

# **BIRMINGHAM CITY COUNCIL**

## **CHILDREN'S SOCIAL CARE OVERVIEW AND SCRUTINY COMMITTEE**

**WEDNESDAY, 17 APRIL 2019 AT 10:00 HOURS**  
**IN COMMITTEE ROOM 6, COUNCIL HOUSE, VICTORIA SQUARE,**  
**BIRMINGHAM, B1 1BB**

### **A G E N D A**

1 **NOTICE OF RECORDING/WEBCAST**

The Chairman to advise/meeting to note that this meeting will be webcast for live or subsequent broadcast via the Council's Internet site ([www.civico.net/birmingham](http://www.civico.net/birmingham)) and that members of the press/public may record and take photographs except where there are confidential or exempt items.

2 **DECLARATIONS OF INTERESTS**

Members are reminded that they must declare all relevant pecuniary and non pecuniary interests arising from any business to be discussed at this meeting. If a disclosable pecuniary interest is declared a Member must not speak or take part in that agenda item. Any declarations will be recorded in the minutes of the meeting.

3 **APOLOGIES**

To receive any apologies.

**3 - 6**

4 **ACTION NOTES**

To confirm the action notes of the meeting held on the 13 March 2019.

**7 - 38**

5 **ADOPTION AND FOSTERING**

Andy Couldrick, Chief Executive, Jenny Turnross, Director of Practice, Theresa Kane, Head of Service Fostering and Adoption, Michelle Gardiner, Assistant Head of Service Fostering and Jane Francis, Assistant Head of Service Adoption in attendance.

**39 - 44**

6 **WORK PROGRAMME**

To note.

7 **REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS RECEIVED (IF ANY)**

To consider any request for call in/councillor call for action/petitions (if received).

8 **OTHER URGENT BUSINESS**

To consider any items of business by reason of special circumstances (to be specified) that in the opinion of the Chairman are matters of urgency.

9 **AUTHORITY TO CHAIRMAN AND OFFICERS**

Chairman to move:-

'In an urgent situation between meetings, the Chairman jointly with the relevant Chief Officer has authority to act on behalf of the Committee'.

## BIRMINGHAM CITY COUNCIL

## CHILDREN'S SOCIAL CARE OVERVIEW AND SCRUTINY (O&amp;S)

## COMMITTEE – PUBLIC MEETING

10:00 hours on Wednesday 13<sup>th</sup> March 2019, Committee Room 2 - Actions

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**Present:**

Councillor Diane Donaldson (Acting Chair)

Councillors: Debbie Clancy, Shabrina Hussain, Kerry Jenkins and Alex Yip.

**Also Present:**

Irfan Alam, AD, Children's Services East, Children's Trust

Andy Couldrick, Chief Executive, Children's Trust

Detective Superintendent Paul Drover, West Midlands Police

Rose Kiely, Group Overview & Scrutiny Manager

Dr Tim O'Neill, Director for Education & Skills

Dawn Roberts, AD Early Help, Children's Trust

Amanda Simcox, Scrutiny Officer

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**1. NOTICE OF RECORDING/WEBCAST**

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**2. DECLARATIONS OF INTERESTS**

None.

**3. APOLOGIES**

Apologies were submitted on behalf of Councillors Mohammed Aikhlaq and Kath Scott.

**4. ACTION NOTES**

(See document 1).

**RESOLVED:**

The action notes of the meeting held on the 13<sup>th</sup> February 2019 were confirmed.

## 5. CONTEXTUAL SAFEGUARDING

(See documents 2 and 3 (amended document)).

Dr Tim O'Neill, Director for Education & Skills; Andy Couldrick, Chief Executive, Children's Trust, Dawn Roberts, AD Early Help, Children's Trust; Irfan Alam, AD, Children's Services East, Children's Trust and Detective Superintendent Paul Drover, West Midlands Police attended for this item.

In discussion, and in response to Members' questions, the following were among the main points raised:

- They are in a stronger place than they were, however, contextual safeguarding is fast moving and they have further to go, for instance they need to be better and faster at sharing intelligence.
- There is a collective responsibility to manage risks to young people.
- The partnership moved to a new localities based arrangement specifically for CSE last year and there is a partnership forum based in three localities in Birmingham that align to the Children's Trust and Policing areas.
- There is a Police Intelligence Analyst, who is based at the Multi Agency Safeguarding Hub (MASH).
- Child Sexual Exploitation (CSE) is a hidden crime similar to DV and officers anticipate that the numbers will go up as awareness increases.
- Each area has a CSE Operational Group (COG) that links into wards and the locality.
- The gender gap for CSE is not unique to Birmingham.
- Reasons are multifaceted as to why young people carry knives and the latest information, including the short term funding they have received for youth interventions, can be brought to the committee as part of the Youth Justice Plan report in June 2019.
- They are working on an action plan with regards to having a clear process on how they are going to engage with communities and this can be discussed at a future committee meeting.
- In response to the question regarding there being a disconnect between local politicians and schools, the Director for Education & Skills stated he will look into how the service can work as a broker and an enabler.
- Members were concerned regarding the lack of preventative measures and with funding being short-term or one-offs and they were informed that officers are looking at the whole youth offer.
- Members agreed that the outstanding recommendation from the Children Missing from Home and Care Inquiry (recommendation 2 – Develop an overarching strategy for missing children so responsibilities are clear and understood, risk is managed well, especially for looked after children and persistent runaways, information is shared effectively and appropriate support is in place for children and families) is assessed as being achieved and Members can request further updates if needed.
- A report on FGM to be discussed at the April committee meeting and the Police stated they could contribute to the report.

**RESOLVED:**

The Committee noted the update on contextual safeguarding and:

- Recommendation 2 from the Children Missing from Home and Care Inquiry was assessed as being achieved.
- A report on FGM can be discussed at the 17<sup>th</sup> April 2019 committee meeting.

**6. BIRMINGHAM CHILDREN'S TRUST DEVELOPMENT PLAN 2019/20**

(See document 4).

Andy Couldrick, Chief Executive, Children's Trust and Dr Tim O'Neill, Director for Education & Skills attended for this item.

- This plan aims to be the single plan containing all the Trust's development intentions going forward.
- It focuses on the six elements identified for areas of improvement from the Ofsted inspection 2018 and also incorporates areas that the Trust know need to be brought forward.
- The development plan has been to the Council's Management Team, is on route to Cabinet and it will be going through the Trust's governance - it was considered yesterday by the Trust Board and it will be an appendix to the Trust's refreshed Business Plan.
- The plan will be iterative and will go monthly to the Operational Commissioning Group, which is the vehicle for the commissioner to hold the Trust to account for progress.
- As for keeping scrutiny informed of progress, the frequency is to be determined and it was suggested that it could be discussed at a committee meeting, on route to either the monthly Operational Commissioning Group meetings or the quarterly Children's Trust Partnership Governance Group meetings.
- Scrutiny can also identify issues that are not already in the plan.
- They are working on bespoke action plans for adoption and fostering and these can be discussed at the April committee meeting.
- Members were keen for this plan to be filtered down and understood by staff. The Chief Executive stated this would include conversations at all team meetings and they will also use various other methods.

**RESOLVED:**

The update was noted and

- The bespoke action plans for adoption and fostering can be discussed at the April committee meeting.

**7. WORK PROGRAMME**

(See document 5).

The items for the 17<sup>th</sup> April 2019 committee meeting were agreed as:

- FGM.
- Corporate Parenting.
- Fostering and Adoption.

**8. DATE OF THE NEXT MEETING**

The Committee noted the next meeting is scheduled to take place on Wednesday 17 April 2019 at 1000 hours in Committee Room 6, The Council House.

**9. REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS RECEIVED (IF ANY)**

None.

**10. OTHER URGENT BUSINESS**

None.

**11. AUTHORITY TO CHAIRMAN AND OFFICERS**

**RESOLVED:**

That in an urgent situation between meetings the Chair, jointly with the relevant Chief Officer, has authority to act on behalf of the Committee.

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The meeting ended at 11.45 hours.

# **Birmingham Children's Trust Voluntary Adoption Agency and Independent Fostering Agency**

**Children's Social Care O&S  
Committee Meeting on 17th April  
2019**



# Adoption Achievements

- We have worked hard to establish a new service; we are 1 year old. Processes, policy, procedures and systems are settling in.
- We have suitably skilled and qualified responsible individual and registered managers in place.
- We have a well developed and nationally recognised adoption support service that includes clinical psychologists.
- We have robust assessment and matching systems evidenced by the low disruption rate.
- We have timeliness tracking systems for adopters.
- We have been timely in placing children with our adopters in 2018 (average 4 months).
- We use adopter and young people's feedback to improve service delivery.
- We have completed a redesign of the recruitment team/increased our reach to improve our recruitment of adopters.
- We have improved our adoption support plans.
- The Adoption panel is robust.





# Self evaluation of areas for improvement

As a new service, we know that there are areas for improvement:

- We need to recruit a greater number of adopters from a diverse community.
- We need to recruit and approve an increased number of Early Permanence carers.
- We need to continue to improve our timescales for approval of adopters.
- We need to develop measures that tell us more about the effectiveness of our support for all of our adoption support families.



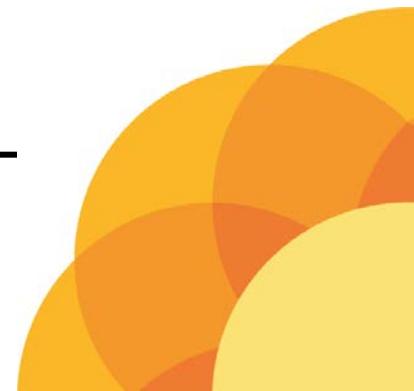
# Main points from inspection

- Outcome of good overall.
- Highly skilled staff that are passionate and committed.
- Good recruitment, assessment, training and proactive support.
- Use of research.
- Innovative and inspirational leadership.
- Improvements needed with regard to information provided to adopters and contextual safeguarding.



# Development Plan

- Our overarching aims are to deliver timely services, improve sufficiency and continue to develop our support services.
- We are currently redesigning our approach to marketing and recruitment. This will result in a sufficient number of adopters.
- We are working with the DfE around the Regional Adoption Agency agenda.
- We are continuing to improve our staff skills through staff being trained in DDP1 as a minimum.
- Improve the information available pre and post adoption
- We are excited about the future as we develop and grow the service.



# Fostering agency

## self evaluation of areas for improvement

As a new Independent Fostering Agency, we know that there are areas for improvement:

- We need to recruit a greater number of foster carers from a diverse community.
- We need to ensure that our foster carer reviews are timely, and that assessments of carers' suitability to foster are much richer.
- More children in Birmingham should be placed with family and friends.
- We need to ensure that our family and friends carers always receive the training and support that they need.
- While we do monitor the effectiveness of our service, we need to further strengthen our learning to move our service into good.
- We need to ensure early identification of children who require a plan of long term foster care and actively “family find” to achieve timely permanence.



# Achievements

- We have worked hard to establish a new service; we are 1 year old. Processes, policy, procedures and systems are settling in.
  - We have suitably skilled and qualified responsible individual and registered managers in place.
  - We know our children well, we ensure their wishes and feelings are listened to.
  - We work hard to support the day to day care of our children, many of whom are experiencing stability and achieving great things.
  - We can provide evidence that our children are safeguarded.
  - We support our carers in preparing children well for independence; we have high numbers of children staying put i.e. remaining with their foster carers after their 18<sup>th</sup> birthday.
  - We listen to the views of children through a number of forums.
  - Our children are well supported through the Therapeutic Emotional Support Service (TESS).
  - We have improved our matching documents.
  - The Fostering panel is robust.
- 



# Main points from inspection

- Settled and secure placements.
- Good use of staying put.
- Enthusiastic staff.
- Well supported foster carers.
- Monitor the difference fostering makes.
- Plans for contact.
- Better quality of information for carers.
- Voice of the child.
- Improve reviews and training.



# Development Plan

- We are currently redesigning our approach to marketing and recruitment. This will result in an increased number of foster carers.
- We are working with the Disabled Children's Service to ensure that short breaks fully support a larger number of disabled children.
- We are reviewing our Emergency Duty Team foster carer offer with the addition of a strengthened edge of care/support offer.
- We are taking the learning from the annual foster carer survey to further strengthen our offer.
- We are working to strengthen life story work.
- The management and leadership of the IFA is being strengthened.
- We have stabilised the service. We are excited about the future as we develop and grow the service.







# Birmingham Children's Trust Adoption Agency

Birmingham Children's Trust Community Interest Company  
1 Lancaster Circus, Birmingham, West Midlands B4 7DJ  
Inspected under the social care common inspection framework

## Information about this voluntary adoption agency

This voluntary adoption agency is managed by Birmingham Children's Trust Adoption. It was registered as a voluntary adoption agency by Ofsted on 19 March 2018. The voluntary adoption agency recruits, prepares, assesses and approves adoptive families, finds adoptive families for children referred by Birmingham Children's Trust and makes placements of children from other local authorities with its own adoptive families.

Since 1 April 2018, the agency has approved 31 adoptive families and placed 78 children for adoption. Thirty-six children have been placed for adoption with families recruited by the agency and 42 with externally recruited adopters.

The voluntary adoption agency provides support to adoptive families and operates a letterbox facility, which enables indirect contact between adopted children and their birth families. Work with adopted adults, including intermediary work and support to birth parents, is commissioned to another voluntary adoption agency.

**Inspection dates:** 11 to 15 February 2019

<b>Overall experiences and progress of service users,</b> taking into account	<b>good</b>
How well children, young people and adults are helped and protected	good
The effectiveness of leaders and managers	outstanding

The voluntary adoption agency provides effective services that meet the requirements for good.

**Date of previous inspection:** first inspection

**Overall judgement at last inspection:** n/a

**Enforcement action since last inspection:** n/a

## Key findings from this inspection

This voluntary adoption agency is good because:

- Highly skilled staff provide an individualised service across a range of adoption and adoption support services. They are passionate about their work and committed to providing the best service to adopted children and their adopted families.
- The agency recruits, assesses, prepares and trains prospective adopters well. This means that the adopters are well equipped to parent the children they go on to adopt and to provide them with stable and nurturing homes.
- The agency uses research to inform and understand the behaviours and responses of children to trauma, loss and attachment. This provides adoptive parents with an enhanced understanding of the impact of early trauma on their children's behaviour and emotions.
- Staff carefully match children with adopters. As a result, despite the complex issues involved in many placements, there are few adoption breakdowns.
- Staff deliver a range of training to adopters that is appropriate to their needs. This helps adopters to parent children in a therapeutic manner, to understand the complex needs that they may have and to meet children's needs as they grow and develop.
- The agency provides creative and proactive adoption support. Adoptive families and their children benefit significantly from this because it helps children develop and thrive in their families.
- The leadership and management of the agency are innovative and inspirational. Effective monitoring means that there is a focus on the development of the service and improving the quality of staff practice. This enables the agency to continue to improve.

The voluntary adoption agency's areas for development:

- Children do not receive information about post-adoption support services.
- Staff knowledge of radicalisation and child sexual exploitation is limited. Consequently, they are unable to give up-to-date safeguarding guidance to their adoptive families.

## **What does the voluntary adoption agency need to do to improve?**

### **Recommendations**

- Ensure that the Children's Guide to adoption support services is provided to the child by the adoption agency. Ensure the guide is appropriate to the child's age and understanding and includes a summary of what the service sets out to do for children and is given to all children and/or their representatives. (National minimum standard 18.6)
- Ensure that the learning and development programme is evaluated for effectiveness at least annually and if necessary is updated. (National minimum standard 23.2)  
Specifically, ensure that staff are aware of current safeguarding issues, for example radicalisation and child sexual exploitation awareness.

## Inspection judgements

### Overall experiences and progress of service users: good

Warm, welcoming and knowledgeable managers and staff respond well to people who are considering adoption. This approach puts potential adopters at ease. Information evenings are informative, with good written information provided to people who attend. Staff continue to develop different marketing methods to promote the service and recruit adopters to ensure that the service recruits the families it needs.

The timeliness of the assessment and preparation of adopters is improving. Assessments consider applicants' motivation, suitability, aptitudes and resilience thoroughly. The pre-approval training and preparation processes help applicants to understand the challenges that they may face and the strategies and support that are available to them. Adopters describe preparation training as 'a fantastic experience', 'very comprehensive' and very 'informative'. The training modules cover a range of topics, including attachment disorder and the power of play, which adopters find simulating and thought provoking. As a result, assessments are thorough, and people are well prepared to adopt.

The agency's staff work effectively with children's placing social workers. Adoption team members are linked with area social work teams to promote early permanence planning and assist with, and advise on, the work necessary to fulfil these plans. Effective joint working means that adopters are linked with children without delay. In the last year, staff have matched most adopters with a child/children within a few months of their approval. When approved adopters are waiting for a child/children to be placed with them, managers have a good understanding of the reasons why.

The linking and matching of children with their future adoptive families is effective. Children are well prepared for adoption, even if this work means that it takes longer to make the adoptive placement. The agency uses 'bump into' meetings and life-appreciation days well, and these are highly valued by adopters. Staff sensitively manage introductions and the voice of the child is reflected well throughout this work. Staff support adopters to understand and use well-researched practice that considers children's sensory needs to facilitate their smooth transition into their new family. This care in the matching and making of placements helps to ensure that children achieve stability, and disruptions are rare. When disruptions do occur, managers ensure that they are subject to rigorous analysis to identify learning and inform practice development.

The agency's staff work effectively with children's social workers to ensure that life story books are made available to children and their adoptive families in a timely manner. This commitment to ensuring that life story work is undertaken helps children to have information about themselves and their origins to refer to as they grow up.

Children build trusted and secure relationships with their adoptive parents. They make significant progress in a relatively short time. From troubled early lives, children settle, begin to develop attachments and improve their confidence and their general health and well-being.

The agency's social workers are particularly skilled at supporting schools to meet children's

needs. They work well with the virtual school head and designated teachers to raise their awareness of the needs of adopted children in the city. Individual staff provide training in schools to help teachers and pastoral staff to understand attachment issues and how best to respond to the challenges that children may face in school. This is effective, with children engaging well with school and pre-school learning opportunities. Adopters are particularly positive about this aspect of support for their children. One adopter commented that without the actions of the agency's staff, '[My child] would have potentially been excluded had [Name of worker] not provided that link and support.'

Children's voices are at the forefront of practice. Their views are evident in case recording, as is their involvement in their adoption plan, attachment support plans and post-adoption contact arrangements. However, managers and staff have failed to ensure that children receive appropriate information about adoption support services. Managers have recognised this shortfall and have plans to develop a guide with assistance from members of a newly formed teen group.

The agency has developed a systemic, theoretical and proactive approach to adoption support. The range of support is spread across a range of different interventions from informal buddying with other approved adopters, therapeutic workshops and interventions, to more general social events such as stay and play and drop-in Saturdays. These offer adopters and their adopted children valuable opportunities to broaden their support networks.

The agency uses research to inform its response to understanding children's behaviours and their responses to trauma, loss and attachment. These areas of informed practice are helping adopters to keep children safe and support their development. Clinical psychologists, employed by the agency, support the work undertaken by adopters and social workers. When necessary, the agency supports families to secure more specialist packages of adoption support through commissioned arrangements with external providers. Furthermore, the agency is highly effective in supporting families to access financial support from the Adoption Support Fund and has had a 100% success rate since registration.

Adopters value the agency's support. They report that this makes a significant difference to children's lives. One adopter wrote, 'The support itself has honestly been life changing. It has been a long journey and it hasn't always been easy, but now we feel equipped to parent [Name of child] the way he needs.' Another adopter stated, '[Name of worker] has been invaluable and without her support I don't know how our family would have managed. There is good chance our family would have imploded. The advice and support have made a very difficult situation bearable.'

The agency provides access to birth records for adopted adults in a sensitive manner. Staff assist adopted adults to gain some understanding of their early life and birth family. Intermediary work is provided via a local voluntary adoption agency under a service level agreement. This is regularly reviewed and evaluated to improve the take up of this service.

## **How well children, young people and adults are helped and protected: good**

Good-quality assessments and pre-placement information about children ensure that adopters understand children's backgrounds and any issues that they may face because of their previous experiences. The preparation of adopters includes discussion about some of the risks that children may be exposed to as they get older. Ongoing support sessions allow the agency's staff to continue to monitor children's well-being and to provide support, if necessary. Adopters have access to a range of training to help them to understand the impact of early childhood trauma, including foetal alcohol syndrome, on children's development and behaviour. Effective adoption training and support helps adopters to manage the challenges that children may present as they get older. This helps adopters to continue to care for children safely and to protect them from risks that they might experience.

Children are safe and protected from harm within their adopted families. The agency takes a strong and proactive approach to safeguarding. Adopters fully understand the need to refer allegations of harm and who to refer these to. Staff recognise safeguarding issues and take adopters' concerns seriously. Suitable procedures are in place to deal with and respond to any allegations made about adopters or staff, although none has been made since the agency was registered.

The agency's staff work collaboratively with people in different departments in Birmingham Children's Trust and within good policy and procedural guidelines. Workers know children and their families well, spend time with them and are alert to their needs. This means that they are in a good position to respond should they become aware of any risk of harm. Effective supervision and monitoring by operational managers mean that any potential safeguarding matters are given close oversight.

All staff receive safeguarding training, but there has been no strategic approach to ensure that staff undertake training that updates their understanding of emerging safeguarding challenges, for example radicalisation, county lines and sexual exploitation. Consequently, some staff's knowledge is limited in these areas and so they are unable to give up-to-date safeguarding guidance to their adoptive families. Managers have recognised this and are putting in plans to address this.

Safe recruitment processes for staff, panel members and adopters help to ensure the suitability of these people to work with or care for children.

## **The effectiveness of leaders and managers: outstanding**

Ambitious managers have a clear vision of excellence and innovation in adoption. The staff team is stable, experienced and highly motivated. This combination has led to innovative and creative practice to achieve the best possible outcomes for children.

Within the agency, there is a culture of high expectations and commitment to children. This ethos is supported by managers who provide staff with strong supervision and guidance. This helps the staff to reflect on their practice and focus on helping children to thrive and achieve permanence in their adoptive family.

The agency's current manager joined the agency in January 2018, and staff describe her impact as 'inspirational'. One colleague said, 'She's passionate about adoption and her passion is infectious.' The manager recognises the agency's current strengths and areas for further development. She devises and implements effective plans to improve the service further.

Team members have manageable caseloads that enable them to work creatively to support children and their families. They have access to some excellent developmental training, which enables them to effectively assess, train and support adopters.

The breadth and effectiveness of the agency's adoption support work is directly attributable to the quality of leadership and management of the service and the highly committed team members who deliver this work. The support provided to adopters has been recognised on a national level, and the agency's innovative practices are being used to inform the development of centres for excellence in adoption support. As the project manager in a centre for excellence commented, 'We have collaborated in some key areas, learning from the service Birmingham has developed, which appears to be ahead of developments in this area when compared to many other local authorities and regional adoption agencies.'

Staff members receive excellent support from the management team. Observation and evaluation of practice, alongside group and individual supervision, peer learning and reflection, promote further development and practice initiatives. These enhance the stability of placements and improve outcomes for children. High staff support and inspirational leadership promote highly individualised and child-focused work. Furthermore, they help to drive new practice initiatives and improve the service further.

The agency is a learning organisation, and managers and staff reflect on things that have not gone so well, including disruptions, to improve practice. The agency has strong systems to quality assure and monitor its performance. Systems include regular audits, reflective practice sessions, quality assurance at the adoption panel and regular reporting on the progress of the agency from the adoption panel to management. Excellent monitoring and oversight enable the agency to deliver good services to children and adopted families.

Managers and staff regularly seek feedback from service users, which helps to inform and change practice. One adopter told the inspectors, 'I am particularly impressed that a recent review of the service was undertaken with a lot of effort by spending a day consulting with adopters about the different parts of the adoption journey. The outcome of this is that already some positive changes have been made.' One example of positive change is the introduction of new measures to support families with adoptive teens.

Panel members bring a range of experience of adoption, both personal and professional. The panel chairs are suitably experienced and knowledgeable. The adoption panel provides a robust quality assurance function, while being sensitive to the applicants attending panel. Panel members provide feedback to the agency on a regular basis on the quality of reports and presentation of social workers. This enables managers and staff to

address any issues swiftly. Managers keep panel members informed of developments in the agency, and panel members can attend regular training events. This helps to ensure that panel members keep up to date with changes in practice.

The agency's proactive and imaginative work with other agencies and professionals enhances children's lives through the very high levels of individualised support that it provides to children and their adoptive families. There is excellent working with partner agencies and social work teams, which improves the quality of service offered to children and adopters. The agency is highly committed to this effective joint working, informed by outcome-based commissioning of specialist services. This results in well-planned and supported adoptions for children that are taking place in an increasingly timely manner.

## **Information about this inspection**

Inspectors have looked closely at the experiences and progress of children, young people and adults. Inspectors considered the quality of work and the differences made to the lives of children, young people and adults. They watched how professional staff work with children, young people, adults and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children, young people and their families, and adult service users. In addition, the inspectors have tried to understand what the voluntary adoption agency knows about how well it is performing, how well it is doing and what difference it is making for the children, young people and adults whom it is trying to help, protect and look after.

Using the 'Social care common inspection framework', this inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with the Voluntary Adoption Agencies and the Adoption Agencies (Miscellaneous Amendments) Regulations 2003, the Adoption Agencies Regulations 2005, any other relevant legislation, and the national minimum standards.



## Voluntary adoption agency details

**Unique reference number:** 1273493

**Registered provider:** Birmingham Children's Trust Community Interest Company

**Registered provider address:** Third Floor Zone 16, 1 Lancaster Circus, Birmingham B4 7DJ

**Responsible individual:** Theresa Kane

**Telephone number:** 0121 303 7575

**Email address:** [adoptionservices@birminghamchildrenstrust.gov.uk](mailto:adoptionservices@birminghamchildrenstrust.gov.uk)

## Inspectors

Anne Daly, social care inspector (lead)

Dawn Bennett, social care inspector

Suzanne Young, social care inspector

Annemarie Parker, social care inspector



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# Birmingham Children's Trust Fostering Agency

Birmingham Children's Trust Limited  
1 Lancaster Circus, Birmingham, West Midlands B4 7DJ  
Inspected under the social care common inspection framework

## Information about this independent fostering agency

The agency was registered on 19 March 2018. The agency was formerly part of the Birmingham City Council and since April 2018 is part of Birmingham Children's Trust.

The agency offers mainstream, short- and long-term, emergency, parent and child and 'connected persons' placements.

There are 462 currently approved fostering households, of which 376 are mainstream foster carers, 74 are 'connected persons' (or 'family and friends'), 11 offer an emergency duty service and one, a parent and child service.

There are 646 children placed with the agency.

**Inspection dates:** 21 to 25 January 2019

**Overall experiences and progress of children and young people, taking into account** **requires improvement to be good**

How well children and young people are helped and protected **requires improvement to be good**

The effectiveness of leaders and managers **requires improvement to be good**

The independent fostering agency is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

**Date of last inspection:** not applicable

**Overall judgement at last inspection:** not applicable

**Enforcement action since last inspection:** none

## Key findings from this inspection

This independent fostering agency requires improvement to be good because:

- The agency is not yet tracking children's progress from the point of placement across all areas of their development or monitoring the difference that fostering makes to children's lives.
- Supervising social workers do not always ensure that children's plans for contact with their family are in place.
- Managers do not ensure that the right processes are followed when making decisions about children sharing bedrooms.
- Children do not get information about their prospective foster placements in formats that are helpful to them.
- The matching of children to their foster carers is sometimes not recorded in a way that makes the rationale for decisions clear.
- Managers do not always ensure that the voice of the child is evidenced in children's records.
- Managers do not always ensure that foster carer reviews and/or unannounced visits are completed within required timescales.
- Some foster carers' mandatory training is incomplete or out of date.
- Managers do not have sufficient oversight of foster carers who are subject to performance action plans.
- Managerial oversight of allegations does not always ensure that conclusions from allegations about foster carers are notified to them or that lessons are learned.
- Ofsted does not always receive safeguarding notifications in the timescale set out in regulations.
- Managers do not ensure that reapproval decisions are clearly recorded.
- Some aspects of safe recruitment practice are not sufficiently robust.

The independent fostering agency's strengths:

- Most children live in settled and secure foster placements.
- Young adults benefit from being able to stay put with their previous foster carers.
- Social workers are enthusiastic about their work.
- Social workers receive good-quality training and professional supervision.
- Foster carers feel well supported by their supervising social workers.

## What does the independent fostering agency need to do to improve?

### Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, Fostering Services (England) Regulations 2011 and the national minimum standards. The registered person(s) must comply within the given timescales.

Requirement	Due date
<p>Ensure that the welfare of children placed or to be placed with foster parents is safeguarded and promoted at all times, and before making any decision affecting a child placed or to be placed with a foster parent due consideration is given to the child's wishes and feelings. (Regulation 11 (a)(b))</p> <p>This relates to implementing the child's placement plan, and ensuring placement matching and success.</p>	31/07/2019
<p>Provide foster parents with such training, advice, information and support, as appears necessary in the interests of children placed with them. (Regulation 17 (1))</p> <p>This relates to foster carer completion of core training and action plans and children's current health and placement plans.</p>	31/07/2019
<p>Review the approval of each foster parent in accordance with this regulation. (Regulation 28 (1))</p> <p>This is in respect of completing annual reviews within a 12-month cycle and getting the views of any placing social worker who has placed a child with foster carers.</p>	31/07/2019
<p>Maintain a case record for each foster parent approved by them which must include copies of the documents specified in paragraph (2) and the information specified in paragraph (3). (Regulation 30 (1)(2)(a-f))</p>	31/07/2019
<p>Ensure that the system referred to in paragraph (1) must provide for consultation with foster parents, children placed with foster parents, and their placing authority (unless, in the case of a fostering agency which is a voluntary organisation, it is also the placing authority). (Regulation 35 (3))</p> <p>This is in respect of the report of the review of the quality of care.</p>	31/07/2019

<p>Ensure that if any of the events listed in column 1 of the table in Schedule 7 takes place in relation to a fostering agency, the registered person must without delay notify the persons or bodies indicated in respect of the event in column 2 of the table. (Regulation 36 (1))</p> <p>This relates to notification 'without delay' and the outcome of any child protection enquiry.</p>	<p>31/07/2019</p>
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## Recommendations

- Ensure that children communicate their views on all aspects of their care and support. ('Fostering Services: National Minimum Standards', 1.3)
- Ensure that the service implements a proportionate approach to any risk assessment. ('Fostering Services: National Minimum Standards', 4.5) In particular, make sure that safe care plans effectively detail and identify how to reduce children's key risks. Ensure that foster carers have these plans when they need them.
- Ensure that, before seeking agreement for the sharing of a bedroom, the fostering service provider takes into account any potential for bullying, any history of abuse or abusive behaviour, the wishes of the children concerned and all other pertinent facts. The decision-making process and outcome of the assessment are recorded in writing where bedroom sharing is agreed. ('Fostering Services: National Minimum Standards', 10.6)
- 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 foster children. ('Fostering Services: National Minimum Standards', 10.5)
- Ensure that children are carefully matched to a foster placement. Foster carers have full information about the child. ('Fostering Services: National Minimum Standards', 11.2)
- Ensure that, unless an emergency placement makes it impossible, children are given information about the foster carer before arrival, and any information (including where appropriate, photographic information) they need or reasonably request about the placement, in a format appropriate to their age and understanding. ('Fostering Services: National Minimum Standards', 11.3)
- Demonstrate, including from written records, that the agency consistently follows good recruitment practice, and all applicable current statutory requirements and guidance, in foster carer selection and staff and panel member recruitment. ('Fostering Services: National Minimum Standards', 19.2)
- Ensure that the foster carer understands the important supporting role they play in encouraging the child to reflect on and understand their history. ('Fostering Services: National Minimum Standards', 26.7)
- Ensure that children are cared for in line with their Placement Plan. ('Fostering

Services: National Minimum Standards', 31)

- Ensure that decision-making about exemptions is both transparent and consistent. (Assessment and approval of foster carers: Amendments to the Children Act 1989 Guidance and Regulations Volume 4: Fostering Services, July 2013, page 17)

## Inspection judgements

### **Overall experiences and progress of children and young people: requires improvement to be good**

The trust is in its first year of operation. Although leaders and managers have taken initial steps to increase managerial oversight of the agency, there are weaknesses across all aspects of the service. Managers often do not have a full understanding of the children's individual journeys as a result of living in foster care. For example, managers do not have a coordinated monitoring system to help them fully assess the difference that foster carers make to children's lives. This is a missed opportunity to celebrate children's successes, to understand children's levels of progress and to ensure that children's needs are safeguarded.

Work between the supervising social workers and children's social workers sometimes fails to ensure that children's care plans progress without delay. This is further hampered by foster carers and supervising social workers not working together to deliver the aims of a child's placement plan. For example, supervising social workers are not always aware of the detail of children's health needs or about foster carers' skills to meet these specific needs. Supervising social workers do not always know or ensure that foster carers complete actions set out in a child's statutory review, such as ensuring that they facilitate family contact. This can compromise the oversight of foster carers' abilities in meeting children's diverse needs.

Despite the trust having a support and inclusion service for children in care from the children's rights and participation service, the fostering agency has not yet used it to benefit children in foster care effectively. This is a missed opportunity for children to play an important role in the review of the quality of care and in service planning.

Prior to moving into foster care, children are not provided with accessible information that reflects their age and understanding. This means they do not get to know about their potential foster carer, where they will sleep and what they can expect from living in foster care.

Decisions are often made without children being consulted. For example, despite children having good ideas about how to improve their respite arrangements, these suggestions go unheard. Similarly, children bring up good ideas about improving the way they get to see their birth families. These are not followed up. Some of the children told the inspectors that not being able to have a key to their home made them feel that their foster carers do not trust them. For instance, one child told an inspector that his foster carer was happy to leave a key under a plant pot rather than trusting him to hold his own key.

Decisions in relation to when children can share a bedroom with other unrelated children are poorly recorded. Assessments miss out key information such as children's wishes, their needs and vulnerabilities and/or their right to dignity and privacy.



More positively, the trust's therapeutic service provides a valued support to the fostering service. As a result, children receive therapeutic and emotional support to overcome past trauma. The therapeutic service offers a training programme to supervising social workers and foster carers that helps them to increase their skills in applying a therapeutic approach to care.

Children who have a disability thrive in foster care. This is because they benefit from foster carers who are knowledgeable about their needs. Partnership work with health professionals has resulted in the launch of a new health passport. Foster carers can use this record to keep information about a child's health needs up to date.

All children have school placements. The virtual school and the corporate parenting team have worked with foster carers at events to improve children's opportunities for personal growth, enjoyment and achievement. However, the impact of this joined-up work has not yet been evaluated by the agency. This is a missed opportunity to measure the successes children are making in their learning and personal development.

Children who wish to stay with their foster carers into young adulthood can achieve this through the agency applying the 'staying put' arrangements. The number of children who have benefited from these arrangements managed by the agency is above the national average. These arrangements provide a growing number of children with long-term stability in their life.

### **How well children and young people are helped and protected: requires improvement to be good**

Relatively few children go missing from care. Despite this, the agency's records do not always capture the range of risks children may face. For example, children's safe care plans are often overly generic and not individualised. This means that risks specific to individual children are not evaluated. When concerns about children's vulnerability have been raised, at times the action taken by supervising social workers has been too slow. This means that the management of risk that has the potential to cause harm is not swiftly escalated or managed.

Managers in the agency have failed to identify that some foster carers have not received the required safeguarding training, including training regarding the potential risks children face from radicalisation.

When allegations are made about a foster carer, managers work well with child protection professionals and police during investigations. However, managers do not provide foster carers with a conclusion summary after the investigation has been completed. Consequently, following the investigation of allegations there is no clear record that helps the agency and the foster carers improve their practice. Outcomes of child protection enquiries are not always notified to Ofsted. This leaves the regulator unclear about what has happened and so the required degree of external oversight is absent.

Safe recruitment of staff is not fully effective. For example, different types of records are used to capture recruitment checks. This creates confusion. This shortfall has the potential for unsuitable adults to have contact with children.

Foster carers act quickly when children are at risk of being bullied. This swift intervention helps children to know that people do care about them and will protect them.

### **The effectiveness of leaders and managers: requires improvement to be good**

The trust came into operation in April 2018 and inherited many of the challenges from the local authority.

Although managers collate data relating to the fostering agency, they do not analyse this data to monitor and improve practice. For example, managers have not analysed the impact of the emergency duty system on the number of moves that children experience.

Managers do not ensure that all foster carers receive their unannounced visit each year. This prevents them having sufficient oversight of foster carers' quality of care over time.

Most children benefit from living in stable placements. However, the agency's records do not show how well children are matched to their new foster carers. This deficit includes not demonstrating how decisions are made about existing children in placement, the foster carers' approval categories, and whether they have the training and skill profile to meet the child's identified needs. As a result, managers cannot always be assured that decisions made about vulnerable children are based on appropriate rationale and in the child's best interest.

The current foster carer population is ageing but is otherwise a reasonable reflection of the diversity of children's cultural and religious backgrounds.

Panel members have a wide range of skills and experience. Agency decision-makers are experienced senior managers within the trust. The summary record of the panel's recommendations and the agency decisions at approval and review are not sufficiently focused on outcomes for children and the core responsibilities of the fostering agency. Decision-making about exemptions to the usual number of unrelated children who can live in one fostering household are not made by someone independent of the fostering agency.

Approximately 85% of foster carers achieve the nationally recognised training and development standards within required timescales. However, foster carers do not always complete the agency's core training. Managers acknowledge that they do not currently track foster carer development. This includes failing to assure themselves that performance action plans to address concerns over practice have been followed through and completed satisfactorily. Delays in foster carer annual reviews also

mean that the agency does not have an accurately informed or timely evaluation of the quality of foster carer practice.

Supervising social workers are enthusiastic about their work. The trust ensures that staff working within the agency receive good-quality training and professional supervision.

## **Information about this inspection**

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the independent fostering agency knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

Using the 'Social care common inspection framework', this inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with the Fostering Services (England) Regulations 2011 and the national minimum standards.

## **Independent fostering agency details**

**Unique reference number:** 1273591

**Registered provider:** Birmingham Children's Trust Limited

**Registered provider address:** Third Floor Zone 16, 1 Lancaster Circus,  
Birmingham B4 7DJ

**Responsible individual:** Theresa Kane

**Registered manager:** Michelle Gardiner

**Telephone number:** 0121 303 7575

**Email address:** [fosteringservices@birmingham.co.uk](mailto:fosteringservices@birmingham.co.uk)

## **Inspectors**

Christy Wannop, social care inspector

Dawn Bennett, social care inspector

Tracey Coglean Greig, social care inspector



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## Children's Social Care O&S Committee: Work Programme 2018/19

**Chair:** Cllr Mohammed Aikhlaq

**Deputy Chair:** Cllr Diane Donaldson

**Committee Members:** Cllrs: Debbie Clancy, Shabrina Hussain, Morriam Jan, Kerry Jenkins, Kath Scott and Alex Yip

**Officer Support:** Rose Kiely, Group Overview & Scrutiny Manager (303 1730)  
Amanda Simcox, Scrutiny Officer (675 8444)  
Sarah Stride, Committee Manager (303 0709)

### 1 Terms of Reference

1.1 To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning the Children's Trust, vulnerable children, corporate parenting and other child social care and safeguarding functions of the council.

### 2 Priority Issues and Items to be Scheduled

2.1 The following were highlighted in June as the possible priority issues for the committee's 2017/18 municipal year:

- Children's Trust – July 2018, December 2018, February 2019, March 2019, committee meetings and a visit in September 2018.
- Safeguarding - to include the Birmingham Safeguarding Children's Board Annual report in October 2018, Youth Justice Strategic Plan in January 2019 and contextual safeguarding in March 2019.
- Special Educational Needs and Disabilities (SEND) - October 2018, December 2018 and an update in February 2019 at the Learning, Culture and Physical Activity O&S Committee.
- Early Years, Health and Wellbeing contract – to be scheduled.
- Update on the Children Missing from Home and Care Inquiry – 13 March 2019 (included in the contextual safeguarding item).
- FGM: Birmingham Against FGM (BAFGM) Annual Report 2018/19, Detective Inspector Wendy Bird, Chair, BAFGM to be scheduled in 2019/20.
- Corporate Parenting – the Corporate Parenting Board Annual report and update on progress with the Corporate Parenting Inquiry recommendations to be scheduled in 2019/20. Also,



the Cabinet Member for Children's Wellbeing is the Lead Member for Children's Services (LMCS) and the LMCS and the Director of Children's Services (DCS) have a shared responsibility with all officers and members of the local authority to act as effective and caring corporate parents for Children in Care. The Cabinet Member attended the December 2018 committee meeting to provide an update on her portfolio.

### 3 Meeting Schedule

3.1 Below is the list of committee dates.

All at 10 am	Session / Outcome	Officers / Attendees
20 June 2018 in committee room 6	Informal meeting to discuss the Work Programme and priorities.	Andy Couldrick, Chief Executive, Children's Trust; Seamus Gaynor, Head of Executive, Children's Trust; Sarah Sinclair, Interim AD, Commissioning; Natalie Loon, Corporate Parenting Coordinator.
25 July 2018 committee room 6  Report Deadline: 16 July 2018	Cllr Booth, Cabinet Member for Children's Wellbeing.	Suman McCarthy.
	Children's Trust briefing and discussion.	Andy Couldrick, Chief Executive; Seamus Gaynor, Head of Executive; Sarah Sinclair, Interim AD, Commissioning; Dawn Roberts, AD, Early Help; David Bishop, Head of Service.
19 September 2018	Visit to the Children's Advice and Support Service (CASS) to observe the work of the Children's Trust.	Seamus Gaynor, Head of Executive, Children's Trust; Rachel McCartan, Head of Service, CASS.
17 October 2018 committee rooms 3 & 4  Report Deadline: 8 October 2018	Birmingham Safeguarding Children's Board (BSCB) Annual Report.	Penny Thompson, Chair of BSCB; Simon Cross, Business Manager.
	Special Educational Needs and Disability (SEND)  Cllrs Kath Scott and Martin Straker-Welds were in attendance from the Learning, Culture and Physical Activity O&S Committee.	Cllr Kate Booth, Cabinet Member for Children's Wellbeing; Anne Ainsworth, Acting Corporate Director for Children and Young People; Rachel O'Connor, Director of Planning & Performance, Birmingham and Solihull CCG.





<b>All at 10 am</b>	<b>Session / Outcome</b>	<b>Officers / Attendees</b>
14 November 2018 committee rooms 3 & 4  Report Deadline: 5 November 2018	Travel Assist  Cllr Kath Scott, Cllr Mary Locke and Rabia Shami were in attendance from the Learning, Culture and Physical Activity O&S Committee.	Cllr Kate Booth, Cabinet Member for Children's Wellbeing; Anne Ainsworth, Acting Corporate Director for Children and Young People; Sharon Scott, Acting AD for SEND; Jennifer Langan, Travel Assist Lead; Suman McCarthy, CSO.
12 December 2018 committee rooms 3 & 4  Report Deadline: 3 December 2018	Children's Trust report (10am – 11am).  Cllr Kate Booth, Cabinet Member for Children's Wellbeing Update (11am – 12).  To provide an update on portfolio (including the budget proposals).	Andrew Christie, Chair; Andy Couldrick, CEX; Professor Jon Glasby, Non-Executive Director.  Anne Ainsworth, Acting Corporate Director for Children and Young People; Suman McCarthy, CSO.
17 December 2018 Ellen Pinsent committee room	Request for Call In: Written Statement of Action (WSOA) – Special Educational Needs and Disability (SEND).  Cllr Kath Scott was in attendance from the Learning, Culture and Physical Activity O&S Committee.  Background documents including the action plan and risk assessment to be circulated to Members. The action plan was circulated on the 2 <sup>nd</sup> January 2019 and the risk register was circulated on 26 <sup>th</sup> February 2019.	Cllr Kate Booth, Cabinet Member for Children's Wellbeing; Anne Ainsworth, Acting Corporate Director for Children and Young People.
8 January 2019 <b>at 1pm</b> committee rooms 3 & 4	Request for Call In: Travel Assist Service  The risk register was circulated to Members on the 24 <sup>th</sup> January 2019.	Cllr Kate Booth, Cabinet Member for Children's Wellbeing; Anne Ainsworth, Acting Corporate Director for Children and Young People.
16 January 2019 committee room 2  Report Deadline: 7 January 2019	Youth Justice Strategic Plan (annual)  Members from the Housing and Neighbourhoods O&S Committee were invited for this item as it is linked to the work of the Community Safety Partnership.  The plan then went to City Council.	Dawn Roberts, AD, Early Help and Trevor Brown, Head Of Youth Offending Service.
13 February 2019 committee room 2	Ofsted Inspection of Children's Social Care Services	Andrew Christie, Chair, Andy Couldrick, CEX, Children's Trust and Cllr Kate Booth, Cabinet Member for Children's Wellbeing.



All at 10 am	Session / Outcome	Officers / Attendees
Report Deadline: 4 February 2019	Update on the Child Poverty Action Forum	Councillor John Cotton, Cabinet Member for Social Inclusion, Community Safety & Equalities; Prof Simon Pemberton, Co-Chair and Suwinder Bains, Cohesion and Partnerships Manager; Marcia Wynter, Cabinet Support Officer
13 March 2019 committee room 2  Report Deadline: 4 March 2019	Contextual Safeguarding (to include coverage of missing children, CSE and FGM and the front door arrangements)  Cabinet Member for Children's Wellbeing sends her apologies.	Dr Tim O'Neill, Director for Education and Skills; Andy Couldrick, Chief Executive, Children's Trust; Dawn Roberts, AD Early Help, Children's Trust; Irfan Alam, AD Children's Services, Children's Trust and Detective Superintendent Paul Drover, West Midlands Police.
	Birmingham Children's Trust Development Plan 2019/20 incorporating actions following the Ofsted Inspection of Birmingham Children's Social Care Services December 2018	Andy Couldrick, Chief Executive, Children's Trust and Dr Tim O'Neill, Director for Education and Skills.  Cabinet Member for Children's Wellbeing sends her apologies.
17 April 2019 committee room 6  Report Deadline: 8 April 2019	Adoption and Fostering Regulatory Inspections – Findings and Responses	Andy Couldrick, Chief Executive, Jenny Turnross, Director of Practice, Theresa Kane, Head of Service Fostering and Adoption, Michelle Gardiner - Assistant Head of Service Fostering and Jane Francis, Assistant Head of Service Adoption

## 4 Other Meetings

### Call in Meetings

*17 December 2018 – Written Statement of Action (WSoA) – request withdrawn  
8 January 2019 - Travel Assist Service – decision not called in*

### Petitions

*None scheduled*

### Councillor Call for Action requests

*None scheduled*

## 5 Report to City Council / Pieces of Work

5.1 Update on Children's Trust - Members to discuss the timings for City Council.



## 6 Outstanding Tracking

Inquiry	Outstanding Recommendations	Date of Tracking
Corporate Parenting 4 April 2017 report to City Council	R1 – R7 Update on recommendations due on 17 April 2019	Update rec'd 18 Oct 17 & Annual Report 14 Feb 18
<p>R01 - Councillors to commit to at least one activity from the 'menu of involvement'. This will then be published on the Council's website. A follow-up survey will be undertaken by the Scrutiny Office in nine months requesting an update from Councillors on this. Responsibility - All Councillors, by April 2017 (Achieved – late).</p> <p>R02 - The menu of involvement for Councillors is developed into a corporate parenting handbook for Councillors for May 2018. This will include providing Councillors with examples of how they can undertake each task. Responsibility: Cabinet Member for Children, Families and Schools by May 2018 (this was in progress at the last update).</p> <p>R03 - Training is offered to Councillors in the first couple of weeks of becoming a Councillor. Responsibility: Deputy Leader by May 2018 (in progress at the last update).</p> <p>R04 - Every children's home in Birmingham that has a Birmingham child in care is visited by the end of July 2017 and the District Corporate Parent Champions ensure this happens. Responsibility: District Corporate Parent Champions by July 2017 (Not Achieved - Progress Made at the last update).</p> <p>R05 - Supporting documentation for completing cabinet reports includes a requirement that consideration is given as to any impact of the proposals on children in care. If there are likely impacts, the cabinet report should include this in the body of the report. Responsibility: Cabinet Member for Transparency, Openness and Equality by October 2017 (Achieved).</p> <p>R06 - The AD, Children in Care Provider Services presents an annual Corporate Parenting Board report to the Schools, Children and Families O&amp;S Committee. Responsibility: Cabinet Member for Children, Families &amp; Schools by Feb 2018 (Annual report received 14 February 2018).</p>		

## 7 Useful Acronyms

ASTI = Assessment and Short Term Intervention	EHE = Elective Home Education	SEN = Special Educational Needs
BEP = Birmingham Education Partnership	FGM = Female Genital Mutilation	SENAR = SEN Assessment and Review
BSCB = Birmingham Safeguarding Children Board	Key Stage 1 (Ages 5-7) Years 1 and 2	SENDIASS = SEND Information, Advice and Support Service
CAFCASS = Child & Family Court Advisory Support Service	Key Stage 2 (Ages 7-11) Years 3, 4, 5 & 6	SENCO = Special Educational Needs Coordinator
CAMHS = Child and Adolescent Mental Health Services	Key Stage 3 (Ages 11-14) Years 7, 8 & 9	SEND = Special Educational Needs and Disability
CASS = Children's Advice and Support Service	Key Stage 4 (Ages 14-16) Years 10 & 11	SGOs = Special Guardianship Orders
CICC = Children in Care Council	Key Stage 5 (ages 16 – 18)	UASC = Unaccompanied Asylum Seeking Children
COBS = City of Birmingham School	MASH = Multi Agency Safeguarding Hub	YOT = Youth Offending Team
CSE = Child Sexual Exploitation	NEET = Not in Education, Employment or Training	
	NRPF = No Recourse to Public Funds	
	Ofsted = Office for Standards in Education	

## 8 Forward Plan for Cabinet Decisions

- 8.1 The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Children's Social Care O&S Committee's remit.



<b>Cabinet Member for Children's Wellbeing</b>			
<b>ID Number</b>	<b>Title</b>	<b>Proposed Date</b>	<b>Date of Decision</b>
005164/2018	T023 – Provision of Transport Services (Contract Extension)	26 Jun 18	26 Jun 18
005447/2018	Council Run Day Nurseries – Public Report	11 Dec 18	11 Dec 18
005639/2018	Options for Next Stage of Early Years Health & Wellbeing Contract	14 May 19	
005729/2018	Youth Justice Strategic Plan 2018-19	11 Dec 18	11 Dec 18
005449/2018	Travel Assist Service	11 Dec 18	11 Dec 18
006186/2019	Ofsted Inspection of Birmingham Children's Social Care Services Dec 2018	-	12 Feb 19
006102/2019	Travel Assist Service	16 Apr 19	
006187/2019	Action Plan in Response to Ofsted Inspection of Birmingham Children's Social Care Services December 2018	16 Apr 19	
006446/2019	Home to School Transport – Interim Service Provision Arrangements	Not on Forward Plan	26 Mar 19

8.2 The following are joint decisions made by the relevant Cabinet Member and Chief Officers.

<b>Ref No</b>	<b>Title</b>	<b>Cabinet Member &amp; Lead Officer</b>	<b>Date of Decision</b>
005968/2018	Written Statement of Action (WSOA) - Special Educational Needs and Disability (SEND) - Public Report	Cllr Kate Booth, Cabinet Member for Children's Wellbeing Jointly with Sharon Scott, Interim Assistant Director - SEND	7 Dec 2018
005969/2018	Private Report		