

Recommendation	Action	Who	When	Performance Measure
1 Ensure that children and young people communicate their views on all aspects of their care and support. This recommendation is made within the context of further developing consultation forums to enable their views to inform service development (NMS 1.3)	Looked after Childrens teams to include in their area plans how they will hear the Voice of the children in ther districts addressing NMS 1.3 as a priority (regs 3.31 - 3.42.	Service and Team Managers along with Fostering Support Managers.	First management meeting following restructure	All Looked after Children know how they can contribute their views to the service
	Fostering support Managers to set up tracking system to ensure requested feedback forms at the end of placements and at Annual reviews are returned by area social workers.	Fostering Support Manager with CiC manager	30th Sept 2012	100% of end of placement and Carer Reviews are returned.
	Child in Care Council has improved attendance by CiC.	VSK Fostering and Children in Care teams	Within one month of restructuring	Increased representation by Young people on The Children In Care Council
	Young people involved in assessing and recruiting foster carers, youn gpeople involved in recruitment of staff, C&F, Adolescent Resource,	Centralised Managers, Recruiting managers	Ongoing	Young people activley involved in foster carer and staff recruitment
2 Ensure all foster carers receive training in positive care and control of children. This recommendation is made within the context of the need to review and update guidance for foster carers, with particular regard to the physical restraint policy and procedure (NMS 3.8)	Review the Positive Behaviour Management Policy & Procedure	Working group led by Mandy Lowe/ Lisa Fitzpatrick to include range of people - foster carers, team teach trainer, young person, Child in Care	Meet 3 times - Sept, Oct, and November and present to SCS Div Mgt no later than December.	Up to date policy which has been rolled out to carers within 2012/13
	Review current training delivery	Fostering Training Group with Mandy Lowe fostering service, disabled children.	Launch event to carers in New Year within the new areas.	Increased availability of training and training delivery at different levels (low & high) overall by 25%. Reduced numbers of allegation/complaints about inappropriate restraint by 10%.
3 Ensure the care and support provided to children minimises the risk that they will go missing and reduces the risk of harm should the child go missing. This recommendation is made within the context of the service continuing to drive down the number of episodes of children going missing (NMS 5.1)	Continue with the risk management meetings.	District/Area teams.	Ongoing.	Reduction in numbers of children who go missing
	Supervising fostering social workers to discuss at supervision session following missing episode to discuss the Foster Carers strategy for dealing with missing child and ensure risk assessments are update.	Fostering social worker (support).	Ongoing.	
	Include in Children/Young persons guides re keeping themselves safe.	Mandy Lowe Policy & Performance	By Jan 2013	
4 Ensure foster carers are trained in health and safety issues and have guidelines on their health and safety responsibilities. Avoidable hazards are removed as is consistent with a family home. This recommendation is made within the context of ensuring foster carers' own safe care policies are in line with the services own guidance, including fire risks and e-safety (NM 10.3)	Training manager to review current Health & Safety training and ensure health and safety issues are Incorporated into safecare plan.	Fostering Training Group all Supervising SW's	By October 2012 for current courses and for future courses	All activity completed and rolling system in place to ensure consistent action ongoing
	Amend terms and conditions of foster carers to include requirement for carer to request 'Fire safety house check' from fire brigade and to formlate a fire safety plan. All registered carers to have fire safety addressed at review.	County Manager & Area Fostering Teams	01/09/2012 Ongoing	
	Fire safety plan to be addressed in family's safe care plan.Home fire plan to be amended specific to each new placement and discussed with the child.	Support Fostering Teams	ongoing	
	Safe care plan form to be reviewed to have additional item covering fire plan/safety.	County Manager	September	
	All current carers will have fire safety addressed at Annual review All new carers have had visit from fire safety officers within 3 months of approval.	Support teams Assessment and Support Teams	Annually and Ongoing within 3 months of approval and ongoing	

5	Ensure 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 (NMS 10.5)	12 monthly unannounced visits undertaken and health & safety inspection undertaken/reviewed at that time.	Fostering social workers.	Ongoing	100% of carers to receive an unannounced visit in 12 month period
		Tracking system to show each carers unannounced visits/dates.	Admin/team leader	Immediate and ongoing	
6	Maintain an effective strategy to ensure sufficient foster carers are responsive to current and predicted future demands on the service. This recommendations is made within the context of recruiting a sufficient number of foster carers who can accommodate sibling groups, so as to reduce the need for exemptions (NMS 13.1)	Update/review the recruitment strategy	County Manager Team Managers, Recruitment Co-ordinator (recruitment and support & assessment teams) District LAC team.	Annual review of strategy	Target of 140 new carers in12/13 reached, Increased recruitment in "Hotspots". Increase by 10% number of children placed in house as sibling groups. Decrease by 10% number of exemptions.
		New assessment teams/focussed recruitment	County Manager Team Managers, Recruitment Co-ordinator (recruitment and support & assessment teams) District Children in Care team	Oct-12	
		Focussed recruitment on sibling groups/permanence, BME, P&CH - working with the support teams/hot spots	County Manager Team Managers, Recruitment Co-ordinator (recruitment and support & assessment teams) District Children in Care team.		
7	Ensure the fostering panel shall give advice and make recommendations on such other matters or cases as the fostering provider may refer to it. This recommendation is made within the context of updating the panel's terms of reference and seeking its views on additional service matters (NMS14)	Update the panels terms of reference.	County Manager Assesment Team	Oct-12	Panel reports improved. Assessment Timescales met.
		County Manager to devise feedback form from Panel chairs to Team Managers.	County Manager Panel chair,	Ongoing	
		Annual panel chair report.	Panel chairs	Annual	
		Continue seeking advice from panel re matters of concern.	All Teams	Ongoing	
8	Ensure the manager regularly monitors all records kept by the service to ensure compliance with the service's policies, to identify any concerns about specific incidents and to identify patterns and trends. This recommendation is made within the context of addressing the variable quality of carer supervision records and ensuring that all service policies and procedures are regularly reviewed and updated (NMS 25.2)	All significant incidents of concern, complaint or allegation in a foster home to be logged and kept centrally by area team.	Fostering Support Manager	Ongoing	Agreed System is in place giving early identification of patterns
		Supervisor of fostering social work staff to examine quality of individuals supervision records.and case files. Ensure new ICS system takes account of fostering recording requirements.	Information reviewed quarterly by area Children in Care teams and fostering support management. M.V & NA	01/09/2012 and ongoing	Continue to have fostering representation on all ICS groups