

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

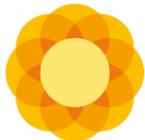
**Children's Social Care O&S
Committee Meeting on 17th April
2019**



**BIRMINGHAM
CHILDREN'S TRUST**

Adoption Achievements

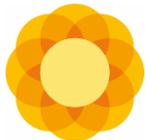
- We have worked hard to establish a new service; we are 1 year old. Processes, policy, procedures and systems are settling in.
- We have suitably skilled and qualified responsible individual and registered managers in place.
- We have a well developed and nationally recognised adoption support service 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

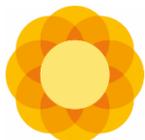
As a new service, we know that there are areas for improvement:

- 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.



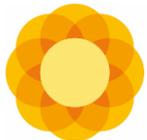
Main points from inspection

- 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.

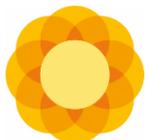


Fostering agency

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.



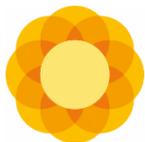
Achievements

- 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 18th 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.
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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.

