

Kent County Council's Fostering Service Business Plan; 2019-2020

This Business Plan correlates to the [SCS business plan](#)

Kent Fostering Service's vision

To achieve an outstanding fostering service that ensures consistent support to foster carers with positive outcomes for Kent children and young people with improved stability within their foster family. "Making Kent a County that works for all children."

This document uses the National Minimum Standards (NMS) applicable to the provision of fostering services. The NMS together with the Fostering Regulations 2011 form the basis of the regulatory framework under the Care Standards Act 2000 for the conduct of fostering agencies.

Kent Fostering Business Plan: April 2019 – March 2020

Kent County Council are committed to ensuring that children can remain in the care of their parents and birth families wherever possible. However, if it is not possible for the child to remain living in their birth family, we plan for alternate care within a family setting, both as a short term or permanent arrangement. This business plan sets out how Kent's fostering service intends to deliver its services to ensure children feel safe, secure, loved, fulfilled, happy and optimistic and how we will support their foster carers to provide this to them.

TARGET 1: Facilitating the Corporate Parenting role within Kent Fostering and across Kent County Council departments. (NMS 7.1, 13.1)					
Objective	Action to be undertaken	Timescales	Lead	Performance management	Outcome
<p>To work collaboratively with all partner and agencies, including libraries, KCC office buildings and country parks to promote the recruitment of foster carers across all areas within Kent.</p>	<p>Engage all KCC teams in supporting the recruitment of foster carers and that they are engaged to promote fostering for KCC.</p> <p>Recruitment material will be provided to all KCC venues with specific information events planned for the year.</p>	<p>Calendar of events to be published for 2019/20</p>	<p>Heads of Fostering</p> <p>Recruitment coordinator</p>	<p>By carrying out consistent calendar of recruitment and information events across Kent to be published on Kent Fostering Website.</p>	<p>Recruitment of 120 new foster carers for 1st April 2019 - 31st March 2020.</p>
<p>Update recruitment material and promotion of Kent Fostering.</p>	<p>Update the website and review the advertising materials and use of social media to increase recruitment and awareness of Kent Fostering services unique selling points (USP).</p>	<p>March 2020</p>	<p>Heads of Fostering</p>	<p>Footprint on social media to increase and increasing the number of enquiries and applications.</p>	<p>The Kent Fostering brand will be prominent throughout the Kent community.</p>
<p>Secure and accessible communication links with Fostering applicants and Kent Foster Carers.</p>	<p>Develop a Fostering App or interactive Website portal.</p> <p>Children’s Portal for initial fostering enquiries and secure submission of diary records, annual review and other documents.</p>	<p>Autumn 2019</p>	<p>Assistant Director for Corporate Parenting</p>	<p>Transformation funding secured for development, monitored through budget delivery board and Change for Kent Steering Group.</p>	<p>Kent Fostering App or Website portal to access information and guidance.</p>

TARGET 2: Ensure children and young people in care can communicate their views on all aspects of their lives, including their care and support. (NMS 1.3, 1.4, 1.5, 1.7)

Objective	Action to be undertaken	Timescale	Lead	Performance management	Outcome
It is a priority for children in care teams and the fostering teams to promote the voice of the children and young people within their districts.	To increase the voice of the child within foster carer Annual Reviews and increase the attendance of children in care at participation events.	To review monthly on fostering Team Operational Dashboard. (TOD)	Heads of Fostering	Increase number of feedback forms received from children and young people. Increase use of MOMO once Fostering Social workers receive work smart phones.	Increase the voice of the child in foster carer annual reviews and supervision visits.
	Fostering social workers to include the voice of the child within the foster carer supervision visits. To see the children within placement a minimum of quarterly to include a visit prior to a foster carers Annual Review.	Participation events and activities to be recorded in Foster Carer Annual Reviews.	Fostering Team Managers	All foster carers to support children attending participation events (activities) at a minimum of 3 events per year. To be recorded and tracked in the foster carers reviews.	Increase children and young people's attendance at activities and participation events.
	Continue running "Keeping Safe" groups across all districts for boys and girls in foster care who are aged 12-16-years old.	To aim to have groups running across the county during 2019-2020.	VSK	Virtual School Kent to complete evaluation following each 6-week programme.	For vulnerable young people to have a safe environment with trusted adults to learn about "Keeping Safe" and support their emotional well-being.
	The events are to be coordinated by Virtual School Kent and fostering support teams to have a "Keeping Safe and emotional wellbeing theme".		Fostering Support Team managers	Explored within the annual review.	
Children and young people to contribute to the training and development of foster	Children and young people to contribute to the planning and review of the Reflective Fostering programme via		VSK Participation Officer and Head of	Foster carers trained in reflective practice.	Placement stability increases for children and in house carers are better supported,

<p>carers.</p> <p>Children and young people’s views gained in respect of information provided when children are placed with foster carers.</p>	<p>focus and steering groups.</p> <p>Young People contribute and facilitate the Foster Carers conference – ‘The Life of Teenagers’</p> <p>VSK Apprentice to be recruited with a lead on fostering. To be open to Foster carers birth children, Children in care and Care Leavers.</p>	<p>November 2019</p> <p>July 2019</p>	<p>Fostering</p> <p>VSK</p>		<p>leading to an increase in children being placed with in house foster carers.</p> <p>Foster carers have a wider understanding and skills to care for teenagers.</p>
<p>To ensure children are visited as part of the allegation and complaints process.</p> <p>To learn from complaints and allegations to ensure a “Safe” fostering service.</p> <p>Safe Kent Workshops for all Unaccompanied Asylum Seeking Children (UASC) in foster carer.</p>	<p>The outcomes of the allegations and complaints are to be given to children and young people, along with the joint visits and direct work to be completed as part of the allegation and/or complaint process.</p> <p>The fostering service to review themes and safe care practice together to ensure consistency and learning is shared.</p> <p>To facilitate the delivery of groups for UASC young people to provide advice and information on cultural differences and safety of peers.</p>	<p>Guidelines are on Tri-x and are implemented into all social worker practice</p>	<p>Independent Review Officers</p> <p>Children in care social workers</p> <p>Fostering social workers and team Managers</p> <p>Heads of Fostering</p>	<p>All allegation and complaints to be tracked monthly by the fostering team managers and included in monthly audit return.</p> <p>This will be reviewed quarterly within the districts with the area Assistant Director, Head of Fostering, Service Managers, team managers, Virtual School Kent and LADO.</p>	<p>To ensure there is learning across the fostering service from any allegations and complaints by reviewing Safe Care policy and guidelines.</p> <p>Process and practice updated in line with learning.</p> <p>Safer care for young people and children in foster homes.</p>

<p>Learning from children’s and young people’s feedback to be disseminated throughout the fostering service.</p>	<p>The complaints and compliments are to be presented monthly at the corporate parenting management meeting; including learning points for the service.</p> <p>This will also be shared quarterly at team managers meetings and learning disseminated to foster carers through the following ways:</p> <ul style="list-style-type: none"> - Foster carer advisory board; - Kent Foster Carer Association (KFCA); - Foster carer ambassadors; - Foster carer monthly support groups. 	<p>Monthly</p>	<p>Heads of Fostering</p> <p>Kent Fostering Agency to track complaints and allegations</p> <p>Fostering team managers</p>	<p>Monitor and measure through the complaint’s tracker for Corporate Parenting.</p> <p>Aim for a reduction in complaints and allegations within Kent Fostering.</p>	<p>A learning culture will be developed and measured by a reduction in repeat complaints of similar themes.</p> <p>To achieve a safer fostering service where young people report they feel safe and listened to.</p> <p>Foster carers are child and young people focused and actively promote attendance at the young people’s councils (YAC and OYPC).</p>
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TARGET 3: Ensure all foster carers have a clear personal development plan for learning and training. (NMS 4.6, 20.4, 20.5, 20.9)					
<i>(This includes training on safe care, keeping children safe, prevent, social media, gangs, CSE and understanding of behaviour and child development to include positive control and de-escalation).</i>					
Objective	Action to be undertaken	Timescales	Lead	Performance management	Outcomes
<p>All foster carers to have a Personal Development Plan.</p> <p>This plan is updated and reviewed each year within the annual</p>	<p>All foster carers are to have a personal development plan (PDP) initially as part of the Kent Fostering assessment, this will then be updated each year.</p> <p>Training must be addressed as part of supervisions for the</p>	<p>PDP to be completed at time of approval for new foster carers and yearly for existing carers.</p>	<p>Fostering Social Workers for both Assessment and Support Teams</p>	<p>Audit process to include evidence of completed personal development plans.</p> <p>Foster carer training is monitored on Liberi and reported monthly.</p>	<p>To have skilled and knowledgeable foster carers able to care for a range of children with complex needs.</p>

<p>review.</p>	<p>foster carers whilst non-attendances would be addressed through annual review process and panel.</p>			<p>The fostering scorecard now includes:</p> <ul style="list-style-type: none"> - The percentage of foster carers who have completed core training within the first and/ or second year of approval. - Foster carers who have not completed training within the last 6/12 months will be highlighted by the training coordinator. 	<p>To increase the number of carers who have the knowledge and skills to care for our more vulnerable children.</p>
<p>To have a clear structure of training for new and experienced foster carers with a specific programme of career development.</p>	<p><u>New Courses for 2019 and 2020</u></p> <ul style="list-style-type: none"> - Winter Conference - Teenagers in Foster Carer - New Year's Conference - Fostering Attachment Development Trauma and Mental Health - Non-Violence Resistance Training Programme - Education Champions – Fostering Network - Linked carers Safe Care Training - Online Safety Training - Managing Allegations Training - UASC Support Groups - Reflective Fostering - Transitions to Adulthood <p>Conferences – ‘The life of a teenager’ ‘Attachment and Trauma’</p>	<p>Training calendar provided to all foster carers for 2019-2020.</p>	<p>Training Coordinator</p>	<p>As part of the retention of our existing foster carers, we need to ensure we have a competitive offer of new training courses on a yearly basis.</p>	<p>To offer a varied training calendar with opportunities for personal development and building new skills and knowledge with foster carers.</p> <p>To increase the number of carers who can care for teenagers and children with mental health difficulties.</p>

<p>Foster carers to receive training in positive care and control of children, including training in de-escalating problems and disputes.</p>	<p>Fostering staff to deliver increased Fostering Changes training course for under and over 11's, with 2 trained in each support team.</p>	<p>Fostering Changes will be part of the yearly training calendar.</p>	<p>Training Coordinator</p>	<p>Increased placement stability monitored through the Fostering Scorecard.</p>	<p>To improve our placement stability.</p>
<p>To offer joint training for foster carers, social workers and other professionals.</p>	<p><u>Reflective fostering programme:</u> Fostering Staff and Foster Carers to be trained by Anna Freud Centre to deliver training to foster carers.</p> <p>The programme has been specifically designed to assist foster carers in using mentalising techniques to build and sustain positive working relationships with the children in their care and build placement stability. This will be delivered over 2 years starting at the end of 2018.</p>	<p>2019 - 2020</p>	<p>Training Coordinator Head of Fostering - West Training Coordinator Heads of Fostering</p>	<p>Increased placement stability monitored through the Fostering Scorecard.</p>	<p>Increased placement stability with the partnerships working with the Sense of Belonging service.</p>
<p>All foster carers are trained in appropriate Safe Care practice and all children have an individual Safe Care Plan on Liberi.</p>	<p>Mandatory training programmes for the second foster carers will include online training in Safe Care and Prevent.</p>	<p>April 2019 - 2022</p>		<p>Foster carer training is monitored as part of Liberi, reporting monthly.</p>	<p>Increased awareness and skills in keeping children safe in the fostering home and community measured by a reduction in allegations.</p>

<p>To improve understanding of teenage developmental needs.</p>	<p>Fostering support teams to facilitate adolescent workshops, and support groups to increase confidence and skills in caring for teenagers.</p> <p>Level 2 and 3 foster carers and Foster Carer Sessional Workers to provide peer and practical support for foster carers caring for challenging and complex children and young people.</p>	<p>Ongoing</p>	<p>Service Managers</p> <p>Fostering Support Teams</p>	<p>Increase the use of our foster carer vacancies for teenagers.</p>	<p>Increase the numbers of foster carers accepting teenage placements. Maximise the use of our in-house foster placements.</p>
<p>Introduce a Foster carer App or Website to access the Handbook, so there is one source of information.</p>	<p>The Information in foster carer handbook needs further updates to ensure all correct policies and procedures are accessible.</p> <p>A Kent fostering App or interactive Website, to provide foster carers with immediate and accessibility to resources and guidance to complete the fostering task(s).</p>	<p>December 2019</p>	<p>Head of Fostering supported by Transformation Project</p>	<p>Foster carers demonstrate they are up to date with policies, procedures and guidance measured in annual reviews and supervisions.</p>	<p>To have one electronic source of information for Foster carers.</p>

TARGET 4: To maintain an effective strategy to ensure sufficient foster carers are responsive to current and predicted future demands on the service. (NMS 13.1, 21.1, 21.2, 21.5) <i>(This recommendation is made within the context of recruiting a sufficient number of foster carers who can accommodate sibling groups, to reduce the need for exemptions).</i>					
Objective	Action to be undertaken	Timescales	Lead	Performance management	Outcomes
To ensure the better use of current vacancies, review and de-register where carers are unavailable and to make use of the 'on hold' policy.	<p>All inactive foster carers to be reviewed during the annual review process or prior to this where appropriate, to ensure maximum use of in-house vacancies.</p> <p>The 'on hold' policy is to be used where carers require a break from the fostering role.</p> <p>Develop a streamlined process around the variations of approval to be approved directly by ADM.</p>	<p>Annual Review</p> <p>Sept 2019</p>	<p>Fostering team managers</p> <p>MIU</p> <p>Head of Fostering</p>	Support teams are to review inactive carers, supported by the fostering review team, Total Placement Service and Management Information Unit.	<p>To make use of all potential vacancies.</p> <p>Wider availability of foster carers</p>
The recruitment strategy reviewed annually to reflect the changing demographics and the Sufficiency Strategy.	<p>The website is to be updated with new images and clear branding for 'Kent fostering service'. This will be frequently reviewed to keep it up to date.</p> <p>Recruitment activity focused on targeted needs including Hub Families and Parent and Child Placement, alongside carers that are resilient in caring for harder to place children and young people.</p>	September 2019	<p>Head of fostering</p> <p>Recruitment coordinator</p> <p>Communications team</p>	The communications team are to provide services by reporting on the number of website reaches, analysis on where people have seen information about recruitment events, and overall increase in applications following fostering recruitment advertising and events.	To recruit 120 new foster carers.

<p>Annual recruitment budget to include specific targeting campaigns.</p>	<p>Increased use of social media; including Facebook, Twitter and Google to promote the service and increase applications. Introduction of Drop in Events.</p> <p>Feedback collated from carers leaving the service and new carers to improve carer experience of Kent Fostering and support provided.</p> <p><u>Target for foster carers</u> To recruit 120 new fostering households registered foster carers by <u>April 2020</u>.</p>	<p>Ongoing</p> <p>6 monthly reports to evaluate to the outcomes.</p> <p>April 2019 and October 2019</p>	<p>Head of fostering</p> <p>Fostering Assessment Managers</p> <p>Fostering Review Manager</p> <p>Recruitment coordinator</p>	<p>Retention of foster carers to be evaluated using information from exit interviews undertaken by Assessment Social Workers.</p> <p>Post approval interviews to be completed 6 months after approval, to learn from and review the recruitment process and initially support provided.</p> <p>Effectiveness to be measured through post approval 6-month interview with new carers.</p>	<p>To improve retention of new foster carers and attract new applications for Kent Fostering.</p>
<p>Foster Carer Ambassadors to support the recruitment and retention of foster carers.</p> <p>To celebrate Foster Carers, work with children through celebration events.</p>	<p>30 Kent Foster Carer Ambassadors have been recruited to promote fostering at recruitment and fostering events, organise 'meet and greet' events in each area and co-facilitate and assist with updating policies and procedures.</p> <p>Celebration Awards Ceremony October 2019</p>	<p>Quarterly Ambassadors meetings with Head of Fostering</p>	<p>Heads of Fostering</p>	<p>Ambassador annual report</p> <p>Panel chairs report and feedback.</p> <p>Increase in the recruitment and retention of foster carers to be tracked through data provided by Management Information Unit. (MIU)</p>	<p>Meet target 120 foster carers and improve retention.</p>

<p>Foster carers receive relevant support services.</p>	<p>Introduce a nominated carer policy for carers to provide additional support for them to use their 2-week holiday entitlement.</p> <p>Delegated authority to be reviewed to support children, young people and foster carers.</p>	<p>March 2019</p>	<p>CSWT / CIC / Fostering</p> <p>Team Managers</p>	<p>To have a clearer guidance on the use of delegated authority for sleepovers with foster carers family and friends.</p> <p>Children and young people will have links with foster carers extended family/friends to support respite arrangements and placement stability.</p>	<p>Reduce the numbers of fostering placements used for foster carers A/L, by increasing the use of Nominated carers and use of delegated authority.</p>
<p>TARGET 5: To ensure that the Head of Fostering regularly monitors all records that are kept by the service; this should ensure compliance with the service’s policies and to identify specific incidents and areas for concern, patterns and trends. (25.1, 25.2, 25.3) <i>(This recommendation is made within the context of addressing the variable recording of foster carer annual reviews, panel reports, supervision and case records).</i></p>					
Objective	Action to be undertaken	Timescales	Lead	Performance management	Outcomes
<p>Foster carer files are to be audited in line with CYPE to achieve consistency in practice across the county.</p>	<p>Safeguarding Unit are developing a tool in line with CYPE for meaningful audits.</p> <p>Team Managers to review the TOD every month and supply a summary for the Head of Fostering and Assistant Director.</p> <p>Learning from SCR Reviews.</p>	<p>September 2019</p>	<p>Heads of fostering</p> <p>Team Managers</p> <p>Heads of fostering</p>	<p>The themes and learning will be fed back at children in care meetings along with the operational fostering manager meetings.</p>	<p>Improvement in consistency of recording on Liberi across the fostering teams.</p> <p>Improvement in compliance.</p>

TARGET 6: Handling allegations and suspicions of harm (NMS 22)					
Objective	Action to be undertaken	Timescales	Lead	Performance management	Outcomes
To have a central system for recording complaints and allegations with clear leadership in management of allegations, with use of performance management where appropriate.	Allegations policy to be reviewed and updated.	August 2019	Head of Fostering LADO	Social media checks and LADO evaluation meetings clear within the Kent fostering allegations procedures.	Clear record of all allegations and complaints against Kent Foster carers.
	Risk Assessment Chronology to be used for all new carers and with carers who are subject to complaints, allegations and standards of care issues.	Monthly	Kent Fostering Agency Coordinator	All fostering teams to follow the flowchart for allegations, supported by the LADO service.	Service is able to learn from Serious Case Reviews and review practice.
	All allegations are recorded on the carer's record on Liberi and presented to the fostering panel.	Ongoing	Training Coordinator	All new applications to foster will have Kent Risk and Vulnerability assessment completed. This will also be completed following any allegation or complaint against a registered foster carer.	
	Standards of Care issues to be completed on Liberi and have management oversight.				
	Peer support training is to be provided yearly to ensure carers are supported and understand the process.	Ongoing			

TARGET 7: Payments to Foster Carers (NMS 28)					
Objective	Action to be undertaken	Timescales	Lead	Performance management	Outcomes
<p>The foster carers payments and expenses are to be reviewed yearly in line with Kent County Council's payments and charging policy.</p> <p>Payment policy to be implemented.</p>	<p>We will ensure that payments are in line with other local authorities, national DfE guidance and are competitive with Kent Independent Fostering Agencies.</p> <p>Produce payments guidelines for foster carers</p>	Yearly	<p>Assistant Director for Corporate Parenting</p> <p>Head of Fostering</p>	<p>By reviewing at the beginning of the financial year in line with the Kent County Council payment and charging policy.</p> <p>Payments for foster carers are to be published onto the fostering website and in Kent County Council publications of payments.</p>	A clear payment structure for Kent Fostering.
A review of the Payments for Skills Level 2 and 3.	<p>To review the function and format of the payment for skills panel.</p> <p>Review the competency assessment framework and update in line with Annual Review evidence.</p> <p>Review the annual review form to streamline and make the report more purposeful and a reflection of the foster carers full year of fostering while evidencing competency and the national minimum standards.</p>	August 2019	<p>Head of Fostering</p> <p>Foster Carer Ambassadors</p> <p>Training coordinator</p> <p>Foster carer ambassadors</p>	<p>Foster carers and staff need a clear process to provide evidence for the consideration of Level 2 and 3 payments. This will be measured in achieving consistent practice across the county.</p> <p>Training to be delivered in line with the updated competency framework.</p> <p>The training coordinator and head of fostering are to review competencies, jointly with foster carers ambassadors.</p>	To ensure a competitive payment structure and career development for Kent Foster carers.

	Consider the structure in line with the IFA payment structures and how to recruit experienced foster carers to join Kent Fostering.		Fostering review Team Manager		
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TARGET 8: Foster carers are to receive the support and supervision that they need to care properly for the children that are placed with them; supervision and support to foster carers. **(NMS 3.8, 21.1, 21.10, 21.12)**

Objective	Action to be undertaken	Timescales	Lead	Performance management	Outcomes
To increase support to children and young people through the life-long links pilot.	Fostering to support life-long links through providing details of children matched for permanence at the fostering panel. Training and awareness will be provided while raising awareness with foster carers and fostering staff.	Ongoing	Head of Fostering Claire Barton for family group conferencing	This will be measured through the working group meeting, attended by the head of fostering.	Increased number of children and young people included within the project.
To increase the placement stability and reduce numbers of moves for children coming into care by offering additional support to foster carers. Alongside improving the retention of Kent County Council in house foster carers through the provision of additional support.	To continue to provide an offer to foster carers for increasing placement stability through the following options for additional support: <ul style="list-style-type: none"> Activity centers / residential weekends (Swattenden and Bewl Water), 10 hub families to be recruited for the county to support 3-4 foster carers per area with complex young people and provide emergency and ongoing support. 	March 2020	Head of fostering	This will be measured through the fostering scorecard to achieve a reduction in the numbers of moves the children and young people will have between fostering placements.	Improvement in placement stability and foster carer retention.
			Headteacher of Virtual School Kent Heads of fostering	This will be measured through the children and foster carers review feedback and joint working with independent review officers. This will be measured	Joint working with support and assessment teams to facilitate support groups and skills to foster course. All Support social workers to attend a minimum of 1 recruitment event per year.

	<ul style="list-style-type: none"> • To provide crisis support to foster carers through the sense of belonging clinical psychologist. • Recruit Foster Carer Sessional Workers to provide bespoke packages of support to foster carers. 			<p>through the fostering scorecard to reduce the number of foster carers leaving the service.</p>	<p>Enhanced quality and availability of foster care in Kent</p>
<p>Increase in the availability of emergency bed provisions and recruitment to assessment beds.</p>	<p>Develop a more stable and consistent emergency and assessment provision for children and young people to improve placement stability.</p>		<p>Head of fostering Manager of TPS Early Help</p>	<p>Increase in emergency bed provision to 10 beds across the county.</p> <p>Recruit one assessment bed foster carer for each fostering support team. (5 for the county)</p>	<p>To be measured by achieving an increase in an emergency and assessment provision to include OOH's.</p> <p>Foster carers feeling supported to provide children and young people in crisis a secure and supportive environment.</p>

Target 9: Preparation for in house foster placement (NMS 11, 15.1, 15.2)					
Objective	Action to be undertaken	Timescales	Lead	Performance management	Outcomes
Children are carefully matched to a foster placement and wherever possible given information about the foster carers before arrival. Matching processes meet the statutory requirements. Review Skills to Foster Course and develop Kent specific pre-approval training.	Every foster carer has an up to date profile with photographs that can be printed off and given to children before the start of the placement. Even in an emergency, the profile can be emailed to the placing social worker, to be shown to a child using current technology. Total Placement Service undertakes all planning and matching of in-house fostering placements. Respite Matching Forms and process to be reviewed and implements Central Fostering assessment Teams to review Skills to Foster training	For all in house placements April 2019	Service managers	Quality Assurance form to be used for all referrals to ensure appropriate information and matching recorded (oversight by Team Manager). Carers to ask children whether they received carer's profiles prior to placement. This to be recorded in carer's supervision.	To increase the use of carers profile for every placement. To improve the quality of matching placements. Clear matching oversight and safeguarding considered and recorded on Liberi
			Team managers		
			Head of fostering		
		May 2019	TPS	To review the current pre-approval training and update with Kent specific course.	New pre-approval training to be designed for launched in 2020/2021.
March 2020	Heads of Fostering Assessment Team Managers				

<p>Carers are given full information about the child.</p> <p>The fostering service and foster carer contribute effectively to each child's Placement Plan review and statutory review of the child's care plan.</p>	<p>Referrals to be quality assured at point of referral and returned to children social workers if not of good quality.</p> <p>All Placement planning meetings are undertaken within the statutory 5 working days with the child / young person and parents present where appropriate.</p> <p>Individual safe care plans are completed for every child at placement arrangement meeting.</p> <p>All carers to receive copy of referral, risk assessment, delegated authority and placement arrangements form for each child placed in their care.</p>	<p>For every in-house placement</p>	<p>Fostering team managers</p> <p>Fostering social workers</p> <p>Fostering social workers</p> <p>Children's social workers</p> <p>Children's social workers</p>	<p>Total placement service to quality assure referrals and timescales for placement arrangements meeting.</p> <p>Report to Child in Care meeting on outcome of audits and areas requiring improvement.</p> <p>Carers to be provided with a copy of the placement planning meeting within 5 days of the meeting being undertaken.</p> <p>Feedback from IRO's.</p>	<p>Improve the performance for the completion of placement plans undertaken within 5 working days.</p> <p>Safe Care plans are triangulated, quality assured and completed at the start of placement and updated to reflect any changes. To be shared with child, in an age appropriate way by their social worker.</p>
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TARGET 10: Transition to Care Leavers Service. (NMS 12.1)					
Objective	Action to be undertaken	Timescales	Lead	Performance management	Outcome
<p>Kent Fostering Service to have comprehensive arrangements for preparing and supporting young people to make the transition to independence.</p> <p>Young People to be allocated a Personal Advisor at aged 17.5 years to support and lead on transition.</p> <p>Increase the number of young people in “Staying Put” arrangements.</p>	<p>Updated policy for leaving care including Staying Put arrangements. This is detailed on Tri X and within the Fostering Handbook.</p> <p>Transition workshops for foster carers and staff.</p> <p>Supporting Foster carers to understand Staying Put and updating the policy.</p>	<p>Yearly transition joint training</p> <p>Staying Put policy updated July 2019.</p>	<p>Head of fostering</p> <p>Service Manager 18 plus Care Leavers service</p> <p>Heads of Fostering</p> <p>Assistant Director for Corporate Parenting.</p>	<p>Young people tracked from age 17 years by Care Leavers service to ensure transition at 18.</p>	<p>Policy and update has been delivered to foster carers through updated training for all carers caring for children aged 16-18 years.</p>

<p>A clear transition process for our 16-18 young people, following their feedback that they are unclear about available options. A clear process for young people, foster carers and social workers.</p>	<p>Continue to work with IRO service to ensure that the transition process for young people and foster carers is clearly recorded in their pathway plan. Continue with a close working relationship with Catch 22 provider, for supported lodgings.</p> <p>Personal advisors to be allocated to young people at the age of 17.5 years to support and advise.</p>		<p>Head of Service 18 plus</p> <p>Head of Fostering</p>	<p>Head of Fostering to attend Catch 22 quarterly meetings, to ensure joint working and use of recruitment events.</p>	<p>Social workers and foster carers will have a clear checklist and plan for young people, including all the services and support options available. Flowchart for processes and services to be designed by Care Leavers Service.</p>
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