



Central Bedfordshire Council
and Bedford Borough Council
working together

Appendix **B**

Fostering Agency

Annual Report

For the period
2012/2013

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SECTION 1 INTRODUCTION

- 1.0.1 Since Local Government reorganisation in April 2009 Central Bedfordshire has hosted the Fostering Service as a shared service on behalf of both new unitary councils. This report describes the activity of Central Bedfordshire Council and Bedford Borough Council's Fostering Agency during the period 1st April 2012 to 31st March 2013, noting its achievements, clarifying the remit and focus of its work and identifying recommendations for the development of the service.
- 1.0.2 This report is provided as part of the monitoring of the Fostering Agency required under the Fostering Regulations 2011 and National Minimum Standards 2011. This report will be presented to the Central Bedfordshire Council Children's Overview and Scrutiny Committee and three monthly update reports will be presented to the Corporate Parenting Panel. A copy of this report is provided to Bedford Borough Council for presentation to Elected Members.

1.1 STAFFING/SERVICE STRUCTURE

- 1.1.1 The Fostering Service is made up of the following staff as of 31st March 2013:
- 1 x full time Team Manager
 - 1 x full time Deputy Team Manager
 - 8 x Senior Practitioners
 - 10 x Social Workers
 - 2 x Social Work Assistants
 - 1 x Duty Worker
- 1.1.2 The service is supported by 2 full time and 1 part time administrators.
- 1.1.3 The workforce is diverse and includes staff of both genders, and from other European and black and minority ethnic groups. This level of diversity is valued when considering case allocation.
- 1.1.4 All staff have access to the Council's extensive learning and development programme, and can apply to attend external courses and conferences where appropriate. The service also provides diversity training for staff in order to improve its understanding of the needs of children from black and minority ethnic communities and enable them to meet their needs more appropriately.
- 1.1.5 Most staff have a number of years post-qualifying experience, and a programme of additional support is in place for those newly-qualified or in the early years of their social work career.
- 1.1.6 The fostering agency is supported by specialist staff who work across the Fostering and Adoption service area. These staff include a Business Support Officer with responsibility for foster care payments, a Recruitment and Marketing Officer, a Training Officer and Training coordinator, and the Panel Advisor and Secretaries who support the fostering and permanence panels.

SECTION 2 – THE PANELS

2.1 PANEL MEMBERSHIP

2.1.1 From 1 April 2011 the new Fostering Regulations 2011 introduced greater flexibility in relation to the membership of fostering panels, allowing for the use of a 'central list' of panel members from which attendees for any particular panel could be chosen in accordance with quoracy requirements. The fostering panel shares a Central List with the Joint Fostering and Permanence Panel.

2.1.2 As at 31st March, 2013 the Central List was as follows:

| | |
|-------------------------------|--|
| Panel Chair | Independent |
| Educational Psychologist | Educational Psychologist, Central Bedfordshire Council |
| Social Worker (Vice Chair) | Senior Practitioner, Adoption Team, Central Bedfordshire Council |
| Social Worker (Vice Chair) | Deputy Manager, Adoption Team, Central Bedfordshire Council |
| Social Worker | Deputy Team Manager, Looked After Children, Central Bedfordshire Council |
| Social Worker | Family Group Meeting Team Manager |
| Elected Member | Bedford Borough Council |
| Elected Member | Central Bedfordshire Council |
| Independent | Foster Carer – IFA |
| Independent | Health Visitor |
| Independent | Independent Social Worker |
| Independent | Adoptive Parent |
| Independent | Foster Carer – IFA |
| Independent | Gypsy and Traveller Education Consultant |
| Independent | Independent Family Group Meeting Coordinator |
| Independent | Independent Social Worker |

2.1.3 In attendance but non voting members were:

| | |
|----------------------|------------------------------|
| Professional Adviser | Central Bedfordshire Council |
| Panel Secretary | Central Bedfordshire Council |

2.4.3 A Medical Adviser to the Panel gives advice in writing in advance of Panel meetings, but may attend in person if requested.

2.1.5 A Legal Adviser to the Panel gives advice in writing in advance of Panel meetings and attends in person as requested.

2.2 THE FOSTERING PANEL

- 2.2.1 The Fostering Panel meets every month of the year, with extraordinary panels as and when required.
- 2.2.2 The Fostering Panel considers applications from prospective foster carers and makes recommendations as to their approval. The panel also considers the first annual review of foster carers, as well as any change or termination of approval. The Panel is advised of any exemptions or variations to a carer's existing terms of approval. Reviews following complaints or allegations are also presented to the Panel.

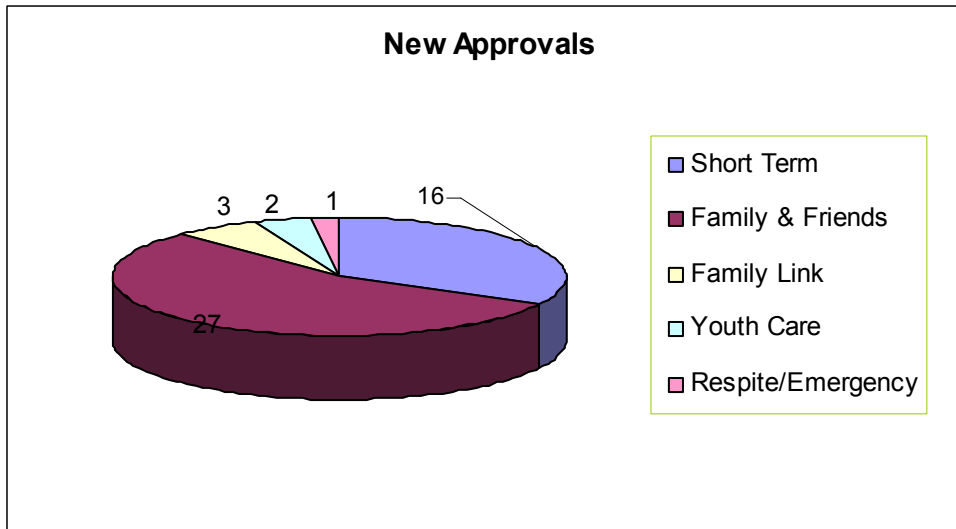
2.3 FOSTERING AND JOINT PERMANENCE PANEL

- 2.3.1 The Fostering and Joint Permanence Panel's primary activity is to deal with permanent fostering work and family and friends placements.
- 2.3.2 Up until 1 September 2013 the panel considered the plan for any child under the age of 13 for whom permanent or long-term fostering was proposed. The panel's remit changed from this date to bring practice in line with the changes in regulation in respect of Agency Decisions for adoption. Such plans are therefore now considered by the Agency Decision Maker without reference to the panel.
- 2.3.3 The panel considers matches with specific carers for children for whom permanent or long-term fostering is the plan.
- 2.3.3 This panel also considers applications by foster carers to be long-term carers for a particular child and applications by those who are family and friends foster carers. The panel also considers the first annual review of permanent foster carers and family and friends foster carers, as well as any changes to their approval. The Panel is advised of any exemptions or variations to a carer's existing range of approval.
- 2.3.4 Due to the volume of cases concerning short term fostering, the Fostering and Joint Permanence Panel also considers the approval and reviews of short term foster carers from time to time.

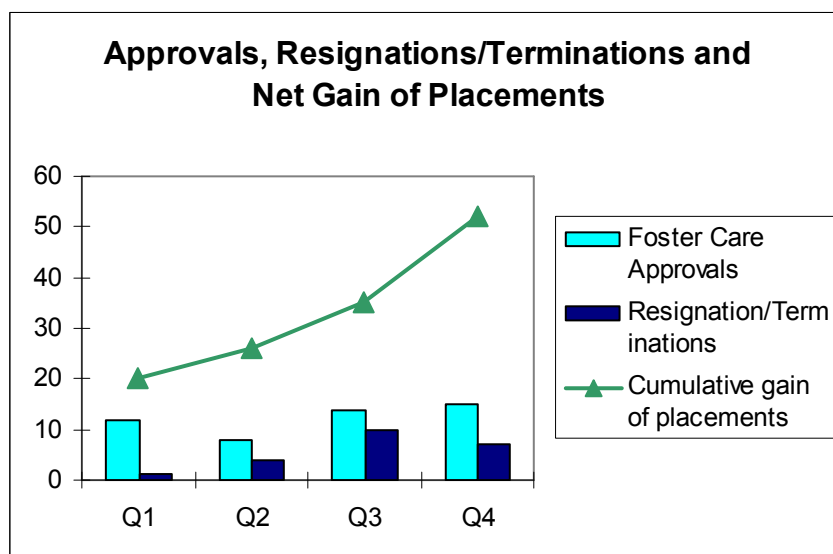
2.4 PANEL ACTIVITY

- 2.4.1 In 2012/2013 the Fostering Panel met 12 times and recommended that 20 households should be approved as foster carers. This is the same number of approvals as 2011/12.
- 2.4.2 Of the 20 carers newly approved by the Fostering Panel, 3 were approved for the Family Link Scheme, 12 as short-term carers, 1 for the Youth Care Scheme and 4 as family and friends carers.
- 2.4.3 The Fostering and Joint Permanence Panel met 15 times during the year 2012/2013. During this time, 29 households were approved as foster carers (which compares with 21 the previous year). Plans for 8 children for permanent or long-term fostering were recommended in the six months when this was the remit of the panel. 5 children were recommended for a match with foster carers. 4 households were approved as short term foster carers, 23 as family and friends carers and 1 as youth care respite foster carers.

The numbers of approvals of family and friends carers significantly increased in 2012/2013 with a total of 27 households approved, compared to 9 in 2011/12.



- 2.4.4 The Panels considered first annual reviews for 21 households, 3 reviews following concerns or allegations, 24 requests for change of approval and 1 termination of approval following allegations.
- 2.4.5 In total 97 fostering households attended one or other of the panels, a similar number to 2011/12.
- 2.4.6 22 fostering households resigned at their request in 2012/13 and 1 household had their approval withdrawn by the Fostering Agency. This total was similar to the 21 in 2011/12. The reasons for deregistration varied, but included personal circumstances, ill health, retirement, relocation, moving to another local authority and children in placement becoming permanent family members. Balancing new approvals against resignations there was a net gain of fostering placements of 52 during the year, a significant increase on the 30 net gain of placements in 2011/12.



2.5 PANEL TRAINING AND DEVELOPMENT

- 2.5.1 The Fostering Agency strives to ensure that there is a good level of training, appraisal and induction offered to Panel Members. This year, due to the number of cases and business on the agendas it has been a challenge to find time for the 'bite-size' training on panel days. All Panel Members had an annual appraisal where their personal training needs are discussed and considered.
- 2.5.2 A full day's training on fostering with Family and Friends was held in June 2012 for Panel Members and staff of the Fostering Agency.

2.6 PANEL DIVERSITY

- 2.6.1 The agency has ensured that both panels are diverse and includes members with different cultural backgrounds and lifestyle including professional and personal experience of disability. Panel members also bring particular expertise or experience, including a member experienced in working with gypsy and traveller communities, a member with personal experience of being looked after and of disruption. Both Panels have male and female panel members. There is also a diversity of age on both panels.

2.7 AGENCY DECISIONS AND INDEPENDENT REVIEW MECHANISM

- 2.7.1 If a foster carer is not satisfied with the Fostering Agency's decision about their approval or the terms of their approval, they have a right to make a request within 28 days for a review by the Independent Review Mechanism. The Independent Review Mechanism is a review process conducted by a review panel independent of the fostering service provider who hears the evidence presented to the Agency's own panel and then makes a recommendation to the Agency in respect of their decision. Whilst the Agency Decision Maker must take into account the recommendations of the IRM, the final decision remains with the Agency.
- 2.7.2 In two cases this year foster carers applied for a review by the Independent Review Mechanism (IRM) for an independent panel view about their approval.
- 2.7.3 In one case the IRM recommended that the carers' approval should continue. In the other case, the IRM agreed with the agency decision to terminate approval.

SECTION 3 – SPECIALISED FOSTERING

3.1 THE FAMILY LINK SCHEME

- 3.1.1 The Family Link Scheme offers short breaks to children of all ages who have a physical or functional disability. Family Link carers are foster carers who are recruited, approved and trained in the same way as other foster carers. They receive regular support and guidance from a supervising social worker.
- 3.1.2 Family Link Workers can care for a child in their own home, the child's home or by taking the child to an activity. Periods of short breaks will be carefully planned and could be for a few hours occasionally or whole weekends on a regular basis.
- 3.1.3 Once agreement has been given for the care package from the resource panel, a careful process of matching takes place, taking into account the individual needs of the child and their family and the carer's abilities
- 3.1.4 On the 31st March 2013, there were 12 Family Link carers approved with a further 3 Family Link carers being assessed. Carers were supporting 19 children by providing regular short breaks.

3.2 THE YOUTH CARE SCHEME

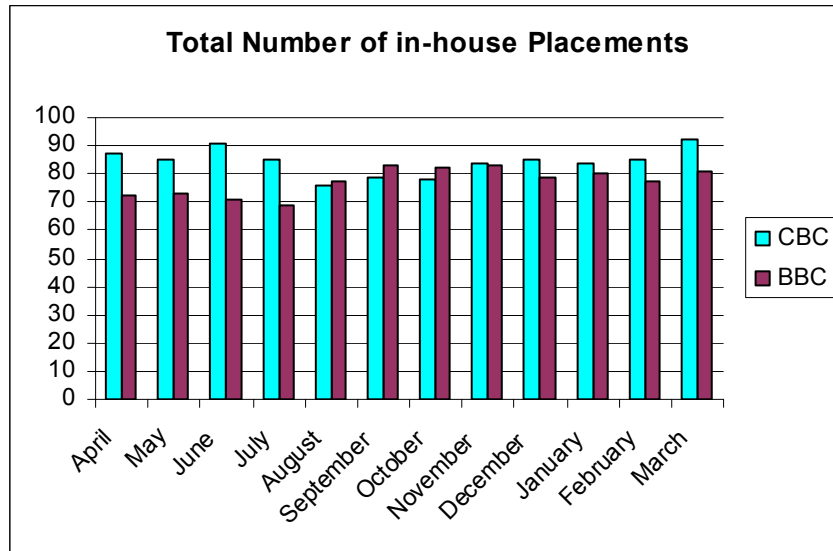
- 3.2.1 The Youth Care Scheme is a comprehensive, fee paid fostering scheme which provides specialist care to young people over the age of 10 years who have needs which are particularly challenging or complex.
- 3.2.2 As at the 31st March 2013, there were 13 approved Youth Care households with two households being assessed for the Youth Care Scheme.

SECTION 4 – CHILDREN AND FOSTERING

4.1 CHILDREN REFERRED FOR FOSTERING

- 4.1.1 During 2012/2013, the Fostering Service received a total of 476 referrals for foster placements of which 232 were for children becoming newly looked after. The remainder of referrals were for a change of placement. This is a significant increase on the total number of 375 referrals received in 2011/12 and 159 in 2010/11. This reflects the increase in both councils of social care activity and numbers of looked after children.
- 4.1.2 Of the referrals received 245 were Central Bedfordshire children and 231 were Bedford Borough children. 127 of the referrals for newly looked after children or for a change of placements resulted in placements with in-house carers. 13 young people were placed in residential units. 126 children (57 Central Bedfordshire and 69 Bedford Borough children) were placed in an Independent Fostering Agency placement as a result of becoming looked after or due to a change of placement. Some children did not ultimately enter foster care, but remained at home.
- 4.1.3 The referral for the child includes the matching criteria that are essential and preferable when looking for a placement for a child, and a risk assessment is also considered. This is crucial to identifying which carers may be able to support a child. Where a placement does not meet the essential criteria or where any identified risks cannot be managed an alternative placement is sought.
- 4.1.4 Respite placements were provided on 201 occasions, with 24 children having regular respite as part of their care plan.
- 4.1.5 Of the new referrals for foster placements, 11 came through the Emergency Duty Service, a reduction from 19 in 2011/12.

4.1.6 As at 31st March 2013 a total of 173 children were placed with in house foster carers, with 92 children coming from Central Bedfordshire and 81 children from Bedford Borough. This is an increase from the total number of 162 at 31st March 2012.



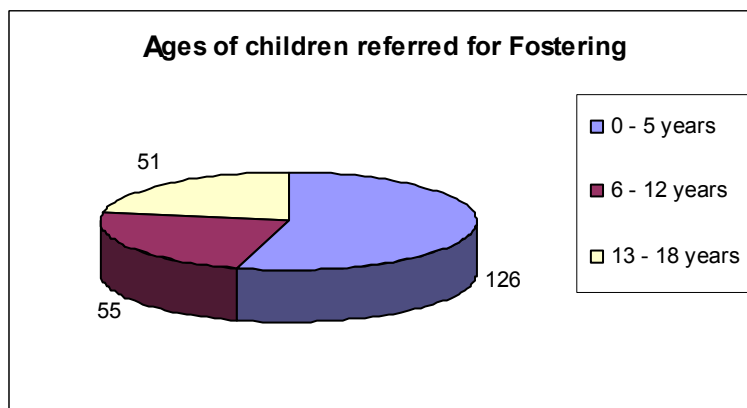
4.2 AGE, GENDER AND ETHNICITY OF CHILDREN REFERRED FOR FOSTERING

4.2.1 Nearly half the children referred because they were newly looked after were aged 0-5 years. From Central Bedfordshire the age distribution was as follows:

- 0-5 years 63 children
- 6-12 years 23 children
- 13-18 years 15 young people

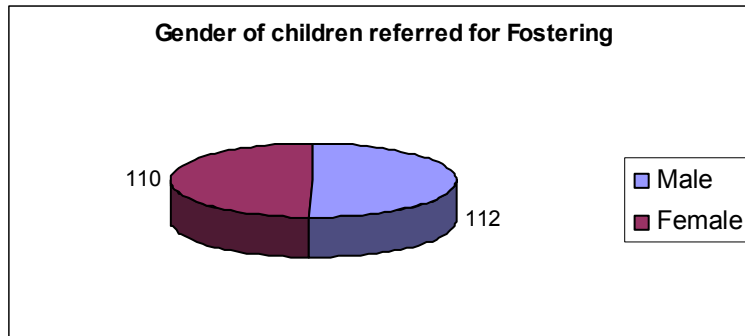
From Bedford Borough the age distribution was:

- 0-5 years 63 children
- 6-12 years 32 children
- 13-18 years 36 young people

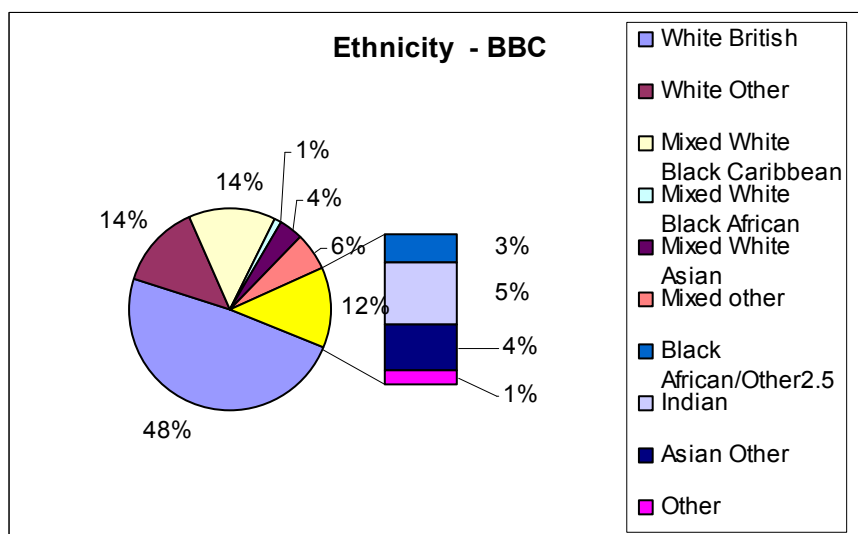
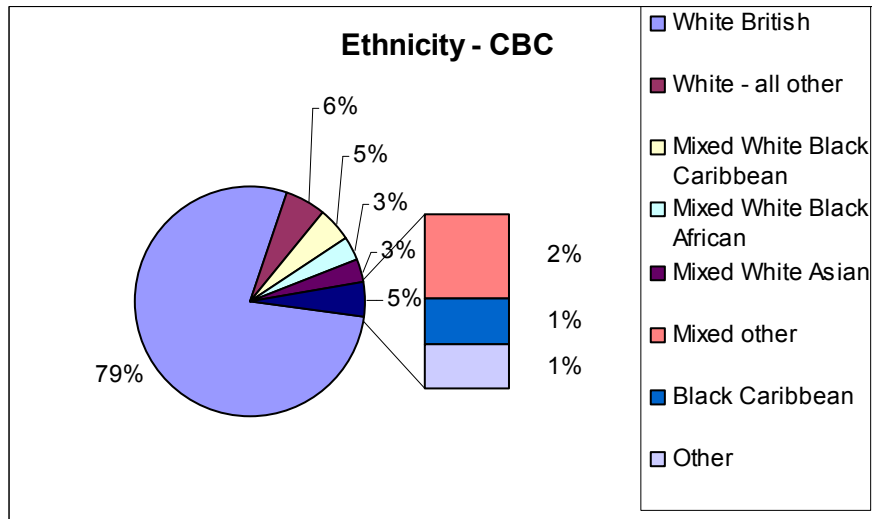


The age profile of referrals has changed significantly with 54% of children referred now in the 0-5 age group. In 2011/12 this proportion was 47%.

4.2.2 Of the 101 children referred from Central Bedfordshire, 47 were female and 54 male. Of the 102 children referred from Bedford Borough 73 were female and 58 were male.



4.2.4 The charts below show the ethnicity of children fostered by in-house carers at 31st March 2013.



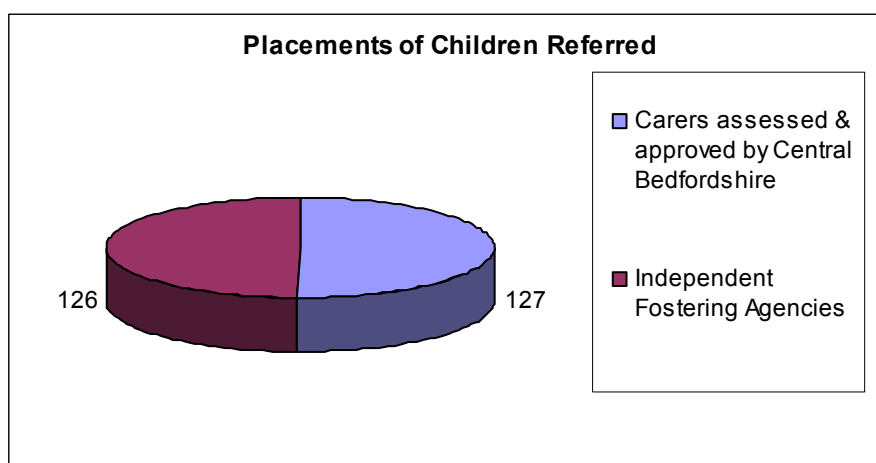
4.3 SIBLING GROUPS OF CHILDREN REFERRED FOR FOSTERING

4.3.1 There were 44 sibling groups within the children referred for fostering during the year. This comprised 19 sibling groups from Central Bedfordshire and 25 from Bedford Borough. One of the significant criteria for matching children with carers is enabling them to be placed with siblings wherever possible. 15 of the sibling groups comprised 3 or more children. Large sibling groups are more difficult to match with suitable foster placements, particularly when seeking to place them together, which is the aim wherever possible.

4.4 TYPE OF FOSTER PLACEMENT PROVIDED

4.4.1 Of the 253 children placed in foster placements this year, 127 were placed with carers assessed and approved by Central Bedfordshire Council on behalf of both Councils. The advantages of this are that the staff of the service have prior knowledge of the children and positive working relationships with the carers, thus enhancing fostering support for these placements.

4.4.2 126 of the children referred were placed externally with Independent Fostering Agencies (57 from Central Bedfordshire and 69 from Bedford Borough).



4.5 CHILDREN IN PLACEMENT AT 31ST MARCH 2013

4.5.1 As at 31st March 2012, there were 155 fostering households with full fostering approval, and a further 13 with temporary approval pending full assessment.

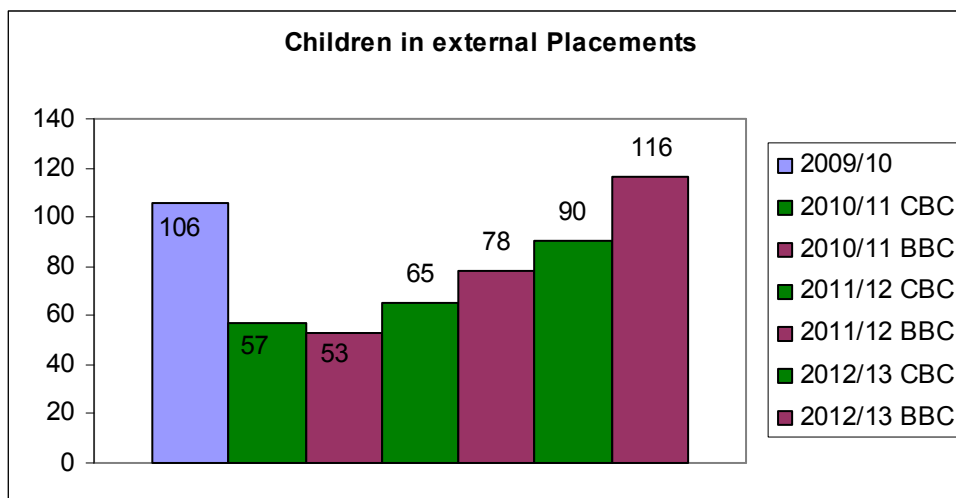
4.5.2 A total of 173 children were in these placements. Of these 92 were looked after by Central Bedfordshire Council and 81 by Bedford Borough Council

4.5.3 A total of 206 children were living in external foster placements provided by independent fostering agencies, as compared to 143 the previous year. Of these 90 children were from Central Bedfordshire Council and 116 from Bedford Borough Council.

4.5.4 In November 2011 both Councils entered into a regional Framework Agreement for the commissioning of placements in Independent Fostering Agencies. This agreement sets out quality and cost standards for placements with 18 preferred providers. After the first year of

this arrangement there was evidence that the average costs of placements had reduced and there were clearer expectations in respect of quality and outcome for children.

4.5.5

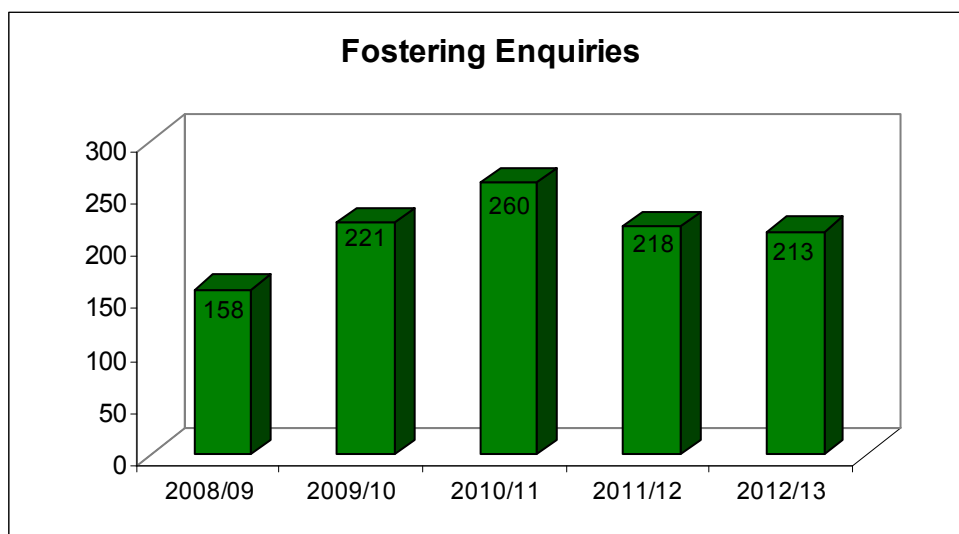


4.5.5 There has been a significant increase in the number of children in external placements as at 31st March 2013, which reflects the overall increase in numbers of looked after children.

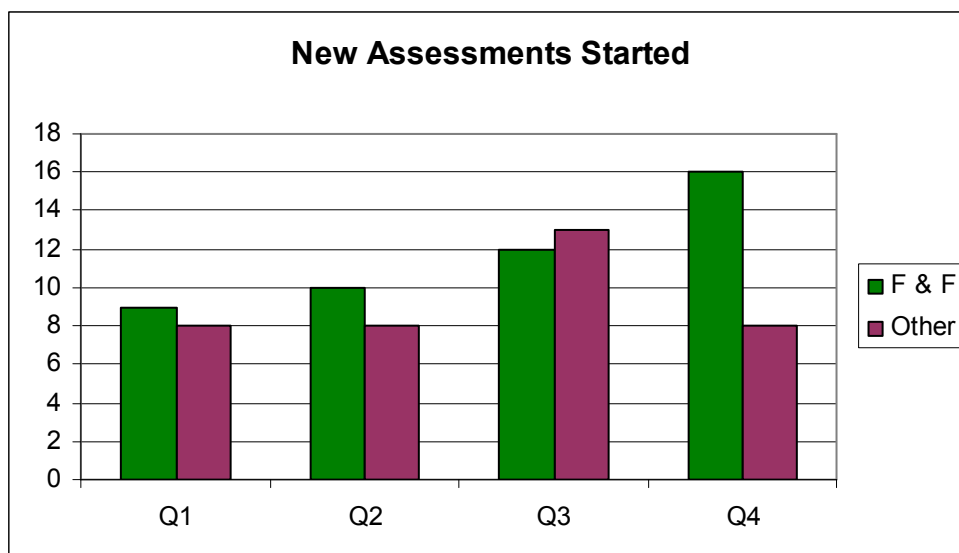
SECTION 5 – FOSTER CARERS

5.1 FOSTERING ENQUIRIES

- 5.1.1 All enquirers are sent an Information Pack within 24 hours of their enquiry. A social worker from the Fostering Service will then make a follow-up telephone call to the enquirer within 2 working days and carry out an initial visit within 7 working days if requested.
- 5.1.2 After the initial visit, and a formal application from the enquirer the decision will be made whether or not to complete the assessment or to defer the assessment process until the enquirer is in a better position to proceed.
- 5.1.3 There were 213 initial fostering enquiries from members of the public during 2012/13 compared with 218 the previous year.



- 5.1.4 Application forms were received from 37 households and in addition application was made by 66 households wishing to care for a child known to them as a family member or friend. This is an increase in the number of applications and in assessments of family and friends. There were 49 new fostering households approved, up from 41 in 2011/12.



5.2 THE ASSESSMENT PROCESS FOR FOSTER CARERS: ENQUIRIES, ASSESSMENTS AND APPROVALS

- 5.2.1 All assessments are carried out in accordance with the National Minimum Standards and their Statutory and Practice Guidance. All prospective foster carers are required to undertake a training programme as part of the preparation and assessment process.
- 5.2.2 Implementation of new Regulations on 1st April 2011 changed the way in which family members or friends of looked after are assessed if the child needed to be placed with them prior to a full fostering assessment being completed. In this situation temporary approval may be granted under Regulation 24 of the Care Planning Regulations pending a full fostering assessment being carried out and presented to the Fostering Panel. This temporary approval lasts for 16 weeks in the first instance and can be extended for one period of 8 weeks. 23 such temporary approvals were granted in 2011-12.

5.3 ETHNICITY OF CARERS

- 5.3.1 At 31st March 2013, 21 out of 168 fostering households included carers from black or ethnic minority groups. At 12.5% this ratio broadly reflects the population in Bedfordshire.
- 5.3.2 Since 1st April 2012, the agency has given full approval to 4 fostering households from black and ethnic minority backgrounds. One households from a black and minority ethnic background had temporary approval enabling them to care for a child connected to them.

SECTION 6 – TRAINING AND DEVELOPMENT FOR FOSTER CARERS

- 6.0 All foster carers are expected to attend relevant training recommended by their supervising social worker. The service has a full and comprehensive training programme for carers, from preparation training, through induction and core training through to more complex post-approval training.

6.1 SKILLS TO FOSTER

- 6.1.1 New fostering applicants have many questions prior to and during the assessment process. As an essential part of the fostering assessment, the 'Skills to Foster' course examines issues that are relevant, such as what it will be like to have children placed with them, or working in tandem with the local authority in order to reach positive outcomes for children.
- 6.1.2 Spread over several dates, this course provides an opportunity for prospective carers to reflect on their values and attitudes to caring and learn more about the skills and attributes needed to become a foster carer.
- 6.1.3 During 2012/2013, the Fostering Service ran 4 of these courses and they were attended by 24 delegates in total. In addition, bespoke preparation training was offered to friends and family foster carers. 5 such courses were run attended by 36 delegates in total.

6.2 CHILD CARE EMERGENCY FIRST AID

- 6.2.1 As part of the application and assessment process, all applicants must complete an Emergency First Aid course. 7 courses were held during 2012/2013 and these were attended by a total of 80 delegates.

6.3 SONS AND DAUGHTERS

- 6.3.1 During 2012/13, the Fostering Service ran holiday activities for sons and daughters of foster carers which were activity based and aimed to support them with the impact of fostering in their family. Activities included drama workshops, first aid and activities alongside looked after children. The feedback from these activities was very positive.

6.4 INDUCTION

- 6.4.1 Following approval, foster carers enter their 12 month induction phase into the service and are required to complete the Children's Workforce Development Council (CWDC) Training, Support and Development Standards for Foster Care. The implementation of the new standards has been supported by ongoing workshops for carers alongside group supervision for supporting social workers. Aside from having the opportunity to meet members of the service who work with looked after children, there are also opportunities to ask questions and receive essential information about the agency's policies and procedures. In addition, carers are made familiar with the comprehensive training opportunities available throughout their fostering career.

6.5 THE FOSTERING TRAINING AND DEVELOPMENT PROGRAMME

- 6.5.1 Each year, the service devises a comprehensive programme covering a wide variety of the skills and knowledge needed in order for carers to develop their careers in fostering. There were a total of 70 different courses on 38 subjects held over the year.
- 6.5.2 Each carer is required to have a record of their training and development needs, although other alternatives to formal training courses are encouraged in order to meet the minimum standards. This can include home study, training, reading and also on-line training. This can be especially helpful for carers who find it hard to attend training dates. There is also the opportunity for carers to complete an NVQ level 3 in Caring for Children and Young People or BTEC in Advanced Foster Care Skills.
- 6.5.3 In total, 550 delegates attended training courses held over the year, a similar number to the previous year. This demonstrates the commitment that the agency has towards training foster carers and illustrates the willingness of carers to develop their own knowledge and skill base.
- 6.5.4 75 households completed their CWDC workbooks in 2012/13.

SECTION 7 – SUPPORT FOR CARERS

- 7.0.1 Every foster carer from the agency receives regular supervision and support from a Fostering Social Worker. In addition, the agency provides foster carers with an Independent Advisor from the Fostering Network, a national organisation for foster carers. There are also local support groups of foster carers that meet regularly to discuss fostering issues and to enjoy occasional social events such as the annual awards presentation or a cheese and wine evening. Foster carers also have access to telephone support out of hours, and can access the Bedfordshire Foster Care Association, which is run by foster carers, for foster carers.
- 7.0.2 All new carers are also matched to a foster carer mentor who provides formal and practical guidance and support through the carer's first placement and beyond.

7.1 FOSTER CARERS' SUPPORT GROUPS

- 7.1.1 Foster Carers' Support Groups meet regularly in the north and south of the county. During the year, the Support Group North met 10 times and was attended by 122 delegates. During the same period, the Support Group South met 9 times and was attended by 62 delegates.
- 7.1.2 Some of the topics discussed included:- The Advice and Mediation Service, Mentoring, Payments and Allowances, The role of the Designated allegations Officer, and Internet Safety. There were also fun activities such as craft and opportunities to socialise informally.
- 7.1.3 A men's support group meets approximately every 4 months and was attended by 22 delegates throughout the year. The group enjoys an opportunity to socialise, with activities such as quizzes and one meeting this year covered the topic of Internet Safety.
- 7.1.4 The Family Link Support Group met twice during 2012/13 in the evenings attended by a total of 15 delegates. Some Family Link carers also attend the other support groups.
- 7.1.5 The support group specifically for family and friends carers has continued in 2012/2013. The group meeting quarterly and is open to foster carers, and those looking after related children subject to residence orders and Special Guardianship.
- 7.1.6 The support group for single carers has also continued, meeting 5 times and attended by 16 carers.
- 7.1.7 The annual Foster Carers Awards Ceremony and Social Event was held in May 2012 which was attended by 112 carers and 40 children over 2 years. Staff and elected members also attended, including the Directors of Children's Services from Bedford Borough and the Acting Director from Central Bedfordshire. 8 long service awards were given out on the evening for those achieving 5, 10, 15 and 20 years of service

7.2 THE MENTORING SCHEME

- 7.2.1 The Fostering Service offers peer mentoring to all new and existing carers. This service for carers, staffed by carers, offers encouragement, support, and opportunities for collaborative working. It also allows experienced foster carers the chance to develop professionally.
- 7.2.2 Carers who join the scheme are linked with a mentor who is an experienced foster carer themselves. Mentors are trained to support foster carers in their role. As well as offering

support to new carers, sometimes mentoring can be offered to experienced carers when they are undergoing a particularly challenging time. The service currently employs 6 mentors – who have varying experiences of fostering, including age ranges and types of approval. This year 3 new mentors have been recruited to the scheme, including a mentor for friends and family foster carers.

7.3 THE OUT OF HOURS SERVICE

7.3.1 Fostering Social Workers offer an 'out of hours' service for carers. A mobile telephone number has been dedicated to this service and all carers have access to the number. The service is available from 5.20pm – 11pm weekdays and from 9am-11pm during weekends and bank holidays. This service ensures that foster carers can readily access telephone support from an experienced fostering worker. Feedback from foster carers indicates that this service is highly valued.

7.4 THE FOSTER CARERS ASSOCIATION

7.4.1 The Bedfordshire Foster Carers Association is run by foster carers and provides local support and social activities for foster carers. Both Councils actively encourage and support the Association and provide financial support and services in kind to assist with producing and circulating a quality newsletter.

7.5 BAAF AND THE FOSTERING NETWORK

7.5.1 Both local authorities are full members of the British Association of Adoption and Fostering (BAAF) which is a leading national voluntary organisation working to promote best practice for children separated from their birth families. It is the leading organisation representing local authority and independent fostering agencies and provides training courses, practice guidance, research material, and a consultation and advice service to all its members.

7.5.2 The Fostering Service is a member of the BAAF Eastern Region, a group which meets quarterly to discuss and exchange best practice in the East Anglia region.

7.5.3 The Fostering Service is a member of The Fostering Network that works to promote fostering in the UK. All approved foster carers are also able to have individual membership funded by the service, as well as access to The Fostering Network Advice and Mediation Service.

7.6 OFSTED

7.6.1 Ofsted inspected the Fostering Service from 14 to 18 December 2012. The service was judged to be good overall.

7.6.2 Ofsted made 8 recommendations and an action plan to address the recommendations was drawn up. Action had been taken in respect of all recommendations by the 31st March 2013.

SECTION 8 - CONCLUSION

- 8.0.1 We have had another successful year, continuing to deliver a high quality service within a shared arrangement. The 4th year of this shared service has been positive and we continue to work in close partnership with both Bedford Borough and Central Bedfordshire to respond to the individual needs of each local council.
- 8.0.2 This year the service has continued to face the challenge from the significant increase in the referrals of children requiring a foster placement, due to the increase of looked after children in both councils. Whilst the overall number of children accommodated in in-house fostering placements has increased, the service has not been able to accommodate all children and the number of new placements made in Independent Fostering Agencies has significantly increased. In particular, both authorities have accommodated a number of sibling groups of three, four, five and six children, where we have struggled to find placements.
- 8.0.3 Our recruitment strategy continues to have a positive effect on our enquiry rate. The number of enquiries has been maintained and the number of applications from prospective carers has increased once again. The increase in the number of foster care approvals and a reduction in resignations of carers demonstrates the success of our recruitment and retention programme. We met our recruitment target of 50 new fostering households during 2012-13.
- 8.0.4 The increase in numbers of looked after children, and the change in regulations in 2011 concerning family and friends foster carers has continued to mean significantly more placements with relatives are subject to fostering regulations. The number of friends and family assessments has increased by 40%, and coupled with changes to the Family Justice system, the fostering service has had to increase the staffing resources to meet these requirements.
- 8.0.5 We again reviewed our advertising and marketing campaign to ensure maximum value for money and effectiveness. We have continued to develop our presence on social media as well as using local press advertising and some fixed venue adverts.
- 8.0.6 The service has to be able to respond to the identified need for more children from Central Bedfordshire and Bedford Borough to be appropriately placed with in house carers. Furthermore we need to ensure we replenish the number of approved carers who will resign or retire from fostering. . We therefore aim to recruit 70 new fostering households in 2013-14 including assessment of friends and family carers for children who otherwise would be placed outside their family network.
- 8.0.7 National reforms in Adoption and the Family Justice System will have an impact on the fostering service during 2013/14. Courts will require that fostering assessments of family and friends be completed in a much shorter timescale in order that care proceedings can be concluded within the 26 week statutory timescale. Developments in respect of 'Fostering for Adoption' will also require fostering services to assess and support carers who may go on to adopt children in their care. Plans are in place to respond to these developments in partnership with colleagues in the Looked after Children Teams and the Adoption Team.
- 8.0.8 In March 2012 following the annual review of the Shared Service Level Agreement it was decided to end the Shared Service Arrangement. This decision was subsequently reviewed in detail in Autumn 2012 with the decision being made for the disaggregation of the service to be effective from 1 January 2014. A project board comprising staff in both councils has been established to plan the arrangements for January 2014 and beyond. This planning process will involve consultation with key stakeholders and staff to ensure that an effective fostering service that meets the needs of children can be maintained and developed.

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