

**NOTTINGHAM CITY COUNCIL**  
**CORPORATE PARENTING BOARD**

**Date:** Monday 23 September 2013

**Time:** 3.00pm

**Place:** Ground Floor Committee Room at Loxley House, Station Street

**Councillors and Board Members are requested to attend the above meeting on the date and at the time and place stated to transact the following business.**



**Deputy Chief Executive/Corporate Director for Resources**

**Constitutional Services Officer: Catherine Ziane-Pryor Direct dial - 8764298**

**AGENDA**

- 1 APOLOGIES FOR ABSENCE**
- 2 DECLARATIONS OF INTERESTS**
- 3 MINUTES** Attached  
last meeting held on 15 July 2013 (for confirmation)
- 4 COMMISSIONED SERVICES AND THE REFORM AGENDA IN THE FOSTERING AND ADOPTION SERVICE** Attached  
Report of Acting Director Children's Safeguarding
- 5 IMPROVING HEALTH OUTCOMES WITHIN CAMHS FOR CHILDREN AND YOUNG PEOPLE IN THE CARE OF THE LOCAL AUTHORITY - NOTTINGHAM CITY** Attached  
Report of Acting Corporate Director of Children and Families
- 6 DATE OF NEXT MEETING**  
To note that the Board is scheduled to meet next on 18 November 2013 at 2.30pm in Loxley House

**IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ON THE AGENDA, PLEASE CONTACT THE CONSTITUTIONAL SERVICES OFFICER SHOWN ABOVE, IF POSSIBLE BEFORE THE DAY OF THE MEETING**

**CITIZENS ATTENDING MEETINGS ARE ASKED TO ARRIVE AT LEAST 15 MINUTES BEFORE THE START OF THE MEETING TO BE ISSUED WITH VISITOR BADGES.**

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**NOTTINGHAM CITY COUNCIL**

**CORPORATE PARENTING BOARD**

**MINUTES of the meeting held at Loxley House on 15 JULY 2013 from 2.34 pm to 4.08 pm**

- ✓ Councillor David Mellen (Chair)
- ✓ Councillor Ginny Klein (Vice-Chair) (from minute 13 inclusive)
- Councillor Georgina Culley
- Councillor Emma Dewinton
- ✓ Councillor Glyn Jenkins
- Councillor Carole McCulloch
- ✓ Councillor Eileen Morley
- ✓ Councillor Jackie Morris (from minute 13 inclusive)
- ✓ Councillor Wendy Smith

✓ indicates present at meeting

**Colleagues, partners and others in attendance:**

- Dave Richards ) Business in the Community
- Jamie Shrivastava )
- Sharon Thompson - Health Care Trust
- Gill Moy - Nottingham City Homes
- Tanya Mackley - Foster Carer
  
- Elise Darragh - Analysis and Insight ) Children and
- Helen Blackman - Safeguarding ) Families
- Lorna Beedham ) Virtual School )
- Barbara MacCarthy )
  
- Evonne Rogers - Business Strategy & Support ) Resources
- Catherine Ziane-Pryor - Constitutional Services )

**10 APOLOGIES FOR ABSENCE**

- Councillor Carole McCulloch - Other Council Business
- Councillor Georgina Culley
- Councillor Emma Dewinton
- Candida Brudenell
- Paulette Thompson-Omenka

**11 DECLARATIONS OF INTERESTS**

None

**12 MINUTES**

The Board confirmed the minutes of the meeting held on 3 June 2013 as a correct record and they were signed by the Chair.

### 13 RISE PROGRAMME - BUSINESS IN THE COMMUNITY (BITC)

Jamie Shrivastava and Dave Richards from BITC (a business led Charity) presented the report which outlined the Routes into Sustainable Employment (RISE) programme. The programme works with local and national businesses and authorities to offer a variety of work experience opportunities for care leavers under the age of 24 years.

The following points about the RISE programme were highlighted:

- (a) RISE is now entering its fourth year of enabling young people to build successful working lives;
- (b) BITC works with the 15+ Team of the City Council's Children and Families department to provide care leavers with an opportunity to experience the work environment with the support of a role model from the business who acts as a job coach and work mentor;
- (c) The challenges and barriers for young care leavers are recognised, including the following statistics:
  - o A yearly average of 53% of care leavers without any qualifications
  - o Only 7% of care leavers in higher education;
  - o 27% of the current prison population having previously been in care.
- (d) Partner businesses reported that qualifications and experience do not necessarily guarantee that the best candidate gets the job and that enthusiasm commitment and willingness to learn are just as, if not more, important.
- (e) The number of young people engaged with the RISE programme was updated at the meeting and their achievements are shown below:

Programme Intervention	Since February 2011 programme start	Since July 2012
Capacity	120	60
Starting training	67	26
Completed training	60	22
Offered work experience	56	----
Completed work experience	28	11
Gained employment	15	---
Sustained work for 3 months	7	2
Sustained worked for 6 months	6	1
Sustained work for 12 months	3	n/a
Achieving positive non employment outcomes	8	2

- (f) although there is capacity for 60 young people to start the training, it is not always possible to enrol to the capacity of 10 per session and so rather than delay the opportunity for the young people wanting to start the programme, it is run below capacity;

- (g) Boots runs its own 'work inspiration programme' for 100 school leavers a year aged between 14 and 19 years of age from the City and County. Of the 100 opportunities, 5 are ring fenced for RISE. This year 3 young people attended the programme via RISE, one of whom impressed the company so much that they have been offered a permanent job.
- (h) In addition to the focus on gaining work, RISE also delivered client support sessions to help young people prepare for living independently.

Once the report had been presented, the Board raised questions to which Jamie Shrivastava and Dave Richards responded as follows:

- (i) Once a young person starts employment, the RISE Team continue to offer advice and support to them and, where appropriate, their employer for the first six months until the young person is established in the job.
- (j) Young people are only placed with suitable employers.
- (k) It is frustrating for everyone involved when young single parents made good progress through the programme but are unable to continue due to a funding shortfall or lack of child care.
- (l) There are a variety of reasons why young people do not engage with the programme. Of those referred, there is a high 'drop out' rate but this is sometimes due to young people finding other education or training opportunities. Incentives such as breakfasts and hot lunches are often provided.
- (m) It is not appropriate for the programme to become mandatory. Some young people need an introduction period of several months before starting on the programme, while it is not appropriate for others.
- (n) Some young people who complete the programme are very grateful for the opportunity to gain experience of working in a business environment as this has proved valuable in helping them secure a job.

#### **RESOLVED**

- (1) to request BITC and the City Council's Family Community Team and 15+ Team to improve their promotion of the RISE programme to care leavers and local business partners, and to consider the use of social media;**
- (2) to request Jamie Shrivastava and Dave Richards of RISE and Elise Darragh to liaise to clarify the joint protocol ensuring that outcomes are successfully captured;**
- (3) to receive a further report from the RISE Team at the November meeting, detailing:**

- (i) a business case for the proposal to provide bridging loans to support young people in their first month of employment between benefits stopping and receiving their first wage;
  - (ii) the potential inclusion of young single parents within the programme, including details of the support which Sure Start could provide, and other support options available.
- (4) to note the Board's appreciation of the report and attendance of Business in the Community representatives at the meeting.

#### **14 CARE LEAVERS CITY COUNCIL EMPLOYMENT UPDATE**

Evonne Rogers, Business Strategy and Support Manager, updated the Board on the numbers and progress of young care leavers starting work with the Business Support Section of the City Council.

The following points were made:

- (a) 4 care leavers have entered the apprentice scheme, 2 have completed it and been appointed to permanent posts. 2 care leavers are yet to complete the apprenticeship but once achieved, it is expected that they too will be appointed;
- (b) Recently a bank of zero hours contract colleagues have been recruited including 3 young care leavers, enabling them to gain paid work experience which could help with their CV. It is hoped that once their skill sets are developed, they will be offered positions within Business Support;
- (c) All of the City Council's children in care of GCSE age and above are able to take part in office taster sessions for variable lengths of time, to help build their confidence; a practice encouraged to be implemented by Futures and Business in the Community. This has led the two successful applications for apprenticeships with the Business Support team;
- (d) Managers and members of the team have offered support beyond their work role and helped guide and advise the young people in areas such as budgeting, medical issues and home life challenges;
- (e) The apprentices commented as follows on why the opportunity was valuable to them:
  - (i) "I can further my education while gaining valuable work experience and getting paid;
  - (ii) I can network with a wide range of people and get an idea of where I want to go with my career;
  - (iii) Different challenges can arise on a daily basis, every day can be different as the work is varied;
  - (iv) Everything I do can give me a helping hand on the career ladder;

- (v) I want to be a high flyer and make people proud of me and be a role model for other young people in my situation or background”.

The Board noted that Nottingham City Homes also acknowledges the importance of work experience and engages young people in care in apprenticeships, with 4 currently on-going. Such opportunities are valuable in boosting confidence and can give young people a sense of belonging, something which they may not have had before.

## **RESOLVED**

- (1) to note the achievements to date of the young people and the apprenticeship hosts;**
- (2) to request Evonne Rogers to investigate how the good practices highlighted by the Business Support Team, could be rolled out to other City Council Sections, and to report back to the Chair.**

## **15 IMPROVING HEALTH OUTCOMES FOR CHILDREN AND YOUNG PEOPLE IN THE CARE OF THE LOCAL AUTHORITY - NOTTINGHAM CITY**

Sharon Thompson, Designated Nurse, Children in Care, presented the report and highlighted the following points regarding the healthcare of children in care:

- (a) Statutory health assessments are undertaken by Children in Care Health Teams which are based at Kingsmill Hospital, Nottingham City Hospital and Bassetlaw Hospital;
- (b) Electronic transfer of all information relating to each child and young person has enabled faster, smoother and more efficient sharing of information;
- (c) Strengths and Difficulties Questionnaires are routinely sent out prior to health assessments and ask questions relating to emotional health and wellbeing. Issues being raised are referred to the Child and Adult Mental Health (CAMHs) Team;
- (d) Placement Panels now meet every 2 weeks and Health Outcomes and Quality Assurance have been incorporated into placement reports;
- (e) The assurance framework 'You're Welcome' highlighted the need to be more mindful in making introductions more accessible and engaging, including presentation of leaflets and letters to make young people more aware of the services available.;
- (f) With the introduction of Clinical Commissioning Groups, it is important to ensure that all key issues considered by GPs regarding the health of children in care are embedded into the clinical networks;
- (g) Kate Daykin, Clinical Nurse Specialist, Children in Care, along with other members of the health team, is evaluating the plan and delivery of training regarding children in care;

- (h) Every Children in Care Health Team has a cohort of children with whom they aim to establish and maintain relationships as the children grow up, with each young person knowing their nurse and/or doctor;
- (i) As of 1 July 2013, the service has received additional funding and an additional nurse has been employed. This additional capacity is expected to enable relationships to be developed with CAMHs , Children in Care, Continuing Care, and the Youth Offending Team to monitor outcomes of Health Assessments;
- (j) At the end of year, 2012/13, 98% of children were registered with a GP and for 83.2% of children over 2 years old were registered with a dentist, up from 66.7% (the previous year?).
- (k) The Board noted that the majority of children reaching 1 year of age during Quarter 3, had received their immunisations.
- (l) Where babies are taken into care due to their being drug dependant as a result of their parent's addiction, an initial health assessment brings all relevant health agencies together to ensure the baby's needs are met. With information shared electronically, all involved professionals are able to view what other professionals have entered.

**RESOLVED to note the Performance for the Children in Care and Adoption, for the period 1 April 2012 to 31 March 2013.**

## **16 ATTAINMENT OF CHILDREN IN CARE 2012**

Lorna Beedham, Virtual School Head Teacher and Advisor for the Achievement of Vulnerable Groups, presented the report. Barbara MacCarthy was also present to respond to questions.

The report outlined the trends in educational attainment of children in care by analysing their performance at Key Stage 2 and 4.

The following points were highlighted, including in response to questions from the Board:

- (a) Nationally, attainment outcomes for children in care are low compared to children who are not in care and there are higher levels of special educational needs, in part a reflection of the troubled lives that these children lead.
- (b) Having decided what level of achievement was considered reasonable for each year group, the results were mapped for Year 6 pupils (Key Stage 2). There has been an improvement on the previous year's results, and a recognition that some of the pupils who did not achieve well had learning issues.
- (c) Where a child is settled in school, better outcomes are predicted, especially against the achievements of children who experience movement between schools, some having moved to different schools and home placements several times.



## (d) School Changes

29 Children in Year 6	No. of Schools (total)	No of Schools (KS2)
2+	86% (25 pupils)	66% (19 pupils)
3+	69% (20 pupils)	41% (12 pupils)
4+	41% (12 pupils) 2 x 8 schools	21% (6 pupils)

## (e) Placement Changes

	No. of Placements(total)	No of Placements (KS2)
2+	69% (20 pupils)	59% (17 pupils)
3+	55% (16 pupils)	41% (12 pupils)
4+	41% (12 pupils) 1 x 10 placements 1 x 9 placements	21% (6 pupils) 1 x 7 placements

- (f) The age at which children entered care also impacts on their academic achievement.
- (g) Achievement Consultants consider how best to help children with the school transition and ensure that appropriate school support is in place.
- (h) After a child has been in care for six months, the school receives the pupil premium, which is then paid termly. If the child has to move school, the new school will get the premium to support the child.
- (i) The achievement and progress of Key Stage 4 children in care has not improved to the same extent of Key Stage 2 pupils, but it is recognised that some of that cohort have been low achievers from an early age which was predicted to impact on their achievements at Key Stage 4.
- (j) Children in care Special Educational Need Level
- |                    | KS2 (29 pupils) | KS4 (36 pupils) |
|--------------------|-----------------|-----------------|
| School Action Plus | 24% (7 pupils)  | 45% (36 pupils) |
| Statement          | 17% (5 pupils)  | 17% (6 pupils)  |
- (k) Approximately half of the children had entered care during Year 9, this is higher than statistical neighbours and presents a challenge to schools.
- (l) Where Nottingham's children in care live in other Local Authority areas, it is often a challenge to get them into local schools as it is inevitable that the overall exam results of those schools could be affected. It was much easier to get children in care into Nottingham City Schools although it is generally preferred for the child to remain at their current school, even if this results in travelling distances of up to 20 miles a day. This is written into fostering agreements although is not always appropriate or possible to implement.

**RESOLVED to note:**

- (i) **the following recent trends and current levels of educational attainment for Nottingham City's Children in Care (CiC);**

**Key Stage 2 (20 pupils)**

	Level 4 and above		
	English	Maths	English & Maths
Nott'm City CiC	55%	45%	40%
Nott'm City	81%	81%	75%
England CiC	60%	56%	50%

**Key Stage 4 (31 pupils)**

	Level 2 (5+A*-C) inc English & Maths	Level 2 (5+A*-C)	A*-C in English and Maths
Nott'm City CiC	0%	36.7%	0%
England CiC	14.6%	36.8%	15.1%

- (ii) the following summarised proposed and active interventions to improve attainment and secure a narrowing of the gap between the performance of children in care and that of other pupils in City schools, and between City children in care and children in the care of statistical neighbours;
- (a) the collection of termly attainment and daily attendance information;
  - (b) access to Fischer Family Trust data enabling the Virtual School to identify pupils who are no longer on track to achieve their expected outcomes;
  - (c) commissioning of 2 tutoring agencies to provide high quality teaching for the City's children in care who are resident in the County, and children in care from other Local Authorities living in the City who are waiting for school places;
  - (d) a second year of additional 1:1 tuition was offered to Year 10 and 11 children in care and, for the first time, a similar offer was made to Year 5 and 6 pupils in care. Over 100 pupils had benefited from this provision;
  - (e) Personal Education Allowance (PEA) was available in 2012/13. In 2013/14 a new Education Progress Grant (EPG) is available with a stronger emphasis on educational activities and impact on educational achievement;
  - (f) Nott's County offered a functional skills course in mathematics which a few Year 10 and 11 pupils attended. The Sports Leadership Award was offered to Year 9-11 pupils. In August 2013, Year 5 and 6 pupils will be offered a 4 day transition programme hosted by Nott's County to help prepare for the move to secondary school;
  - (g) Closer relationships have been developed between the Virtual School and Social Care colleagues, especially regarding the educational considerations required when arranging the placement of children in care;

- (h) A named officer in the Admissions Team of Children in Care has sped up the admission process for the majority of children in care, including those placed with other authorities;
- (i) The Letterbox Club, providing mathematics materials as well as literacy resources, has been purchased for children in care in Years 3, 5 and 7;
- (j) The Virtual School is researching why Nottingham's statistical neighbours are achieving higher outcomes for their children in care so that good practice can be identified and adopted to bring improvement.

## 17 PERFORMANCE UPDATE

Elise Darragh, of Analysis and Insight, presented the revised format of performance information, up to June 2013, enabling comparisons to be drawn against statistically comparable local authority neighbours.

The performance statistics are summarised below:

Indicator Name	Outturn 12/13	Quarter 1	June '13
Number of Children in Care	556	587	587
% of Children in Care with an up-to-date health assessment	79.6%	71.5%	71.5%
% of Children in Care with an up-to-date dental assessment	82.7%	81.7%	81.7%
% of Children in Care with an up-to-date Strengths and Difficulties Questionnaire	83.1%	78.4%	78.4%
% Children in Care with a completed Personal Education Plan (PEP)	92%	95%	95%
% of Care Leavers in Education, Employment or Training (EET) at 19 years old	48.2%	25%	Quarterly
% of Care Leavers in Education, Employment or Training (EET) at 20 years old	new	15.4%	Quarterly
% of Care Leavers in Education, Employment or Training (EET) at 21 years old	new	22.2%	Quarterly

The Board noted that a fuller report will be submitted to the next meeting and will provide targets which had been proposed but which are yet to be confirmed.

In response to the Chair's concern at the increase in the number of children in care, Helen Blackman of Children's Safeguarding, informed the Board that there had been a rise in the number of younger children generally entering care, but also that young people in custody are now considered to be 'in care'. Family support needed to be strengthened to prevent children needing to be taken into care. Explanations of projects to address this will be presented at a future meeting.

**RESOLVED to note the performance update.**

**18 NEXT MEETING DATE**

**RESOLVED to note the next meeting date of 16 September 2013, at 2.30pm in Loxley House.**

**Corporate Parenting Board - 23 September 2013**

<b>Title of paper:</b>	<b>Commissioned services and the reform agenda in the Fostering and Adoption service.</b>	
<b>Director(s)/ Corporate Director(s):</b>	Helen Blackman, Acting Director Children's Safeguarding Candida Brudenell, Acting Corporate Director	<b>Wards affected: ALL</b>
<b>Report author(s) and contact details:</b>	<b>Jon Dudley, Service Manager, Fostering and Adoption.</b> <u><a href="mailto:Jonathan.dudley@nottinghamcity.gov.uk">Jonathan.dudley@nottinghamcity.gov.uk</a></u> <b>Paulette Thompson-Omenka, Head of Service, Looked After Children.</b> <u><a href="mailto:Paulette.thompson-omenka@nottinghamcity.gov.uk">Paulette.thompson-omenka@nottinghamcity.gov.uk</a></u> <b>0115 915 87 65023</b>	
<b>Other colleagues who have provided input:</b>	Simon Stubbs, Managing Director, Social Work Choices Paul Wilkinson, Business Manager, Children in Care Sarah Furby, Advice and Mediation Worker, Fostering Network	
<b>Relevant Council Plan Strategic Priority:</b>		
World Class Nottingham		
Work in Nottingham		•
Safer Nottingham		
Neighbourhood Nottingham		
Family Nottingham		•
Healthy Nottingham		•
Leading Nottingham		
<b>Summary of issues (including benefits to citizens/service users):</b>		
<p>The report summarises the impact of two current contracts for commissioned work between Nottingham City Council and two of its partners, setting them within the context of the government's adoption and fostering reform agenda.</p> <p>Social Work Choices provide assessments of applicants to become foster and adoptive parents.</p> <p>Fostering Network Advice and Mediation Service provides independent support and advice to foster carers.</p>		
<b>Recommendation(s):</b>		
1	<b>To note the steps being taken locally to address the challenging Adoption Reform agenda and meet our national and local strategic priorities.</b>	
2	<b>To note the work undertaken by our commissioned partners to support this task.</b>	
3	<b>To continue to offer to our foster carers the benefits of individual membership of the Fostering Network</b>	
4	<b>To review work commissioned through Social Work Choices at the end of the second year of the contract with particular reference to quality and value.</b>	

## **1. BACKGROUND**

### **1.1 Adoption reform**

In March 2012 the government published An Action Plan for Adoption aimed at tackling delay and bringing the unique benefits of an adoptive family to a larger number of children currently looked after by local authorities. It seeks to increase the number of adopters available and reduce the period of time that children wait for adoptive placements, encouraging early decision making and planning.

1.2 There is a new emphasis on adoption agencies, the great majority of which are local authorities, providing a service to local people who wish to adopt. They should have regard to national demand rather than simply the needs of local children awaiting adoption and value prospective adopters throughout the process. This is reflected in revised guidance which came into effect in July 2013.

1.3 A key element of the national reform is the creation of a new "front door" for enquirers, the First4Adoption website. This provides information and advice as well as details of adoption agencies. A two-stage application process has been introduced with the intention of containing the assessment and approval process within a six month timescale in most cases.

1.4 An Adoption Reform Grant has been made available to support the work of 152 local authority adoption agencies. Funds have also been made available to the 30 or so voluntary adoption agencies in England that also recruit and prepare adopters, to increase these numbers. Closer monitoring of timescales and outcomes has also been introduced with an "Adoption Scorecard". Revisions to the practices of courts are also underway to ensure timely and effective decision making. Nottingham City Council is using the grant money to reduce delay and create more and better placement options for children.

1.5 Alongside the focus on adoption, the government has set out a similar two-stage process for the approval of foster carers. It is also considering the merits of long-term fostering and reviewing the appropriate and effective use of residential care for children.

### **1.6 Local recruitment of adoptive and foster carers**

The recruitment of adoptive and foster carers for Nottingham City Council is undertaken in-house, with regular events, training and monthly information meetings for enquirers. Assessments are then allocated to our commissioned partners, Social Work Choices, for preparation and presentation to Panel for approval. This arrangement is now at the conclusion of the second year of a three year contract. On approval, the fostering and adoption service allocates a supervising social worker. In the case of fostering, carers also benefit from membership of the Fostering Network, which provides, in addition, access to local independent advice and assistance in relation to their role as foster carers.

1.7 Nottingham City foster carers currently provide placements to a total of 218 children, a figure which has not changed significantly over the course of the last two years. New approvals of foster carers have kept pace with those retiring or otherwise ceasing to foster. However, in the same period the overall number of children looked after by the city has risen, though neither as far or as fast as many similar authorities. Most of these children also require family based care. There has been an increase in the use of placements with Independent Fostering Agencies during

that time.

- 1.8 There has been a surge in numbers of Independent Fostering Agency placements in England since regulations were amended in 2000 to allow “for profit” organisations to operate in this area. It remains illegal in this country and internationally to make profits from the activities of Adoption Agencies, to prevent the trafficking of children. The government is keen to use the expertise of voluntary adoption agencies to promote good practice.

**2. REASONS FOR RECOMMENDATIONS (INCLUDING OUTCOMES OF CONSULTATION)**

**2.1 Social Work Choices performance outcomes:**

During the period 1 September 2012 to 31 August 2013, 297 information packs for Adoption have been sent, a modest reduction on the same period in the previous year when it was 335. The number of enquirers attending adoption information evenings was up from 130 to 144. Social Work Choices (SWC) completed and presented 28 new applications to Adoption Panel, all of which were approved. This compares with 14 in the first year of the contract. Feedback from applicants has indicated that there have been some issues in the overall length of time taken to deal with applications and this will be addressed in a forthcoming contract review. Use of the nationally prescribed two-stage application process should help deal with this as many of the initial checks and references will be addressed at an earlier stage. Likewise in relation to assessments for Foster Care, which are also set out in the table below. Figures for the year 2010-2011 are for Nottingham City assessments, the later figures reflecting the Social Work Choices contract. The figures for fostering do not include figures for assessments of Connected Persons, who are relatives or friends approved to foster specific children known to them. Social Work Choices has picked up some, but not all, of these assessments over the year. Whilst the current contract does not provide for a specific target for assessments, SWC will handle whatever additional enquiries we can direct to them. We aim to double such numbers with the additional marketing and recruitment efforts over the next six months.

Adopters approved	01/09/2010-31/08/2011	01/09/2011-31/08/2012	01/09/2012-31/08/2013	01/09/2013-31/08/2014
	19	14	28	
Foster carers approved	NCC	SWC year 1	SWC year 2	No specific targets set
	18	14	19	

Applications to foster or adopt are booked on to Panel for approval at an early stage of the process. Some of these applications do not get to Panel, for a variety of reasons, many due to changes in the personal circumstances of the applicants which results in them withdrawing. Cases are also deferred from panel also for a range of reasons. Over the last year these have included issues with medicals, international checks and Criminal Records Bureau checks. In future, these issues will be dealt with at an earlier point in the application process and hence delays close to the Panel date should be avoided. However, further analysis is required to pinpoint other areas of avoidable delay that are extending the timescale for some assessments. A great deal of attention has been focussed on reducing all areas of delay in the planning and placement of children and a similar level of effort must also be directed towards ensuring that adults who wish to adopt or foster are dealt with in a timely fashion. This matter will be addressed with the current contractor and other significant parties in the approval process. This includes health colleagues where

capacity issues have arisen in providing medical advice to Panels, particularly in relation to fostering applicants. Where challenges have presented themselves, these have been addressed robustly and effectively. Close and regularly liaison has built sound working relationships, a shared understanding of the demands of the reform agenda and a clear vision as to how this can be addressed jointly over the next year.

## **2.2 Local response to the adoption reform agenda**

The number of looked after children from Nottingham city who were adopted in 2012/13 was 40, compared with 29 the previous year. It is anticipated that 55 children will be adopted in the current year. Some of these children will be placed with adopters approved by Nottingham City, but the search for suitable placements is a national one, to give the best opportunity to meet the varied needs of children in as short a time as possible. In support of this task and to reduce delay for the 153 looked after children who are currently at some stage of the adoption process, we are using grant funding to engage a number of additional staff. These are:

- A communications and marketing officer to double the number of enquiries we receive from people wanting to foster or adopt
- A customer service officer to act as a link between applicants and ourselves as an agency and help guide them through the process and increase the conversion rate from enquiry to approval.
- Fast track adoption social workers to speed children's plans through the process
- Two additional Adoption Support Advisors to seek appropriate families to match with children who require adoptive placements
- A Practice Manager to increase the capacity of adoption and fostering panels to make timely decisions regarding applicants and matches
- Enhancement to Post Order support to ensure adopters have access to the services they need to care for children effectively.
- An Innovation and Change Manager to promote the changes, stimulate development, monitor improvements and report on the impact of additional investment.

The carer recruitment strategy recognises that most enquiries now come through the internet and our website. This will be revamped and revitalised as part of the role of the communications and marketing officer, who will also review the effectiveness of the current programme of monthly public profile raising events. These have met with varying success over the summer period. As "word of mouth" continues to be an effective recruiter for fostering and adoption, there is also scope to develop the use of online social networking for this purpose.

## **2.3 Reducing delay in adoption**

Nationally, the number of children adopted from care remains a small proportion of the overall care population at any one time, at around 3500 per year. Although that number is rising, the number of children where courts agree that adoption is the best plan for children has increased at a faster rate. Some 4600 children are awaiting adoptive placements at any one time. The government has introduced an Adoption Scorecard that enables local authorities to judge their efforts on progressing these plans. As indicated above, Nottingham is successfully ensuring an increasing number of children receive the unique benefits that only adoption can provide. Many of these children have some degree of additional needs and creative ways to match them with prospective adopters are used extensively by Nottingham. These include our active participation in regional Adoption Activity Days where approved adopters have the opportunity to meet children requiring adoption in a child-friendly setting



along with their current foster carers. We also hold monthly local Matching Evenings where adopters can discuss children's profiles with the social workers who are responsible for them.

#### **2.4 Adoption scorecard**

The Adoption Scorecard looks at two key indicators. Firstly is the length of time between the point at which children enter care and the point at which they are placed for adoption. The guidance is that this should occur within 91 weeks. Secondly is the period from the court agreeing a plan for adoption and making a Placement Order and the point at which children are matched to adoptive parents. Here the guidance is that this should take place within 30 weeks. During the last full year (2012/13) the figures for Nottingham City were 95 weeks and 36 weeks respectively. In both cases, this was an improvement over performance in the preceding year. Closer monitoring of processes and timescales is being undertaken to ensure that these figures are improved on, bearing in mind the large number of variable factors, including the limited availability of adopters nationally.

#### **2.5 Fostering Network Advice and Mediation Service**

Foster carers play a vital role in moving children on to adoption and indeed work towards returning children to their birth parents where this is the plan. This is a challenging and complex task. It is a statutory requirement to ensure that such carers can access independent advice. The Fostering Network provides independent advice to Nottingham City foster carers in addition to other membership benefits. The latest annual report from Fostering Network shows that in the course of 2012-2013 there were 31 requests from foster carers for such support, as against 26 in the previous year. There are a number of learning points to be had from this activity, including the importance of open communication with foster carers. Areas that remain contentious from a foster carers perspective include ensuring full and complete information on children is available to carers at the start of each placement and providing ongoing support and information to foster carers who are subject to allegations. Regular meetings take place between the Service Manager for Adoption and Fostering and the local advice and mediation worker, who also attends Foster Carer Business Meetings. Both these provide opportunities to identify and address common issues and concerns to improve the service and ensure the best possible outcomes for children.

### **3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

3.1 The pilot project with Social Work Choices will cease on 31<sup>st</sup> August 2014. Work will be undertaken during October 2013 to provide a clear analysis of the value for money outcomes of the work undertaken to date. This will include an assessment of the quantity, quality and timeliness of assessments provided.

3.2 Fostering Network continues to provide a valuable locally based service which is appreciated by foster carers. Although other providers would be able to help us meet our statutory obligations in this respect, Fostering Network is able to offer considerable added value through individual membership and access to national resources.

### **4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY)**

4.1 The budgeted amount for Social Work Choices in 2012/13 was £281330 and the actual expenditure was £266798. There remains further work to be done to assess

the volume of work produced against the quality and this will form a key element of the contract review to be undertaken in the autumn of this year. Of particular importance to this consideration will be the flexibility of the organisation to respond to the upturn in numbers of assessments anticipated as a result of increased recruitment activity.

4.2 The annual cost of the contract with Fostering Network to provide individual membership plus independent advice and mediation to foster carers is £14626 per annum. This remains on a rolling annual contract. Feedback suggests that the service continues to be widely appreciated by carers and offers good value for money. During the coming year we will continue to work closely together to reduce areas of concern for foster carers and take a joint approach to further improving their assessment, preparation and training.

4.3 The total amount of the Adoption Reform Grant to Nottingham City is £1.1m. Of this, £667000 has been allocated to the posts listed at 2.2.

5. **RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS, CRIME AND DISORDER ACT IMPLICATIONS AND EQUALITY AND DIVERSITY IMPLICATIONS)**

5.1 In addressing the government's challenging agenda for increasing the volume and speed of assessments for adoption and fostering the risks are:

- Poor quality assessments
- Underperformance
- Financial overspend
- Failure to meet timescales

So far, these risks have been mitigated by close and regular liaison and review.

6. **EQUALITY IMPACT ASSESSMENT**

No equality impact assessment has been carried out as this report does not propose changes to policy or procedures.

7. **LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION**

7.1 East Midlands Advice and Mediation Service Annual Report April 2012- March 2013, Fostering Network, June 2013.

8. **PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

8.1 An Action Plan for Adoption – Tackling Delay. Department for Education , March 2012

8.2 Statutory Guidance on Adoption, Department for Education, July 2013.

**CORPORATE PARENTING BOARD - 23 SEPTEMBER 2013**

<b>Title of paper:</b>	<b>Improving Health Outcomes within CAMHS for Children and Young People in the Care of the Local Authority - Nottingham City</b>	
<b>Director(s)/ Corporate Director(s):</b>	Candida Brudenell, Acting Corporate Director of Children and Families	<b>Wards affected: All</b>
<b>Report author(s) and contact details:</b>	Tania McDonald Team Manager of CAMHS Children Looked After Team Thorneywood, Porchester Road, Nottingham <a href="mailto:tania.mcdonald@nottinghamcity.gov.uk">tania.mcdonald@nottinghamcity.gov.uk</a>	
<b>Other colleagues who have provided input:</b>	Emma Pearce Team Manager of CAMHS Children Looked After Team Thorneywood Porchester Road Nottingham <a href="mailto:emma.pearce@nottinghamcity.gov.uk">emma.pearce@nottinghamcity.gov.uk</a> Chris Maguire Administrator of CAMHS Children Looked After Team <a href="mailto:chirs.maguire@nottinghamcity.gov.uk">chirs.maguire@nottinghamcity.gov.uk</a> Viv McCrossen Head of Family Community Teams Centre <a href="mailto:viv.mccrossen@nottinghamcity.gov.uk">viv.mccrossen@nottinghamcity.gov.uk</a>	

**Relevant Council Plan Strategic Priority:**

World Class Nottingham	•
Work in Nottingham	•
Safer Nottingham	•
Neighbourhood Nottingham	•
Family Nottingham	•
Healthy Nottingham	•
Leading Nottingham	•

**Summary of issues (including benefits to citizens/service users):**

- Discussions with Commissioners regarding a proposed expansion of team to ensure CAMHS is provided an enhanced monitoring service to children and young people placed out of area (beyond City and County Boundaries).
- Develop a system to monitor Strengths and Difficulties Questionnaires on a 6 monthly basis and ensure that we are reviewing the emotional health and well being/mental health needs of all our Looked After Children and young people.
- Expansion of our Pre and Post Adoption support within CAMHS, which will include post order support to Special Guardianship Orders.
- Appointment of full-time Psychiatrist within the Children Looked After Team (Increased from previous 6 sessions of Psychiatry time).

**Recommendation:**

It is recommended that the Corporate Parenting Board note and comment on the report.

## 1. **BACKGROUND**

- 1.1 The Children Looked After Team, established in 2000, continues to provide a service to address, support and maintain the emotional and mental health needs of those children looked after by Nottingham City Council. The multi-disciplinary team offers support and intervention based on a consultation model that empowers the professional network around the child and their carers.
- 1.2 Individual therapeutic work is offered to those children, young people and carers, identified via the consultation process, as able to benefit from this type of provision. Consultations are offered in a variety of settings in order to meet the needs of children and young people irrespective of the type of provision they are accommodated within.

The City Children Looked After Team

<b><u>Job Title</u></b>	<b><u>Number of Sessions</u></b>
Team Co-ordinators	10 sessions
Consultant Psychiatrist	6 sessions
Clinical Psychologist	3 sessions
Clinical Psychologist	10 sessions
Specialist Nurse	3 sessions
Specialist Social Worker	3 sessions
Specialist Social Worker	5 sessions
Specialist Social Worker	6 sessions
Specialist Social Worker	6 sessions
Specialist Social Worker	10 sessions
Specialist Social Worker	6 sessions
Art Psychotherapists	6 sessions
Business Support	10 sessions

### **Core Business**

1. **Eligibility:** If a young person is aged under 18 years and is a Nottingham City 'looked after' child, then you will be eligible to request CAMHS CLA (City) support.

We currently offer weekly consultation slots on:

- Monday mornings (Thorneywood CAMHS, Porchester Rd)
  - Tuesday afternoons: (Thorneywood CAMHS, Porchester Rd).
  - Wednesday and Friday mornings (at Thorneywood CAMHS, Porchester Rd).
  - Consultations are offered on-site to internal and private Residential Units within the Nottingham City area.
2. The **initial consultation** is for the professional network (Social Worker, Supervising Social Worker, and any other relevant professionals).
    - The purpose of the initial consultation is for professionals involved to share information with the CAMHS Workers regarding the case, for the CAMHS workers to assess the situation, and to jointly devise a plan for the best way forwards, including future CAMHS input if appropriate.
  3. The nature of continued CAMHS CLA involvement may include ongoing consultations with the professional network and/or foster carers, direct work with the

young person and/or foster carers, or perhaps further assessment including developmental and therapeutic as well as ongoing direct work.

## **2. CAMHS Support in Residential**

2.1 The Looked After Team continue to provide consultation to the City Internal Residential Small Group Homes on a regular basis. Negotiations with each home identify how these best meet the needs of the young people within them.

2.2 In June 2013 Dr Zoe Kyte devised a pilot programme based on an existing group designed by Kim Golding, Clinical Psychologist. The existing model was an 18 week attachment based group which was condensed down into approximately 6 weeks to provide a more accessible programme for staff in Residential Homes. The programme covered some theoretical material around attachment and then built on ideas around how to support young people to enable them to feel a sense of belonging through greater attunement and empathy towards them, whilst creating a secure base from which they can develop themselves socially and emotionally. The group will also cover strategies on how to manage behaviour whilst maintaining this secure base and will incorporate some ideas from Dyadic Developmental Psychotherapy (DDP – Dan Hughes). Dyadic Developmental Psychotherapy (DDP) is an integrative method of psychotherapy that was developed in the 1990's for the treatment of children and young people who manifested psychological problems associated with complex trauma and who failed to establish secure patterns of attachment. Most of the clients receiving this treatment were residing in foster homes, adoptive homes, and residential treatment centres.

2.3 This was well received and there are plans to run a second course to the staff in our internal homes later on this year. The course is currently being evaluated however some of the initial responses from colleagues were as follows;

*"This has been fantastic and I have already used a number of techniques suggested and applied this to several cases"*

*"Very helpful. It has been very useful to reflect on attachment issues and relate them to service users we currently care for."*

2.4 The CLA team also liaise and support staff within private residential homes where City and conurbation children are offered respective services. Children and young people are placed at the request of the social worker, staff within the Home or the young people themselves.

## **3. Panels/Meetings**

3.1 Managers within the team have continued to attend the following Panels/meetings. This to ensure there is CAMHS representation and has helped to promote the importance of early intervention in Child and Adolescent Mental Health for CiC who are vulnerable to developing difficulties in adulthood due to early trauma.

- Placement panel
- Profiling tool panel
- Edge of Care panel
- PIMMS – To be attended in the future
- Children in Care Working Group

- Children In Care Outcomes Group
- NSPCC Steering Group
- NCSB Audits
- Network Meetings - Police/YOT

#### **4. Training and Development**

4.1 The team have continued to be involved in delivering training within the Service as a whole. In 2012 The CiC training was delivered in January and July at Loxley to residential staff, newly qualified social workers and foster carers. Training has also been as part of work force development to deliver training on the Impact of Trauma on Brain Development in June and October 2013 and in February 2014.

4.2 The Whole team will be receiving DDP training.

#### **5. Proposed expansion of team to enable child and adolescent mental health service CAMHS to children and young people placed out of area.**

5.1 The Children Looked After Team is currently in discussions with the Clinical Commissioning Group (CCG) to develop a pathway which will ensure that all children and young people placed out of area are receiving CAMHS intervention if required and that their mental health needs are more closely monitored enabling a more immediate and appropriate response by the team or local services. It is proposed that a pathway be devised which will enable funding of resources in the near future which would include;

- The recruitment of two CAMHS practitioners who will be employed specifically to liaise with CAMHS local to the young person's residing area and clinically monitor children placed outside of Nottinghamshire area.
- A proposal for all Nottingham City children, placed out of area to receive an initial assessment which will help to ensure that the right therapeutic and mental health services are provided locally in a timely fashion
- To establish a system where six monthly SDQ scores are carried out as part of the Health Assessment Review and within the LAC review statutory process or statutory visits. Offering timely support for children and young people whose SDQ scores are deemed as 'Borderline' or are a 'Cause for Concern' and reducing the chance of 'drift'
- Linking closely with the Placements service ensuring that CAMHS are given information regarding placement moves so data can continue to be updated and effectively monitored
- Offering support to the network in relation to CAMHS in relation to external providers and Quality Assurance visits

#### **6. Pre and Post Adoption Support Services.**

6.1 The service will continue to develop it's pre and post adoption support services this will include CAMHS assessments of what package of support will be required post Adoption and Special Guardianship Order.

- Funding agreed with commissioners so families do not have to struggle to access therapeutic resources post the Adoption or Special Guardianship order process
- Assessments and therapeutic interventions offered for Adoptive Parents and Children placed by Nottingham City and within the Nottingham City area post three years
- Contributing to the development of the Post Order Panel which will ensure that all families post order receive a consistent package of care which will include CAMHS tier 2 and tier 3 supports
- Development of training packages provided for Adoptive parents that will develop as part of the existing on going support provided by the Looked After Team. It will look at developing specific training based on Attachment and the impact of trauma on Brain Development. This will be provided in house and will look at the prospect of offering it as part of the induction training for new Adopters

## **7. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY)**

### **7.1 Tariff model and Traded Services.**

Over the past year we have piloted work with cases where children are living in Nottingham City but placed by other Local Authorities. This pilot has involved two cases where we have provided a CAMHS service to support and maintain placements under a commissioning arrangement with the placing authority. It was agreed that any profit would be directly reinvested into the CLA team. To date we have generated a small profit of £8000 and have used the majority of this to pay for Dyadic Developmental Psychotherapy which is widely recognised across the country as an approach which supports children and young people with attachment difficulties. It is hoped that we will continue to reinvest any further profits into training and development to support Nottingham City children.

### **8. Appointment of full-time Psychiatrist within the Children Looked After Team.**

- 8.1 In acknowledgement of the increase of Children in Care being referred to the team and a greater level of risk and complexity we have been funded by the CCG to increase Psychiatry hours to 10 sessions which is full-time from September 2013.

### **9. Service User involvement**

- 9.1 As a service we are currently working to increase the level of service user involvement within the team and have been successful in gaining feed back from young people as part of our recent recruitment process to the psychiatrist post. We are also part of the Trust assurance framework 'You're Welcome'.

## **REASONS FOR RECOMMENDATIONS (INCLUDING OUTCOMES OF CONSULTATION)**

- 10.1 We are currently in Consultation with the Clinical Commissioning Group ICCG within the NHS Trust in order to develop the existing service and create better outcomes for all out looked after children.

**11. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

**12. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY)**

**12.1 Tarif model and Traded Services.**

It is hoped that the team will be able to develop existing resources in order for us to trade services on a more regular basis. The team has recently generated an income which has supported training from providing a service for children and young people placed in Nottingham from other local authorities, working with young people placed in Nottingham who have not been placed in Nottingham City.

- 12.2 We would hope that we would also be able to reinvest the money into the team creating opportunities for practitioners to undertake training in specific therapeutic approaches which are highlighted in guidance and evidence practice for working with CiC.

**13. RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS, CRIME AND DISORDER ACT IMPLICATIONS AND EQUALITY AND DIVERSITY IMPLICATIONS)**

**14. LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION**

- 14.1 PH28 Looked After Children and Young People National Institute for Health and Care Excellence (NICE) October 2010 last modified April 2013.

- 14.2 Best Practice Guidance Standard 9: The Mental Health and Psychological Well-being of Children and Young People. National Service Framework for Children, Young People and Maternity Services Department of Health, Oct 2004

- 14.3 The Statutory Guidance on Promoting the Health and Well-being of Looked After Children published November 2009, (Department for Children, Schools and Families and Department of Health).

Annual Report 2011/12 Children in Care and Adoption Health team Practice Guidance

**15 PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

- 15.1 None