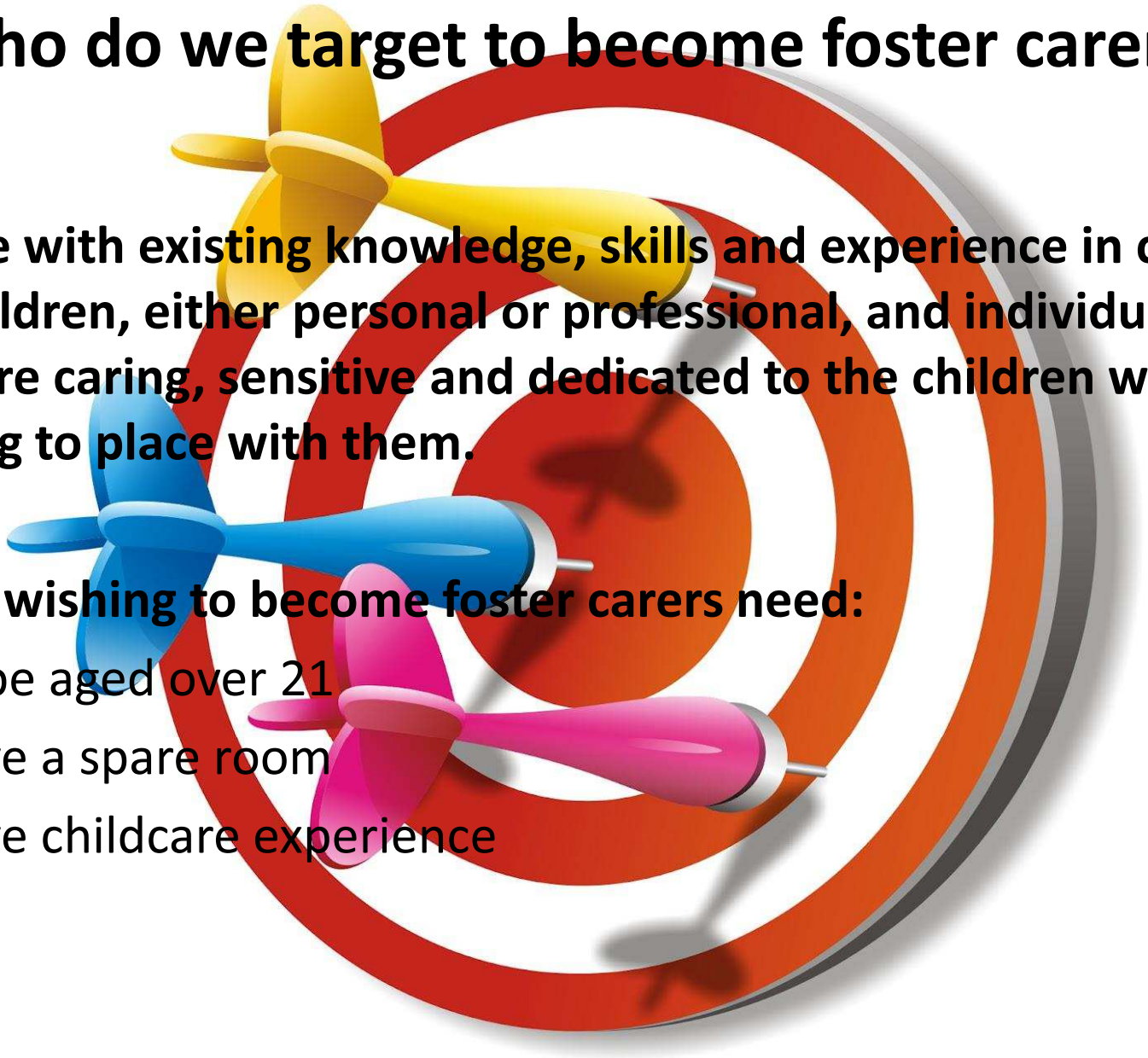
Hampshire Fostering Service

26 September 2018

Finding Homes for Hampshire Children

Who do we target to become foster carers?



People with existing knowledge, skills and experience in caring for children, either personal or professional, and individuals who are caring, sensitive and dedicated to the children we are looking to place with them.

Those wishing to become foster carers need:

- To be aged over 21
- Have a spare room
- Have childcare experience

What are the difficulties we face when trying to recruit foster carers?

Financial concerns

Spare room

People already known to us

Foster Carer Recruitment

	2016-17	2017-18	Apr - Aug 18
No of enquiries	781	644	246
No of IHVs**	292	264	94
No of households passed to assessment	125	104	23
No of approvals	58	41	18

**Initial Home Visits

How we support our carers

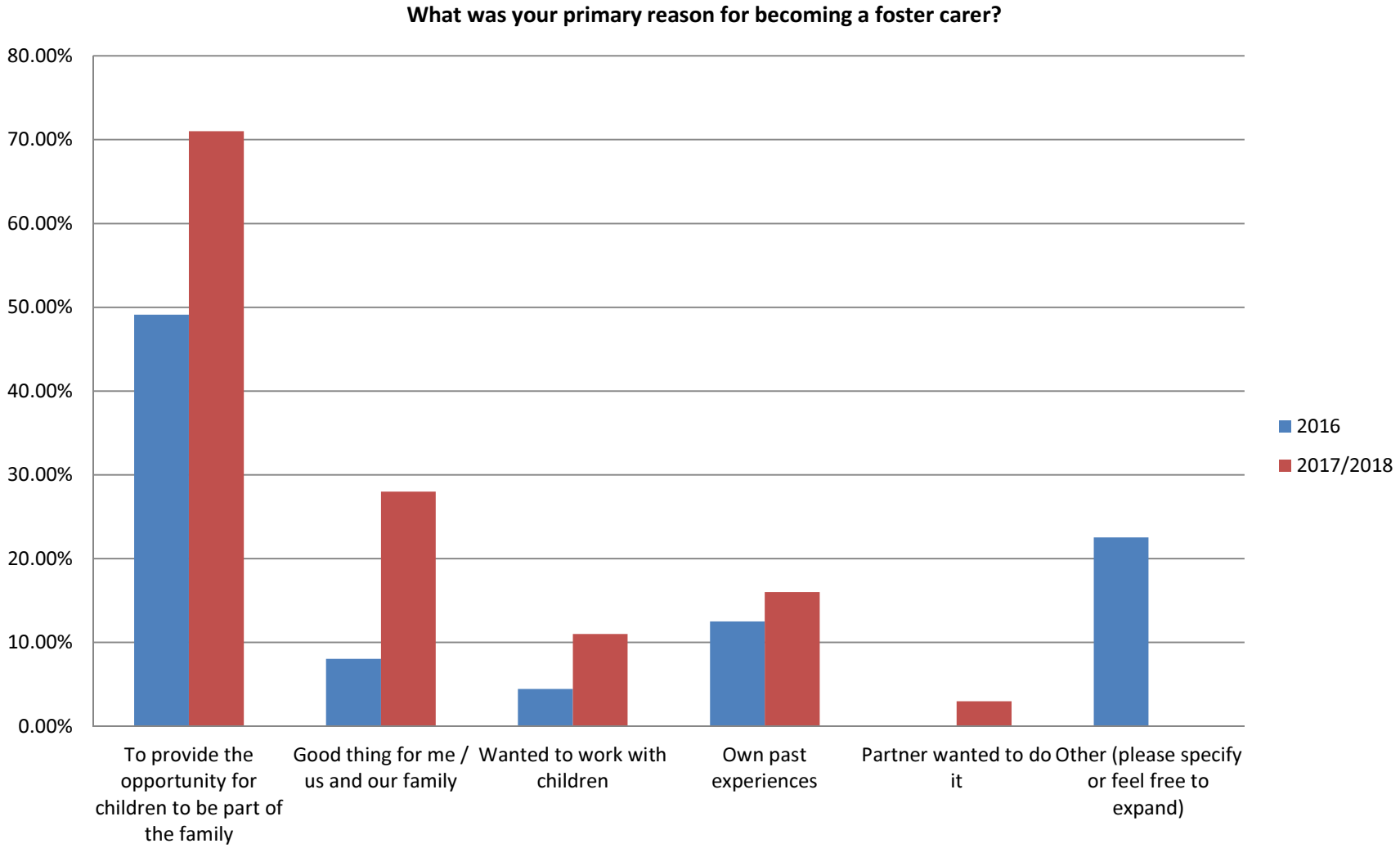
- Support and supervision
- Matching
- Buddying
- We support foster carers at meetings for the child
- We facilitate support groups for foster carers
- Work with Hampshire Fostering Network
- Learning and development

Helping children stay in foster homes

- ‘Matching’ and choice is crucial for placement stability
- We work with children’s social workers
- We provide support to foster carers
- We help carers have the right skills and experience and look from the child’s point of view

Foster Carer Survey
What our Carers said about us in March 2018

Foster Carer Survey



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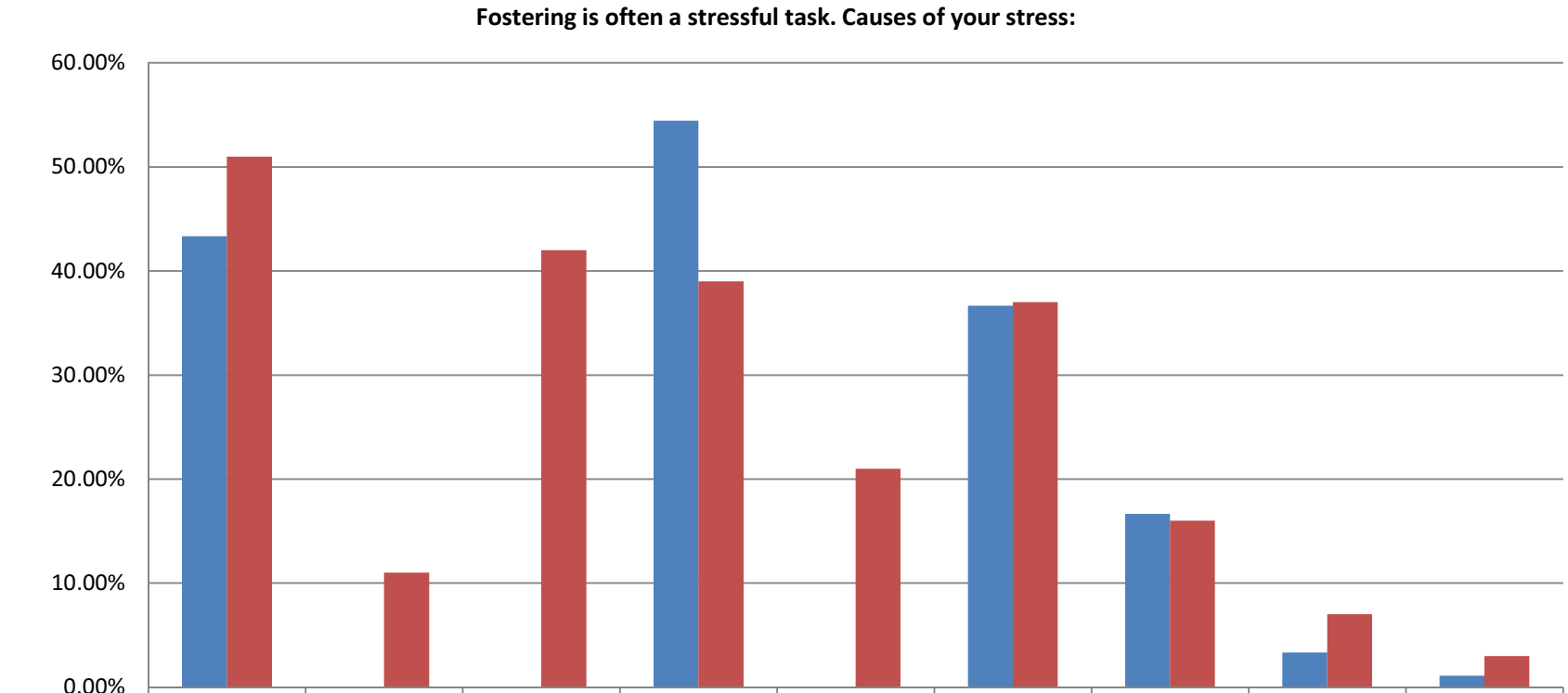
Foster Carer Survey



	Lack of support (from Children's Social Worker)	Lack of support from Supervising Social Worker	Contact	Finance - (payments)	Finance - mileage claims	Children's needs	Children not in education/training	Phone calls from Placement Commissioning Team	Volume of phone calls (3)
2016	43.33%			54.44%		36.67%	16.67%	3.33%	1.10%
2017/2018	51%	11%	42%	39%	21%	37%	16%	7%	3%

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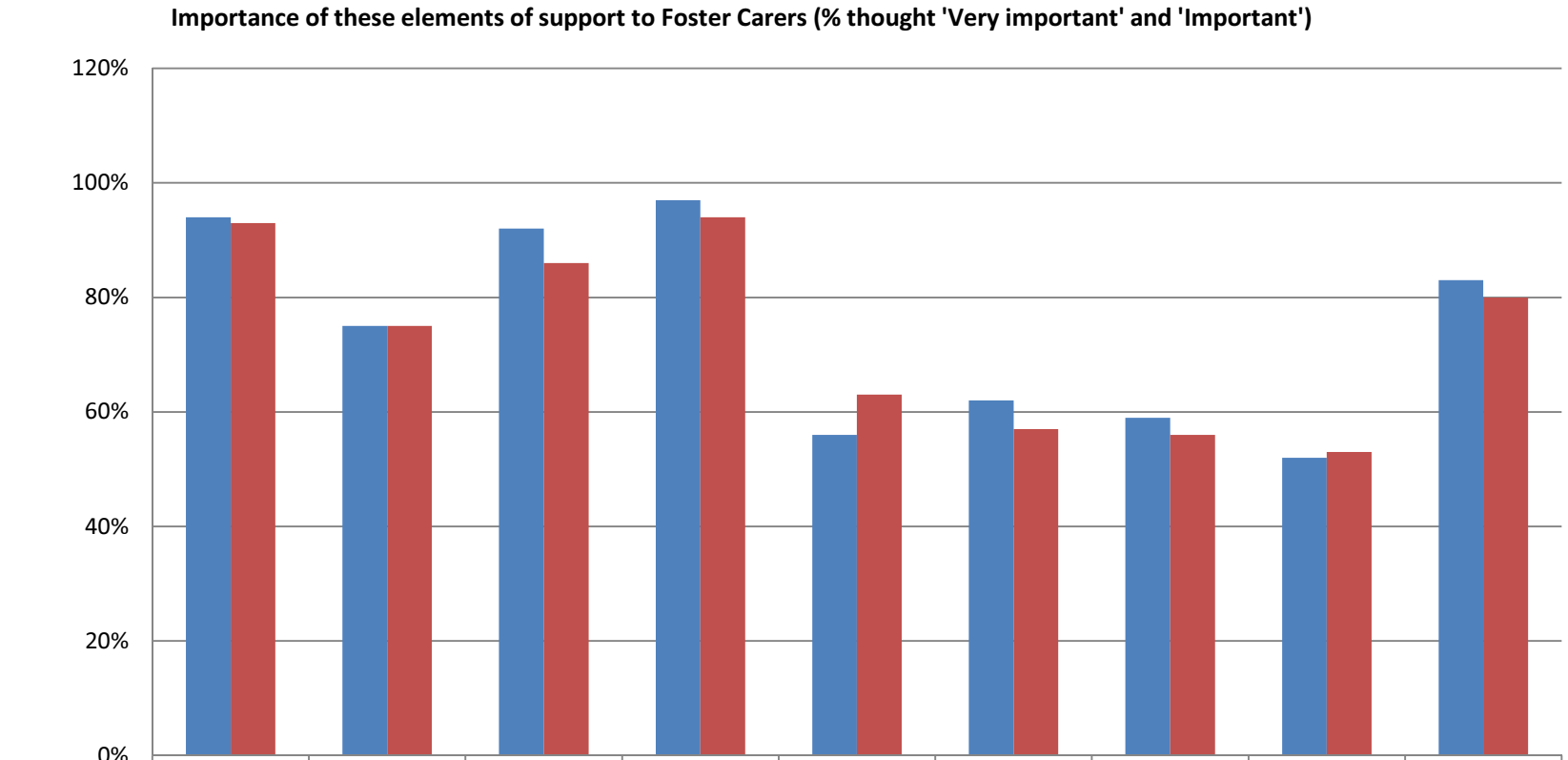
Foster Carer Survey



	Keeping the same supervising Social Worker	24-hour support from the fostering team	Financial support	Availability of child's social worker	Availability of fostering team manager	Respite foster carer	Advice from someone who is independent	Peer support (mentoring)	Training
2016	94%	75%	92%	97%	56%	62%	59%	52%	83%
2017/2018	93%	75%	86%	94%	63%	57%	56%	53%	80%

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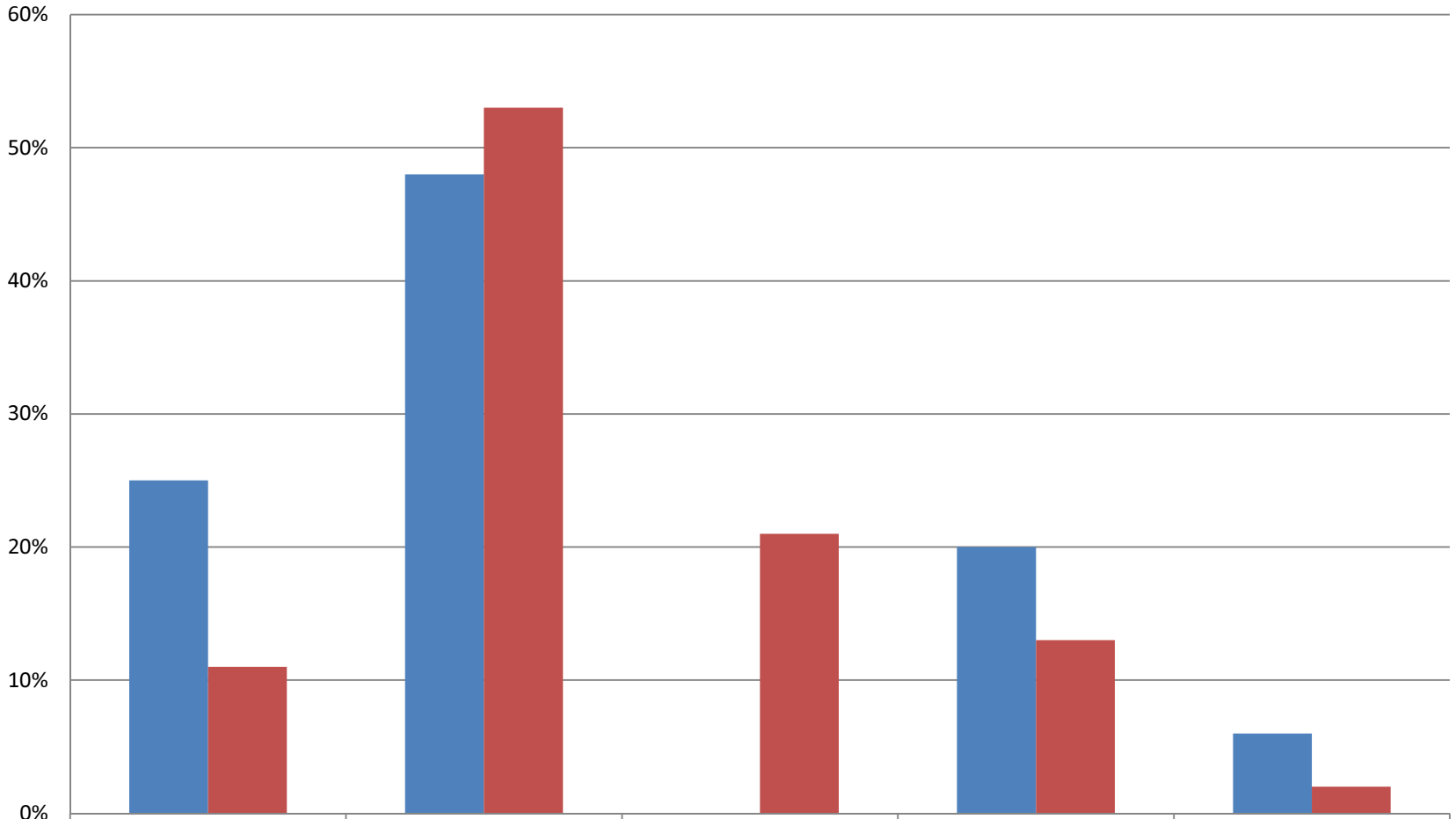
Foster Carer Survey

Levels of satisfaction with the quality and quantity of support you receive from your current fostering service?



	Very satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied
2016	25%	48%		20%	6%
2017/2018	11%	53%	21%	13%	2%

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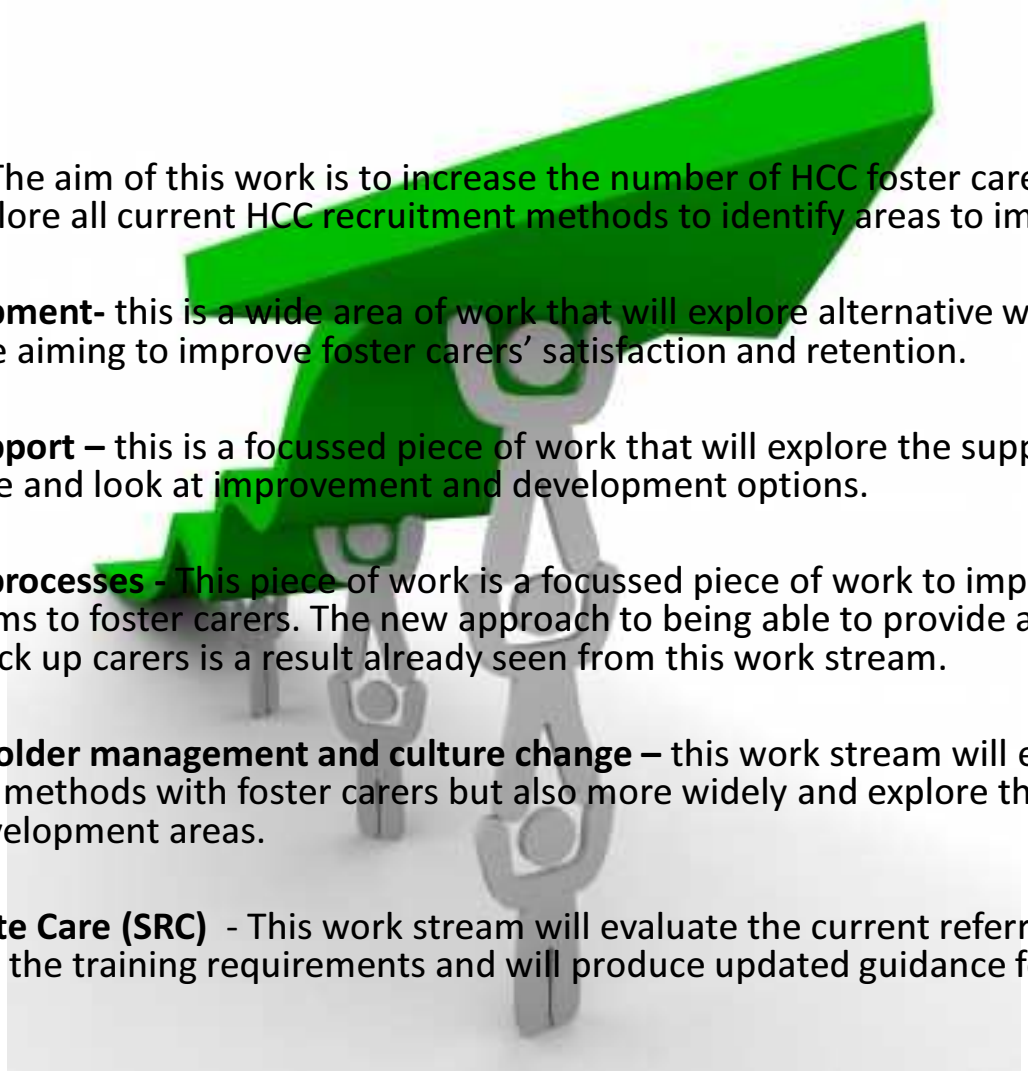
Where can we make changes?

Our improvement work



- **Recruitment** – The aim of this work is to increase the number of HCC foster carers. The programme of work will explore all current HCC recruitment methods to identify areas to improve or develop.
- **Service Development-** this is a wide area of work that will explore alternative ways to deliver the fostering service aiming to improve foster carers' satisfaction and retention.
- **Foster carer support –** this is a focussed piece of work that will explore the support foster carers currently receive and look at improvement and development options.
- **Payments and processes -** This piece of work is a focussed piece of work to improve our current payments systems to foster carers. The new approach to being able to provide a fostering allowance to back up carers is a result already seen from this work stream.
- **Comms, stakeholder management and culture change –** this work stream will explore our current communication methods with foster carers but also more widely and explore their effectiveness and identify development areas.
- **Specialist Respite Care (SRC)** - This work stream will evaluate the current referral and matching process for SRC, the training requirements and will produce updated guidance for this specific area of care.