

<b>Report for:</b>	<b>Corporate Parenting Advisory Committee</b>	<b>Item Number:</b>	
--------------------	---	---------------------	--

<b>Title:</b>	<b>Fostering Inspection Improvement Plan</b>
---------------	--

<b>Report Authorised by:</b>	<b>Debbie Haith</b>
------------------------------	---------------------

<b>Lead Officer:</b>	<b>Wendy Tomlinson</b>
----------------------	------------------------

Haringey Fostering Service was inspected on August 2011. This action plan addresses the recommendations following the inspection and forms the basis for improvements if the service is to move from its current 'satisfactory' rating to one of at least 'good'. The plan will be developed further as part of the CYPS Strategic Improvement Plan.

The inspection report highlighted some areas of good practice which will continue to be strengthened.

- Children report positive relationships with our foster carers. They often feel like they are part of the family. Children are supported by foster carers in their education and leisure activities and foster carers advocate well for children in their care.
- Children are well consulted about the services they receive and benefit from a number of activities and groups set up by the Fostering Service.
- The Fostering panel and Agency Decision Maker make appropriate recommendations and decisions.
- Parents value the short breaks service.



Note: Where the requirement is in bold this is an Ofsted requirement  
 Update January 2012 - Updates , Actions to be taken , Senior managers to action

Requirement	Present position	Improvement Plan	Time scale	By whom
<p><b>1. Ensure that the foster home is inspected annually, without appointment, by the fostering service to make sure that it continues to meet the needs of children (NMS 10.5)</b></p>	<ul style="list-style-type: none"> <li>Inspectors noted that some foster carers had not been visited 6 weekly as required and some further had not had a recent unannounced visit as required.</li> <li>Monitoring of recording by Team Managers signing off 6 weekly visit reports has been ongoing but has not highlighted where visits have not happened</li> <li>Independent monitoring from reviewing officer detailed in foster carers annual review report does mean that situations are monitored</li> <li>Senior Team Manager monitoring signing off foster carers annual reviews</li> </ul>	<ul style="list-style-type: none"> <li>Set up unannounced visits for all Carers who have not had an unannounced visit in the last 6 months.</li> <li>Review all carers who have not been visited within timescales.</li> </ul> <p><b>Update</b>            Unannounced visits set up for carers who had not received one visit in 2011. Figures to date ( Oct.2011) 136 carers 33 visits done 19 planned 9 carried out and failed (carer not home, to be visited again)</p> <p>System now in place on FWi to collect unannounced visit</p>	<p>Completed September 2011.</p> <p>Monitoring is on going Performance monitoring</p> <p>monthly performance monitoring</p>	<p>Janice Darling</p> <p>Janice and Fostering managers</p> <p>Dec 2011</p>

		<p>information.</p> <p>Review of carers not visited within timescale by managers. Clear reasons for delays recorded. There are 38 carers on hold who are not having 6 weekly visits. Plans are in place to deregister or return to fostering for each carer.</p> <p>Independent review of fostering households and oversight of reviews by senior team manager is ongoing . System now in place on FWi to collect data on reviews</p>	<p>October 2011</p> <p>Ongoing</p> <p>Monthly performance monitoring</p>	<p>Janice</p> <p>Reviewing Officer</p>
<p>2. Further to point 1. Supervising Social Workers are not carrying out supervisory visits in line with procedures nor are reports comprehensive</p>	<ul style="list-style-type: none"> <li>This point is mentioned in the Inspection report but is not a 'requirement' as such. It refers to the quality of the supervisory visits and the subsequent recording.</li> </ul>	<ul style="list-style-type: none"> <li>This is to form part of staff supervision and Team Meetings. Next follow up Team Meeting due.</li> </ul> <p><b>Update</b> Ongoing work in the fostering service joint team meetings relating to expectations and recording practice at 6 weekly visits</p>	<p>October 2011.</p> <p>23 Nov 2011</p>	<p>Janice Darling / Beverlin McKenzie / Mary France-Stewart / Teresa Stratford.</p> <p>STM /TM Fostering</p>

		<p>Random audit of 6 weekly recordings</p> <p>To observe staff supervisions to gain a clearer perspective</p>	<p>Nov 2011. by STM recordings were satisfactory</p> <p>STM April 2012</p>	<p>STM</p> <p>Janice</p>
<p><b>3. Prepare and implement a written policy on acceptable measures of control, restraint and discipline on children placed with foster carers. (Regulation 13 (1))</b></p>	<ul style="list-style-type: none"> <li>Procedure was not clear enough about use of restraint.</li> </ul>	<ul style="list-style-type: none"> <li>Update in draft and consultation with consortium</li> </ul> <p>Update Document completed</p> <p>Senior management to approve</p> <p>To be Implemented</p>	<p>Nov 2011</p> <p>By March 2012</p>	<p>Janice Darling</p> <p>Wendy</p> <p>Janice and Jeanette STM/ DHOS CWDT</p>

			Training to be rolled out to staff and carers	April 2012	Julia Training manager, Cleopatra trainer
4. Risk assessments for children who are at risk of going missing are not always in place.	<ul style="list-style-type: none"> <li>Inspector noted that there was evidence of some strong practice in keeping children safe. However, risk assessments that would highlight concerns more readily, were not always evident.</li> </ul>	<ul style="list-style-type: none"> <li>Children's Social Workers to make sure that a risk assessment exists and is made available to carers for every child who goes missing.</li> </ul>	<p>Update Plans exist but are not consistent. Work is underway to address these issues.</p>	New system in place across C&F as of 26 <sup>th</sup> September 2011.  March 2012	CiC / S&S / FRTeam Managers. Fostering Managers and SSWs.  STM/ HOS
5. Prepare and Implement a written procedure to be followed in the event of any allegation	<ul style="list-style-type: none"> <li>While we were able to show that every allegation had been followed up and children kept safe, it was clear that these matters were not concluded in as timely a way as</li> </ul>	<ul style="list-style-type: none"> <li>Spreadsheet is now up to date. Written procedure to be</li> </ul>		End Oct 2011.	Janice Darling / LADO

<p><b>of abuse or neglect and to provide for written records to be kept of any allegation of abuse or neglect, and of the action taken in response. (Regulation 12)</b></p>	<p>they should have been. Further to this, spreadsheets detailing outcomes were not up to date due changes in the staffing arrangements.</p>	<p>updated with clear and manageable expectations about timescales. There are not outstanding investigations were the outcome is not know.</p> <p>Update No action taken</p>	<p>March 2012</p>	<p>Janice Darling / LADO</p>
<p><b>6. Ensure that children have access to independent advice and support from adults they can contact directly and in private about problems or concerns, which is appropriate to their age and understanding. (NMS 1.5)</b></p>	<ul style="list-style-type: none"> <li>When a child becomes looked after they should be advised how to make a complaint and access independent advocacy</li> </ul>	<ul style="list-style-type: none"> <li>Work is being undertaken across CiC Services about how to make best use of existing professionals in a child's life to ensure that they have someone to reach out to as described. Yong people now get information on making a complaint and how to access the Independent Advocacy Service</li> </ul> <p>Update Childrens Guide updated and with young people for</p>	<p>End April</p>	<p>Wendy Tomlinson / Chris Chalmers</p> <p>Janice</p>

		consultation	2012	Darling
<b>7. Ensure that the Fostering Service recruits, assesses and supports a range of foster carers to meet the needs of children they provide for.</b>	<ul style="list-style-type: none"> <li>Inspector noted that there are a large number of children in care in Haringey and not enough of internal carers to meet the for placements need</li> </ul>	<ul style="list-style-type: none"> <li>Please refer to Fostering Strategy and gap analysis.</li> </ul> <p>Update see attached document</p>	Ongoing and for review at CPAC	Wendy Tomlinson
<b>8. Ensure that there is careful selection of staff and fostering households and there is monitoring of such people.</b>	<ul style="list-style-type: none"> <li>Inspectors found a staff members HR file which did not have references with verbal verification as required.</li> <li>Inspector also found some carers whose support carer CRB checks are not always completed in a timely way.</li> </ul>	<ul style="list-style-type: none"> <li>Since that staff member's referees are still available, retrospective checking will take place so that this does not come up again.</li> <li>Processes re: CRB checking are being updated but are still dependant upon CRB timescales.</li> </ul>	End October 2011.	Debbie Haith / Wendy Tomlinson
<b>9. Ensure that there are clear and effective procedures for monitoring the activities of the service. (NMS 25)</b>	<ul style="list-style-type: none"> <li>This refers to systems to gather quantitative information as required by the annual fostering return data. For example, the number of children placed in arrangements which differ from those originally requested.</li> </ul>	<ul style="list-style-type: none"> <li>The Data Performance Team and Fostering Service have met to explore better ways to gather this data without creating unnecessary work. This information is required to assist with sufficiency planning. A development to the Framework I system will ensure this is remedied.</li> </ul>	Work has begun. Some changes are due by end November 2011. Changes to the use of FWi are likely to be finalised by the end of March 2012.	Denise Sourris



		Update Workflow for recruitment	Drawn up Implement March 2012	Vas Soteriou – ICS team
		System to collect unannounced visits stats.	In place	Dec 2011
		Foster carers register, updated and system in place to maintain records on Fwi	In place	Dec 2011
		6 weekly visit reporting can now be collected from FWi	In Place Monthly monitoring	Nov.2011  Fostering managers