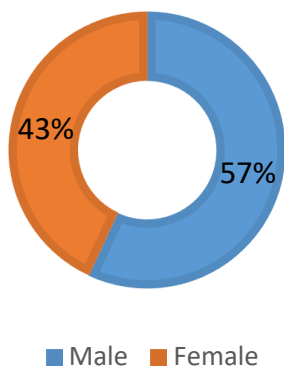
LAC - Age and Gender



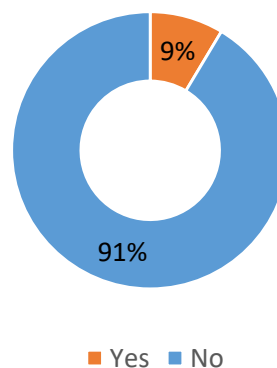
LAC - Legal Status



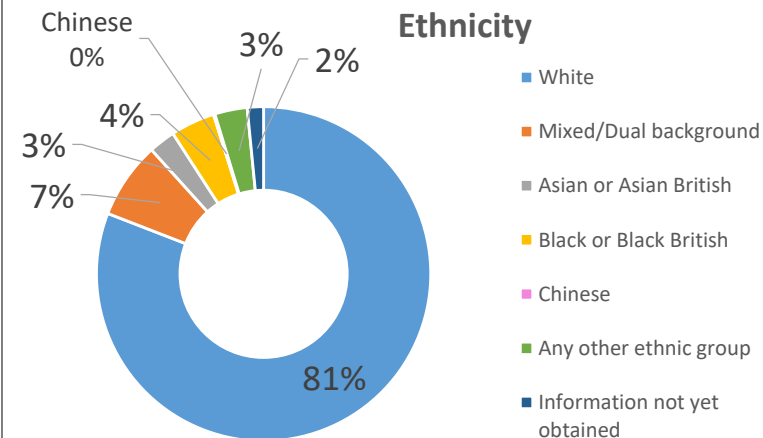
GENDER



Disability



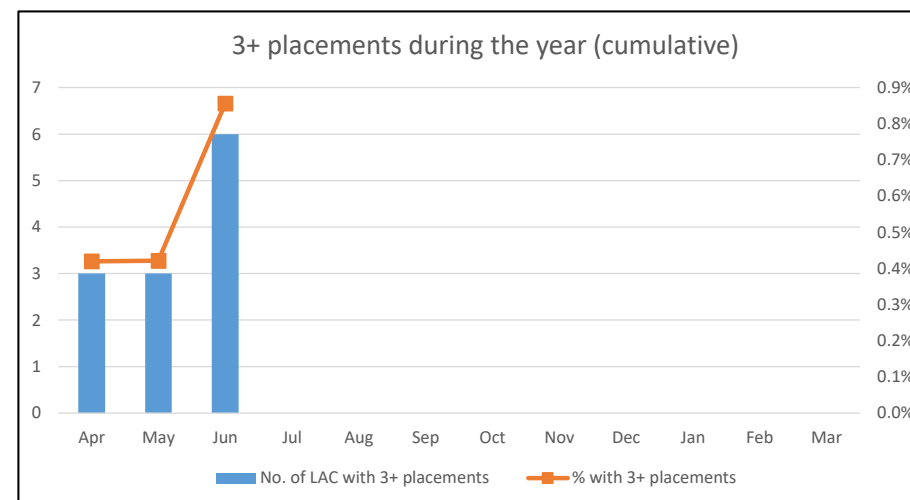
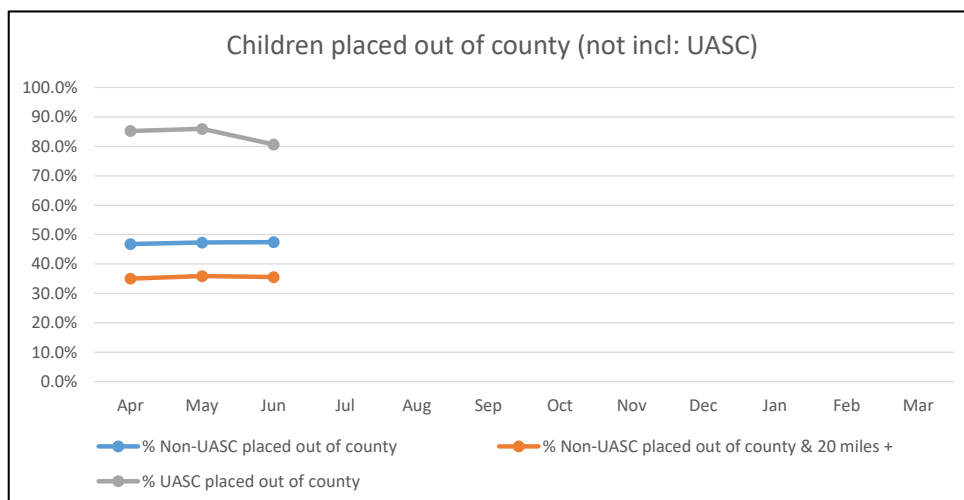
Ethnicity



Looked After Children - Placements

All LAC children placed IN county	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
LAC placed In county	357	353	351											354
Children placed out of county (not incl: UASC)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
LAC placed out of county	306	310	304											307
% Non-UASC placed out of county	46.8%	47.3%	47.4%											47.2%
LAC placed out of county & 20 miles +	229	235	228											231
% Non-UASC placed out of county & 20 miles +	35.0%	35.9%	35.6%											35.5%
UASC placed out of county	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
UASC placed out of county	52	49	46											49
% UASC placed out of county	85.2%	86.0%	80.7%											84.0%

3+ placements during the year (cumulative)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend
No. of LAC with 3+ placements	3	3	6										
% with 3+ placements	0.4%	0.4%	0.9%										
Target	0.4%	0.8%	1.3%										



Commentary:

53% of the looked after population have placements in County. 6 children have had 3 or more changes in placement since April. There may be a number of reasons for this for example, a 3rd placement change may be to a child's permanent placement while another may be as a result placement breakdown. We are continuously looking at the details behind these to better understand the reasons for placement changes. A high proportion of unaccompanied asylum seeking young people are placed out of County and this is due to lack of availability of accommodation in Cambridgeshire.

Notes on data and definitions:

- LAC placed In county - Children who have been placed into care within the Cambridgeshire.
- 'Looked After Children placed out of county' measures the number of children we are responsible for who are placed into care outside of the Cambridgeshire area.
- We also measure those who have been placed into care outside Cambridgeshire who are 20 miles or more from the home they lived in before they became a looked after child.
- We count separately the number of UASC who are placed into care outside Cambridgeshire.
- 3+ placements is a count of the number of 3 or more placement changes a looked after child has had since the start of April to fall in line with statutory reporting. This is measured cumulatively. We measure the number of placement changes to understand a child's placement stability whilst in care.

Looked After Children - Placement Types In and Out of County as at end of June 2018

Placement Type	In	Out
A4 - Placed for adoption with consent not with current foster carer		
A5 - Placed for adoption with placement order with current foster carer		1
A6 - Placed for adoption with placement order not with current foster carer	19	15
H5 - Residential accommodation not subject to Children's homes regulations	22	24
K1 - Secure Unit		4
K2 - Homes and Hostels	22	38
M3 - Whereabouts unknown		
P1 - Placed with own Parents or Those with Parental Responsibility	8	4
P2 - Independent Living	1	1
Q1 - Foster Placement with Relative or Friend	4	4
Q2 - Placement with other Foster Carer	36	44
R1 - Residential Care Home	1	1
R2 - NHS/Health trust or other establishment providing medical or nursing care		1
R3 - Family Centre/Mother and Baby Unit	1	
R5 - Young Offender Institution or Prison		2
S1 - All Residential Schools, except where dual-registered as a school and Children's Home	3	4
T0 - All types of temporary move		
T4 - Temporary accommodation of seven days or less, for any reason, not covered by codes T1 to T3	2	
U1 Foster placement with relative or friend- long term fostering	14	6
U2 Foster placement with relative or friend who is also an approved adopter- FFA	2	1
U3 Foster placement with relative or friend- not long term or FFA	8	3
U4 Placement with other foster carer- long term fostering	84	79
U5 Placement with other foster carer who is also an approved adopter- FFA	7	3
U6 Placement with other foster carer - not long term or FFA	115	112
Z1 - Other Placement	1	2
Unknown	1	1
Total	351	350

Commentary:

The majority of looked after children are placed with foster carers. The rest are in a variety of types of placement, the highest being children's homes. There are a number of reasons for this, for example where a child's needs cannot be met within a fostering household or where they have complex physical needs.

Notes on data and definitions:

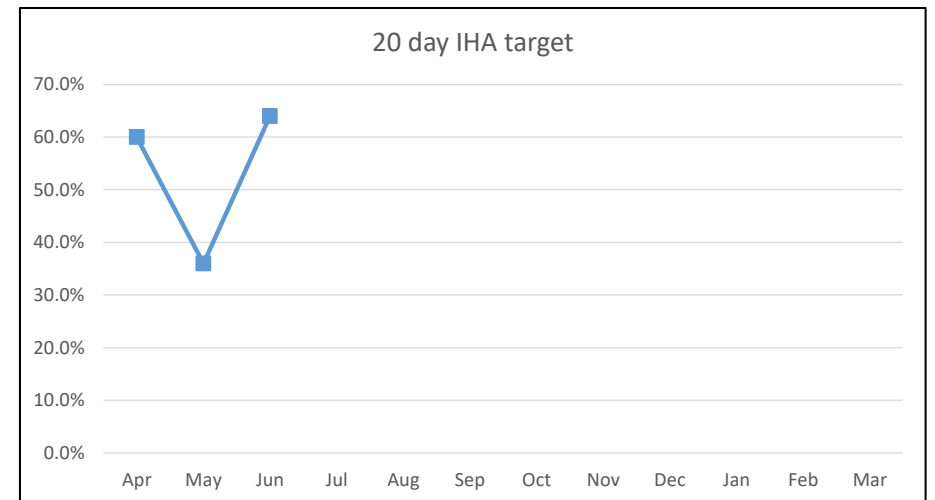
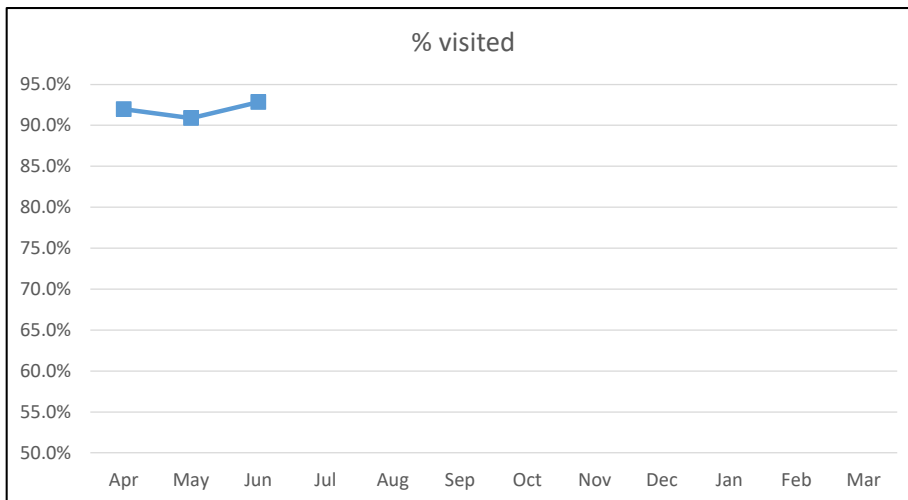
The table compares all Looked After Children placed in care within Cambridgeshire and outside the Cambridgeshire county area.

The codes and descriptions of the Placement Types are defined by the Department for Education which are used in the Looked After Children Statutory Data Returns each year.

Looked After Children -Visits, Reviews and Health

Visits and Reviews	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
Children to be visited	512	505	503											507
No. not seen in timescale	41	46	36											41
% visited	92.0%	90.9%	92.8%											91.9%
Late Reviews this month	9	5	6											7
Cumulative late reviews	9	14	20											
% reviews in timescale	95.0%	97.2%	96.3%											96.1%

Health	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
20 day IHA target	60.0%	36.0%	64.0%											










Commentary:





Performance around children being visited has remained consistent in this reporting period. The month of May saw an increase in the timeliness of Looked After reviews, with a slight dip in June. Performance around newly looked after children having their health assessment in 20 days of becoming looked after rose to 64% in June. This has been an area of weakness for sometime, but close work with health and business intelligence is being undertaken to address this.

Notes on data and definitions:

- The 'Children to be visited' measures the number of children who are due a visit in the reporting month.
- **LAC Visits:** The number of children not seen in timescale are those who were due a visit in the reporting month, but were not seen in timescale.
- **LAC Reviews:** The 'Late Reviews this month' are those LAC children whose LAC Review did not take place. We also record the cumulative late reviews throughout the year as well as the % of reviews in timescale each month.
- An Initial Health Assessments (IHA) for all children must take place within 20 working days of them becoming looked after. The NHS provide the percentage of children who had their IHA within 20 working days.

Looked After Children - Care Leavers and Adoption

Care Leavers	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
Care leaver cohort	33	32	31											32
Care leavers in suitable accommodation - Yes	26	29	29											28
Care leavers in suitable accommodation - Unknown	7	3	2											4
Care leavers who are EET -Yes	18	19	17											18
Care leavers who are EET - Unknown	15	13	14											14
Care leavers in touch - Yes	28	29	28											28
Care leavers in touch - Returned Home	1	0	0											0
Care leavers in touch - No Longer Required	0	0	0											0

Corum Cambridge Adoption	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
Number of adoptions per month	3	3	4											3
Average time between child entering care and moving in with its adoptive family (days)	244	226	437											302
Average time between an LA receiving court authority to place a child and the LA deciding on a match	102	61	213											125
Children who wait less than 14 months between entering care and moving in with their adoptive family	100%	100%	75%											91.7%

Commentary:

The data relating to care leavers is presented in the same way all Local Authorities are required to report into the Department for Education.




As at the end of June, 29 of 31 care leavers were in suitable accommodation and the vast majority were in touch with the local authority.

10 children have been adopted in this reporting period.

Notes on data and definitions:

- Care Leaver Cohort - the Care Leavers whose 17th, 18th 19th, 20th and 21st birthdays fell within the reporting month.
- Suitable Accommodation. Whether accommodation is deemed 'suitable' is judged on an individual case. The Department for Education judge the following accommodation types as suitable ('Parents or relatives', 'Community home or other form of residential care', 'Semi-independent', 'transitional accommodation', 'Supported lodgings', 'Ordinary lodgings' without formal support, 'Foyers and similar supported accommodation' and 'Independent living')
- In Touch. There should be "contact" between the authority and the young person around 3 months before and one month after the Care Leaver's birthday. This is designed to monitor the situation of young people when they have left care, rather than their situation immediately before they left care.
- We measure main activity for Care Leavers on or around their 17th, 18th, 19th, 20th or 21st birthday when we are in touch with them. This is reflected in the Education, Employment and Training (EET) numbers.

Looked After Children - Education

Education	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
% yr 12s who are in learning	80.0%	79.7%	76.3%											
% yr 13s who are in learning	60.0%	56.5%	53.8%											
% of 16-18 yr olds who are NEET	20.9%	21.6%	20.4%											

Commentary:



There has been a small reduction in the % of children in years 12 and 13 who are engaged in learning since April 2018. However this is in line with the general trend for all young people at this time of year.

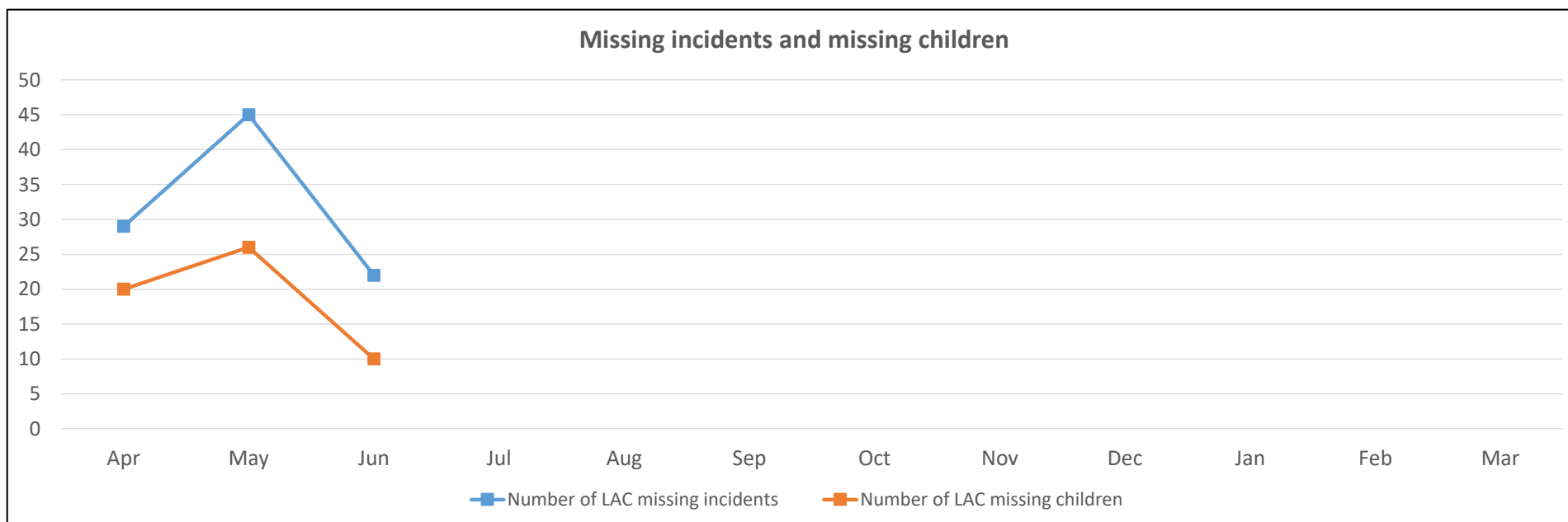
Notes on data and definitions:

- Measures of the percentage of LAC children in year 12s and 13s currently in some form of learning.

- NEET - Not in Education, Employment or Training.

Looked After Children - Missing

LAC - Missing	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
Number of LAC missing incidents	29	45	22											32
Number of LAC missing children	20	26	10											19



Commentary:

The number of missing children and missing fell significantly in June. There is a multi-agency network around children missing who work hard together to support this extremely vulnerable group. It is considered that the reduction in figures is a result of a strong multi-agency approach and positive interventions.

Notes on data and definitions:

- Each episode of a child going missing is recorded as a missing incident
- A Looked After Child who goes missing during the month will be recorded as a missing child only once, but if they go missing multiple times then they generate more than one missing incident during the month.

All Children - Child Sexual Exploitation and Gang Exploitation

Child Sexual Exploitation (CSE) (All Children)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
Gender														
Male	29	29	29											29
Female	67	67	63											66
Age of children														
0-8	0	0	0											0
9-12	1	1	1											1
13-16	73	73	69											72
17+	22	22	22											22

Gang Exploitation (All Children)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb		Trend	Average
Gender														
Male	22	22	23											22
Female	4	4	4											4
Age of children														
0-8	0	0	0											0
9-12	1	1	1											1
13-16	18	18	19											18
17+	7	7	7											7

Commentary:











The number of girls involved in CSE fell slightly during this period. The number of children with gang involvement has remained relatively stable.


Notes on data and definitions:

- As part of a child's assessment practitioners assess a child or young person's level of risk of child sexual exploitation (CSE). CSE is defined as children under 18 in exploitative situations, contexts or relationships where they receive 'something' (e.g. food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of them performing, and/or another or others performing on them, sexual activities.

- As part of a child's assessment practitioners assess a child or young person's level of risk of gang exploitation. The definition of being at risk of gang-related exploitation is - There are tangible indicators/evidence that suggests risks that a young person is being groomed and/or coerced into moving or selling drugs and being involved in other violence related gang activity, e.g. missing episodes with limited information on whereabouts and/or involvement with groups involved in the supply of drugs and carrying of weapons'.

Fostering Service - Placements

In House Foster Placements	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
Time limited placements	109	110	110											110
Permanent placements	74	70	70											71
UASC children	5	5	5											5
Supported lodgings	9	9	4											7
Kinship Foster care	18	16	20											18
Reg 24	16	14	6											12
Total	231	224	215											223
Link children	33	32	35											33
Staying Put	10	9	9											9
Total plus Link and Staying Put	274	265	259											266

Private Fostering Placements	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
Number of Children in Private Fostering Placements	28	30	38											

Commentary:

In June 2018 the in house fostering service has provided placements for 259 children through the range of types of placements as identified above. This is a reduction of in house placement provision from April 2018 mainly through the following 2 routes.

There has been a reduction of Regulation 24 placements as 8 Special Guardianship Orders were made and therefore these children have achieved legal permanency and are no longer looked after. There has been a reduction of supported lodgings as 2 young people went home and 1 young person moved into independent living.

35 children are supported through the LINK service and 9 young people are Staying Put and no longer looked after.

Of the 217 placements where children are looked after 70 children are matched with permanent long term foster carers, 20 children and young people are matched within kinship placements and the remaining are in time limited whilst their permanent care plan is being assessed or family finding us taking place or in placements where they are being prepared for independent living. Therefore 42% of children are in long term placements through fostering provision or with kinship carers.

Notes on data and definitions:

Time limited fostering means caring for a child until they can return to their own family, or until it becomes evident that they need a more permanent foster placement/adoption.

Permeant Placements are used when it has been decided that the child's family is not in a position to be able to meet their needs now and in the longer term.

UASC refers to Unaccompanied Asylum Seeking Children.

Kinship foster care is where a child is placed with a relative who has been assessed to become a kinship carer.






Reg 24 is where a 'family and friends' foster carer is temporarily approved as a foster carer under Regulation 24 of the Care Planning, Placement and Case Review (England) Regulations 2010.


Supported Lodgings provides young people aged between 16 and 21 years old with a room in a house, and the support and guidance of an adult or adults living there.




Link children refers to the short break service for families who have disabled children aged between 0-19.

Staying put is where a care leaver remains with their foster carer at the point they may otherwise move into supported, semi-independent or independent accommodation.

Fostering Service - Recruitment Activity

Foster Carer Recruitment Activity	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
Enquiries	16	16	23											18
Applications by Household	8	2	2											4
Household Assessments - Stage 1	2	2	14											6
Households Assessments - Stage 2	14	14	2											10
Approvals (Foster Carer Households)	3	2	2											3

Private Fostering	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
Number of Children in Private Fostering Placements	28	30	38											32

Link	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Trend	Average
Number of Carers	15	15	15											15
New Referrals	2	2	3											2
Enquiries	16	16	23											18

Commentary:

38 children are in private fostering. Their carers are not foster carers, but there is a requirement that the local authority monitor the well-being of children subject to these arrangements.

The number of people enquiring to be foster carers increased in June. 7 new carers have been approved to foster by the local authority between April and May.

Notes on data and definitions:

Private Fostering is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a 'close relative'.

WORKFORCE DEVELOPMENT

To: **Corporate Parenting Sub-Committee**

Meeting Date: **19 September 2018**

From: **Sarah-Jane Smedmor
Assistant Director, Children's Services**

Electoral division(s): **All**

Purpose: **Information requested by the Committee.**

Recommendation: **To note and comment on the report.**

<i>Officer contact:</i>		<i>Member contact:</i>	
Name:	Sarah-Jane Smedmor	Names:	Councillor Lis Every
Post:	Assistant Director, Children's Services	Role:	Chairman, Corporate Parenting Sub-Committee
Email:	Sarah-jane.smedmor@cambridgeshire.gov.uk	Email:	Lis.Every@cambridgeshire.gov.uk
Tel:	01223 699609	Tel:	(office) 01223 706398

Summary:

The service was asked to provide an update to the Sub-Committee about social workers, the proposed structural changes coming up in the autumn, and how we are going to ensure that social workers are trained and supported to see children and families as much as possible.

There have also been some further requests for clarification about vacancy rates amongst social workers, what we are doing about this if there is a problem, and some information about specialist recruitment programmes.

1. BACKGROUND

- 1.1 The Sub-Committee is aware that, at the time of writing, the consultation is taking place which will modify the way social workers work with and support families further, building on the changes that were put in place in 2017. Every child who is open to Social Care has a social worker, but it became clear that the 'life-long units' which cover every aspect of social work from assessment to adoption, had, in some instances become overwhelmed with caseloads and the breadth of work. The new structure has a targeted, short-term assessment function to identify, target and stream work effectively, which then allows either the district teams to continue any further work needed under Child Protection or Child in Need work, or any Looked After children to be worked with in the dedicated corporate parenting service. This structure will prioritise long-term relationships between Looked After children and their worker, and the teams will be further supported by specialist adolescent teams who will support teenagers and young people on the edge of care. This means that social workers can concentrate on their strengths and skill-sets, it will allow Looked After children to have the long-term stable relationship with their worker that we know to be crucial for them, and families will move through the structure in a timely and targeted way.

2. MAIN ISSUES

- 2.1 Given these changes, the Committee has asked about how staff were to be supported and trained to work in this modified structure. The Workforce Development group has been in place for some time and addresses recruitment, retention, training, well-being and professionalism of the service. As part of the Change for Children programme (CCP), a more strategic, short-term work stream is also in place to address the unique requirements of a structural change and what this will mean for social workers.
- 2.2 **Training:** There is a comprehensive training offer put in place by LGSS Workforce Development for all staff, with mandatory training for each career level, and with any specialist training (for example, training for social workers who may undertake Visually Recorded Interviews with the police) sourced as needed. Alongside this, staff can access e-learning, local training sessions put on by PQA (Partnerships and Quality Assurance), clinicians and local experts; they can access training provided by Research in Practice and Making Research Count which focuses more on research and the evidence-base around

modern social work practice, and specialist systemic training. There is also specialist teaching for newly-qualified staff in their first year of practice (ASYE – Assessed and Supported Year in Employment), awards and certificates for managers, and a developing network of Practice Champions, who are experts in a particular field (e.g. domestic abuse, sexual abuse) and who will offer advice and expertise to other workers. This system offers the training bedrock for all staff, and the courses available can be mapped for each individual.

- 2.3 In terms of the new structure, we are very clear that as part of the wider mapping exercise for how the service will work with cases and where transfer points will be for families, that each team or level of worker will have their training needs assessed and met. The CCP workforce group is heavily involved in helping analyse the specialist skills and knowledge that each team will require, and ensuring that an induction is put in place for staff that will address any training gaps that the individual worker might have in their new context.
- 2.5 To further assist staff in adapting to more specialised work, we have been embedding updated procedures, quick guides to key processes and practice standards, all of which are now in one place on the intranet – the Children’s Portal. This houses all the procedures, toolkit, resources and key information that social work staff could need in one place, and regularly reviewed so that workers have access to the most up to date versions. This Portal is still being populated, but already staff feel confident that they can find what they need to help them do their jobs.
- 2.6 Alongside this, the Committee will be aware that Children’s Services has been working with a team from Oxford Brookes University around how we work with Looked After Children. Whilst this piece of work has been completed and the recommendations are being assimilated by the service, Oxford Brookes have offered to provide eight days of training over the next year for all new Team Managers in their new role. This will be complemented by training that will be provided for the District and Service Managers and Heads of Service to provide consistency and support for those strata of management.
- 2.7 The Workforce Development group sent a survey out to staff earlier this year to help identify further issues that might impact on their training needs. This survey looked at issues such as where staff felt there might be a need or gaps, their preferred learning style and what preparation staff might require for the National Accreditation (NAAS) programme coming up for children’s social workers next year. This has been a useful source of information to help fine-tune our planning for training and how we deliver it over the next couple of years. The Committee should note that there is a plan for the Principal Social Worker (PSW) to carry out a Social Work Health Check in early 2019. This is an annual report that many PSWs complete, it is based on 5 of the Local Government Employer Standards and looks at social workers feedback about effective workflow management, having the right tools to do the job, their views on effective service delivery. The Health Check uses information gleaned from the annual child and family social worker census carried out annually on 30th September, with the results* being shared across England by the Department for Education (DFE). The census gives a snapshot of numbers of social workers, vacancies, how long social workers have been working, etc. With this information and ‘soft’ information from surveys and focus groups, social workers’ views and insights are fed back to the Local Authority, and managers create an action plan to address any issues. The Health Check will be written between January and April 2019 and will feed into future reports to the Sub-Committee.

- 2.8 **Caseloads.** The Social Work Health Check will give some of the information that the Committee has asked for in respect of caseloads, contact time with children and the impact of travel on workloads. We do know that Shire counties like Cambridgeshire always face the challenge of distance and travel time that say a London Borough or a unitary authority do not face. We also know that many Looked After children are placed out of county, and that this is an issue across the country. We do know these to be the sort of problems that a county like Cambridgeshire faces, and internally, the District model does keep the bulk of work closer to 'home' for social workers. In respect of travel to placements, 40% of our Looked After children are in LA foster care placements, and more are placed in Independent Fostering placements also in county or very close to county borders. Inevitably, though, for more specialist placements, children are placed further afield, and as noted, this is a national issue. We are very mindful of this impacting on contact time for workers, and under the new structure, a caseload of 15-20 is being proposed, with each caseload being carefully considered in terms of placements out of county and the impact this will have on each worker and the time they can devote to each child.
- 2.9 **Staff vacancy and agency worker rates.** At the social work census of 30 September 2017, there was a national vacancy rate of 20.6%, and there was an agency worker rate of 18.7%.
- 2.10 At the end of Q1 of 2018-19 in Cambridgeshire, despite some acute staffing issues in Cambridge City, the social work vacancy rate was 11.3% and the agency staff rate was 11.3%.
- 2.11 We are in no way complacent about our vacancy rates, which are much higher in Cambridge City in comparison to the rest of the county. To fill our vacancies, we have a short and medium term strategy in place, which has seen us reach out to, and recruit a cohort of workers from Europe and from South Africa. The immediate impacts from this will start to be felt from the autumn onwards. We are also currently working on a creative long term strategy which will very much look at 'growing our own' workforce, ensuring consistency, quality and stability. This strategy will look at routes such as Step Up and Apprenticeships (see 2.13). In the longer-term strategy we have to address what are some of the underlying issues around recruiting to Cambridge itself – we know that this is linked to the very real issues of cost of living locally and travel into Cambridge itself, particularly hampered currently by the A14 improvement scheme.
- 2.12 In the quarter April-June 2018, Children's Services had 13 new social workers start and nine leave. Of the leavers, one retired, one was dismissed (ill-health) and seven resigned. Our Human Resources (HR) system does not give any further information about individual circumstances than this.
- 2.13 The Sub-Committee asked about an initiative for social workers, similar to the 'Teach First' programme. 'Teach First' is a two-year programme that trains applicants to become fully qualified teachers whilst working in schools, and is supported by some university teaching throughout the programme. In social work, there is no direct equivalent, but a variety of options that staff can access now, and will be able to access in future. For example, children's social workers can come into the profession through the Step Up programme, where quality graduates who already are working in a professional field with children (often teachers, psychologists, etc.) undergo a rigorous assessment, then complete a 14 month

conversion Masters course to social work. Step Up runs every 2 years, so the current cohort are due to complete in early 2019, and we are already looking at our succession planning to ensure we attract this cohort to Cambridgeshire in a timely fashion. A developing route into the profession will be the social work apprenticeships, which will train to social work degree level within three years, whilst working as an alternatively qualified worker. The social work apprenticeship is still being developed, and estimates are that the first intake for this will be in September 2019 nationally.

3. SIGNIFICANT IMPLICATIONS

3.1 Resource Implications

None – report is for information only.

3.2 Procurement/Contractual/Council Contract Procedure Rules Implications

None – report is for information only.

3.3 Statutory, Legal and Risk Implications

There is a risk implied in ensuring that staff are supported in their training to be able to deliver the Change for Children programme effectively and in a relatively short time-scale.

3.4 Equality and Diversity Implications

None – report is for information only.

3.5 Engagement and Communications Implications

None – report is for information only.

3.6 Localism and Local Member Involvement

None – report is for information only.

3.7 Public Health Implications

None – report is for information only.

SOURCE DOCUMENTS

Source Documents	Location
*‘Children’s social work workforce 2017’ DFE, 2018	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/681546/SFR09-2018_Main_Text.pdf

Corporate Parenting Sub-Committee Workshop and Training Plan 2017/18

Summary

Each committee at the County Council has its own training plan to help its members learn more about the business that the Committee covers. Each training session is listed and a record is kept of which members of the committee attend.

April 2018

	Subject	Desired Learning Outcome/ Success Measures	Priority	Date	Responsibility	Nature of Training	Audience	Attendance by:	% of Committee Members Attending
1.	We are all Corporate Parents	To discuss councillors' role and responsibilities as Corporate Parents.	High	12.01.18	<i>Fiona MacKirdy, Head of County Wide and Looked After Children</i>	Seminar	All county councillors	Cllr Bradnam Cllr Costello Cllr Cuffley Cllr Every Cllr Hay Cllr Joseph Cllr Whitehead (only members and subs of CPSC shown)	80%
2.	Looked After Children and Care Leavers	To brief Members on all areas of the Council's work in relation to looked after children and care leavers	High	11.04.18	<i>Jacqui Barry, Service Development Manager, District Safeguarding Manager</i>	Presentation and discussion	Corporate Parenting Sub-Committee members	Cllr Every Cllr Hay Cllr Bradnam Cllr Richards Cllr Cuffley	80%

3.	Safeguarding training and visit to the Multi-Agency Safeguarding Hub (MASH)	To refresh and update Members' safeguarding training and offer them the chance to see first-hand the work being done at the MASH.	High	11.04.18	<i>Lou Williams, Service Director, Jenny Goodes, Head of Service – Integrated Front Door</i>	Presentation, tour of facilities and discussions with staff	Children and Young People Committee and Corporate Parenting Sub-Committee members and substitute members	Cllr Every Cllr Hay Cllr Bradnam Cllr Cuffley	60%
4.	Corporate Parenting Strategy refresh	To discuss corporate parenting strategies going forward.	High	12.06.18	Jacqui Barry	Workshop	Corporate Parenting Sub-Committee members	Cllr Every Cllr Hay	40%
5.	Fostering		Medium	24.07.18 (To be rearranged)	John Heron, Residential and Placements Provision Manager		Corporate Parenting Sub-Committee members		

To be arranged:

- Meeting with Voices Matter (Young People's Council) (Jacqui Barry / Sarah-Jane Smedmor) – open to all members and substitute members of the Children and Young People (CYP) Committee

CORPORATE PARENTING SUB-COMMITTEE FORWARD AGENDA PLAN

Updated 10.09.18

Agenda Item No: 12

Summary

The Forward Agenda Plan shows the dates and times of future meetings, where they will be held and what reports will be considered.

Committee date	Agenda item	Lead officer	Reference if key decision	Deadline for draft reports to Sarah-Jane Smedmor	Approved reports to Democratic Services by
Wednesday 19 September 2018 – 4.00pm - Kreis Viersen Room, Shire Hall, Cambridge CB3 0AP					
	Minutes and Action Log	Democratic Services	Not applicable		6 September 2018
	Virtual School (<i>standing item</i>) <i>To include a focus on:</i> <i>1. Exam results (unverified)</i>	J Pallett	Not applicable		
	Performance Report (<i>standing item</i>)	A Bennett	Not applicable		
	Sub-Committee Workshop/ Training Plan (<i>standing item</i>)	F van den Hout/ J Barry	Not applicable		

Committee date	Agenda item	Lead officer	Reference if key decision	Deadline for draft reports to Sarah-Jane Smedmor	Approved reports to Democratic Services by
	Young People's Participation (standing item)	J Barry & C Betteridge	Not applicable		
	Workforce Development (quarterly standing item)	S-J Smedmor	Not applicable		
	Mental Health/ Child and Adolescent Mental Health (CAMH), including information on criteria and thresholds <i>Requested it be shared in draft with Pam Parker & Rachel Watson</i>	Rachel Hawkins and Dr Paul Millard, CPFT	Not applicable		
	Coram Cambridgeshire Adoption Annual Report	F van den Hout	Not applicable		
	Foster Care Recruitment Update	J Heron	Not applicable		
	Forward Agenda Plan	R Greenhill	Not applicable		
Wednesday 21 November 2018 – 4.15pm - Meeting Room 2, Huntingdon Library, Princes Street, Huntingdon PE29 3PA					
21 November 2018	Minutes and Action Log	Democratic Services	Not applicable		8 November 2018

Committee date	Agenda item	Lead officer	Reference if key decision	Deadline for draft reports to Sarah-Jane Smedmor	Approved reports to Democratic Services by
	Virtual School (<i>Standing item</i>) <i>To include a focus on:</i> <ol style="list-style-type: none"> 1. Admissions, refusals and alternative provision; 2. Early Years (deferred from September) 3. Update on the external review (deferred from September) 4. Update on figures from December 2017 with comparative data (deferred from September) 	J Pallett	Not applicable		
	Performance Report (<i>standing item</i>)	A Bennett	Not applicable		
	Sub-Committee Workshop/ Training Plan (<i>standing item</i>)	F van den Hout/ J Barry	Not applicable		
	Young People's Participation (<i>standing item</i>)	J Barry & C Betteridge	Not applicable		
	Placement Breakdown	F van den Hout	Not applicable		
	Staying Put	Sarah-Jane Smedmor	Not applicable		
	Fostering Service Annual Report	F van den Hout	Not applicable		
	Corporate Parenting Strategy Refresh – Update	Jacqui Barry/ Claire Betteridge	Not applicable		
	Forward Agenda Plan	R Greenhill	Not applicable		

Committee date	Agenda item	Lead officer	Reference if key decision	Deadline for draft reports to Sarah-Jane Smedmor	Approved reports to Democratic Services by
Wednesday 30 January 2019 – 4.00pm – Room 128, Shire Hall, Cambridge CB3 0AP					
	Minutes and Action Log	Democratic Services	Not applicable		14 January 2019
	Virtual School <i>Standing item</i>	J Pallett	Not applicable		
	Performance Report <i>(standing item)</i>	A Bennett	Not applicable		
	Sub-Committee Workshop/ Training Plan <i>(standing item)</i>	F van den Hout/ J Barry	Not applicable		
	Young People's Participation <i>(standing item)</i>	J Barry & C Betteridge	Not applicable		
	Workforce Development <i>(quarterly standing item)</i>	S-J Smedmor	Not applicable		
	Corporate Parenting Sub-Committee Annual Report	S-J Smedmor	Not applicable		
	Refreshed NEET Strategy: Reducing the number of Looked After Children who are Not in Education, Employment or Training	M Cowdell	Not applicable		
	Concurrent Care	Sarah-Jane Smedmor	Not applicable		
	Forward Agenda Plan	R Greenhill	Not applicable		

Committee date	Agenda item	Lead officer	Reference if key decision	Deadline for draft reports to Sarah-Jane Smedmor	Approved reports to Democratic Services by
Wednesday 20 March 2019 – 4.15pm - Meeting Room 2, Huntingdon Library, Princes Street, Huntingdon PE29 3PA					
	Minutes and Action Log	Democratic Services	Not applicable		7 March 2019
	Virtual School <i>Standing item</i>)	J Pallett	Not applicable		
	Performance Report <i>(standing item)</i>	A Bennett	Not applicable		
	Sub-Committee Workshop/ Training Plan <i>(standing item)</i>	F van den Hout/ J Barry	Not applicable		
	Young People's Participation <i>(standing item)</i>	J Barry & C Betteridge	Not applicable		
	Workforce Development <i>(standing item)</i>	S-J Smedmor	Not applicable		
	Forward Agenda Plan	R Greenhill	Not applicable		

Items to be included:

- Bright Spots report (produced bi-annually): developed by Coram Voice with the aim of improving the wellbeing of children and young people in care by identifying and promoting practices that have a positive influence on them

Notice made under the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 in compliance with Regulation 5(7)

1. At least 28 clear days before a private meeting of a decision-making body, public notice should be given which must include a statement of reasons for the meeting to be held in private.
2. At least 5 clear days before a private meeting of a decision-making body, further public notice must be given which must include a statement of reasons for the meeting to be held in private, details of any representations received by the decision-making body about why the meeting should be open to the public and a statement of the Council's response to such representations.

Forward plan reference	Intended date of decision	Matter in respect of which the decision is to be made	Decision maker	List of documents to be submitted to the decision maker	Reason for the meeting to be held in private

Decisions to be made in private as a matter of urgency in compliance with Regulation 5(6)

3. Where the date by which a meeting must be held makes compliance with the above requirements impracticable, the meeting may only be held in private where the decision-making body has obtained agreement from the Chairman of the Council.
4. Compliance with the requirements for the giving of public notice has been impracticable in relation to the business detailed below.
5. The Chairman of the Council has agreed that the Committee may hold a private meeting to consider the business referred to in paragraph 4 above because the meeting is urgent and cannot reasonably be deferred for the reasons stated below.

Date of Chairman's agreement	Matter in respect of which the decision is to be made	Reasons why meeting urgent and cannot reasonably be deferred

For further information, please contact Fiona McMillan, Deputy Monitoring Officer on 01733 452361 or at Fiona.McMillan@peterborough.gov.uk