



Briefing for:	Corporate Parenting Advisory Committee
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Title:	Foster Carer Recruitment and Retention
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Lead Officer:	Mark Gurrey
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Date:	12 April 2010
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1. To provide an update on foster carer recruitment and retention throughout 2009-10 and set out future reporting proposals for 2010-11 and beyond.

2. 2009-10 Summary

2.1 We currently have 105 active carers.

No. of De-Registered Carers	12
(Another 4 de-registration are due to be heard on the 29th March Panel)	
Retirement	4 of the 12
Carer Deceased	1
Carers unsuitable	5 (IRM recommendation 1 carer reinstated)
Change in family Circumstances	1
New Carers	12 (From April 09 to Feb 2010)
For 29th March panel	4 (From Feb 10 to March 10)
Forms Fs ongoing	8

3. 2010-11 Proposed Reporting Schedule

3.1 This information above only gives the minimal reporting on recruitment and retention activity within the service. It is I believe accepted that the need to



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increase our pool of good quality foster carer is crucial both to the outcomes for children and as a key part of our budget management strategy.

3.2 It is right therefore that the reporting of our activity in this area should reflect this importance and offer members of CPAC a more detailed picture of activity and outcomes.

3.3 The key to our recruitment process is the information meetings held for prospective households. The advertising campaign is designed to get people interested enough to ask for the information pack and attend one of the meetings. The advertising campaign is directed through local media outlets, specifically local press and local radio. We will in particular target some of the minority ethnic radio stations to ensure we are addressing those parts of our community where we have a need for carers – e.g. Turkish and Greek communities.

3.4 The information sessions are where we give them their first introduction to the fostering task, describe some of the children and young people who might come into their house, discuss fees and support structures and go through the training and approval process. It is our intention to reduce the number of these sessions but substantially improve the quality through inputs from senior managers, foster carers and young care leavers.

3.5 Before someone is approved as a foster carer they have to pass through a number of key processes and we should offer reports on each of them. This mean being able to report every quarter on:

- Analysis of those seeking information packs by where they saw/heard of us
- Numbers of households who requested information packs
- Numbers of households who attended one of the regular information sessions
- Numbers of households who have had initial home visits
- Numbers of households going through the training and Form F assessment
- Numbers of households being approved, broken down by ethnicity, ward, numbers approved for and type of placement offered.

3.6 In addition, CPAC need to be regularly informed about existing carers leaving the service and the reason for that – the figures for last year show quite clearly the need to maintain a certain level of recruitment simply to stand still. Again, it is proposed that on a quarterly basis, members receive reports on:

- Numbers of households retiring from the service
- Numbers of households resigning from the service with exit interview summaries provided
- Numbers of households other providers



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- Numbers of households being deregistered and with summaries
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4. **Options for consideration – none**
 5. **Financial Implications - none**
 6. **Legal Implications - none**
 7. **Policy Implications - none**
 8. **List the proposed routing for the report through the formal decision making process**