

Public Document Pack



NOTICE OF MEETING

Meeting	Children and Families Advisory Panel
Date and Time	Wednesday, 7th June, 2023 at 2.00 pm
Place	Mitchell Room - HCC
Enquiries to	members.services@hants.gov.uk

Carolyn Williamson FCPFA
Chief Executive
The Castle, Winchester SO23 8UJ

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This meeting may be recorded and broadcast live on the County Council's website and available for repeat viewing, it may also be recorded and filmed by the press and public. Filming or recording is only permitted in the meeting room whilst the meeting is taking place so must stop when the meeting is either adjourned or closed. Filming is not permitted elsewhere in the building at any time. Please see the Filming Protocol available on the County Council's website.

AGENDA

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

All Members who believe they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to Part 3 Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore all Members with a Personal Interest in a matter being considered at the meeting should consider, having regard to Part 5, Paragraph 4 of the Code, whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, consider whether it is appropriate to leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with the Code.

3. MINUTES OF PREVIOUS MEETING (Pages 5 - 10)

To confirm the minutes of the previous meeting held on 6 February 2023.

4. DEPUTATIONS

To receive any deputations notified under Standing Order 12.

5. CHAIRMAN'S ANNOUNCEMENTS

To receive any announcements the Chairman may wish to make.

6. ADOPT SOUTH ANNUAL REPORT 2022-23 (Pages 11 - 90)

To receive a report from the Director of Children's Services, outlining the activity of Adopt South, the Regional Adoption Agency for Hampshire, Isle of Wight, Portsmouth and Southampton local authorities for the financial year 2022-2023.

7. STRENGTHENING PARENTAL RELATIONSHIPS (Pages 91 - 102)

To receive a presentation from the Director of Children's Services – Hampshire's Reducing Parental Conflict Offer.

8. HAMPSHIRE APPROACH UPDATE (Pages 103 - 112)

To receive a report from the Director of Children's Services with an overview of the Hampshire Approach practice framework and an update on its continuous improvement.

9. WILLOW - SPECIALIST MISSING , EXPLOITED AND TRAFFICKED TEAM (MET) (Pages 113 - 130)

To receive a report from the Director of Children's Services, updating the panel on the progress of the 'Willow Team', Hampshire Children's Service's specialist Missing, Exploited and Trafficked Team.

ABOUT THIS AGENDA:

On request, this agenda can be provided in alternative versions (such as large print, Braille or audio) and in alternative languages.

ABOUT THIS MEETING:

The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please contact members.services@hants.gov.uk for assistance.

County Councillors attending as appointed members of this Committee or by virtue of Standing Order 18.5; or with the concurrence of the Chairman in connection with their duties as members of the Council or as a local County Councillor qualify for travelling expenses.

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Public Document Pack Agenda Item 3

AT A MEETING of the Children and Families Advisory Panel of HAMPSHIRE
COUNTY COUNCIL held at the Castle, Winchester
on Monday, 6th February, 2023

Chairman:

* Councillor Arun Mummalaneni

* Councillor Ann Briggs	* Councillor Wayne Irish
* Councillor Prad Bains	Councillor Adam Jackman
Councillor Christopher Donnelly	* Councillor Stephen Parker
* Councillor Juliet Henderson	* Councillor Malcolm Wade

*Present

Also present: Councillor Steve Forster, Executive Member for Education

16. APOLOGIES FOR ABSENCE

No apologies were received for the meeting.

17. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they must declare that interest at the time of the relevant debate and, having regard to the circumstances described in Part 3, Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore, Members were mindful that where they believed they had a Personal interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, considered whether it was appropriate to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with the Code.

No declarations were made.

18. MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on 10 October 2022 were reviewed and agreed as a correct record.

19. DEPUTATIONS

There were no deputations.

20. CHAIRMAN'S ANNOUNCEMENTS

There were no formal Chairman's announcements.

Cllr Henderson reported that she had visited a children's home and had been struck by the high level of care provided by the staff. She summarised her experience by saying that early intervention is the way forward.

She had also attended a Looked After Child Review in Eastleigh and was impressed by how good the social worker was and noted how skilled these staff have to be.

Cllr Wade had also attended a Looked After Child Review.

21. TRANSFORMING FAMILY HELP

The Panel received a report and presentation from the Director of Children's Services providing an overview of the development of a new Family Help model. (Item number 6 in the minute book). The Area Director introduced the report, explaining that this was part of the significant transformation work being undertaken in Children and Families, driven by the Independent Review of Children's Social Care.

She explained that:

- The aim is to bring together targeted early help and Children in Need services to create a Family Help model that operates at a local community-based level.
- Hampshire has applied to become a Pathfinder.
- A focus has been on the development and implementation of a new case holding role within the Children's Assessment and safeguarding Team, employing skills of a differently qualified social worker, known as a Family Practitioner, which is different and separate to a social worker role.
- 36 Family Practitioners have been recruited.

The Panel heard that the aim was to deliver the right support at the right time, with early intervention where possible. A new profile has been developed for the Family Practitioner to work on specific case types where there is a lower level of risk. Some of these case types were illustrated in the presentation (page 23 of the reports pack) and it was explained that:

- The next step is to take an iterative approach to Family Help.

- The Family Support Service and the Childrens Assessment and Safeguarding Teams will be combined, allowing children to be at the centre of care, with services being ‘wrapped around the child.’
- Thresholds have been tested to ensure confidence that they are correct.
- Family Help will be piloted in all eight districts with six family help teams.
- There is an aim to see other partners within the teams and to be more joined up.

In response to questions from Members, the Panel heard that the locations for the hubs would be where the greatest need is, with spaces within the community to offer services, using facilities that families already access so that these do not feel different to those they already use.

Members of the Panel advised officers to contact them should they need access and signposting to community spaces.

Resolved

The contents of this report were noted by the Children and Families Advisory Panel.

22. **NATIONAL REVIEW - CHILDREN WITH DISABILITIES AND COMPLEX HEALTH NEEDS PLACED IN RESIDENTIAL SETTINGS - SUMMARY REPORT**

The Panel received a report from the Director of Children’s Services to provide oversight of the Hampshire response to a request from the Child Safeguarding Review Panel. (Item number 7 in the minute book). The Area Director explained that as a result of an abuse scandal in Doncaster, all Directors of Children’s Services had been asked to undertake two urgent actions arising from the National Review.

He reported that Hampshire had completed the actions and was presenting the outcomes to the Panel due to its scrutiny role.

The Panel heard that the review had been a significant piece of work and that social workers had made visits, spoken to professionals and scrutinised reports. The main points were that:

- There were no significant concerns for any child reviewed and that the Director could be assured of the safety and wellbeing of the children at these schools.
- There had been one school where there had been a previous ‘inadequate’ Ofsted grading. The Directorate was already working closely with the school and partners to ensure the care the children were receiving was not impaired. The panel were also informed that all Hampshire children had recently been removed from the setting.

- All Local Authority Designated Officer (LADO) referrals over the last three years had been reviewed.

In response to Members' questions, the Panel heard that:

- Another future review had not been agreed upon, and actions needed to be proportionate, but that the review had provided assurance that the correct and proper quality assurance processes were already in place.
- Social workers and independent reviewing officers visit all children in these settings as a matter of course.
- The findings in relation to the voice of the child and the impact of their disability related to the LADO recording of the HR investigation rather than the child in a placement in an independent special school.

Members thanked officers for the report.

Resolved

The contents of this report were noted by the Children and Families Advisory Panel.

23. **PRINCIPAL SOCIAL WORKER - CHILDREN AND FAMILIES - ANNUAL REPORT**

The Panel received a report from the Director of Children's Services, providing a high-level briefing on the roles and responsibilities of the Hampshire Children and Families Principal Social Worker and an update on the current and future priorities of this role. (Item number 8 in the minute book).

The Area Director introduced the report and explained that it was centred on the wellbeing of staff and how this results in outcomes for children.

She reported that the role had evolved, particularly in participation in branch management meetings, so that it was possible for the strategic picture to be understood with a clear communication channel between staff and senior leaders.

Concentration had been made on wellbeing over the past year, with more time being made to speak to staff and wellbeing was on everyone's agenda.

Principal Social Worker Buddies meet with the Principal Social Worker, bringing back issues from the districts.

Wellbeing offers are being developed which are specific to the work and challenges of social workers including:

- A targeted pathway for staff for when they come across particularly difficult situations, introducing a TRiM system that is used by the Police.

- Sessions with practitioners for difficult incidents to help with resilience.
- Input for social workers recruited to Hampshire internationally in the form of induction and training.

In response to questions from Members, the Panel heard that:

- This approach to wellbeing was a positive selling point when recruiting social workers.
- Managers work with staff if they need help, for example by providing extended holiday leave, flexible working etc.
- A no blame culture is key.
- The loss of staff is slowing and work on other routes to social work is in place – for example, apprenticeships, step ups and graduate training.

The Panel thanked the officer for the report and noted how much progression had been made.

Resolved

The Panel is aware of and noted the role and work of the Hampshire Children and Families Principal Social Worker.

24. **HOCKLEY HOUSE**

The Panel received a presentation providing an update on Hockley House. (Item number 9 in the minute book). The Service Lead Manager explained that this was to be new residential accommodation, with provision for children with more complex needs to increase placement choice and keep young people close to their families and help them to progress to independent living.

The Panel heard that:

- A multi-agency approach had been taken, jointly funded by the Department for Education, using existing infrastructure, and the accommodation was for three children with complex needs. The facility (three self-contained maisonettes) would provide maximum independence with communal areas and keep the historic look of the building.
- In planning, there had been engagement with young people in care, communities and local residents. The Team had also looked externally to outside Hampshire.
- The expectation is for the facility to go live in the early autumn.

- The aim is to help provide a safe environment for children with complex needs to receive multi-agency support, improve their wellbeing and help them to make sufficient progress to return home, move into independence or to an appropriate alternative care setting.

In response to Members' questions, the Panel heard that:

- It was hoped that the innovative and exciting nature of the project would mean that people would be attracted to join the team at Hockley House. There would be a range of people on site including mental health nurses and other professionals.
- The facility would help with a growing group of children, who in some cases, are in hospital beds which do not meet their needs and to take pressure off other children's homes.
- Children would have their own personal accommodation areas and when ready, have the opportunity to mix with other young people in the communal areas.

The Panel was supportive of the initiative.

Resolved

The Panel noted the contents of the presentation.

Chairman, Children and Families
Advisory Panel

HAMPSHIRE COUNTY COUNCIL

Report

Panel:	Children and Families Advisory Panel
Date:	7 th June 2023
Title:	Adopt South – Annual Report 2022-2023 with Hampshire County Council Highlights
Report From:	<i>Stuart Ashley – Director of Children’s Services</i>

Contact name: Rachel Reynolds, Head of Service – Adopt South

Tel: 0370 779 5773

Email: Rachel.reynolds@hants.gov.uk

Purpose of this Report

1. This report and film outlines the activity of Adopt South, the Regional Adoption Agency for Hampshire, Isle of Wight, Portsmouth and Southampton local authorities for the financial year 2022-2023.

Recommendation

2. That the Annual Report 2022-2023 for Adopt South, is noted by the Children and Families Advisory Panel.

Executive Summary

3. This report seeks to present the performance of Adopt South for the financial year 2022-2023 (Year 4), making comparisons on activities since the launch in April 2019.
4. The report also highlights specific reference to Hampshire County Council’s children’s journey which includes:
 - a. 18% increase in Children’s Plans for Adoption compared to Year 3
 - b. 30% increase in Placement Orders compared to Year 3
 - c. 11% increase in children formally linked compared to Year 3
 - d. All 60 Hampshire children were placed in-house
 - e. Just 3 children without potential links at end of Year 4



5. Adopt South's Year 4 KPIs include:

- a. Enquiries 8% above 708 target (763)
- b. Achieved 93% RAA Mystery Shopper Score
- c. Adoption Information Sessions - 10% above 460 target (508)
- d. Registration of Interest Forms – 34% above 150 target (201)
- e. 94 Adopters approved – 85% of target
- f. 39% (37) adopters approved for sibling groups
- g. 28% (26) adopters approved for Fostering for Adoption
- h. Average Enquiry to Assessment Conversion Rate is 24% against a target of 20%
- i. £124,000 income generated from 4 interagency child placements
- j. Overall assessment journey 5 months (Government target 6 months)
- k. £921,475.19 approved by the Adoption Support Fund +18% on Year 3 (£783,714.82)
- l. £47,579 of income generated from therapeutic courses
- m. 228 children with families identified + 4% on Y3
- n. 124 of these have been Hard to Place (54% of total) +7% on Y3
- o. 119 children have been formally linked to 97 families +28% on Y3
- p. 38 sibling groups have had families identified +3% on Y3
- q. 20 children over the age of 5 years +11% on Y3
- r. 26 children placed in Fostering for Adoption placements
- s. Just 9 children with no potential links
- t. Just 2 children (siblings) placed externally at £54,630
- u. Scorecard 10 433 days, just 7 days above Government guidance (426 days)

Contextual information

6. In 2015, the Department of Education (DoE) released a Parliamentary Paper, which recommended a move towards grouping neighbouring adoption services into Regional Adoption Agencies (RAA) to improve practice and performance. By 2017, there was a recommendation that local authorities would operate their adoption services in a cluster or group of local authorities within 18 months.
7. In April 2019, Adopt South was launched. The Regional Adoption Agency is a partnership which includes Hampshire, Isle of Wight, Portsmouth and Southampton local authorities.

Performance

8. Since launch, Adopt South has improved the outcomes for many children who cannot live with their birth families.
 - a. 746 children have had families identified
 - b. 347 of these children have been Hard to Place



- c. 438 children formally linked
 - d. 433 new adoptive families approved
 - e. Stage 1 Timescales 1.6 months (Government target is two months)
 - f. Stage 2 Timescales 3.7 months (Government target is four months)
 - g. £2.9m of ASF funding since our launch
9. How does Adopt South compare to 32 RAAs (**ASGLB data April 2021 – March 2022*):
- a. Approved the third highest number of adopters
 - b. Our adopters spent less time than any other RAA from enquiry to Stage 1
 - c. 1 of just 2 RAA's where Scorecard 1 is in timescale
 - d. Only RAA who achieved both Stage 1 and Stage 2 in timescales
 - e. Adopt South adopters had the shortest adoption journey from enquiry to approval than any other RAA
 - f. Lowest timescale from Placement Order to Adoption Order
 - g. We placed more children with in-house adopters than any other RAA

Appendix

- 10. Adopt South's 2022-2023 Annual Report
- 11. [End of Year 4 Film](#)



REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	no
People in Hampshire live safe, healthy and independent lives:	yes
People in Hampshire enjoy a rich and diverse environment:	no
People in Hampshire enjoy being part of strong, inclusive communities:	yes

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None



EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

This report is an information update for the Children and Families Advisory Panel and therefore no impact has been identified.



Adopt South Summary Report

With Hampshire County Council Highlights

Data and Comparisons to projected targets

Year 4 – 2022-2023

Presented by

Rachel Reynolds
Head of Adopt South

April 2023



Since we started in April 2019:

- 746 children had families identified
- 347 of these children have been Hard to Place
- 438 children formally linked*
- 433 families approved
- Stage 1 timescales 1.6 months
- Stage 2 timescales 3.7 months
- £2.9m of ASF funding since our launch

* Impacted by Covid and Somerset Judgement

How does Adopt South compare to 32 RAAs?

- Approved the third highest number of adopters
- Our adopters spent less time than any other RAA from enquiry to Stage 1
- 1 of just 2 RAA's where Scorecard 1 is in timescale
- Only RAA who achieved both Stage 1 and Stage 2 in timescales
- Adopt South adopters had the shortest adoption journey from enquiry to approval than any other RAA
- Lowest timescale from Placement to Adoption Order
- We placed more children with in-house adopters than any other RAA
- We spent less on interagency placements

ASGLB data 2021 - 2022



Executive Summary

Year 4 – 2022-2023 – Annual Results

Adopt South's Year 4 has achieved excellent outcomes for both adopter's and children's journeys:

Year 4 - Adopter's Journey

- ↑ **763** Enquiries **8%** above target (708) - 5% above last year
 - Eventbrite appointments introduced and new events
 - Achieved **93%** RAA Mystery Shopper Score
 - Over 2,000 followers on social media
 - #DylanandJames campaign
 - Biggest turnout of runners and supporters at ABP and GSR
- ↑ **508** AIS **10%** above target (460)
- ↑ **274** Enq Discussions **19%** above target (230) -7% above last year
- ↑ **201** RIFs **34%** above target (150) -23% above last year
- ↑ **185** progressed to assessment **30%** above target (142)- 21% above last year
- **94** families approved
- **39%** adopters approved for sibling groups (37)
- **28%** adopters approved for FfA (26)
- Average target to Assessment Rate is (24%) **20% above target** (20%)
- **4** placements sold - 5 children placed generated **£124,000** for year
- Stage 1 Timescales – **1.6 months**
- Stage 2 Timescales - **3.7 months**
- Overall adoption journey – **5 months** – 7% less time than Y3 (5.4 months)

Since the launch of Adopt South in 2019, 772 households have progressed to assessment

Year 4 - Children's Journey

- **228** children with families identified (150 matches confirmed) +4% on Y3
- **124** of these have been Hard to Place (54% of total) +6% on Y3
- **38** sibling groups with families identified (21 confirmed), 7 with a sibling group of 3 (4 confirmed) + 3% on Y3
- **20** children over 5 years with families identified (16 confirmed) – +186% on Y2
- **119** children formally linked to **97** adopters - + **28% on Y3 (including 19 sibling groups, 16 with a sib group of 2, 3 with a sibling group of 3; 9 children over the age of 5**
- Just **9** children with no potential links
- Just **1** Interagency purchase (sibling group of 2) – 117 children placed in house
- **26** children with FFA placements



- **433 days** for Scorecard 10 – just 7 days outside of the government guidance (426 days)
- **151** Children’s plans sent to ADM +12% above Y3
- **135** Placement Orders Made +10% above Y3
- **105** Adoption Orders Made + 15% above Y3

Adoption Support

- **542** Adoption Support enquiries for year
- **£921,475.19** approved applications from Adoption Support Fund + 18% above Y3
- **£47,579** of income generated from therapeutic courses – +4% on Year 3
- **35** adopter mentors - 245 families receiving mentoring support (214 Assessment/ 31 Adoption Support)



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Introduction

Success Outcomes

Adopt South's fourth year has continued to be strong, and we have seen some significant achievements.

Families have been identified for 228 children and the excellent news is that this has included matches being identified for 124 hard-to-place children, including 38 sibling groups and 20 children over the age of 5 years. Out of the 228 identified matches, 150 have been confirmed/progressed to panel or placement under FfA (Fostering for Adoption), including 21 sibling groups, which consists of 4 sibling groups of 3, and 16 children over the age of 5 years.

- **127 Hampshire children**
- **13 Isle of Wight children**
- **35 Portsmouth children**
- **53 Southampton children**

94 new adoptive households have been approved and 119 children formally linked with 97 families, a 28% increase on the number of children linked last year. This includes 19 sibling groups (16 sibling groups of 2, and 3 sibling groups of 3). It also includes 9 children over the age of 5 years.

- **60 Hampshire children (1 child over the age of 5)**
- **9 Isle of Wight children (1 child over the age of 5)**
- **18 Portsmouth children**
- **32 Southampton children (7 children over the age of 5)**

With the exception of a sibling group of 2, all have been linked with in-house adopters.

There are just 9 children with Placement Orders who currently have no potential links, and who Adopt South are actively family finding for. This includes two sibling groups of three male children and three single children. The three single children include a 6-year-old; all have complex or medical needs. Given the complexities, these children are unfortunately likely to wait longer to find their forever family.

This is one less than last quarter, where 10 children (including a 6-year-old, two 5-year-olds, and a 4-year-old,) all of whom had complex needs including two of the children having a 50% chance of inheriting Huntington's disease, had no potential links. Families have now been found for almost all of these children. The strategies Adopt South have implemented within marketing, recruitment, family finding, Stage 1 and Stage 2 have had a positive impact on the matching opportunities for our sibling groups, seeing 15 sets of siblings proceed to confirmed matches during the last two quarters



of Year 3. A further 21 sets of siblings (including four sibling groups of 3) have proceeded to confirmed matches during Year 4.

The number of children waiting continues to remain much lower than at the commencement of Adopt South when there were 39 children with no potential matches.

Since the launch of Adopt South, 433 adoptive families have, therefore, been approved and 438 children have been linked. Of these, 227 have been HCC children; 33 IOW children; 68 PCC children; 110 SCC children.

The ASGLB data (April 2020- March 2021) shows that Adopt South approved the second highest number of adopters out of all 31 Regional Adoption Agencies between April 2020- March 2021 and had the lowest number of children waiting. The data for last year (April 2021- March 2022) shows similar comparisons. There are now 32 Regional Adoption Agencies and Adopt South's children had the lowest timescale out of all 32 RAA's from Placement to Adoption Order. We approved the third highest number of adopters.

Marketing and Recruitment

Activity in Year 4 developed key messages and themes on what contacting us felt like, sibling groups, identity and children who wait the longest.

Face to Face events were across the whole of the Adopt South region, with our big quarterly events and monthly events. We also introduced Eventbrite appointments as another way to meet people interested in adoption. The Online Adoption Information Events were heavily promoted and generated around 25 webinar guests fortnightly. Summer months, we attended the New Forest Show, Alresford and Romsey Show, as well as visit shopping centres and areas where there was good footfall across the country.

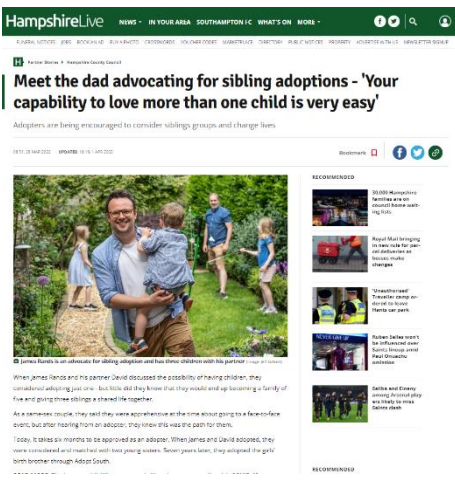
Advertising consisted of a range of creative styles and messages which featured all different people and children to visually communicate that no family or children are the same and Adopt South is inclusive and welcoming to all different people. These appeared across our regional press, Google AdWords, and various publications including parish magazines, Facebook and Instagram.



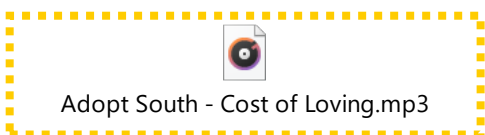


North Hampshire Lifestyle Magazine

Three families featured in Paid advertorial stories covering adopting two girls, siblings of three and identity. The feature was well received, and we saw generation of clicks onto our website and an uplift in activity during this period. The story was shared on our social media pages to gain additional traction.



Radio rotated with a number of scripts raising awareness of adoption and humanising the Adopt South brand. With the cost-of-living crisis worsening throughout 2022 and start of 2023, we introduced a Cost of Loving radio ad to give an empathetic stance around 'we know it's difficult' to encourage people to talk to us.



3D reach, the smartphone digital advertising platform continued to generate high click thru to our website promoting events throughout the region.





"Interested in adoption? 🤔👤👤👤 Book onto our free webinar on 3rd January - TAP HERE for details."

Community events including Hampshire FA’s Senior Veteran’s Cup Final, local authority community initiatives including Mela festival in Eastleigh, Portsmouth’s Paulsgrove community event, Pride in Southampton and activities with our church connections across the region.



Other major events including the ABP Southampton Races (April) and Great South Run (October)

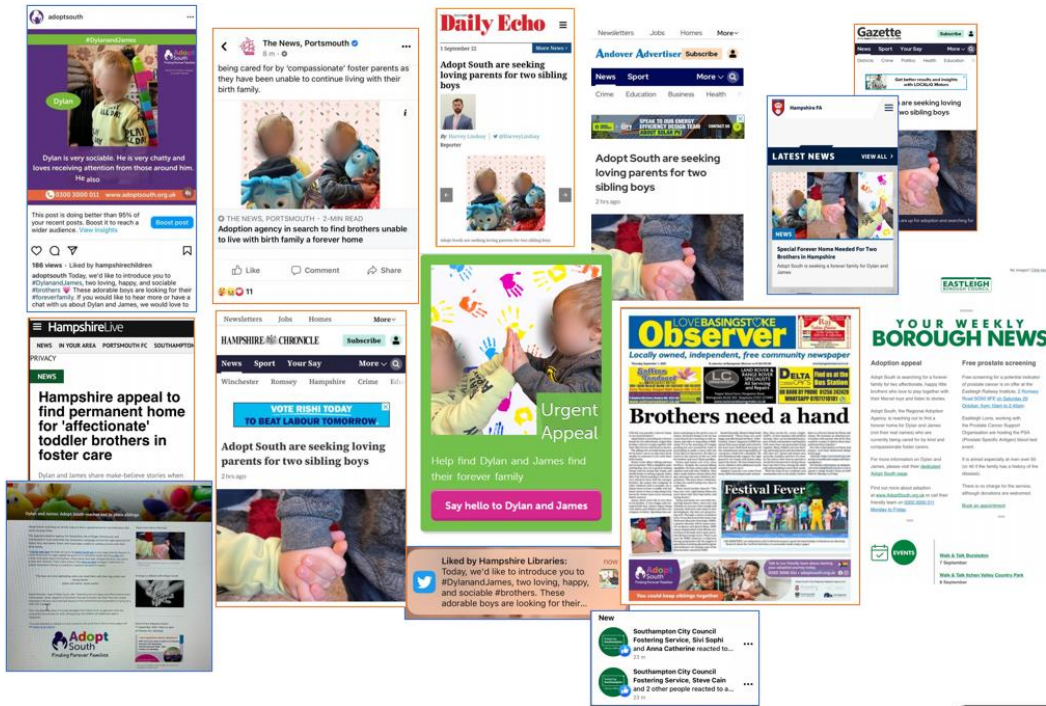


Social media included informative tiles on Fostering for Adoption, LGBT+ Fostering and Adoption Week (March 2023), National Adoption Week (October) signposting to events and call backs as well as being open about money and calling us for an informal chat.

Visits to the Adopt South website were consistent and we could track some activity from digital promotion.



We also ran one Hard-to-Place campaign for Dylan and James, which received a high-level interest resulting in a family being found for the two boys.



There were periods where activity overall was affected by the Ukraine crisis, the death of Her Majesty, Queen Elizabeth II and the increase in the cost of living. With inflationary rises, the marketing budget has been affected by on average 17% increase in costs due to inflation which resulted in monies not being able to be as stretched as the previous year.

Performance and Timescales

The Adopters Journey

The Stage 1 Team have progressed to assessment the **185** new households during Year 4 and have continued to support them to build their skills. They have ensured all applicants have had at least one session of Virtual Reality to increase their understanding of the needs of adopted children.

*Stage 1 timescales have averaged **1.6 months** across the four quarters, remaining well within the government expectation of 2 months.*

The ASGLB data (April 2021- March 2022) shows that last year, Adopt South was the only Regional Adoption Agency who averaged Stage 1 in timescales. It also shows that Adopt South adopters spent less time than any other RAA from Enquiry to Stage 1.



The specialised team have continued to encourage new applicants to consider placements of siblings, older children and children with additional needs, giving greater scope for placement.

245 families (214 in assessment/placement stage; 31 post order) are currently receiving mentoring support from our **35 Adopter Mentors**, who offer support to both potential and post order adopters.

*Overall timescales of Stage 2 assessments achieved **3.7 months** across the four quarters, continuing to be well within the government expectation of 4 months.*

The ASGLB data (April 2021- March 2022) shows that last year, Adopt South was 1 out of just 4 RAA's who averaged Stage 2 in timescales. We were the only RAA, however, who achieved both Stage 1 and Stage 2 in timescales.

The overall adoption journey, averaged 5.0 months, similarly remaining well within the government expectation of 6 months.

The ASGLB data (April 2021- March 2022) shows that last year, Adopt South adopters had the shortest adoption journey from Enquiry to Approval than any other RAA.

Quarter 4 has seen an average of **59** available adopters across the region. At the end of the quarter, 32 of these, however, had been pre-linked with children either with Placement Orders or awaiting Placement Orders, leaving 27 available.

The Child's Journey

Year 4 has seen a significant increase in Children's Plans with **151 being referred to the Agency Decision Maker (ADM)** across the region, a 12% increase on last year when 135 were referred. Hampshire and the Isle of Wight have seen the steepest increase. Hampshire has had 80 Children's Plans referred during the year, compared to 68 last year, **an increase of 18%**. The Isle of Wight has had 11, compared to 6 last year, **an increase of 83%**.

There have been **135 Placement Orders** granted during Year 4, a 10% increase on last year when 123 were granted. Hampshire and the Isle of Wight have seen steep increases. Hampshire has seen 78 Placement Orders granted during the last year, compared to 60 last year, **an increase of 30%**. The Isle of Wight has seen 10, compared to 6 during last year, **an increase of 67%**.

There have been **105 Adoption Orders** made during Year 4, a 15% increase on last year when 91 were made.

During Year 4, both Portsmouth and Southampton have averaged well within the government guidance for Scorecard 10. Hampshire averaged 55 days above the government guidance, the higher



timescale due to prolonged care proceedings for a number of children, in addition to delays due to the complexities of the children, including the increase in sibling groups and older children, where family finding has taken longer. The Isle of Wight averaged 106 days above the government guidance. The higher timescale was due to just 3 children being adopted in Year 4, and one child having a care journey of 913 days, being made subject to a Care Order and then placed with his mother, firstly in a parent and child placement and then in the community. He remained looked after for the whole period.

The average for all 4 Local Authorities combined is **433 days**, just seven days above the government guidance.

Adoption Support

Building on the success of amalgamating and expanding support across the region, alongside the dedicated Advice and Support Line, the Adoption Support Service was redesigned at the start of our fourth year into 4 specialist teams. This has created the opportunity for each team to focus on a specific part of the service and ensure services are continually reviewed and developed. The teams are;

- The Adopt South Family Hub
- The Adopt South Family Support and Assessment Team
- The Adopt South Family Connections Team
- Adoption Support for Adults

Year 4 Highlights:

- **542** new enquiries were received.
- **122** families accessed a workshop.
- Adopt South consultations have continued to be well used, with **43** consultations taking place.
- **92** parents attended virtual guest speaker webinars.
- **164** families have accessed a family activity event.
- **51** Educational Psychologist consultations have been provided.
- **500** parents and children attended our summer and winter Family Fun Days.
- **34** parents have attended a therapeutic parenting programme.
- **16** Video Interaction Guidance packages have been allocated.
- **5** families attended a joint information event (with the Virtual School) on the Isle of Wight.
- **10** Groundworks Fusion activities for young people have taken place.
- Access to 'Catch' online resources have been provided to Adopt South families.
- **116** new Adoption Support Needs Assessments (a 5% increase from last year) and **137** assessment reviews were completed, a combined total of 253.
- **£921,475.19** was approved by the Adoption Support Fund. (**£2,919.161** has, therefore, been approved since launch).



- There were **2,857** exchanges processed. (Additional support was provided to **597** birth and adoptive families - **481** virtual appointments and **116** face to face appointments).
- **21** direct contacts were supervised by Adopt South staff. Support was offered with a further **32** direct contacts, which were facilitated by the families.



Adopt South's Fourth Year

Strengths

New Recruitment Initiatives and the High Number who have progressed to Assessment/Approvals

Adopt South's fourth year has seen extremely encouraging results, both in terms of the numbers of prospective adopters coming forward and new initiatives.

We have continued to see some significant advantages of recruiting as a Regional Adoption Agency with recruitment enquiries continuing to flow in at **763** and **185** new prospective adoptive families progressing to assessment.

The conversion rate from Enquiry to Assessment in Year 4 has been higher at 24%, compared to 21% in Adopt South's third year.

The approval rate has continued to be strong with 433 adopters now being approved since the launch of Adopt South.

One of our initiatives is to increase the use of advocacy in our messaging, endorsing adoption through experiences of adopters telling their story about how they have embraced adoption and support their children's identity. Advertorials and radio testimonials will continue to feature heavily as we continue into Year 5. Our investment with developing relationships with communities has continued to be positive. We have contacted over 185 churches across our region and engaged with 35 individual churches in Hampshire, Portsmouth, Southampton and the Isle of Wight. This includes adoption drop in events and placing our big posters outside church locations.

There is no doubt that our dedicated Recruitment Team, which includes two marketing specialists and a community project worker, have continued to help bring in some significant results. They are a very passionate, innovative team, who offer excellent customer service, always ensuring they call potential applicants back and arrange a visit without delay, at a time of the applicant's choice. This always includes a choice of weekends and evenings, as well as weekdays.

Our fourth year has continued to see many positive comments and feedback on social media from adopters about the service they have received, helping build Adopt South's reputation and has encouraged other potential adopters to progress with Adopt South, rather than with neighbouring Agencies.

The ASGLB data (April 2021- March 2022) shows that Adopt South approved the third highest number of adopters out of all 32 Regional Adoption Agencies last year.



Timely Assessments

Adopt South's fourth year has continued to see both Stage 1 and Stage 2 assessment timescales well within government expectations.

Stage 1 assessments were completed well within the government timescale of 2 months and have averaged **1.6** months.

This compares to an overall average of **1.7** months during Adopt South's third year, **1.5** months during Adopt South's second year and **1.7** months during Adopt South's first year. Pre-Adopt South, timescales averaged **2.1** months, outside of government expectations.

Stage 2 assessments have averaged **3.7** months, which is the same as Year 3 and **3.8** months in both Year 1 and Year 2, well within the government expectation of 4 months, therefore.

The overall adoption journey averaged **5.0** months, which compares to **5.4** months last year and **5.5** months the previous year and remains well within the government expectation of 6 months.

The ASGLB data (April 2021- March 2022) shows that last year, Adopt South was the only RAA who achieved both Stage 1 and Stage 2 in timescales and Adopt South's adopters had the shortest adoption journey.

Number of Families Identified/Numbers of Children Matched

A significant strength has continued to be the number of families identified for the 4 Local Authority's children and the number of children who have been matched.

With **228** children having a family identified (potential and confirmed matches) across the four quarters (which compares to **220** during Adopt South's third year; **150** during Adopt South's second year and **148** during our first year) and **119** formally linked (compared to **93** during Year 3; **108** during Year 2 and **118** during Year 1), the success with family finding continues to be clearly evidenced.

Having started Adopt South's first year with **39** children with no potential links, this was reduced to **12** by the end of the first year. On the completion of our second year, this was reduced further to just **2**. Although this rose to **15** in Year 3 Quarter 2 due to the steep increase in the number of children who were referred to Adopt South, particularly sibling groups, the good news is that this has reduced to **9** this quarter.

The strategies Adopt South has implemented has had a positive impact on the matching opportunities for our sibling groups, seeing 15 sets of siblings proceed to confirmed matches during

the last two quarters of Year 3. A further 21 sets of siblings (including four sibling groups of 3) have proceeded to confirmed matches during Year 4.

The strength of joining together as one Adoption Agency has continued to be clear, with a particular strength of finding families for **124** Hard to Place children across the four quarters, including **38** sibling groups and **20** children over the age of 5 years. (Families were found for **117** Hard to Place children in Year 3, (including **37** sibling groups and **18** children over the age of 5 years); **62** Hard to Place children in Year 2 and **44** in Year 1).

The ASGLB data (April 2020- March 2021) showed that Adopt South had the lowest number of children waiting between April 2020 – March 2021 out of all the Regional Adoption Agencies.

Dedicated Stage 1 Team

Having a dedicated and innovative Stage 1 Team has continued to be a strength as we have ended our fourth year. We continue to be the only Regional Adoption Agency to have a dedicated team for Stage 1 and the benefits are clearly evidenced. The team have continued to support adopters to grow in Stage 1 and to further their understanding of the needs of adopted children and therapeutic parenting. Through the use of Virtual Reality and support to build childcare experience, potential adopters have been able to grow in knowledge and skills to meet the needs of our children, including sibling groups, older children and children with additional needs.

There is no doubt that this has continued to contribute to the high number of children placed in house and the need for very few interagency placements.

Training Pathway

The training offered to prospective adopters throughout their adoption journey has continued to be a strength. In addition to Stage 1 and 2 training, all prospective adopters attend a Paediatric First Aid and Care of Infants course prior to panel to enable them to have additional skills to care for a child when placed.

Following a child being placed, all adopters are encouraged to attend a therapeutic parenting course (Adopting Changes/Adopting Little Changes) to provide them with a toolkit of strategies they can draw upon to support them with caring for their adopted child.

A strength of the training pathway has included courses being co-facilitated by Adopter Mentors and being offered during the daytime, evenings and weekends to ensure that training is accessible to all prospective adopters.



Year 2 saw a pilot being rolled out, 'SteppingStones', a peer support group, which has quickly grown, and a regular cohort of prospective adopters now attend once a week.

Very positive feedback has continued to be received with regard to how equipped adopters feel to care for their adopted child, which is borne out in the low disruption rate since the commencement of Adopt South.

Mentoring Support and Fostering Buddies

Adopt South's Mentoring Scheme has remained a strength. Although initially Cornerstones were commissioned to run the scheme, bringing the scheme in house and employing an Adopter to lead the scheme, has seen it go from strength to strength with **245** families (**214** in assessment/placement stage; **31** post order) receiving support by **35** Adopter Mentors at the end of Year 4.

Towards the end of last year, the Mentoring Scheme developed and offered bespoke and targeted one-off consultations with Mentors who are experienced in specific areas of adoption. This included consultations on topics such as challenging behaviours, Foetal Alcohol Syndrome, unknown future needs, supporting heritage and culture, parental mental health and meeting birth parents. Over the last few months, we have focused on helping prospective adopters understand the importance of direct contact with birth families.

A total of 113 bespoke consultations have been offered since one off consultations started, with 49 being offered in Year 4.

This part of the Mentoring Scheme has continued to grow so much that it allowed us to develop an additional service to all prospective adopters, in the format of live Question and Answer sessions.

The Question-and-Answer sessions are run monthly and are based on bespoke topics such as:

- Adopting with birth children
- Adopting siblings
- The importance of contact and meeting birth parents
- Children waiting to be placed
- Adopting an older child

The uptake of these sessions has been high with 105 households joining the sessions during Year 4.

Positive feedback has continued to be received about the scheme and of how much it is valued by both prospective adopters going through their adoption journey and by adopters needing additional support post adoption.

The **Fostering Buddy Scheme** was launched last year and was created in order to bridge the gap for prospective adopters who were struggling to gain childcare experience due to COVID-19. During the first 6 months of the scheme, it quickly became apparent how valuable the Foster Carer chats were to prospective adopters and it was agreed that everyone would be offered the time to meet and chat to a foster carer.

During Year 4, Foster Carer chats were offered to 103 families, with 102 families taking this up.

256 Foster Carer chats have, therefore, taken place since the scheme was launched.

There are presently **10** Foster Carer Buddies.

Advantages of More Local Placements

With just **2 children (siblings)** being placed externally during Year 4 and only **4** children (out of 93) being placed externally during Year 3, **3** (out of 118) and **4** (out of 108) in Year's 1 and 2, noticeable advantages have continued to be seen. These include adoptive families being able to access Adopt South's adoption support locally and children being able to maintain any local links, along with the impact on staff time and significantly reduced travel.

Regional Adoption Support

Amalgamating and expanding support, therapeutic training courses, workshops, coffee and chat sessions, support groups, family activities, Adopt South and Educational Psychologist consultations and individual support packages across the region, along with the dedicated Advice and Support Line and commissioning *Catch* from PACT and activities for young people from Groundworks, has continued to see clear evidence of more effective adoption support for adopters.

Some very positive feedback has continued to be received regarding the support and activities available.

Low Interagency Spend/High Number of Adopters Sold

With just one external placement purchased during Year 4, interagency spend has remained low and well within budget.

The current income target for sold adopters is £135,000, based on 5 placements of children from other RAA's with Adopt South adopters. At the end of Year 4, 4 placements were sold with 5 children placed, generating an income of **£124,000**.

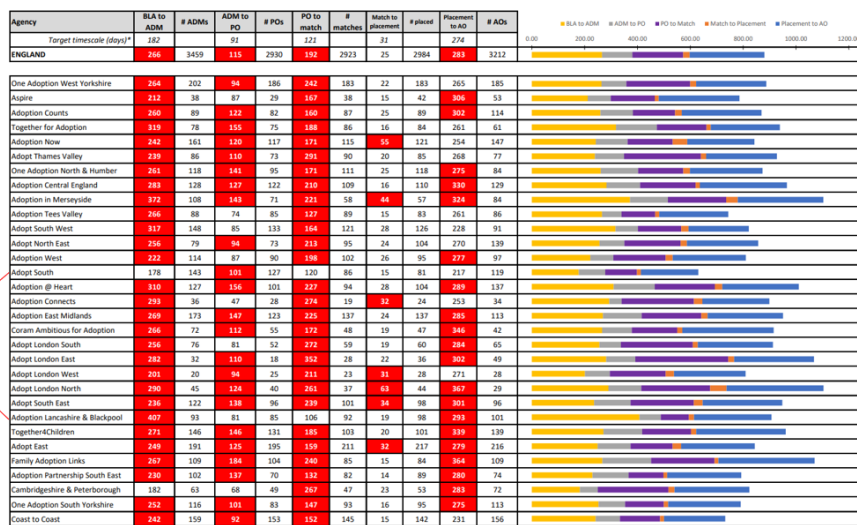


Timely Matching/Scorecards

Year 4 has continued to see strong evidence of timely matching.

The most recent data insights (ASGLB – April 2022) have highlighted Adopt South as finding matches quickly.

Timescales: children



Adopt South and Adoption Lancashire & Blackpool are finding matches quickly!

It's taking longer to make BIDs than in 2020 (245 days); and POs (108 days)... though matches are quicker (216 days)

No impact yet nationally on time to place children following match. Was 27 days in 2020... but some RAAs do seem to be experiencing delays

Recognition of Adopt South in the Evaluation of Regional Adoption Agencies Second Report October 2020 and RAA's Practice Note- Recruitment of Adopters

Adopt South's use of Virtual Reality was discussed as a positive intervention in the RAA Evaluation. Similarly, our Mentoring Scheme was discussed in detail in the Evaluation of Regional Adoption Agencies, Second Report (Oct 2020) and identified as a crucial aspect of both adopter preparation and adoption support.

Further to this, a case study outlining Adopt South's partnership with Hampshire Football Association was featured in the nationally published RAA's Practice Note- Recruitment of Adopters.



Strength of Comparisons with other Regional Adoption Agencies

The ASGLB data (April 2020 - March 2021) showed that out of 31 Regional Adoption Agencies:

- Adopt South had the lowest number of children waiting.
- Adopt South approved the second highest number of adopters.
- Our adopters spent less time than any other RAA from enquiry to Stage 1.
- Adopt South was one out of just two RAA's who averaged Stage 1 in timescales.
- Adopt South was one of just five RAA's who averaged Stage 2 in timescales.
- We were the only RAA who achieved both Stage 1 and Stage 2 in timescales.
- Adopt South placed more children with in-house adopters than any other RAA, spending less on interagency placements. Across the RAA's, there was an average of 31% of children placed externally, compared to just 3.7% for Adopt South.
- There were only two RAA's who placed more children than Adopt South in FfA placements.
- Adopt South was one of just eight who had Scorecard 1 under Government guidance.
- Although our Scorecard 2 averaged slightly outside of Government guidance, all RAA's averaged outside of this. Only 5 RAA's averaged lower than us.

The data for last year (April 2021- March 2022) shows similar comparisons. (There are now 32 Regional Adoption Agencies)

- Adopt South had the lowest timescale out of all 32 RAA's from Placement to Adoption Order. (Government expectation is 274 days- Adopt South averaged 198 days; England's average is 280 days).
- Adopt South are 1 out of just 2 RAA's where Scorecard 1 is in timescale. (The last 3 years have been averaged for this timescale- rather than just 2021/22. (Government expectation is 426 days- Adopt South averaged 368 days. England's average is 445 days).
- Adopt South was the 5th lowest for Scorecard 2. Similarly, the last 3 years have been averaged for this timescale. (England's average is 196 days; Adopt South averaged 163 days).
- Only 5 RAA's placed more children in FfA placements than Adopt South.
- Only 7 RAA's had more ADM/Children's Plans than Adopt South which gives an indication for how Adopt South fits with others in size.
- Adopt South approved the third highest number of adopters between April 2021- March 2022.
- Adopt South continues to be the only RAA who achieved Enquiry to Registration of Interest in the 5-day timescale.
- Adopt South was the only RAA who achieved Stage 1 in the 2-month timescale.
- Adopt South was 1 out of just 4 RAA's who achieved Stage 2 in the 4-month timescale.
- Adopt South adopters had the shortest adoption journey from enquiry to approval than any other RAA.



Hampshire County Council – Local Authority Information 2022-2023

Marketing and Communications Activity

- Events – 34 Hampshire locations
- ABP Southampton and Great South Run (the latter brings people from all across the region)
- Newsquest Titles – Hampshire Chronicle, Daily Echo, Basingstoke Gazette & Andover Advertiser
- Basingstoke Observer
- Hampshire Live and Aldershot News and Mail
- Parish Magazines to the north of the County
- Radio – Capital Radio/Heart FM/Greatest Hits/Hits Radio
- Social Media sponsored ads in north of the county & Hashtags with HCC to reach users of Facebook/Instagram
- 3D Reach – mobile advertising
- All major media owners – #DylanandJames
- Adoption events and marketing communications to churches in Hampshire
- Messaging - greater emphasis on sibling groups + Radio and Digital Advertorials

Annual Highlights for Adopt South's Local Authorities - Hampshire Children's Journey									
Hampshire County Council	Pre-Adopt South	Year 1	Diff.	Year 2	Diff.	Year 3	Diff.	Year 4	Diff.
Children's Plans ADM	70	56	-20%	74	32%	68	-8%	80	18%
Placement Orders	64	47	-27%	49	4%	60	22%	78	30%
Children Linked Formally	64	64	0%	49	-23%	54	10%	60	11%
Children Placed - Total	64	64	0%	49	-23%	54	10%	60	11%
Internal	63	62	-2%	48	-23%	52	8%	60	15%
External	1	2	100%	1	-50%	2	100%	0	-100%
Children with no potential links	7	4	-43%	0	-100%	0	0%	3	0%
Children with Adoption Order	69	70	1%	53	-24%	43	-19%	57	33%

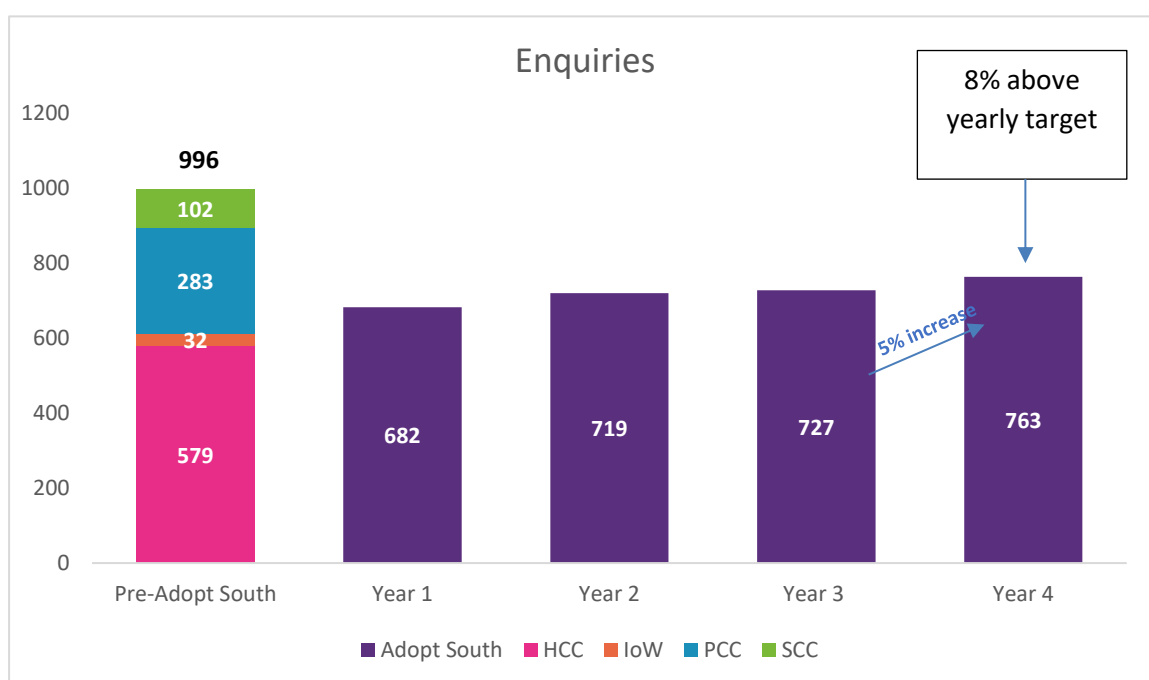


Adopt South's Year 4 – Q4 Data

Adopter's Journey: Enquiry to Approval

Enquiries

Table 1.1



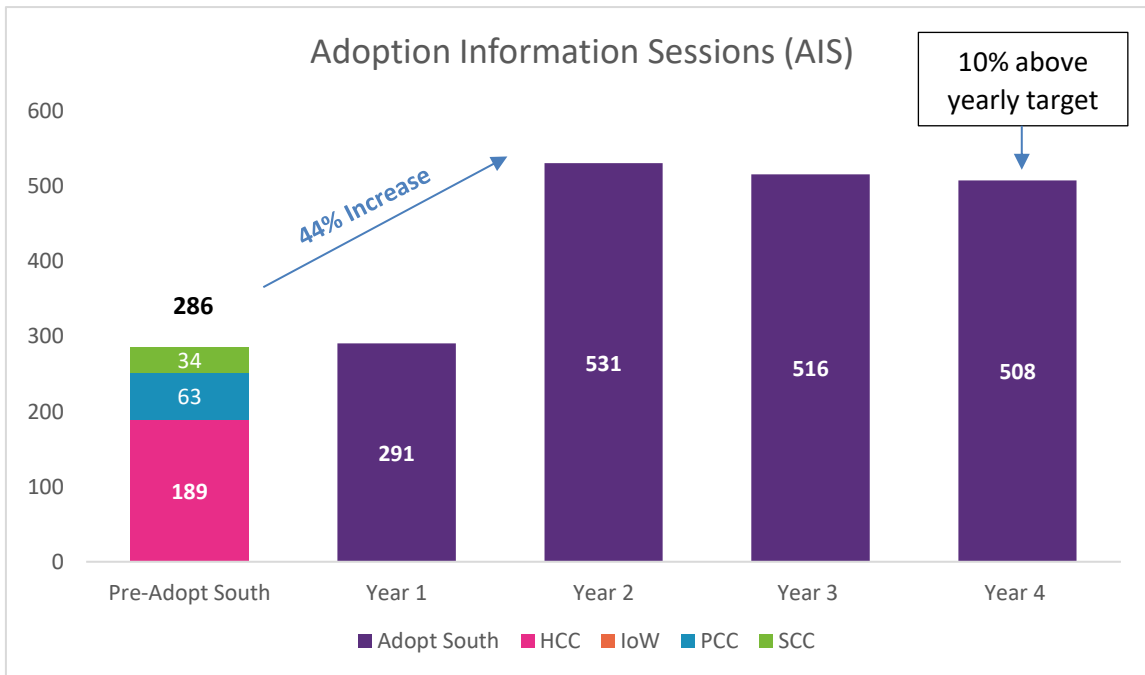
Commentary:

- A total of 763 enquiries have been received during Year 4, 8% above our yearly target of 708 enquiries and 5% higher than the total number of 727 enquiries in Year 3.
- Although enquiries have reduced since Pre-Adopt South, targeted advertising has led to a significantly improved conversion rate.
- Pre-Adopt South conversion to approval was at 9%; over the first two years with Adopt South the conversion rate averaged 17% and averaged 14% in Year 3 and 13% in Year 4 with revised targets for these last two years.
- Although the last two years conversion rate has been lower than the average across our first two years, it reflects our change in messages at the front door and only progressing with prospective adopters who are able to consider the children we have waiting, siblings, older children and children with complex needs.



Adoption Information Sessions (AIS)

Table 1.2

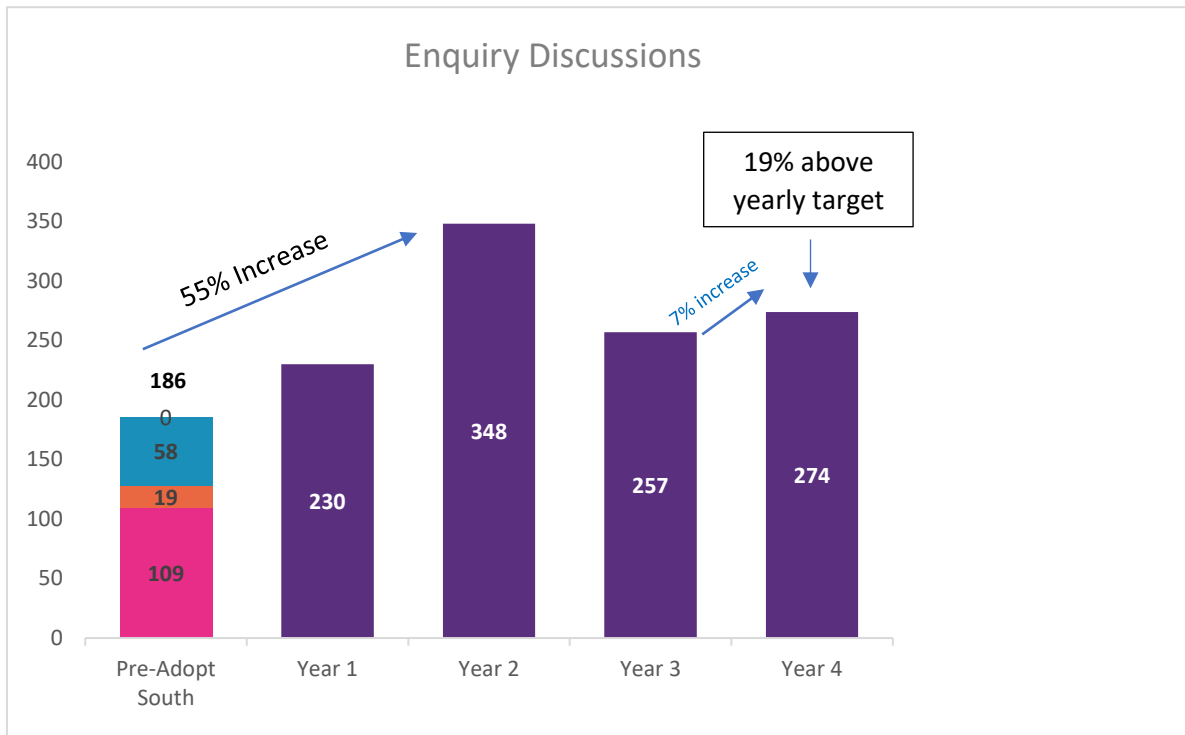


Commentary:

- 508 households attended an Adoption Information Session during Year 4, 10% above our yearly target of 460.
- The number of households attending Adoption Information Sessions increased by an average of 44% over Adopt South's Year 1 and 2 from Pre-Adopt South. ($291+531/2 = 411$ AIS)
- The number of AIS on average over four years (462) compared to Pre-Adopt South (286) is an increase of 60%.

Enquiry Discussions (Previously Pre-Stage Visits)

Table 1.3



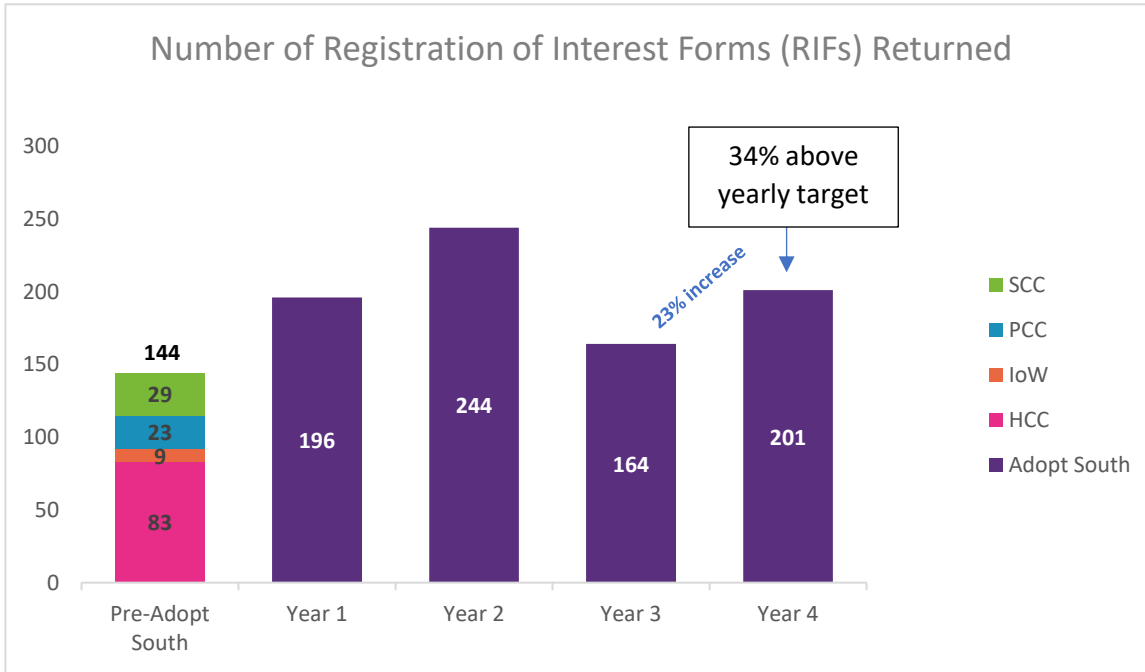
Commentary:

- 274 Enquiry Discussions (previously Pre-Stage Visits) were undertaken during Year 4, 19% above our yearly target of 230.
- Enquiry Discussions (Pre-Stage Visits) increased from Year 1 to Year 2 by 55%. (A total of 230 in Year 1, compared to 348 households in Year 2).



Registration of Interest Forms (RIF's) Returned

Table 1.4



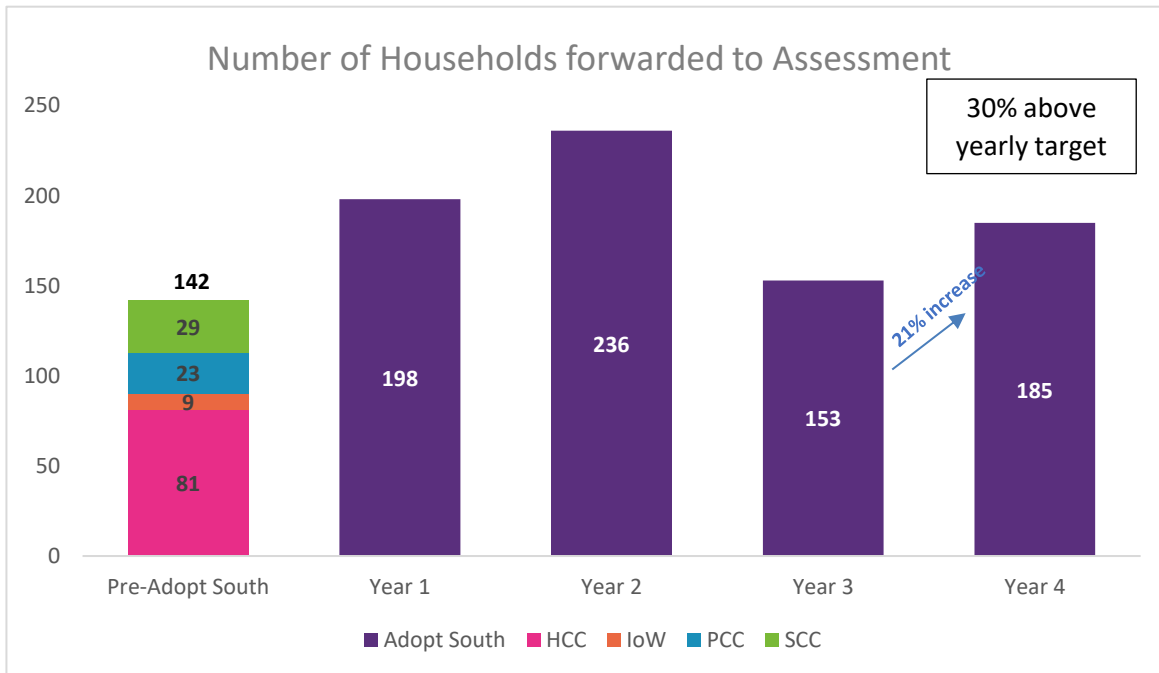
Commentary:

- 201 Registration of Interest Forms were returned during Year 4, 34% above our yearly target of 150.
- The number of Registration of Interest Forms returned increased by 36% in Year 1 and 69% in Year 2. (A total of 144 were returned Pre-Adopt South, compared to 196 in Year 1 and 244 in Year 2).



Number of Households forwarded to Assessment

Table 1.5



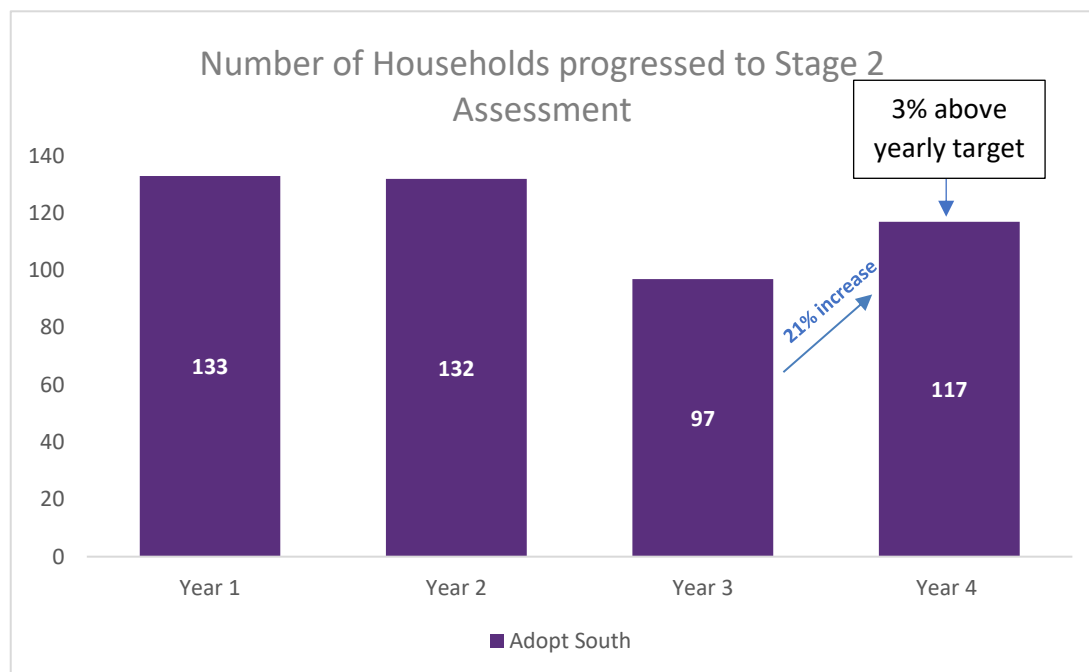
Commentary:

- 185 households were forwarded to assessment during Year 4, 30% above our yearly target of 142.
- The number of households forwarded to assessment increased by 53% on average during Adopt South's first two years. (A total of 142 households progressed Pre-Adopt South, compared to 236 households in Year 2).
- Pre-Adopt South conversion rate from enquiry to assessment was 14%; over Adopt South's first two years, it averaged 31%. During Year 3, it was 21% and during Year 4, 24%, based on a new target adjustment.
- Although the number of households forwarded to assessment during the last two years has been lower than our first two years, this, again, reflects our change in messages at the front door and only progressing with prospective adopters who are able to consider the children we have waiting, siblings, older children and children with complex needs.
- ***Specifically targeting to recruit adopters for sibling groups in Year 3 had great success, with families being identified for 37 sibling groups. This success has continued during Year 4, with families being identified for 38 sibling groups.***



Number of Households progressed to Stage 2 Assessment

Table 1.6



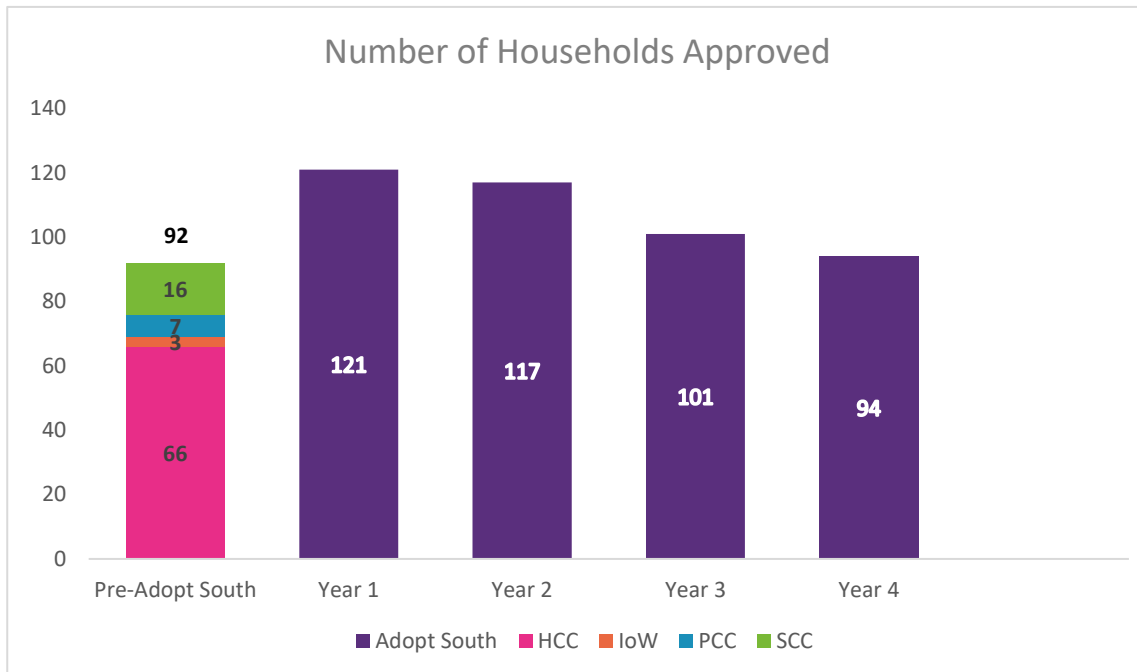
Commentary:

- 117 households were forwarded to Stage 2 assessment during Year 4, 3% above our yearly target of 114 and 21% above the total of 97 in Year 3.
- The service target was to approve 110 new adoptive households during Year 4. To allow for a potential 3% closure rate in Stage 2, this equates to 114 assessments transferring to Stage 2 over the year. On average this means that 9 assessments per month need to transfer from Stage 1 to Stage 2 for full assessment and equates to 28 assessments per quarter.
- Although the number of households forwarded to Stage 2 assessment during the last two years was lower than our first two years, it reflects the targeted work undertaken by the Recruitment and Stage 1 teams and the considerations from applicants who are more suited to the needs of the children waiting to be matched. There continues to be a sufficient number of available prospective adopters to match with younger children. Continuing to have a focus on assessment, support and development of prospective adopters for sibling groups and older children allows us to ensure there is sufficient resource to match the children who are waiting.



Households Approved

Table 1.7



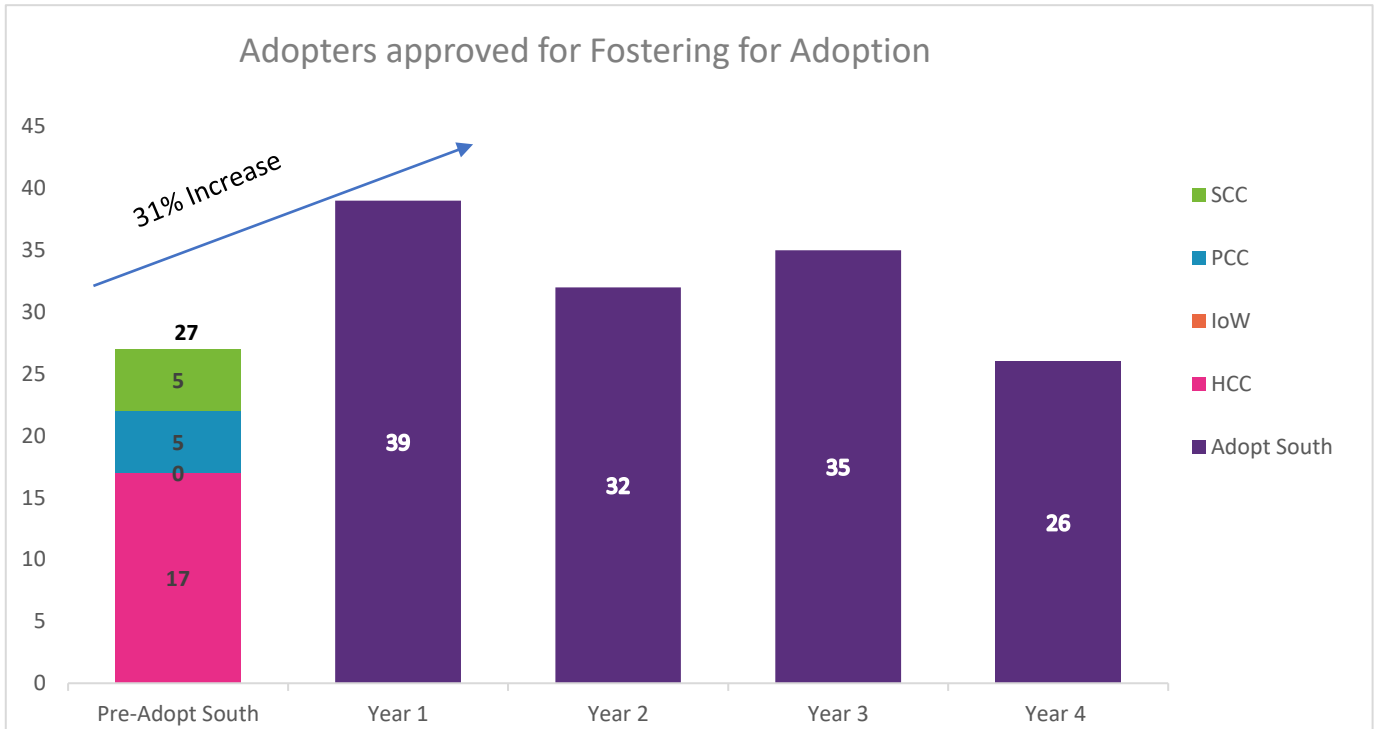
Commentary:

- 94 new adoptive households were approved during Adopt South’s fourth year. Whilst this is 16 less of our annual target (achieved 85%), targeted marketing this year has continued to increase the number of households suitable to adopt sibling groups and hard-to-place children.
- 101 new adoptive households were approved during Adopt South’s third year, just nine less (92%) than our annual target of 110.
- The number of adopters approved increased by an average of 29% from Pre-Adopt South to the end of Year 2. (A total of 92 adoptive households were approved Pre-Adopt South, compared to 121 in Year 1 and 117 in Year 2).
- 433 adoptive households have, therefore, been approved since the launch of Adopt South, providing greater choice of matching.
- ***The ASGLB data (April 2020- March 2021) shows that Adopt South approved the second highest number of adopters out of all 31 RAA’s between April 2020- March 2021.***
- ***The data for last year (April 2021- March 2022) shows similar comparisons. There are now 32 Regional Adoption Agencies and Adopt South approved the third highest number of adopters last year.***



Adopters approved for Fostering for Adoption (FfA)

Table 1.8



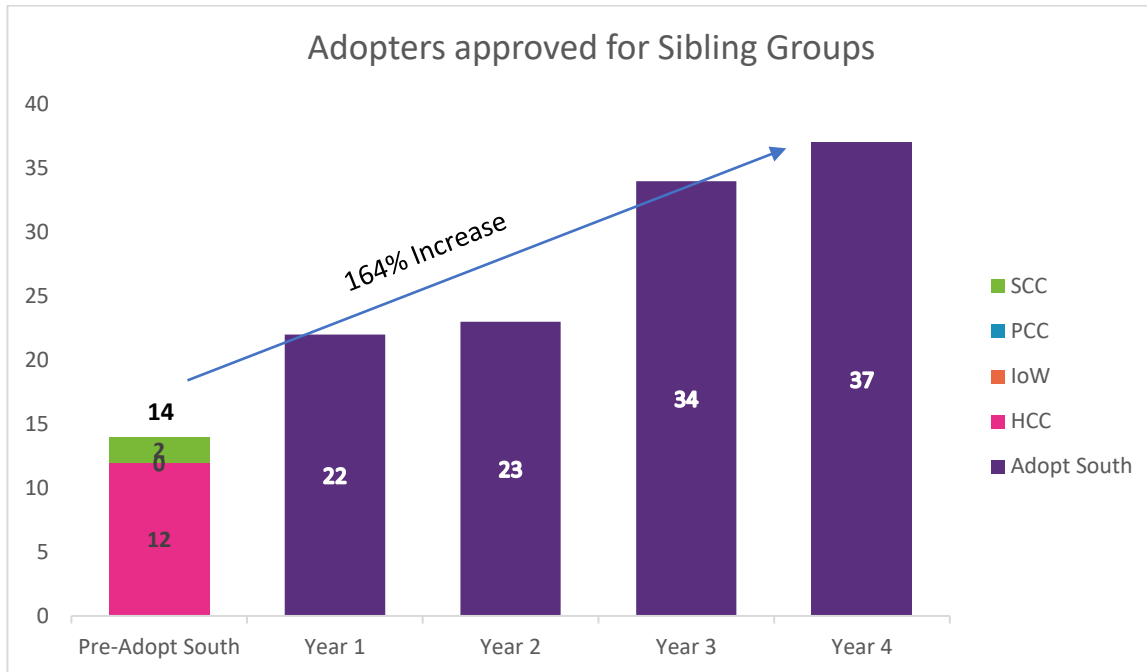
Commentary:

- Out of the 94 new adoptive households approved during Adopt South’s fourth year, 26 (28%) were approved for FfA.
- 35 (35%) were approved for FfA in Adopt South’s third year.
- 39 adopters were approved for FfA in Year 1 and 32 in Year 2, compared to 27 Pre-Adopt South, an average increase of 31%.
- In addition to increased stability and reduced number of placements for an adoptive child, there is a reduction of costs.



Adopters approved for Sibling Groups

Table 1.9



Commentary:

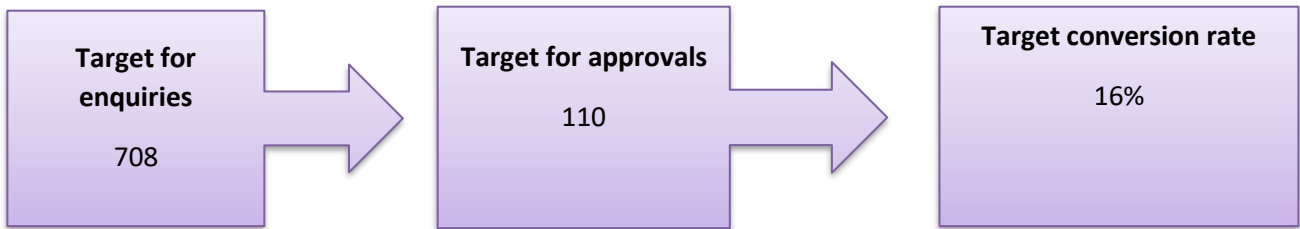
- Out of the 94 new adoptive households approved during Adopt South’s fourth year, 37 (39%) were approved for Sibling Groups, which evidences a continued increase year on year since Adopt South began.
- 34, out of the 101 approved, (34%), were approved for Sibling Groups in Year 3.
- 22 adopters (out of the 121 approved) were approved for Sibling Groups in Year 1 and 23 (out of the 117 approved) in Year 2, compared to 14 Pre-Adopt South, an average increase of 61%.
- The IOW and PCC did not approve any for Sibling Groups Pre-Adopt South.
- ***Specifically targeting to recruit adopters for sibling groups has continued to have much success, with inhouse families being identified for 37 sibling groups in Year 3 and inhouse families being identified for 38 sibling groups during Year 4.***



Enquiry to Approval Conversion Rates

Table 1.10

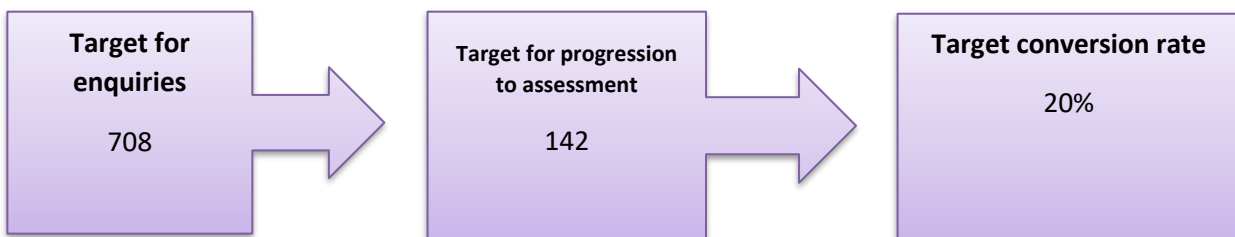
Target enquiry to approval - per year



Actual enquiry to approval – per year



Target enquiry to assessment – per year



Actual enquiry to assessment – per year



Target assessment to approval - per year



Actual assessment to approval – per year



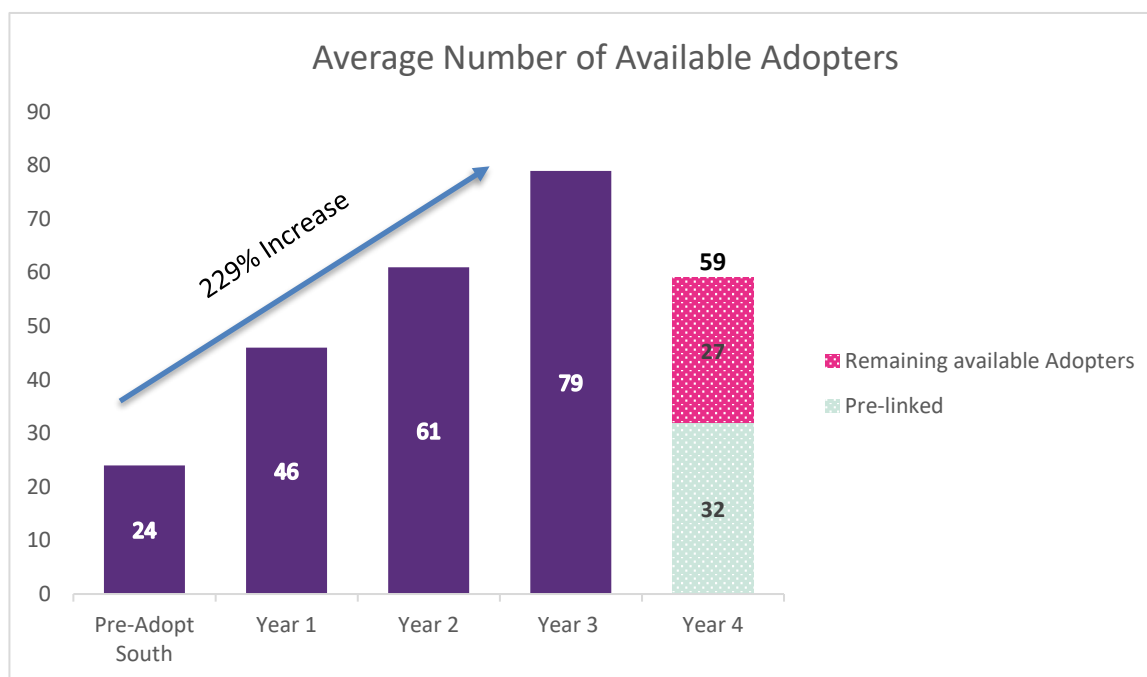
Commentary:

- **The Average Enquiry to Assessment Conversion Rate was above target at 24%, against a target of 20%, during Adopt South’s fourth year.**
- The target conversion rates allow for a 20% closure rate in Stage 1 and a 3% closure rate in Stage 2.
- Average Enquiry to Approval Conversion Rate for Adopt South’s first two years was 17%, compared to 9% Pre-Adopt South.
- Average Enquiry to Approval Conversion Rate for Adopt South’s third year was 14% against a target of 19% and is 13% for Year 4 against a target of 16%.
- The slightly lower conversion rate in Year 3 and Year 4 reflects our change in messages and only progressing with prospective adopters who are able to consider the children we have waiting, siblings, older children and children with complex needs.



Available Adopters

Table 1.11



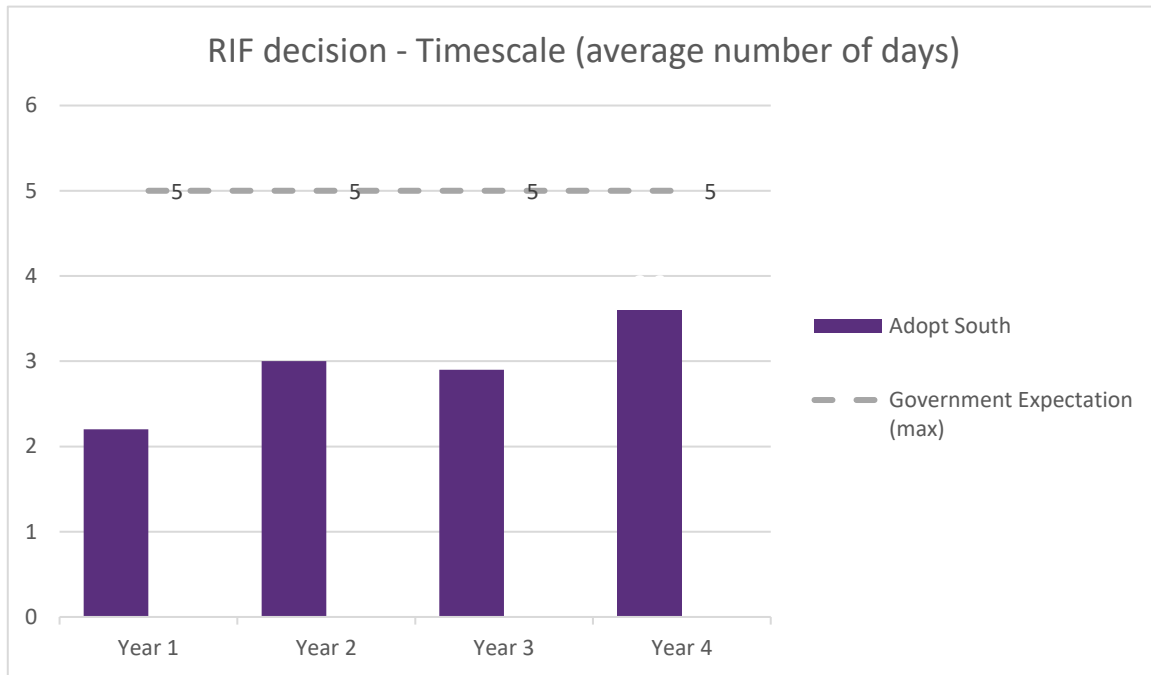
Commentary:

- At the end of Adopt South’s fourth year, 59 adopters were available. However, 32 of these have been pre-linked with children either with Placement Orders or awaiting Placement Orders.
- At the end of Year 2, there were 61 adopters available compared to 24 at the inception of Adopt South, an average increase of 123%.
- This increased to 79 at the end of Year 3. However, 32 of these had been pre-linked.
- A larger pool of adopters has increased choice and has led to better matches for children, reducing the need to purchase adopters externally.



Timescales- Registration of Interest Form (RIF)

Table 1.12



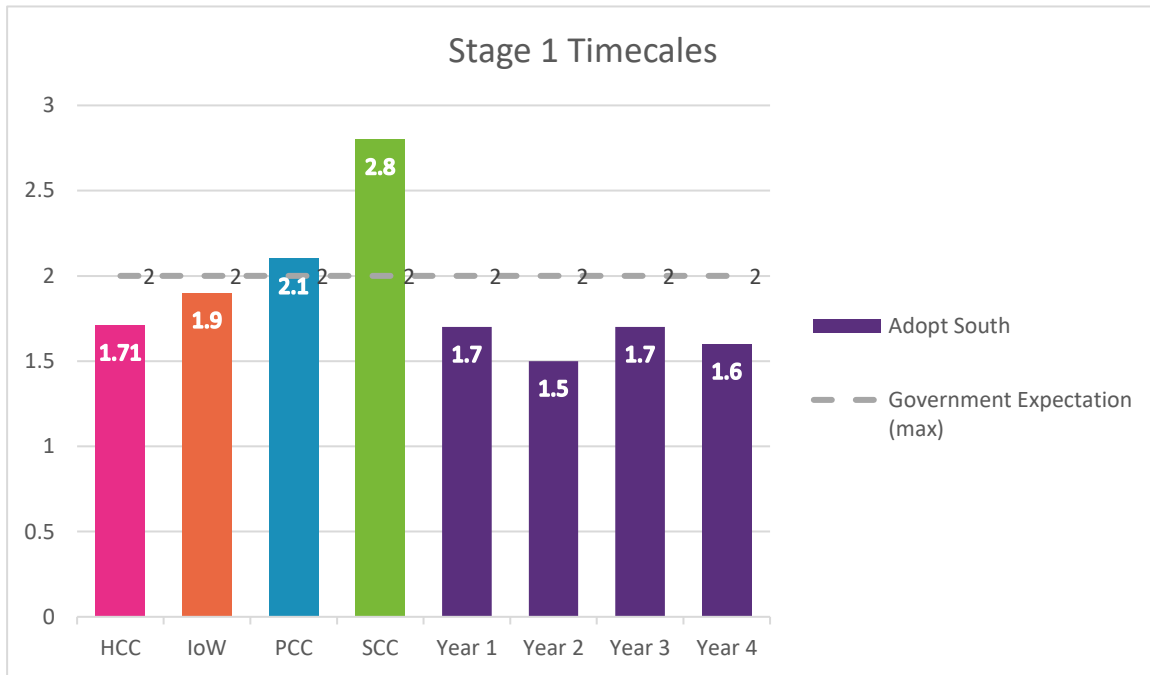
Commentary:

- Registration of Interest Form timescales have continued to average well within government timescales during Adopt South's fourth year (3.6 days).
- Similarly, Adopt South's first, second and third years averaged well within the government timescale of 5 days.
- ***The ASGLB data (April 2020- March 2021) shows that Adopt South was the only RAA out of all 31 RAA's who met the 5-day timescale between April 2020- March 2021. The data for last year (April 2021- March 2022) shows that Adopt South continued to be the only RAA who achieved Enquiry to Registration of Interest in the 5-day timescale last year.***



Timescales - Stage 1

Table 1.13



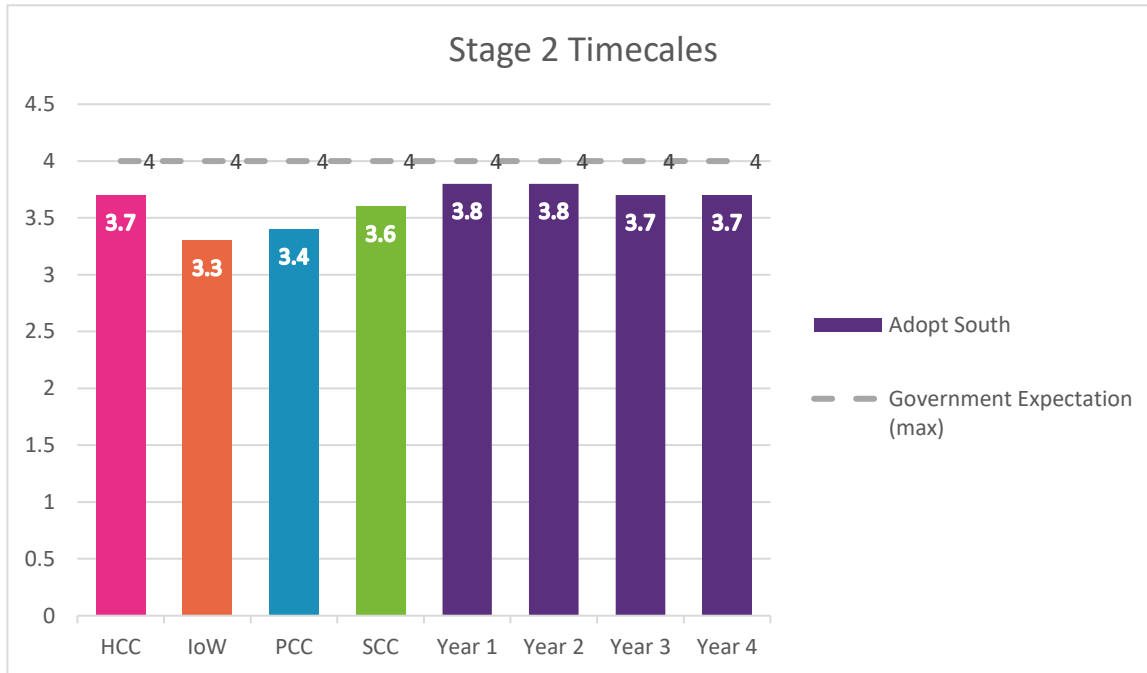
Commentary:

- Stage 1 timescales have continued to average well within government timescales during Adopt South’s fourth year (1.6 months).
- Similarly, Stage 1 timescales averaged well within government timescales during Adopt South’s first, second and third years.
- PCC and SCC averaged outside of timescales Pre-Adopt South.
- ***The ASGLB data (April 2021- March 2022) shows that out of the 32 Regional Adoption Agencies, Adopt South was the only RAA who achieved Stage 1 in the 2-month timescale last year.***



Timescales - Stage 2

Table 1.14



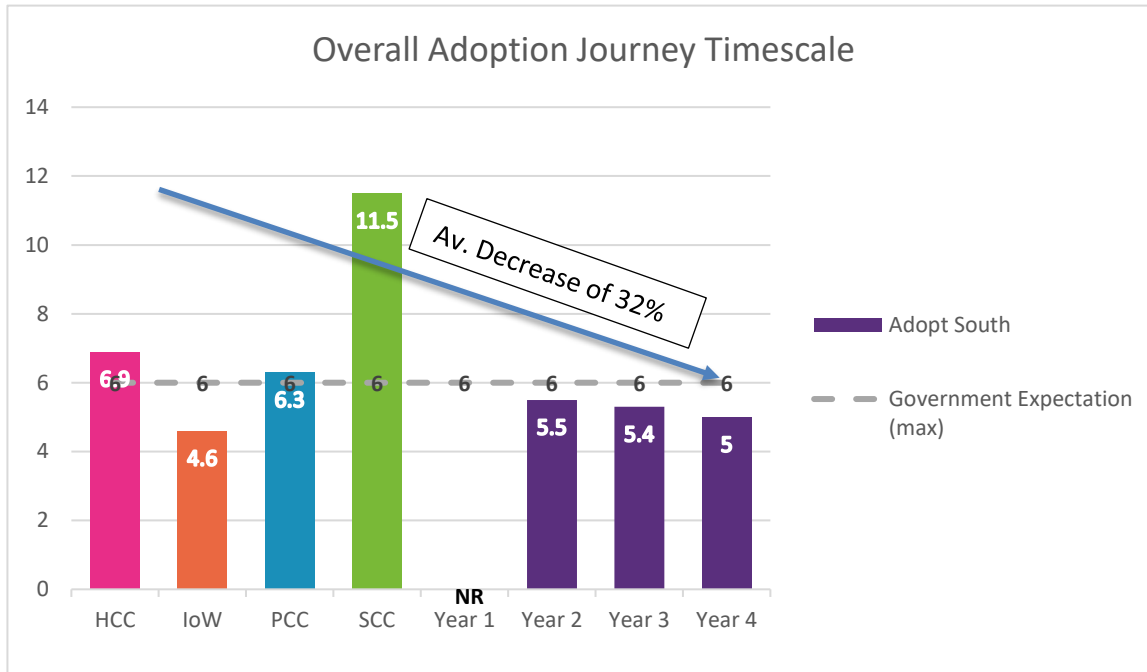
Commentary:

- Stage 2 timescales have continued to average well within government timescales during Adopt South's fourth year (3.7 months).
- Similarly, Stage 2 timescales averaged well within government timescales during Adopt South's first, second and third years.
- ***The ASGLB data (April 2021- March 2022) shows that last year, Adopt South was 1 out of just 4 RAA's who averaged Stage 2 in the 4-month timescale. We continued to be the only RAA who achieved both Stage 1 and Stage 2 in timescales.***



Timescales- Overall Adoption Journey

Table 1.15



Commentary:

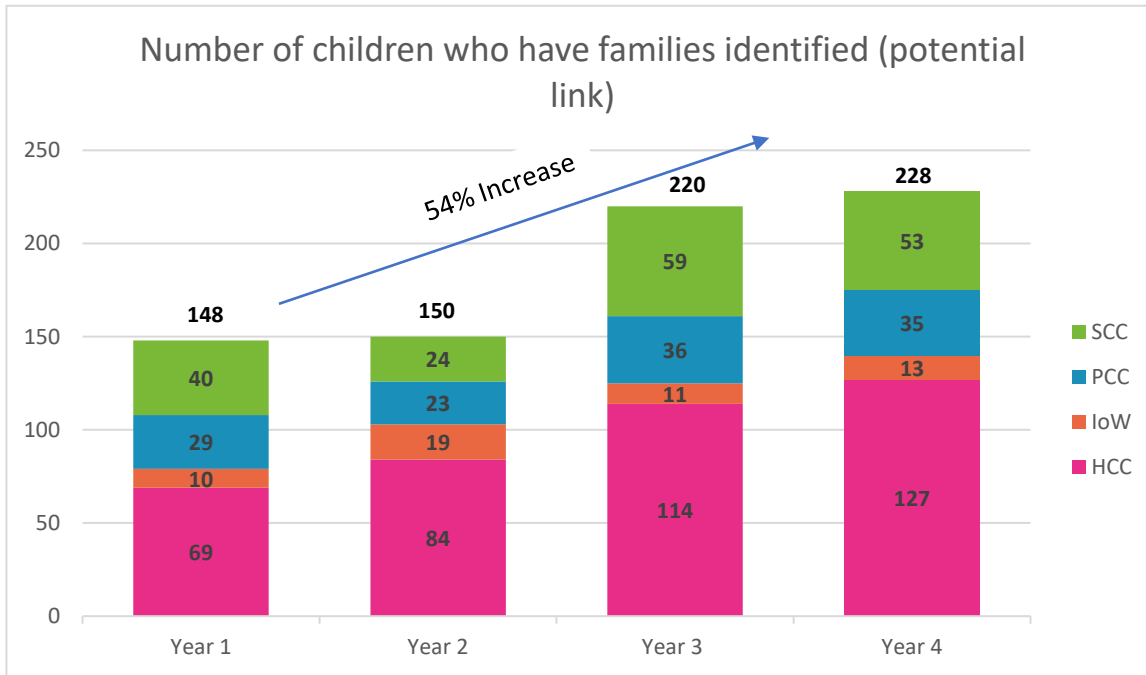
- The overall adoption journey continued to average well within government timescales during Adopt South's fourth year (5.0 months).
- Similarly, the overall adoption journey averaged well within government timescales during Adopt South's second and third years.
- ***The ASGLB data for last year (April 2021- March 2022) shows that Adopt South adopters had the shortest adoption journey from enquiry to approval than any other RAA.***



Family Finding

Children who have had families identified

Table 2.1



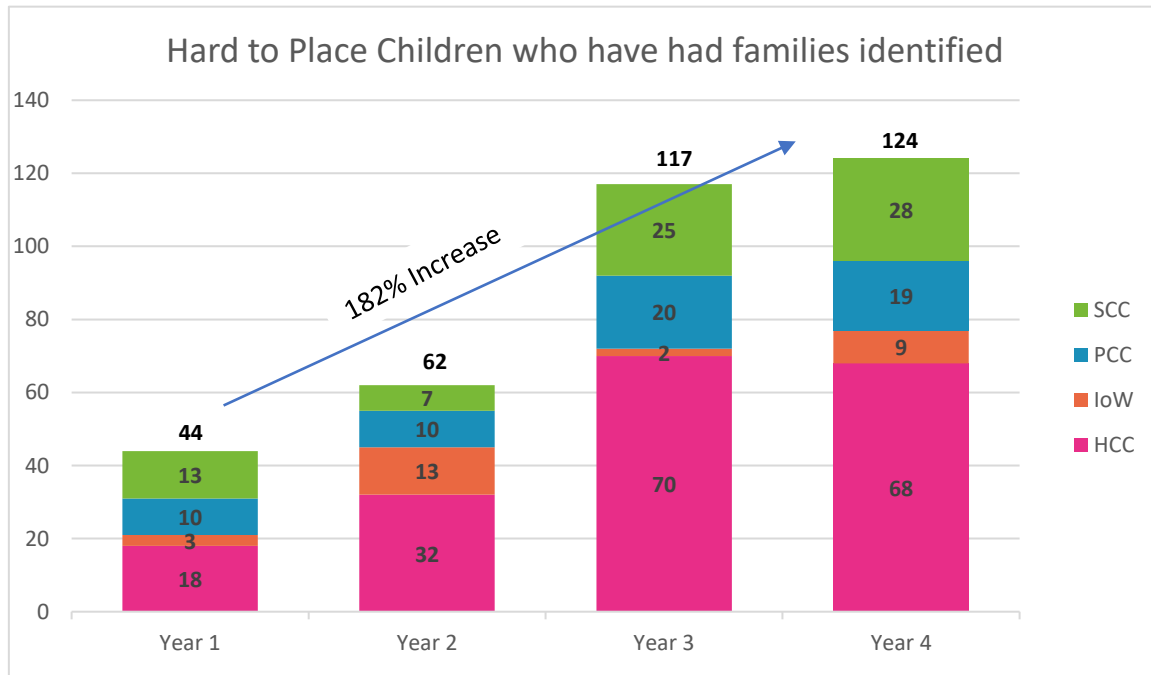
Commentary:

- **228** children had families identified during Adopt South’s fourth year. This includes both potential matches and those that have been confirmed or progressed to panel. (Out of the 228 identified matches, 150 have been confirmed/progressed to panel).
- This compares to **220** children having families identified during our third year; **150** during our second year, and **148** during our first year.



Hard to Place Children who have had families identified

Table 2.2



Commentary:

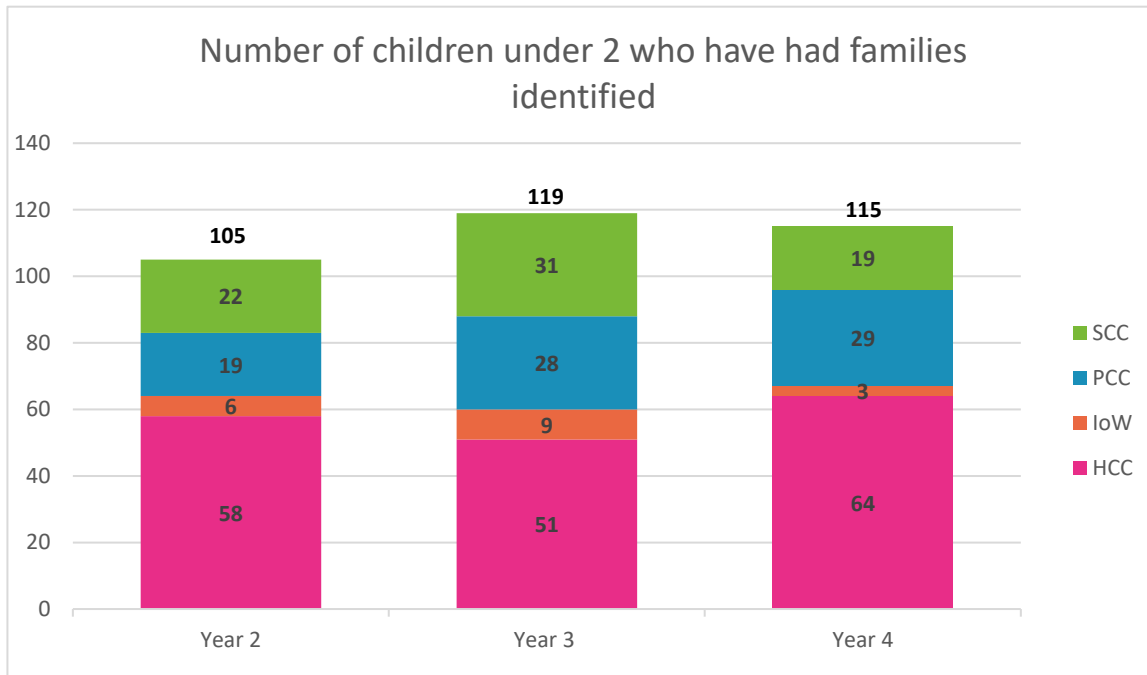
- Of the 228 children who had families identified during Adopt South’s fourth year, **124** were Hard to Place, including 38 sibling groups and 20 children over the age of 5 years. Similarly, these include both potential matches and those that have been confirmed or progressed to panel.
- Of the 220 children who had families identified during Adopt South’s third year, **117** were Hard to Place, including 37 sibling groups and 18 children over the age of 5 years.
- This compares to identifying families for **62** children who were Hard to Place (out of the 150 children) in Year 2 and **44** (out of the 148) in Year 1.



Ages of Children who have had families identified

Number of Children under the age of 2 years

Table 2.3



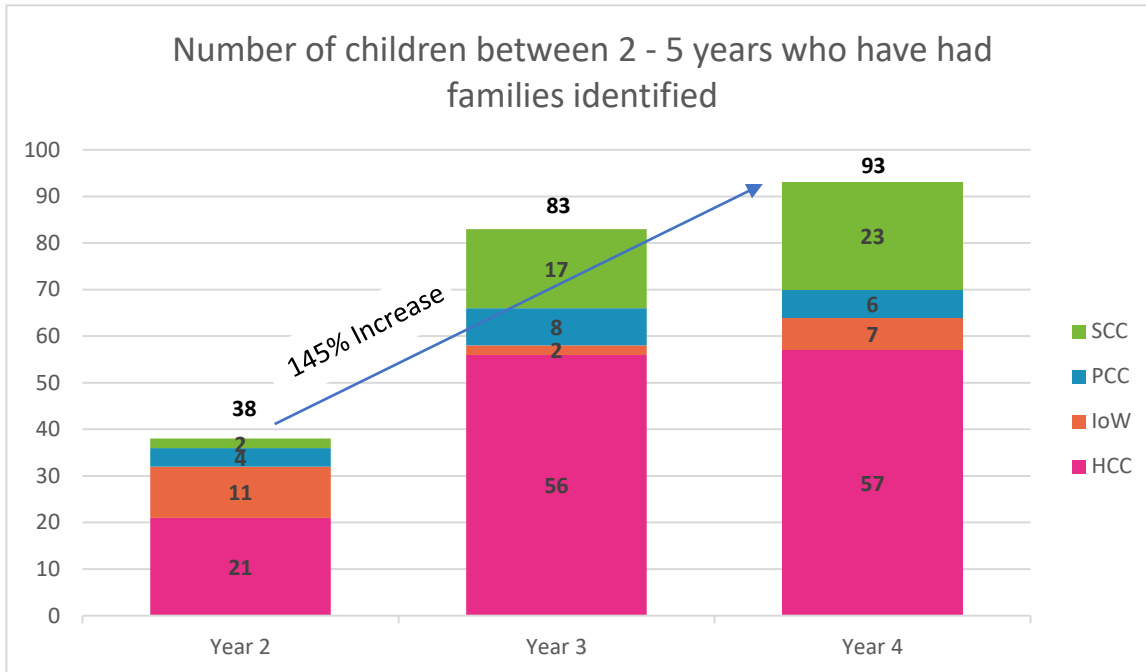
Commentary:

- **115** children under the age of 2 had families identified during Adopt South’s fourth year.
- This compares to **119** children under the age of 2 having families identified during Adopt South’s third year and **105** children during Adopt South’s second year.



Number of Children between 2 – 5 years

Table 2.4



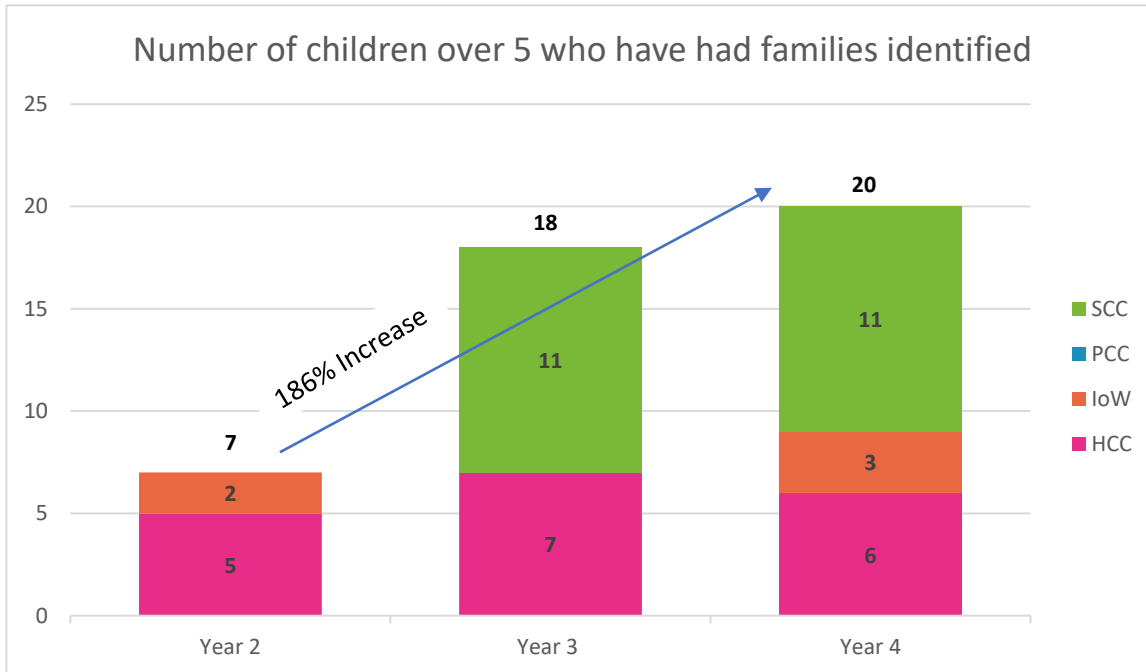
Commentary:

- **93** children between 2- 5 years had families identified during Adopt South’s fourth year.
- This compares to **83** children between 2- 5 years having families identified during Adopt South’s third year and **38** children during Adopt South’s second year.



Number of Children over 5 years

Table 2.5



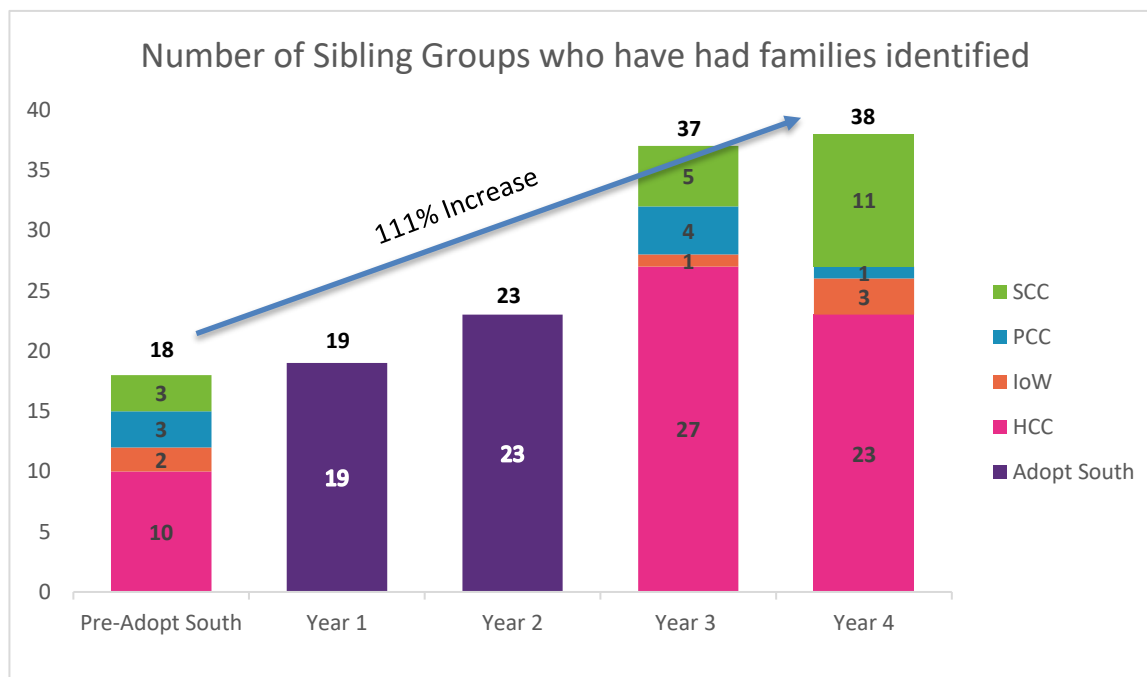
Commentary:

- **20** children over the age of 5 years had families identified during Adopt South’s fourth year. (Out of the 20 identified matches, 16 have been confirmed/progressed to panel).
- This compares to **18** children over the age of 5 years having families identified during Adopt South’s third year and **7** children during Adopt South’s second year.



Number of Sibling Groups who have had families identified

Table 2.6



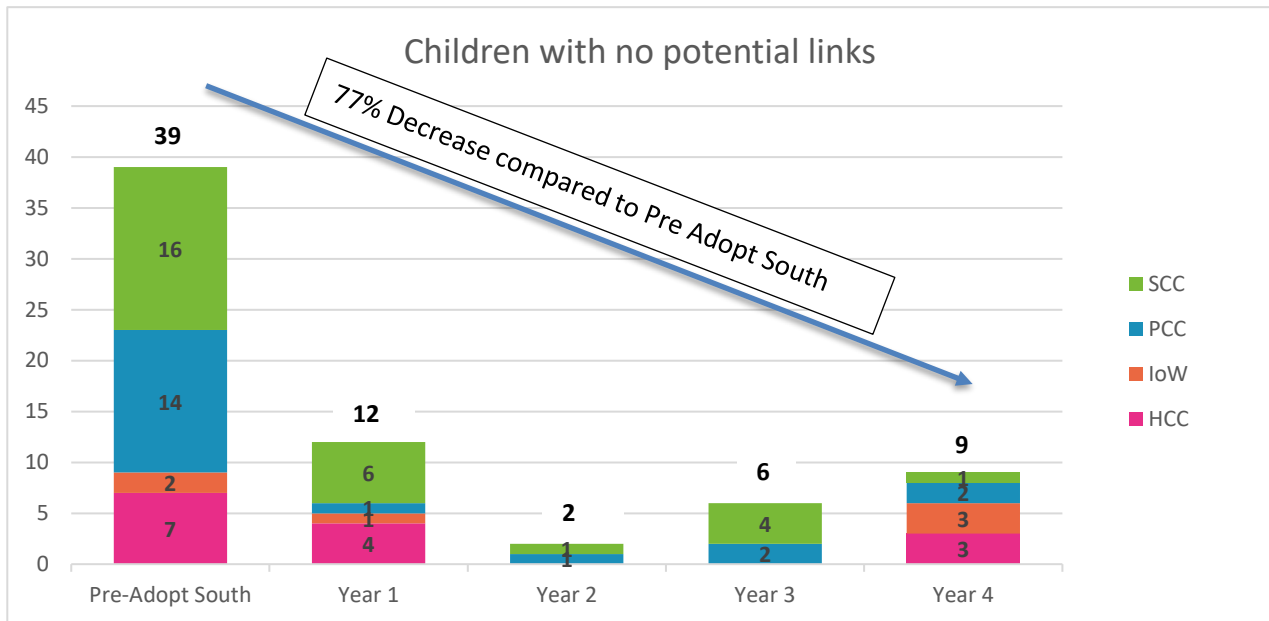
Commentary:

- There has continued to be a steady trend of increasing sibling groups, which has continued during Adopt South’s fourth year, with **38** sibling groups having families identified, **7** with a sibling group of 3. (Out of the 38 identified matches for sibling groups, 21 sibling groups have been confirmed/progressed to panel, including 4 sibling groups of 3).
- **37** sibling groups had families identified during Adopt South’s third year, **23** sibling groups during Adopt South’s second year and **19** in our first year.
- There is a significant challenge nationally to recruit adopters for siblings.
- Additional costs include a higher need for Adoption Support.
- ***Specifically targeting to recruit adopters for sibling groups has continued to have much success as we have ended our fourth year, with 39% of new adoptive households being approved for siblings.***



Children with no potential links

Table 2.7



Commentary:

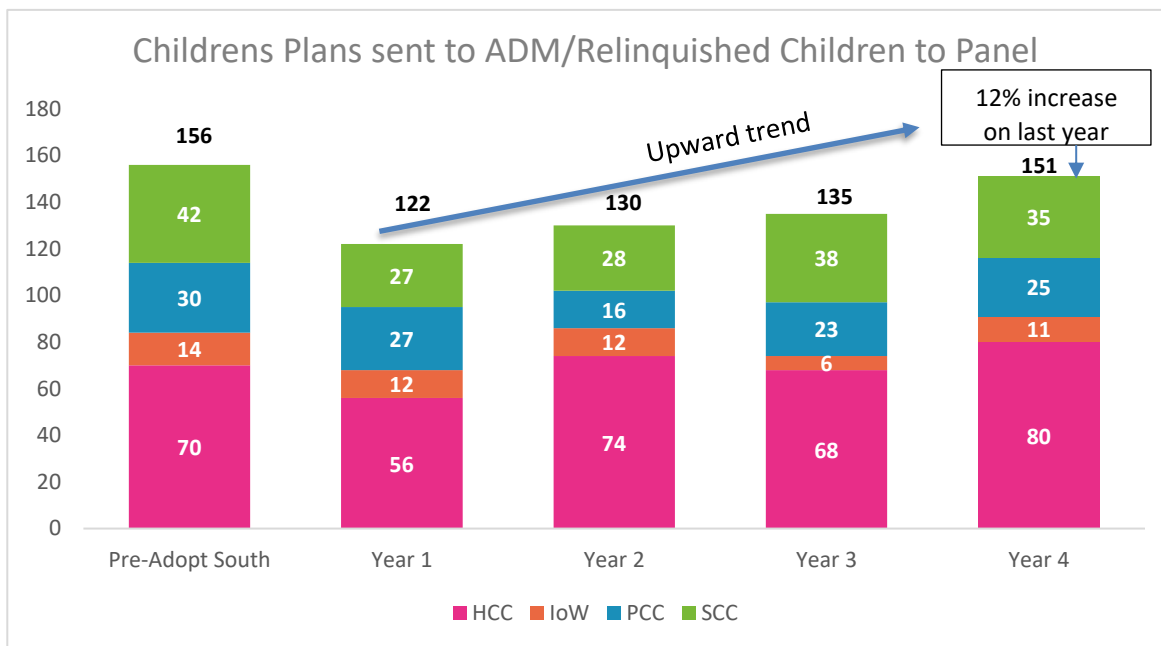
- There are just 9 children with Placement Orders who currently have no potential links. This includes two sibling groups of three male children (HCC – 1 sibling group; IoW – 1 sibling group). There are also three single children which include a 6-year-old; all have complex or medical needs.
- At the inception of Adopt South, there were 39 children who had no potential matches. This reduced to 12 at the end of Year 1 and to just 2 at the end of Year 2, an average reduction of 82%.
- At the end of Quarter 2, Year 3, this increased to 15, due to the high number of sibling groups referred. However, the strategies implemented have had a positive impact and the number of children without potential links reduced to 6 at the end of Year 3 (seeing 15 sets of siblings proceed to confirmed matches during the last two quarters of Year 3). A further 21 sets of siblings (including four sibling groups of 3) have proceeded to confirmed matches during Year 4.
- ***The ASGLB data (April 2020- March 2021) shows that Adopt South had the lowest number of children waiting out of all 31 RAA's.***



Children’s Information: Children’s Plans to Adoption Order

Children’s Plans referred to ADM/Relinquished Children to Panel

Table 3.1



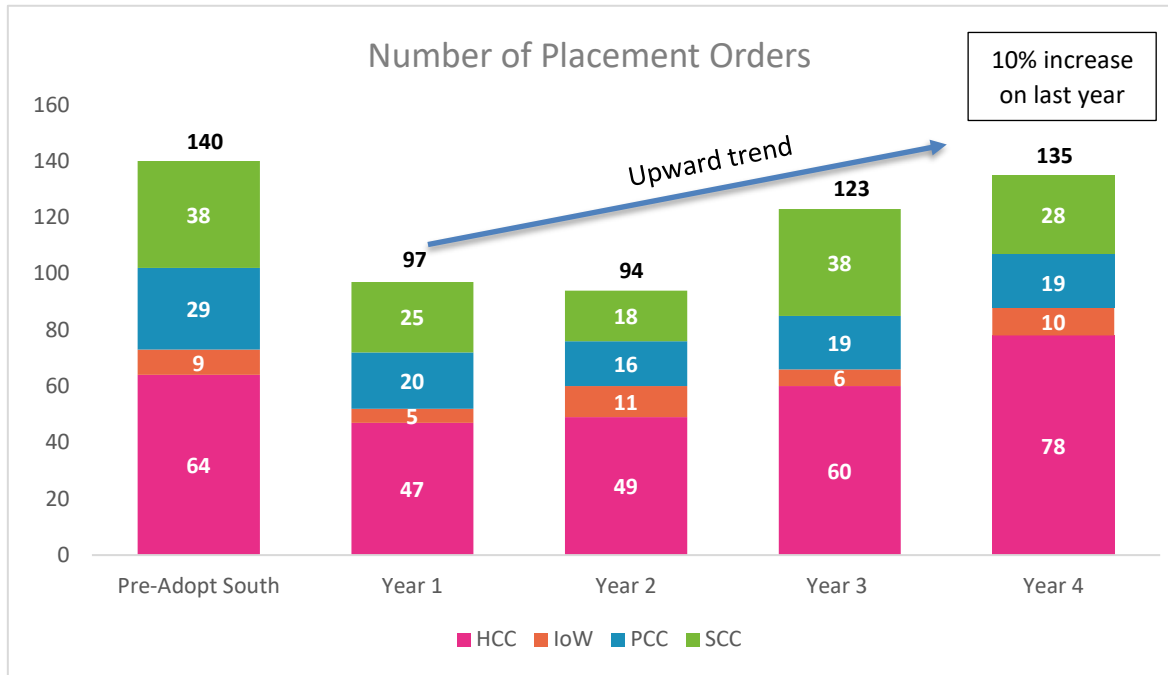
Commentary:

- Year 4 has seen a significant increase in Children’s Plans, with 151 being referred to the Agency Decision Maker (ADM) across the region, compared to 135 last year.
- Hampshire and the Isle of Wight have seen the steepest increase. Hampshire has had 80 Children’s Plans referred during the year, compared to 68 last year, **an increase of 18%**. The Isle of Wight has had 11, compared to 6 last year, **an increase of 83%**.
- Although there was a reduction in Children’s Plans in Year 1 as was the national trend, Year 2 saw a rise. Adopt South’s third year continued to see a rise, with Southampton’s numbers seeing a particularly steep increase.
- Year 2 saw a rise especially for Hampshire from Year 1 to Year 2 of 41%.
- The LA Children’s Adoption Teams have continued to report an increase in Parallel Planning and a further increase in Children’s Plans is likely to follow.
- **The data for last year (April 2020- March 2022) shows that only 7 RAA’s had more ADM/Children’s Plans than Adopt South which gives an indication of how Adopt South fits with others in size.**



Summary of Placement Orders

Table 3.2



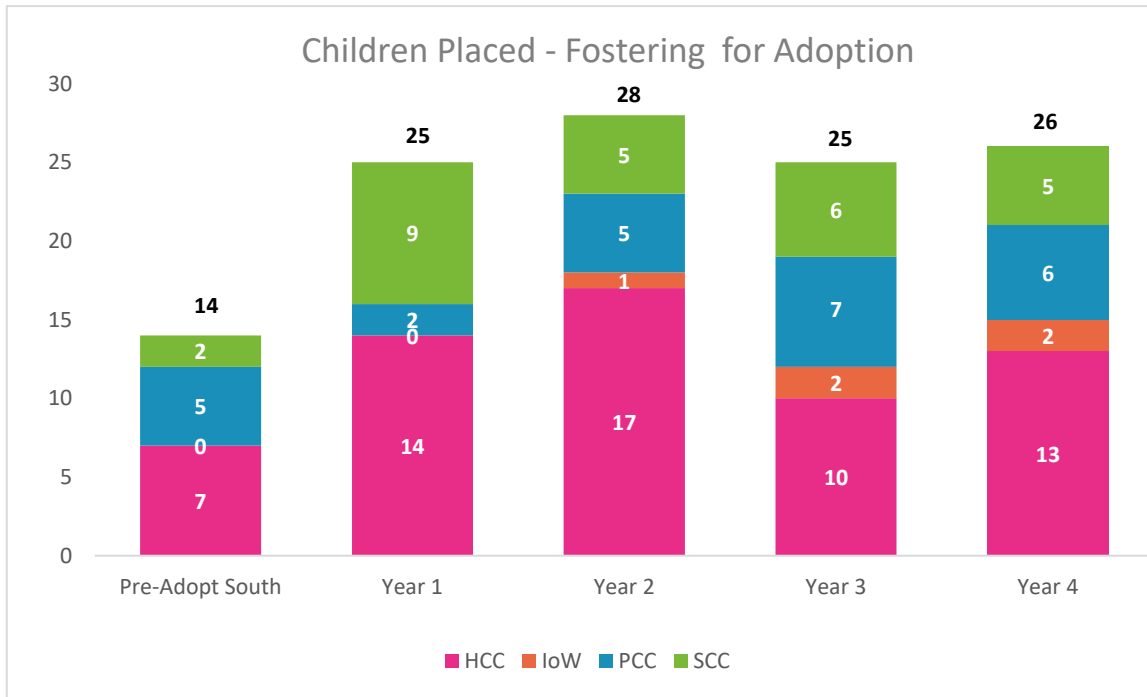
Commentary:

- There have been 135 Placement Orders granted during Year 4, compared to 123 last year.
- Hampshire and the Isle of Wight have seen steep increases. Hampshire has seen 78 Placement Orders granted during the last year, compared to 60 last year, **an increase of 30%**. The Isle of Wight has seen 10, compared to 6 during last year, **an increase of 67%**.
- Adopt South's third year saw a significant increase from the previous two years, with Hampshire and Southampton seeing especially high numbers, with 60 Placement Orders being granted in Hampshire and 38 in Southampton.
- COVID had impacted on the courts and cases had been delayed, which had led to Placement Orders not increasing in line with the rise in Children's Plans.
- The LA Children's Adoption Teams are continuing to report an increase in Parallel Planning and a further increase in Children's Plans and Placement Orders are likely to follow.



Children Placed- Fostering for Adoption

Table 3.3



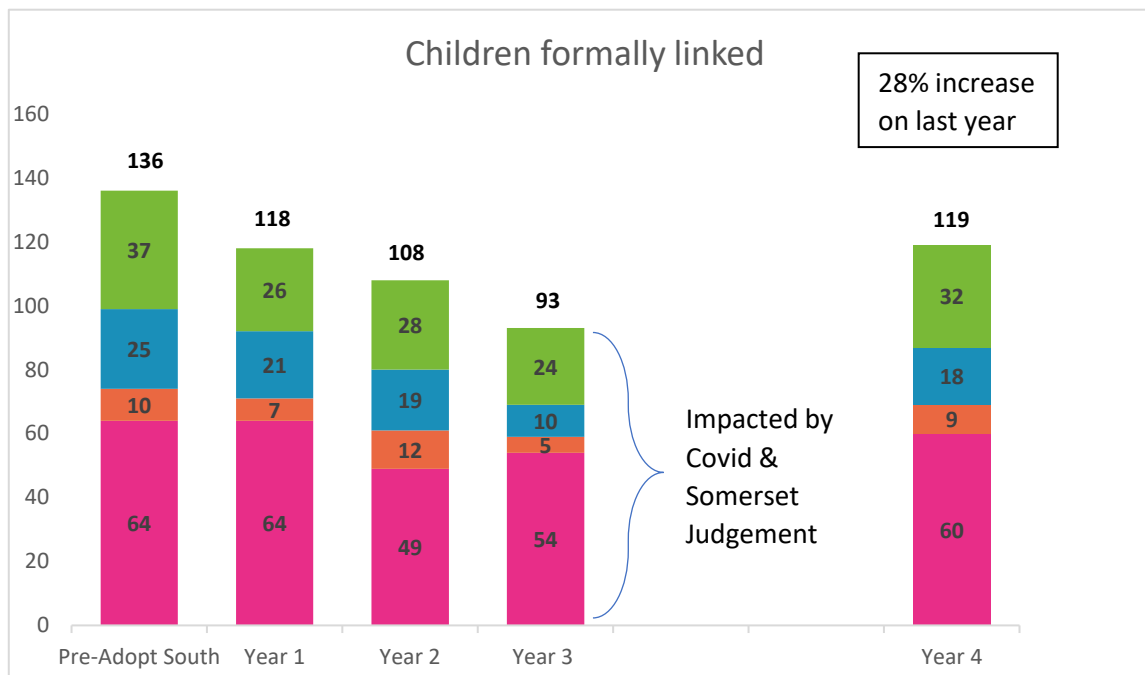
Commentary:

- 26 children have been placed in FfA placements during Year 4.
- This compares to 25 children being placed in a FfA placement during Adopt South’s third year.
- Although numbers were slightly lower during Year 3, there has been, overall, a continued rise in children being placed in FfA placements since the start of Adopt South.
- The impact for the LA is a freeing up of fostering placements and a reduced cost.
- ***The ASGLB data (April 2020- March 2021) shows that between April 2020 – March 2021, only two other RAA’s placed more children in FfA placements than Adopt South. The data for last year (April 2021- March 2022) shows similar comparisons. Only 5 RAA’s placed more children in FfA placements than Adopt South last year.***



Children formally linked

Table 3.4



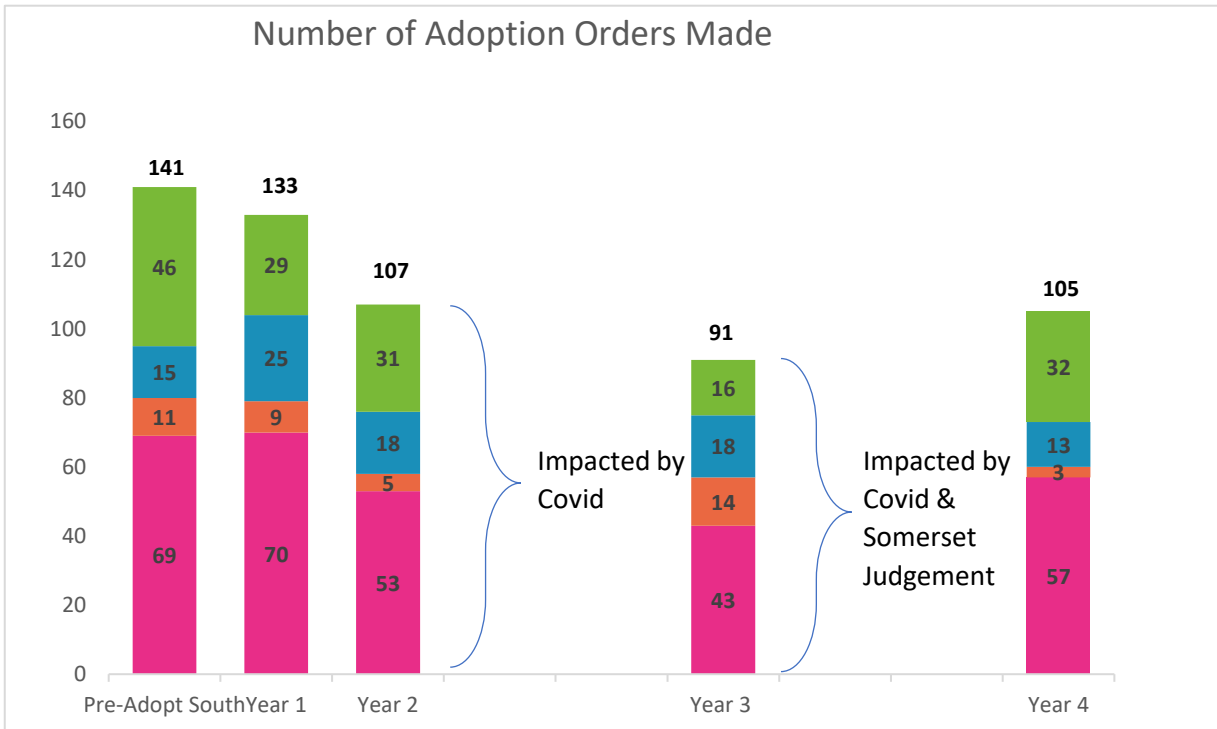
Commentary:

- **119 children were linked with 97 families during Adopt South's fourth year. This includes 19 sibling groups (16 sibling groups of 2, and 3 sibling groups of 3). It also includes 9 children over the age of 5 years (7- SCC; 1- HCC; 1- IOW), all linked with in- house adopters, except for a sibling group of 2.**
- This compares to 93 children linked with 77 adoptive families during Adopt South' third year.
- The number of children linked in Year 3 was impacted by the Somerset Judgement. In total, there were 18 cases paused for 19 children. These have all now been presented to Panel.
- 118 children were linked with 104 adoptive families in Year 1 and 108 children linked with 96 adoptive families in Year 2.
- **Since the launch of Adopt South, 438 children have been linked. Of these, 227 have been HCC children; 33 IOW children; 68 PCC children; 110 SCC children.**



Adoption Orders

Table 3.5

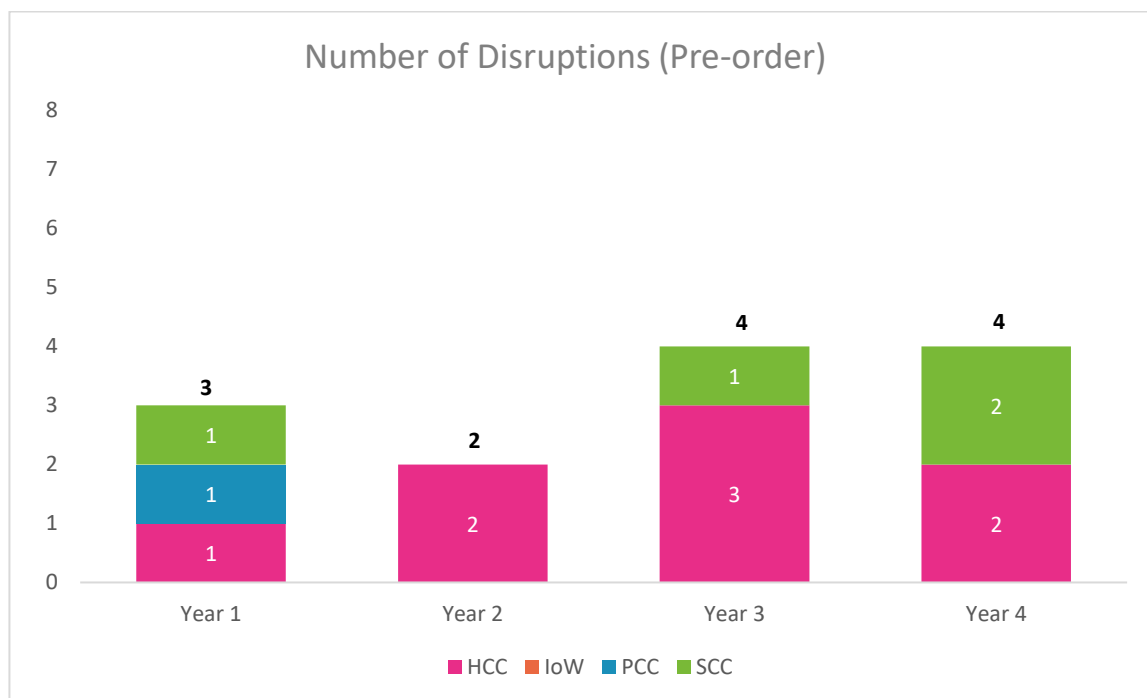


Commentary:

- 105 Adoption Orders were made across the region during Year 4, compared to 91 during Year 3.
- Adoption Orders have continued to be impacted by the courts only holding bi-monthly hearings.
- ***The ASGLB data for last year (April 2021- March 2022) shows that Adopt South had the lowest timescale out of all 32 RAA's from Placement to Adoption Order. (The Government expectation is 274 days- Adopt South averaged 198 days; England's average was 280 days).***

Disruptions - Pre-Adoption Order

Table 3.6



Commentary:

- There have been 4 disruptions during Adopt South's fourth year.
- A 5-year-old placed with his 3-year-old brother where sadly the Prospective Adopters felt unable to manage the competing needs of the two children and struggled with the 5-year-old in particular. An updated sibling assessment concluded the brothers should be separated. The plan for the older child remains one of adoption with contact with his younger sibling.
- A brother and sister aged 5 and 6, who had been placed in two separate adoptive families. The Prospective Adopters felt unable to manage their complex behaviours and the care plans of both children are currently being reviewed.
- The further disruption concerned an older sibling who had been placed alongside their younger sibling. The Prospective Adopters felt unable to manage the older sibling's challenging behaviours and the child's care plan is, similarly, now being reviewed.
- There were 4 disruptions (1 sibling group of 2 and 2 single children) during Adopt South's third year.
- A further sibling group of two remained with their adopters and although the placement didn't disrupt, they had their care plan changed as the Prospective Adopters no longer felt able to adopt them.



- There were 2 disruptions during Adopt South's second year and 3 disruptions during Adopt South's first year.
- There have, therefore, been 13 disruptions since the launch of Adopt South, a disruption rate of 2.96% (13/438 children linked). Comparisons show that this is low, ie, HCC's disruption rate Pre-Adopt South was 3.1% (2/64 children linked); One Partnership RAA who are a similar size to Adopt South have advised of a 4.4% disruption rate in their first year (2020/2021), 4/96 children linked.

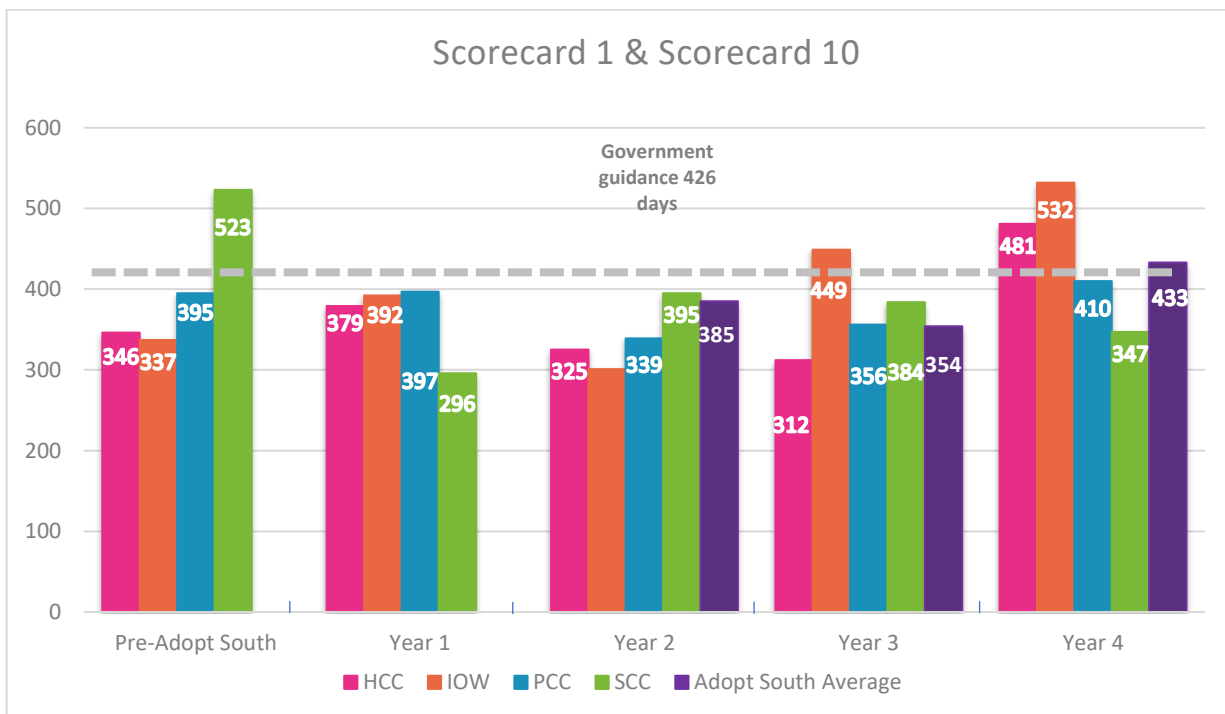


Comparison of Scorecard 1/Scorecard 10

Scorecard 1 - Average Time between the child entering care and moving in with their adoptive family. (no longer used)

Scorecard 10 - Average Time (in days) between a child entering care and moving in with their adoptive family, adjusted for foster carer adoptions, for children who have been adopted, and for Fostering for Adoption placements.

Table 3.7



Commentary:

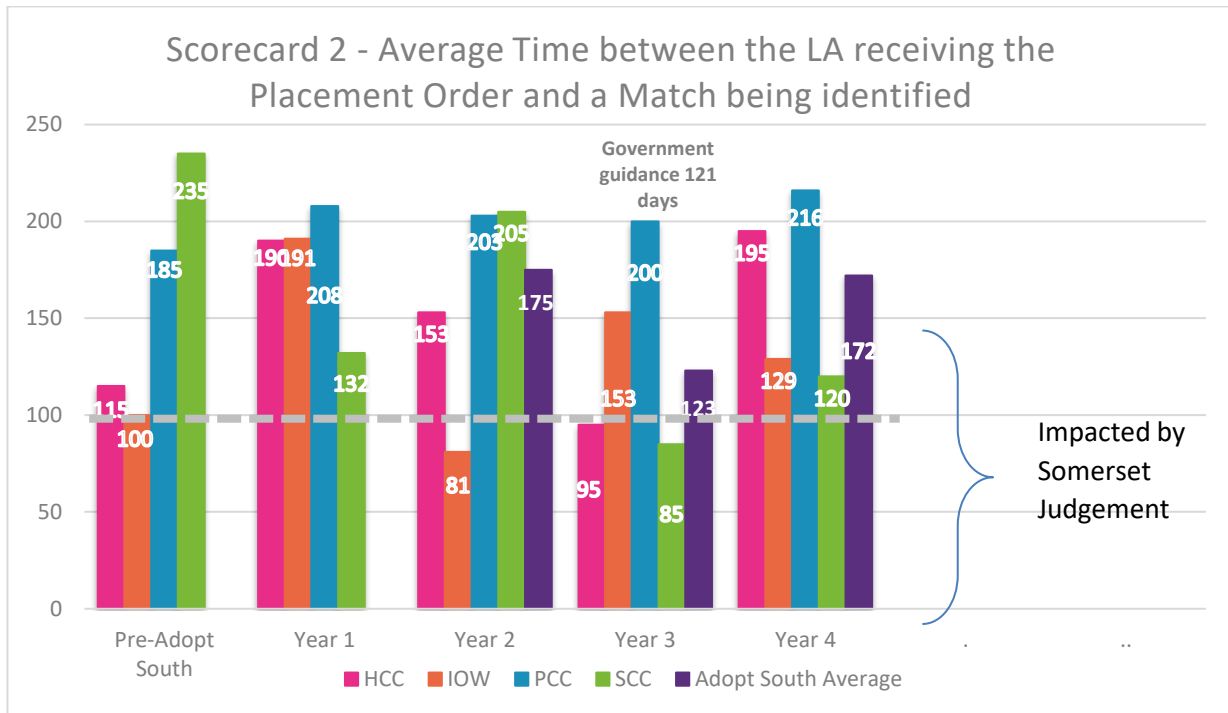
- Scorecard 1 has now been superseded with Scorecard A10. This new scorecard has been adjusted from Scorecard 1 to take into account foster carer adoptions and FfA placements.
- During Year 4, the average for all 4 LA's combined is 433 days, just seven days above the government guidance for Scorecard A10.
- Both Portsmouth and Southampton have averaged well within the government guidance.
- Hampshire averaged 55 days above the government guidance and the Isle of Wight 106 days above the guidance.
- The higher timescale for Hampshire is due to prolonged care proceedings for a number of children, in addition to delays due to the complexities of the children, including the increase in sibling groups and older children, where family finding has taken longer.



- The higher timescale for the Isle of Wight is due to just 3 children being adopted in Year 4, and one child having a care journey of 913 days, being made subject to a Care Order and then placed with his mother, firstly in a parent and child placement and then in the community. He remained looked after for the whole period.
- During Adopt South's third year, all the Local Authorities for Scorecard 10, averaged scorecards well below the government's guidance, with the exception of the Isle of Wight, who averaged just 23 days above the government's guidance. Hampshire and Southampton continued to see an improvement on the low scorecards of the previous year.
- The higher timescale for the Isle of Wight was due to one of the children who had an Adoption Order having cerebral palsy and it taking longer to find a family for him. The good news is that a family was found, and the Adoption Order now made.
- Adopt South's Year 3 saw an overall average across the 4 Local Authorities of 354 days for Scorecard 10, well below the government's guidance.
- Average timescales were well within the government guidance for all 4 Local Authorities during Adopt South's first and second year. The 4 Local Authorities together averaged 385 days in Year 2, significantly under the government guidance.
- SCC averaged timescales outside of the government expectation Pre-Adopt South.
- ***The ASGLB data (April 2021- March 2022) shows that Adopt South is 1 out of just 2 RAA's where Scorecard 1 is in timescale. (The last 3 years have been averaged for this timescale- rather than just 2021/22. The Government expectation is 426 days- Adopt South averaged 368 days. England's average was 445 days).***

Comparison of Scorecard 2

Table 3.8



Commentary:

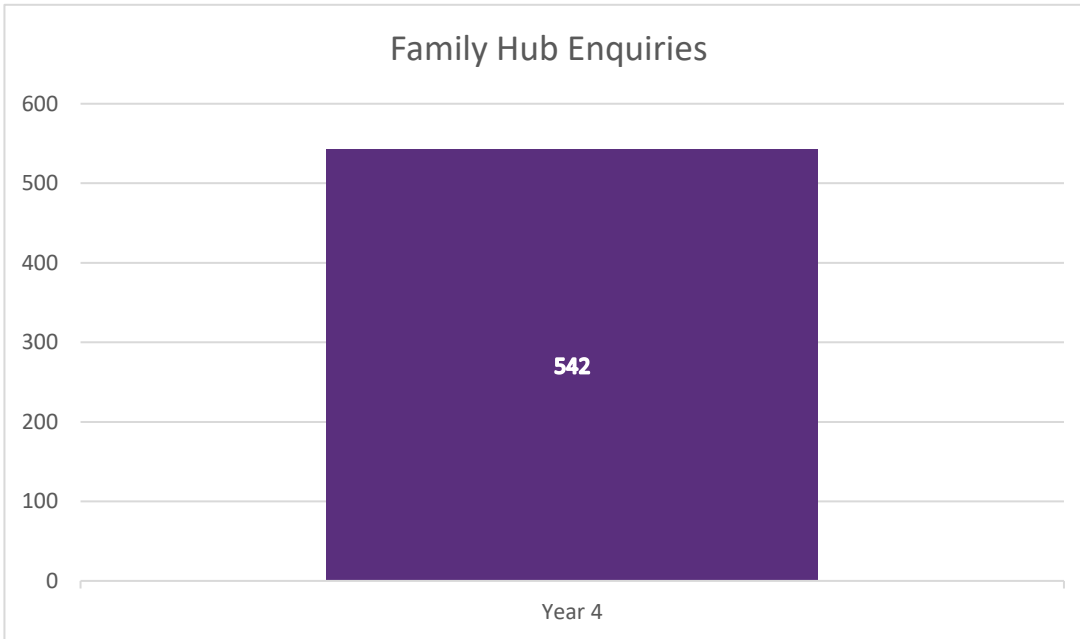
- During Year 4, the average for all 4 LA's combined is 172 days for Scorecard 2.
- Southampton has averaged within the government guidance.
- Hampshire and Portsmouth have averaged significantly above the government guidance, whilst the Isle of Wight has averaged just slightly above (8 days).
- The higher timescales for all three Local Authorities reflect the impact of the Somerset Judgement and placements being put on hold whilst the way forward was being addressed. The majority of the children were placed in Fostering for Adoption placements, however, and, therefore, their adoption journey's were not delayed.
- In addition, the delays have been due to the complexities of the children across all three Local Authorities, including the increase in sibling groups, older children and children with significant needs, where family finding has taken longer.
- During Adopt South's third year, Hampshire and Southampton averaged scorecards well below the government's guidance. The slightly higher scorecards for the Isle of Wight and Portsmouth reflected the hard-to-place children who although it took longer, families were found.



- Hampshire, Portsmouth and Southampton continued to see an improvement on their scorecards the previous year.
- Year 3 saw an average across the 4 Local Authorities of 123 days, just 2 days outside of the government's guidance. This compared to 175 days in Year 2.
- ***The ASGLB data (April 2021- March 2022) shows that Adopt South was the 5th lowest for Scorecard 2. As with Scorecard 10, the last 3 years have been averaged for this timescale. (England's average was 196 days; Adopt South averaged 163 days).***

Adoption Support- Family Hub Activity Referrals/Enquiries to Adopt South’s Advice and Support Line

Table 4.1



Commentary:

- The Advice and Support Line provides a main point of contact to adoptive families, adoptees, birth relatives and professionals across the region.
- A total of 542 enquiries have been received by the Family Hub during Adopt South’s fourth year.



Adoption Support Offer - Comparison Table

Table 4.2

	HCC	IOW	PCC	SCC	Adopt South
Dedicated adoption support duty line during office hours	✓				✓
Mentor system for post adoption parents	✓				✓
Virtual Reality	✓				✓
One off consultations- 36 across the county/region	✓				✓
Video Interaction Guidance	✓				✓
Educational Psychologist Consultation	✓	✓			✓
Support Groups	✓	✓	✓		✓
Adolescence 2 session programme -3 hours each				✓	✓
Understanding your child's world through play				✓	✓
Life story workshop	✓		✓	✓	✓
Managing challenging behaviour (bite size)				✓	✓
Therapeutic Parenting (bite size)				✓	
FASD Workshop (bite size)				✓	✓
Education Matters (bite size)				✓	✓
Feelings Workshop			✓		✓
Attachment and Trauma Bite Size				✓	✓
Talking about Adoption (bite size)			✓		✓
Internet safety (bite size)				✓	✓
Secondary Trauma (bite size)				✓	✓
Sensory Workshops			✓		✓
Theraplay workshop	✓				✓
Stay and Play sessions	✓				✓
Soft Play exclusive use	✓				✓
Social events for adoptive families	✓	✓	✓	✓	✓
Groundworks Fusion activities for young people - on average 3 a month	✓				✓
Parenting Programmes					
<i>Adopting Changes</i>	✓				✓
<i>Trauma Course</i>	✓				✓
<i>Knowing Me, Knowing You</i>	✓				✓
<i>Nurturing Attachments</i>					✓

Commentary:

- Year 4 has seen the new Family Hub commencing a scoping exercise with the adoption community to redesign a core and universal support offer that meets the most current needs of families in our region.



Family Hub events and services delivered in Year 4

Table 4.3

Service	Q1	Q2	Q3	Q4
Parenting & Family Support				
Advice and Support Line one off advice & support	140	139	106	157
Parents attending virtual Q&A / Chat Sessions (monthly)	0	9	13	28
Parent Support Groups (offered monthly)	4	4	8	6
Virtual consultation Sessions (3 offered per month)	7	5	12	19
Families receiving direct work support	62	22	10	23
Families supported by an Adopt South Mentor	34	23	28	31
Workshops offered 3 x per year				
Setting Screen Time and Surviving Social Media Workshop	0	0	9	12
Attachment: Strengthening Relationships Workshop	7	0	8	8
Theraplay Workshop	0	15	0	6
Understanding Sensory Regulation Workshop	6	0	0	8
Terrific Teens Workshop	2	0	11	5
Our Lives Our Stories Workshop	6	11	0	8
Parenting Programmes				
Nurturing Attachments Programme	0	0	11	11
Adopting Changes Programme	0	12	0	0
Therapeutic Support				
Educational Psychologist Consultations	16	6	14	15
Video Interaction Guidance	15	1	0	0
Logins to Guest Speaker events	42	0	0	50
Family Activities (throughout the year)				
Parents & Children Under 5's Stay and Play Sessions	13	10	43	24
Soft Play Exclusive Use Sessions for under 12's	25	0	29	20
Groundworks Fusion Activities for Young People	0	0	2	8
Social Events for Adoptive Families	0	260	0	240

Commentary:

During Adopt South's Year 4;

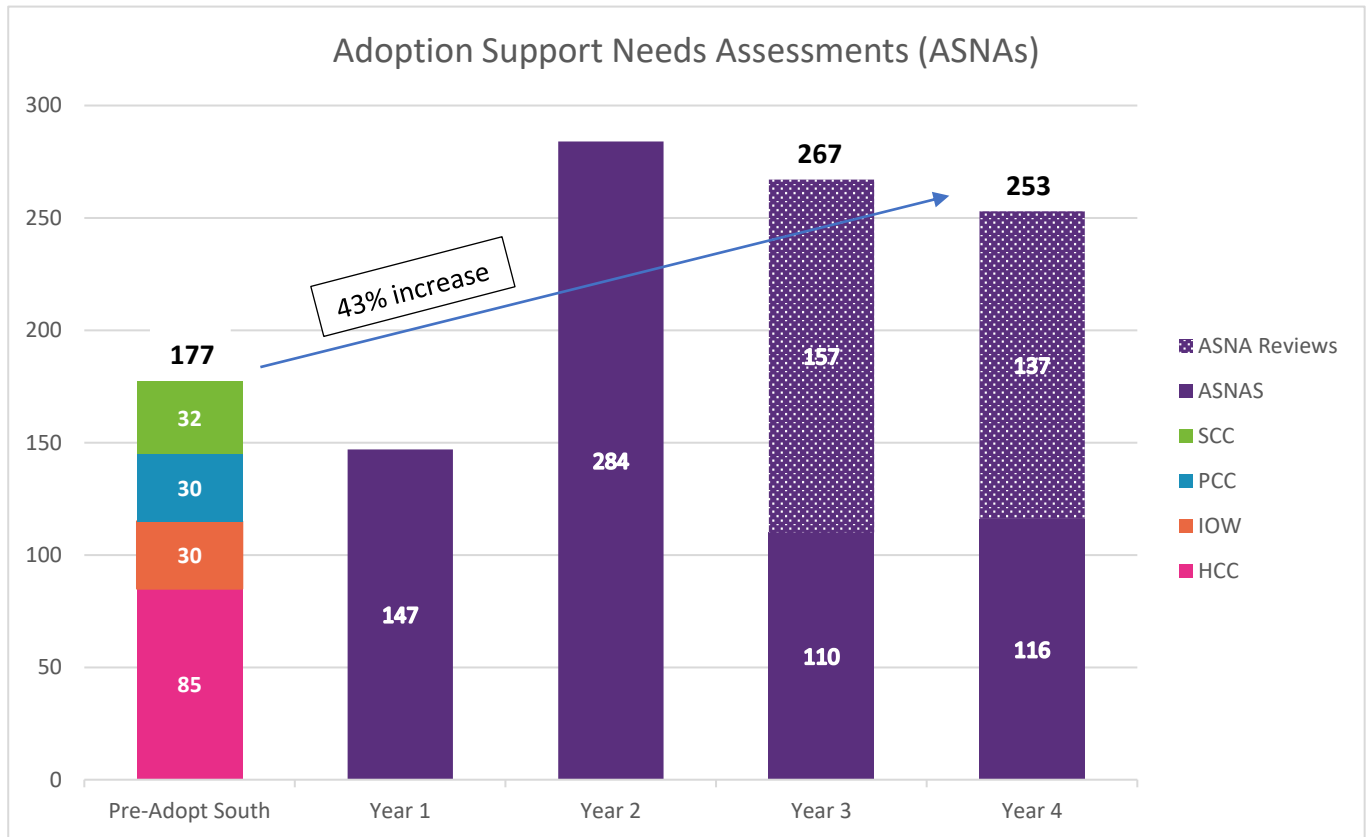
- **542** new enquiries were received.
- **122** families accessed a workshop.
- Adopt South consultations have continued to be well used, with **43** consultations taking place.
- **92** parents attended virtual guest speaker webinars.



- **164** families have accessed a family activity event.
- **51** Educational Psychologist consultations have been provided.
- **500** parents and children attended our summer and winter Family Fun Days.
- **34** parents have attended a therapeutic parenting programme.
- **16** Video Interaction Guidance packages have been allocated.
- **5** families attended a joint information event (with the Virtual School) on the Isle of Wight.
- **10** Groundworks Fusion activities for young people have taken place.
- Access to 'Catch' online resources have been provided to Adopt South families.

Adoption Support Needs Assessments (ASNA's), including ASNA Reviews

Table 4.4



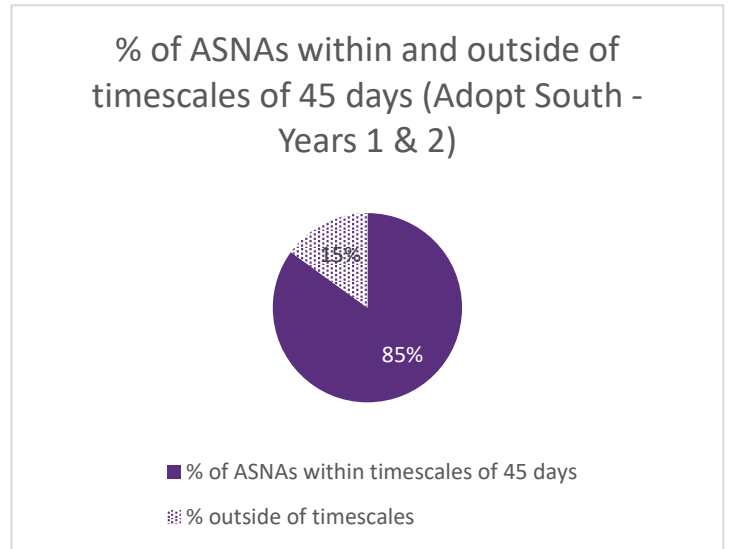
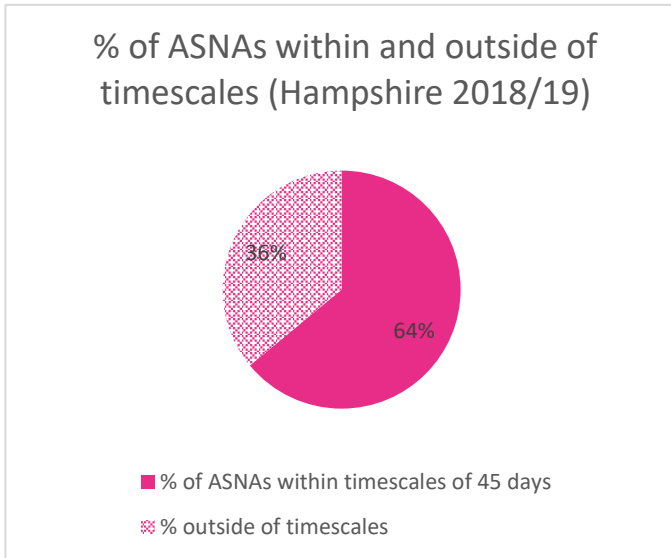
Commentary:

- During Adopt South's fourth year, 116 new Adoption Support Needs Assessments (ASNA's) were undertaken, a 5% increase from Year 3. 137 ASNA reviews were completed, a decrease of 13% from last year.
- A total of 253 ASNA and ASNA reviews were, therefore, completed in Year 4.
- At the end of Year 4, there were 387 adoption support cases open, an increase of 6% on last year, when 367 cases were open.
- A total of 493 children were allocated to a Social Worker within the year.

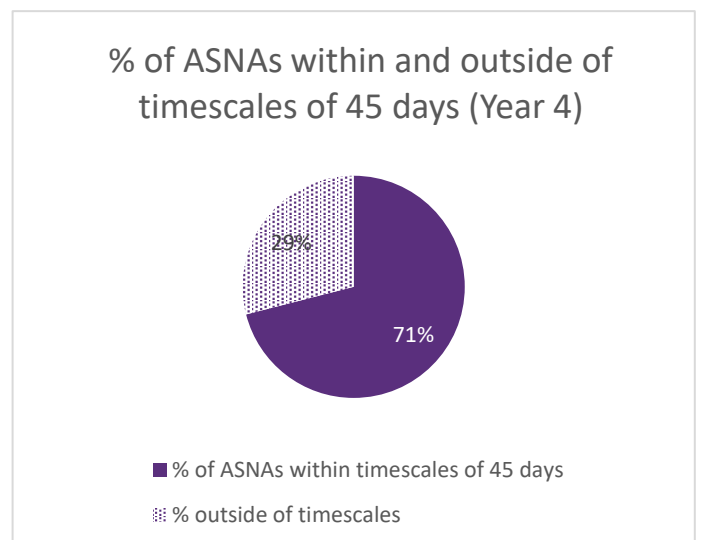
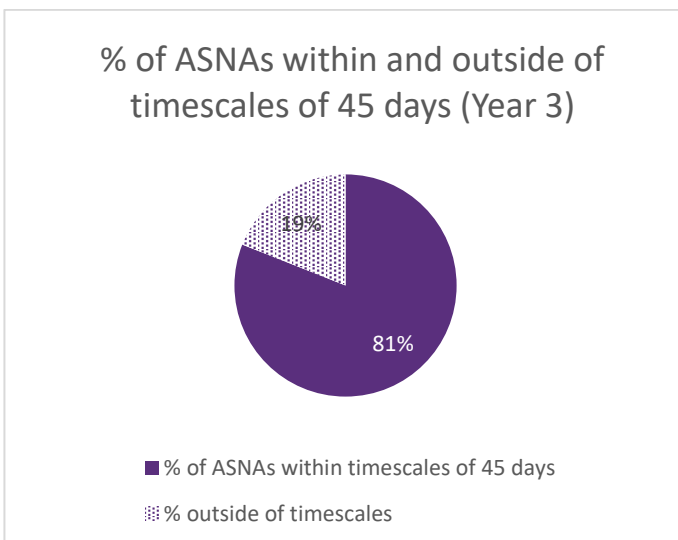


Adoption Support Needs Assessments – Timescales

Table 4.5



Hampshire was the only Local Authority measuring timescales prior to Adopt South

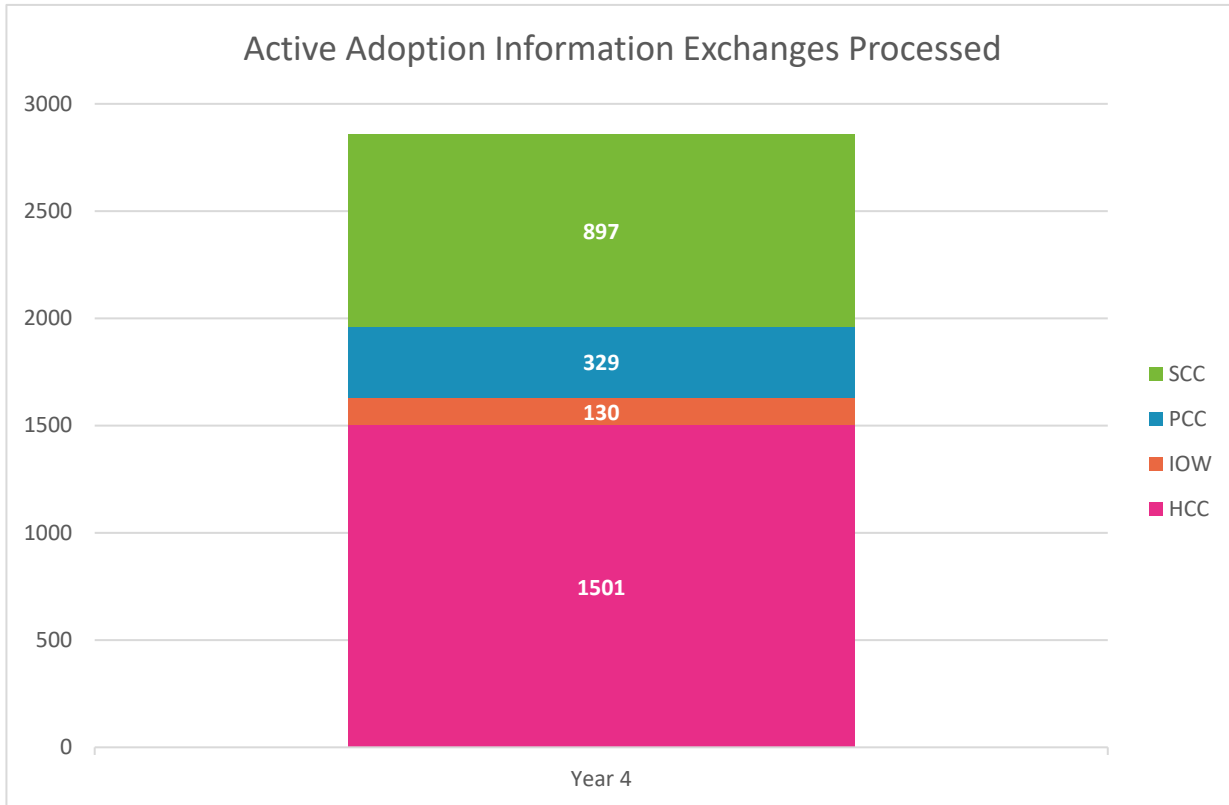


Commentary:

- During Adopt South's fourth year, 71% of ASNA's were completed within the 45-day timescale.
- Unfortunately, timescales dipped in Quarter 1 with only 59% completed within timescales.
- In Quarters 2, 3 and 4, there has been a real focus on expectations regarding timescales and a new tracking process put in place. As a result, there has been a significant improvement with 80% of ASNA's being completed within the 45-day timescale in Quarters 2 and 3, and 70% being completed within timescales in Quarter 4.
- A timely response to assessment and support reduces the number of cases that escalate to statutory teams across our partnership.
- The calculation of post adoption breakdowns across the region during Year 4 will be available at the beginning of Year 5. Currently those children/young people who have returned to care are being identified, and then their ongoing care plan will be reviewed to see whether it fits the criteria for a disruption. (A child leaving their adoptive family with no plan for a rehab home).
- At the end of Year 4, we were aware of 2 adoption breakdowns (1 HCC child and 1 SCC child) which the Adoption Support Service had been involved with during the year.
- Adopt South's combined rate of post adoption breakdowns in Year 2 was 0.6%, which was 81% lower than the national average of 3.2%.

Adoption Information Exchange

Table 4.6



Commentary:

- The Adoption Information Exchange came into scope of Adopt South in Year 3.
- During Adopt South’s fourth year, a total of 2,857 Exchanges were processed. (HCC-1501; IOW- 130; PCC- 329; SCC- 897)



Table 4.7

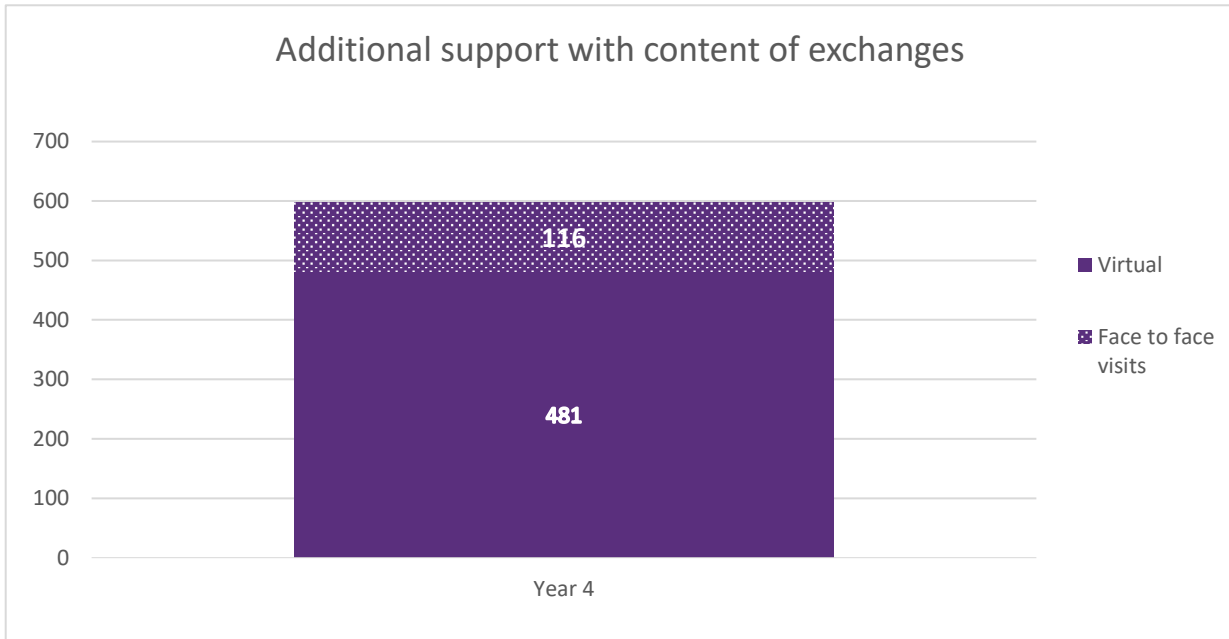


Commentary:

- During Adopt South’s fourth year, 21 direct contacts have been supervised by Adopt South staff.
- Adopt South staff undertook the planning, including mediation, risk assessments and offering advice and support, of a further 32 direct contacts, which were facilitated by the families directly.
- These contacts included 6 birth fathers, 7 birth mothers, 23 siblings, 6 maternal grandmothers, 4 paternal grandmothers, 1 paternal grandfather and one maternal great grandmother. (HCC – 5 birth mothers, 3 birth fathers, plus 2 contacts where both birth mother and father attended; IOW- 0; PCC- 0; SCC - 1 birth father, 0 - birth mother contacts).



Table 4.8



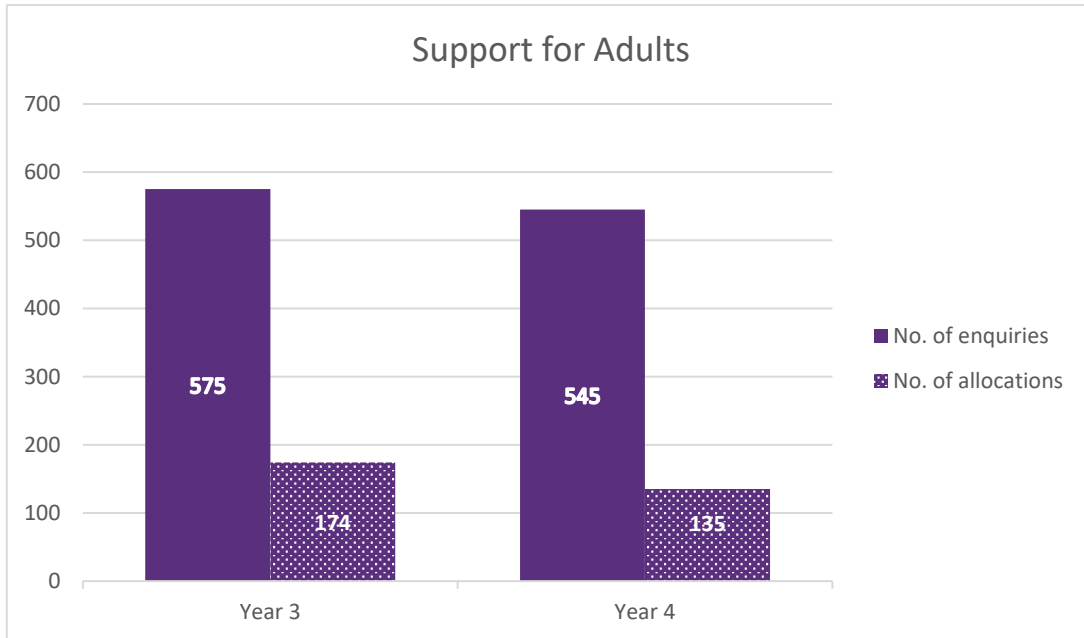
Commentary:

- Additional support is available to birth parents and adoptive parents to ensure the exchanges are child focussed.
- During Adopt South’s fourth year, additional support has been provided to 597 birth and adoptive families. This has consisted of 116 face-to-face visits and 481 virtual appointments.



Adoption Support for Adults

Table 4.9

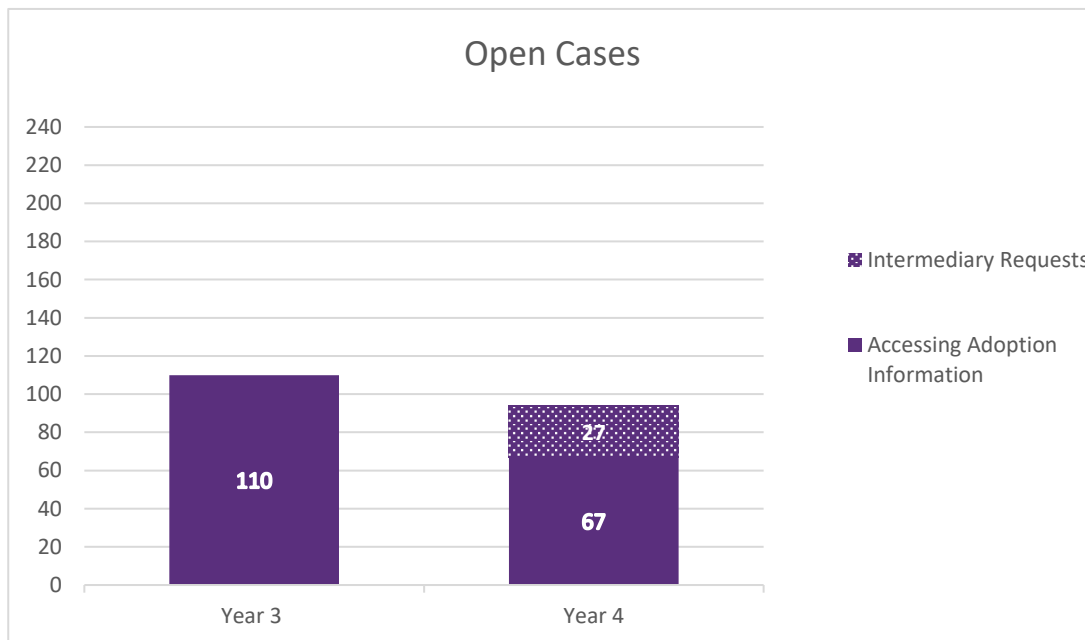


Commentary:

- Adoption Support for Adults came into scope of Adopt South at the beginning of Year 3.
- There are two distinct areas of work provided by the service, which includes supporting adult adoptees in accessing adoption records, and providing an intermediary service to adult adoptees and birth relatives.
- During Adopt South's fourth year, 545 enquiries have been received, resulting in 135 cases being allocated.
- This compares to Year 3, when 575 enquiries were received, resulting in 174 cases being allocated.



Table 4.10



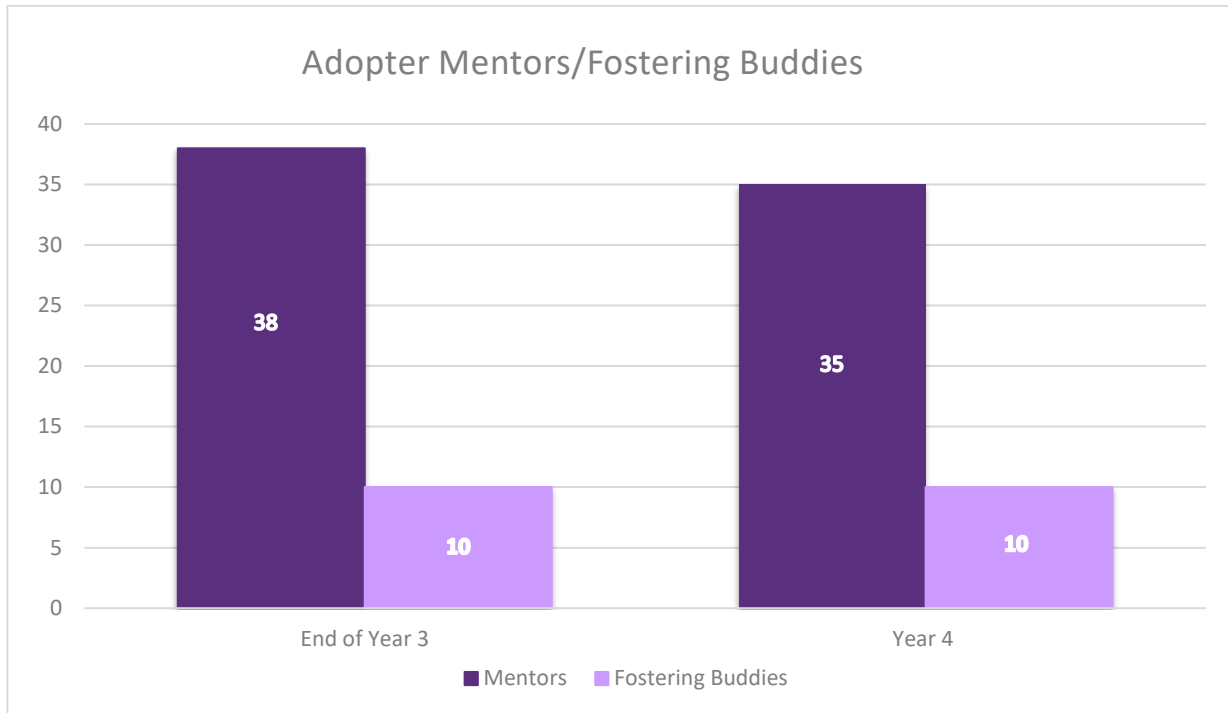
Commentary:

- At the end of Adopt South’s fourth year, there were 94 open cases (67 cases involved accessing adoption information and 27 cases regarded an intermediary service for adult adoptees and birth relatives).
- This compares to Year 3, when there were 110 open cases.



Peer Mentoring Scheme and Fostering Buddy Scheme

Table 5.1



Commentary:

- Adopt South’s Mentoring Scheme provides peer support to families both in the assessment/placement stage of adoption and post adoption order.
- There were 35 mentors overall in post at the end of Year 4.
- At the end of Year 4, there were 245 families receiving mentoring support, of which 214 were in the assessment/placement stage and 31 were post adoption order.
- Positive feedback has continued to be received about the scheme and of how much it is valued by both Prospective Adopters going through their adoption journey and by Adopters needing additional support post adoption.
- The Fostering Buddy Scheme offers one-off consultations with a registered Foster Carer to chat about topics such as child development, routines and the importance of introductions.
- At the end of Year 4, we had 10 experienced Fostering Buddies who offered chats to our Prospective Adopters.
- The Fostering Buddy Scheme was offered to 103 families during Adopt South’s fourth year, and all but one family took up this offer.



Spending and Potential Saving Comparisons

Children Placed Externally

Table 6.1



Commentary:

- During Adopt South's fourth year, a sibling group of 2 children have been placed externally.
- 37 children were placed externally Pre-Adopt South (out of a total of 136), compared to 3 (out of a total of 118) in Year 1, 4 (out of a total of 108) in Year 2, and 4 (out of a total of 93) in Year 3.
- **Comparisons with the other 31 RAA's show that last year, Adopt South placed more in-house than any other RAA and spent significantly less on external placements. Across the RAA's, there was an average of 31% of children placed eternally, compared to just 3.7% for Adopt South. A number of RAA's placed 50% of their children externally.**
- **Year 4 has seen just 1.7% placed externally (2 out of a total of 119).**

Interagency

Table 6.2



Commentary:

Income

- The current income target for sold adopters is £135,000, based on 5 placements of children from other RAA's with Adopt South adopters.
- The total income generated during Adopt South's fourth year is £124,000. 4 placements were sold, with 5 children placed. This comprised of:
 - £27,000 for 1 child placed from Adopt South West
 - £27,000 for 1 child placed from West Bay Adoption Services
 - £43,000 for 2 children placed from One Adoption West Yorkshire
 - £27,000 for 1 child placed with Adopt East Midlands

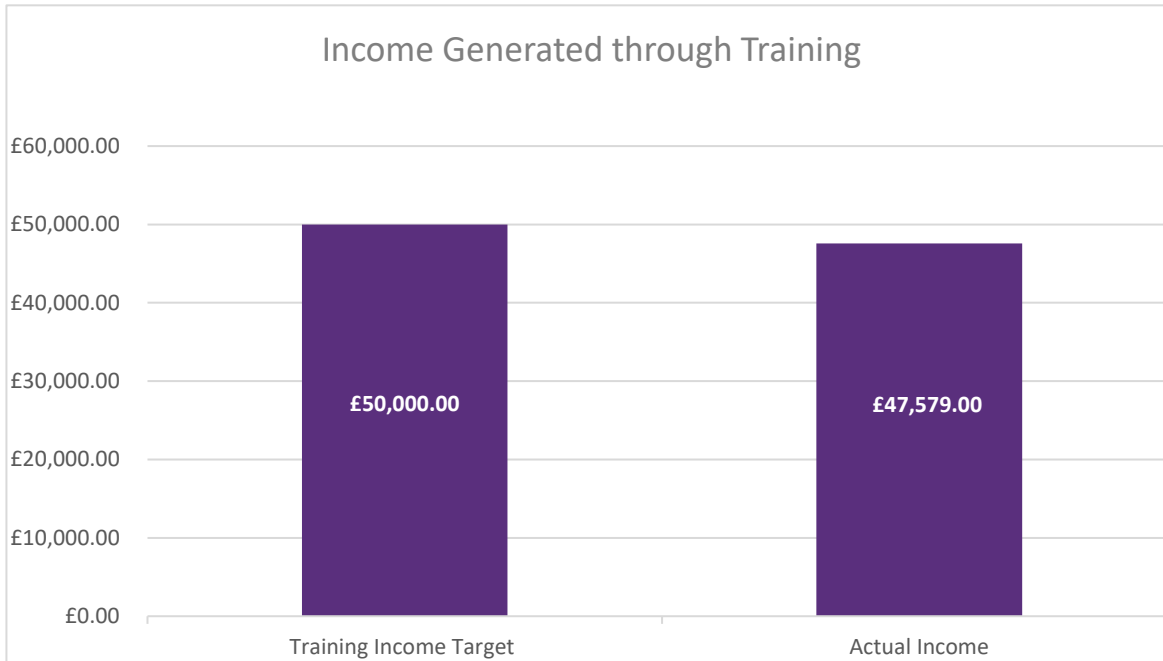
Purchases

- During Year 4, just 1 interagency placement has been purchased, for a sibling group of 2 at a cost of £54,630.



Income Generated through Training

Table 6.3



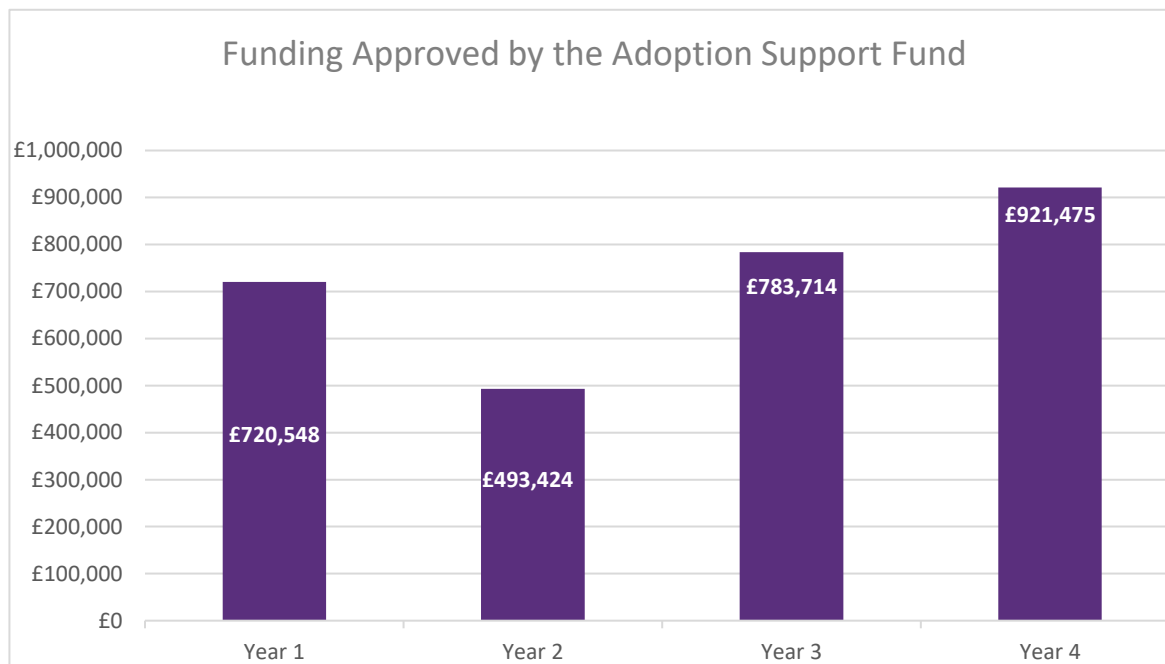
Commentary:

- The training income target was revised during the year to £50,000.
- The total income received in Adopt South’s fourth year was £47,579 (just 4.8% below the income target set).
- This income was as a result of therapeutic parenting courses provided to adopters (Adopting Changes and Nurturing Attachments), which have been funded by successful applications to the Adoption Support Fund.



Adoption Support Fund

Table 6.4



Commentary:

- During Adopt South’s fourth year, there have been 371 applications approved by the Adoption Support Fund, totalling £921, 475.19.
- This compares to 313 applications in Year 3, totalling £783,714.82.
- In Year 2, £493,424.16 was approved in relation to regular applications for therapeutic interventions and a total of £572,555 when taking the COVID-19 ASF Scheme into consideration.
- During Adopt South’s first year, £720,548 was approved.
- ***Since the launch of Adopt South, a total of £2,919,161 has, therefore, been approved by the Adoption Support Fund.***



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Strengthening Parental Relationships

Hampshire's Reducing Parental Conflict offer

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Emma Bátor

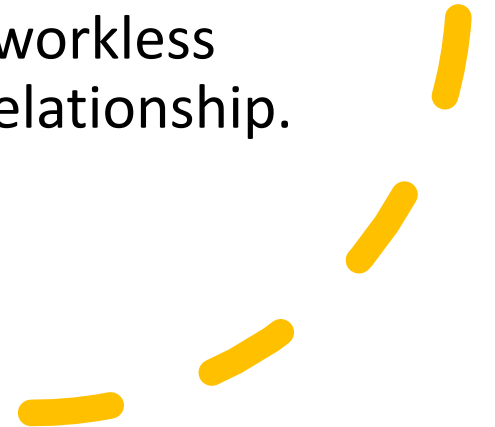
The Reducing Parental Conflict Programme

- **Launched 2018**
- Department for Work and Pensions (DWP)
- Focus on training, very rigid frameworks
- One year funding cycles

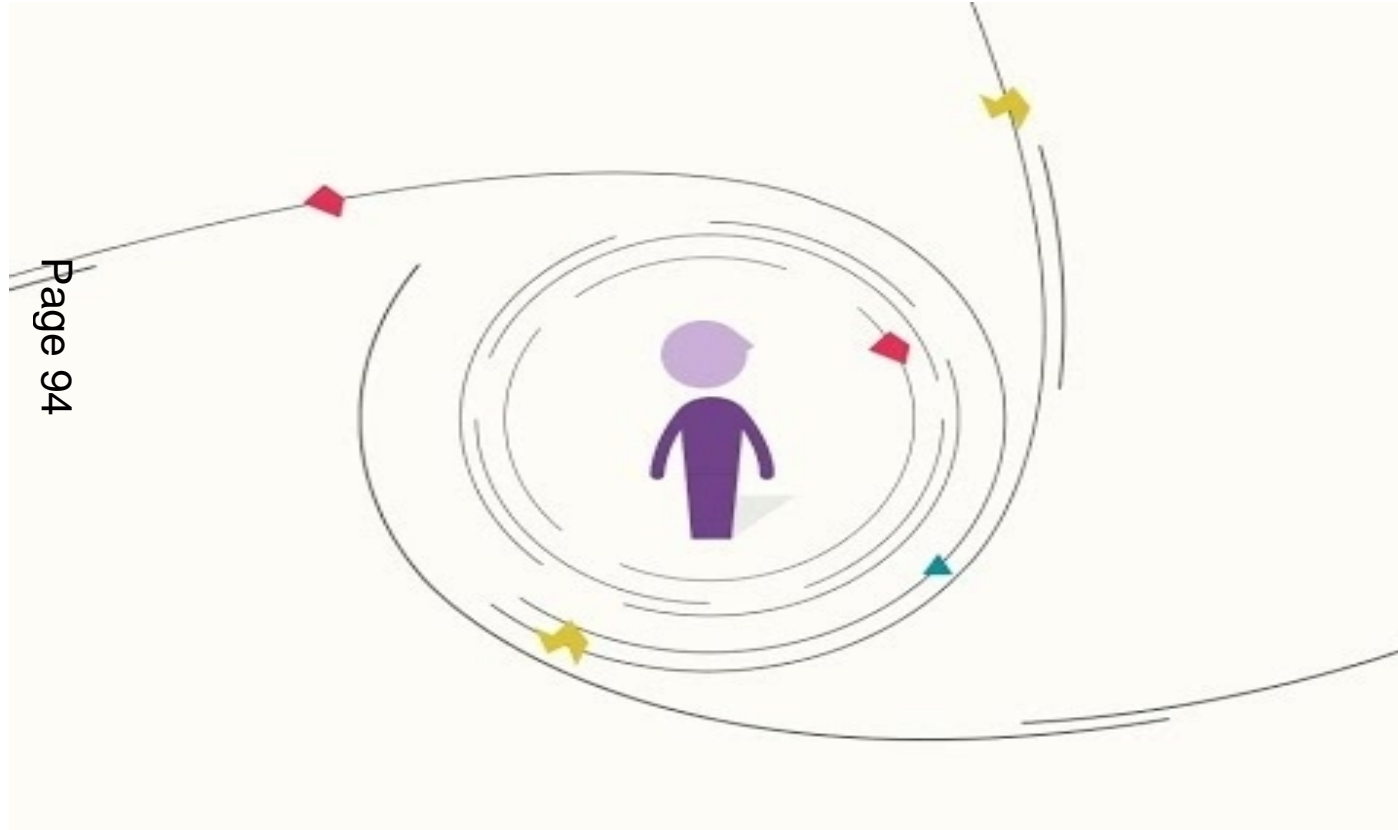
- **2022: LAs have greater flexibility**
- Embed help for parents
- Improve local capability to identify these parents
- 2-3 year funding cycle
- More flexibility for innovative approaches

Strengthening Parental Relationships

- When conflict is **frequent, intense, and poorly resolved** it can place children at risk of:
 - mental health issues
 - behavioural, social and academic problems
 - significant effect on a child's long-term outcomes
- 12% of all children (over 38,000 children in Hampshire) and 21% of children in workless families have parents in a distressed relationship.



Strengthening Parental Relationships.



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Parenting programmes are less likely to be effective if there is unresolved conflict: Here is a video from the EIF explaining why...

What needs to happen?

Help parents / carers to:

- Understand triggers for conflict
- Understand the impact conflict has on their children
- Learn more helpful conflict behaviours

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Support practitioners to:

- Be curious about parental relationships
- Talk about parental relationships with families
- Distinguish between Domestic Abuse and harmful conflict

For Families: Universal offer

- Digital Interventions for parents

<https://www.oneplusone.org.uk/parents>

- Online toolkit

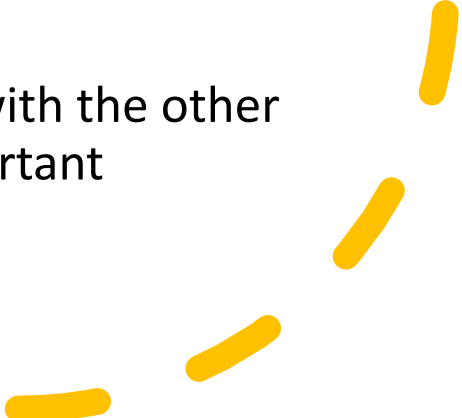
[Strengthening Parental Relationships - Hampshire SCP](#)

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- 174 parent registrations
- 88 parent using the courses
- 37 completed courses

(April 2023)

Quotes from parents: OPO Digital Interventions

- Communication and understanding are essential to a healthy relationship. Most importantly a happy and healthy relationship and communication for parents sets out a healthier and happier childhood for children.
 - I've learned that the child can be impacted now and later on in life with relationship problems and ways to try and resolve arguments
 - (I've learned) that I need to be more attentive to my partners feelings and listen more instead of criticising
 - Communication is a lot better talking about feelings rather than ignoring them
 - Negotiation better, be careful what you say or how you say things around the children, talk to the other parent not the child to make arrangements
 - Staying calm is key and despite not agreeing with the other parent, trying to see if from their view is important
- 

For Families: High Intensity Expert Provision

Mediation / Couple Support

- Mediation Now: Mediation
 - Southampton Family Trust: Couple Support
 - Contract to March 2024 (ext 2025)
 - Capacity: 105 cases
- (Mediation 3-4 sessions; Couple support: 6 sessions)

Family Counselling

- Hart Voluntary Action
 - Off the Record
 - Contract to March 2024 (ext 2025)
 - Capacity: 99 cases
- (Typically 6 sessions)

High Intensity Expert Provision: Referral Process

- Pre pre-referral information and activities – appropriate referrals
 - Universal digital interventions offered first
 - Wrap around support practitioner
 - Distinguish between Domestic Abuse and Parental Conflict
 - Consent & Privacy Notice
 - [Practitioners - Hampshire SCP](#)
- Secure email to SPR inbox: spr@hants.gov.uk

For Practitioners:

Training



OnePlusOne training: digital resources
(online)



Advanced Development for Professionals
delivered by Relate (online & in person)



De-escalation for call handlers (MASH /
CRT) (online)

Ongoing support

- Lunch & Learn sessions with OnePlusOne
- Online Toolkit via HSCP
- Coordinator updates / liaison

What's next...

- Embed use of digital interventions
- Effective use of the commissioned 'High Intensity Expert Provision'
- SPR Pathway
- Independent Evaluation

Thank you

Questions & feedback

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Emma – Strengthening Parental Relationships Coordinator

Emma.Bator@hants.gov.uk

HAMPSHIRE COUNTY COUNCIL

For information

Board:	Children and Families Advisory Panel
Date:	7 June 2023
Title:	Hampshire Approach update for Children and Families Advisory Panel
Report From:	Director of Children's Services

Contact name: Sarah Plummer, Service Improvement Lead

Email: Sarah.plummer@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to provide the Children and Families Advisory Panel with an overview of the Hampshire Approach practice framework and an update on its continuous improvement.

Recommendation

2. The Children and Families Advisory Panel note the update on the Hampshire Approach.

Executive Summary

3. This report
 - Outlines the background to the Hampshire Approach practice framework
 - Describes the key elements of the Approach
 - Summarises a recent stock-take of how the Approach has been embedded into practice
 - Describes the development plan for the coming year
 - Identifies how the Approach improves the experience of and impact on children and families.

Background

4. HCC are an established Department for Education 'Partner in Practice (PIP)'. Part of this status included funding to undergo a whole system transformation and a key element of this was the development of a practice framework.
5. The PIP Programme team worked together with staff from across the service to develop the first phase of the practice framework in 2017/18. However, it was recognised that to truly transform practice we had to develop our culture, leadership and processes which together would enable staff to work in new ways.
6. The practice framework was titled 'The Hampshire Approach' and was launched in the summer of 2018. It included the 'Hampshire Approach mindset', a new C&F Assessment, a suite of training and guidance. It also set a roadmap to develop the Approach and our culture over time.
7. The Hampshire Approach framework has continued to develop and embed in the years since its launch. The principles have permeated all areas of our practice, including how we work with each other and our partners. Many of our documents have been reviewed to reflect the updated mindset and training has evolved in response to staff and family feedback.
8. The success of the Approach was recognised by Ofsted when it said in its inspection visit of 2019 "Social workers are highly skilled at building and sustaining enduring relationships with children. This is a considerable strength in Hampshire", "Staff are skilled at using 'strengths-based' approaches and empowering children and families to take control of their plans." And "The 'Hampshire Approach', permeates the work with children and families, building confidence and resilience and leading to positive outcomes for children".

The Hampshire Approach

9. The Hampshire Approach is a mindset and is at the heart of all we do. It guides how we work with children, families, partners, and each other.
10. We work together to:
 - Respond to risk and keep children safe
 - Develop positive relationships
 - Identify and build on strengths

- Grow and strengthen support networks

Because by doing so we will contribute to positive change, now and in the long term.

11. The Hampshire Approach is woven in to all that we do, from our meetings, conversations, and supervision to the policies, practices and forms we use every day. This approach is enhanced by knowledge, skills, technology, and ongoing learning and development to enable us to work in this way.

12. We use a collection of methodologies such as Motivational Interviewing, Solution Focused Approaches, Restorative Practice, and many more to help us achieve the four key outcomes.

13. In Hampshire we believe that this strengths-based way of working helps children and families to achieve sustained change.

14. What does it look like in practice?

- Always looking to a family’s strengths, whilst also recognising and clearly assessing risks.
- Using a range of tools and techniques to engage and empower such as motivational interviewing and solution focused conversations.
- Drawing on restorative practice skills to help you navigate and strengthen the network and relationships around a child.
- Capturing the voice of children and families and going further so they have ownership and involvement in their plans and future goals.
- Ensure that all our family plans are SMART.
- Invite support networks around the child and family to all meetings.

Traditional Approach	Hampshire Approach
We ask – what can’t you do? How much support do you need? What has gone wrong in the past?	We ask – what does a good day look like? When things are working well why is that? Who supports you when you need it?

We open our meetings by - discussing the risks and what's gone wrong in the past	We open our meetings by – discussing what's been working well since the last meeting, what has been learnt, what steps have been taken
We capture the parent and child's view during assessment and planning	We assess, plan and review together with the family, those important to them and the professionals and support network around them.
We write about the child and family in 'professional language'	We write directly to the family and child in language they understand
Focus on reducing the number of children in care	Focusing on keeping more children safely home and with their support networks

Embedding the Hampshire Approach in practice

15. There has been a constant focus on embedding and development since the initial launch in 2018. District and Service Managers are responsible for working with their teams to consider how the overarching principles apply to their area of practice. This will look different for front line practice with families, foster carers, residential teams and MASH for example.
16. The following highlights some of the changes made across the service:
- An updated Family Plan which travels with a family through all elements of the service, irrespective of social care status. This means family's don't have to tell their story more than once and our support is coordinated across thresholds.
 - The Graduate Trainee Programme has incorporated the Hampshire Approach ensuring new staff are well equipped to begin work with families. Further training has been commissioned and is being rolled out to all staff to provide further guidance and support in facilitating family network meetings. Training has also been provided to Managers to enable them to facilitate reflective learning sessions to further embed practice. Finally an update to our Reunification procedure has fully incorporated the Hampshire Approach.

- An updated 'My Life My Future Care Plan' which travels with a child from entry to care and on as they are either reunified with their family/support network, or go on to become a Care Leaver. This provides consistency for children and young people and gives them more ownership and involvement in their care plan.

17. A new Service Improvement team was introduced in June 2022 and a key responsibility of this team is to own the continuous improvement of the Approach. The team undertook a stock-take in the summer of 2022 to review how the approach is understood and used across all aspects of the service. The key findings from this stock-take were

- There are many examples of excellent practice and understanding of the approach and children and families are benefiting as a result
- Assessments and plans across District teams are consistently demonstrating the Hampshire Approach and are recognisably strength based and collaborative
- Further developments and refinements are required in some aspects of the service which weren't the initial focus, for example MASH, Fostering and Residential.
- Now is a good opportunity to update and build upon our resources, creating materials for families, staff and partners.

Developments over the past 12 months

18. Over the past year the developments described below have been overseen by a new Hampshire Approach Development Group, reporting into the Children and Families Management Team.

- Introduction of new branding to symbolise the focus on safety, networks, strengths and relationships.



- Creation of a staff Sharepoint Site with a wide range of 'Quick Guides' and resources, focusing on the areas of development identified during the stock-take.
- Review and improvements to training package, with enhanced training offer available from June 2023, with further developments planned during the remainder of 2023.
- Beginning to collate user friendly direct work tool packs, making them more easily accessible for practitioners.

Development planned during the remainder of 2023

19. The Service Improvement team will be doing a focused project with residential staff, working with them to improve confidence and identify ways in which they already apply the Approach in their work. Residential colleagues will be able to input into further developments and resources, and we will take training content to them, as we know accessing external training can be a logistical challenge for this staff group.
20. A similar piece of work will take place with Fostering Staff and we have commissioned a dedicated training day for Supervising Social Workers and Hive Coordinators for later in the year. The Service Improvement team will work with them to apply the training to their processes and procedures so they can be embedded in a meaningful way.
21. Further work will take place to create and collate direct work tools and make them accessible for staff, both in physical and virtual form.

Impact on our children

22. At its foundation, the Hampshire Approach is designed to enable families to meet the needs of their children, now and in the long term. **It is a critical tool alongside our wider transformation programme which together are enabling more children to stay or return safely home with their families and wider networks.**
23. For those children where living in care is in their best interests, the Hampshire Approach and the My Life My Future care/pathway plan ensures a more consistent and collaborative way of working with those children, but also their families and their carers. This in turn will create a more supportive and cohesive support network around our children in care.

24. Finally, the Hampshire Approach empowers children and young people to have more involvement and ownership of their care plan and the decisions which affect them. Many of our young people lead their review meetings for example. This not only positively impacts them now, but also builds confidence, skills and resilience for the future.

Conclusions

25. The Hampshire Approach practice framework is part of a whole system transformation. Whilst it was launched in 2018 we continue to invest in how it is embedded and developed.

REQUIRED CORPORATE AND LEGAL INFORMATION

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	
People in Hampshire live safe, healthy and independent lives:	yes
People in Hampshire enjoy a rich and diverse environment:	
People in Hampshire enjoy being part of strong, inclusive communities:	yes
OR	
This proposal does not link to the Strategic Plan but, nevertheless, requires a decision because:	

Section 100 D - Local Government Act 1972 - background documents	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT: **Not relevant to this 'for information' report**

1. **Equality Duty**

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. **Equalities Impact Assessment:**

See guidance at <https://hants.sharepoint.com/sites/ID/SitePages/Equality-Impact-Assessments.aspx?web=1>

Insert in full your **Equality Statement** which will either state:

- (a) *why you consider that the project/proposal will have a low or no impact on groups with protected characteristics or*
- (b) *will give details of the identified impacts and potential mitigating actions*

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HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Children & Families Advisory Panel
Date:	7 June 2023
Title:	Willow- Specialist Missing, Exploited and Trafficked Team (MET)
Report From:	Director of Children's Services

Contact name: Sarah Marston Area Director

Tel: 07740 517002

Email: Sarah.marston@hants.gov.uk

1. Purpose of Report

- 1.1 A report updating the panel of the progress of the 'Willow Team' which is Hampshire Children's Services specialist Missing, Exploited and Trafficked Team.

2 Contextual Information

- 2.1 In March 2015, Hampshire County Council was successfully awarded funding from the Department for Education Social Work Innovation scheme. The innovation scheme invited Local Authorities to implement initiatives that challenged the traditional ways of working in children's social care, reducing bureaucracy, improving outcomes for children in need of care and protection, and seeking to reduce the demand for children's social services in the longer term.
- 2.2 As part of these initiatives, Hampshire Children's Services created the 'Willow Team,' a multi-agency team to specifically address the needs of children and young people, who are repeatedly missing or are at risk of sexual and criminal exploitation and trafficking.
- 2.3 Hampshire remains focused on the challenge of tackling child exploitation in all its forms. Whilst there is no evidence to indicate organised sexual exploitation within Hampshire such as that found in Rotherham, Rochdale or Oxford, child exploitation and youth violence remains a key challenge for all professionals. This has been highlighted in the Home Office paper on preventing and reducing serious violence published in December 2022 ([Serious Violence Duty - Statutory Guidance \(publishing.service.gov.uk\)](#)). There are key links to serious youth violence, exploitation, trafficking and sexual harm that require partnership collaboration to ensure that the exploitation of children is eradicated.

3 Recommendations

- 3.1 That CFAP recognise the work undertaken by The Willow Team

4 Team Establishment & Focus

- 4.1 Since 2015, the Willow Team has developed in terms of staffing and partnership working and now consists of the following.
- Social care Team Manager (TM)
 - Social care Assistant Team Manager (ATM)
 - Three qualified Social Workers
 - Child & Family Support Worker (CFSW) embedded in Swanwick secure provision.
 - Catch 22 substance Misuse worker.
 - Young Women & Girls Worker (YWGW)
 - Two Missing Coordinators
 - Funding for two Nurses
 - Willow administrator
 - NRM Panel Coordinator
 - Frankie counsellors
- 4.2 Willow is co-located with children's Multi Agency Safeguarding Hub (MASH) and the Out of Hours Service (OOHS) and leads in supporting district teams with child exploitation within Hampshire.
- 4.3 Willow initially developed support for children at risk of exploitation through:
- Improved identification of young people at risk
 - Improved support to victims of or young people at risk of CSE
 - Better quality CSD support to police investigations.
 - Increased awareness and understanding of MET within the professional community.
- 4.4 All these original responsibilities remain a core function for Willow and have been developed to improve child exploitation practice for all practitioners. These developments include:
- Support to Tier 2/3 Practice at LCPs (Local Childrens Partnerships)
 - Development of and support to 9 district Operational MET meetings
 - Linking in Modern Day Slavery concerns for exploited children through the NRM.
 - Continue to develop and deliver generic and bespoke MET training opportunities across the HIPS (Hampshire, IOW, Portsmouth & Southampton) area and the country.
 - Support the process for Missing children with the aim to reduce Missing episodes.
 - Developing all aspects of exploitation and linking Trafficking, MDS, CCE, CSE, push factors including ACEs support and contextual thinking.
 - Team manager is chair of HIPS Operational MET group and advises the Strategic Group as well as working with partners on Task & Finish Groups. For example, the Willow team manager led on developing HIPS CERAF.

- Willow also developed a response to unaccompanied or separated children (UASC), completing age and trafficking assessments and promoting best practice in Hampshire, including support for the National Transfer Scheme.

4.5 The Willow team is now co-located within the 'front door' Multi Agency Safeguarding Hub (MASH) in Fareham Parkway. This has enabled the team to support decision making with new cases at the earliest opportunity in addition to providing advice and intelligence sharing to social care staff. The social workers in Willow complete initial assessments for cases where exploitation is a significant concern and allows appropriate decision making for children going onto Child in Need or Child Protection Plans.

4.6 The team provides specialist work as follows.

- Direct bespoke specialist MET work with children identified at High risk of being exploited. This has a contextual base.
- Direct work with the parent/carers/ residential workers.
- Assessing S47 and S17 cases directly from MASH where exploitation is the primary concern and developing support plans.
- Mentoring and consultancy to professionals – e.g., education, social workers, school nurses to support them to undertake direct work with the child/young person.
- Consultation advice and support to professional groups, i.e., attending High Risk Strategy Meetings (HRSM) to offer support on how to progress a plan for a child.
- Undertaking awareness raising – i.e., if a group of children raised within a specific geographical area, the team undertake work within schools/ youth groups to raise awareness.
- HIPS wide training on a range of MET related issues, CERAF, Missing, Exploitation, Trafficking & NRM, Modern Day Slavery.
- Disruption of perpetrators - the team seeks to sometimes support work on tackling the perpetrator rather than working directly with the child with police support.
- UASC support in trafficking and age assessing – Role has now changed due to the startup of CSD Refugee Teams.
- SPOC Support to District Op MET meetings.
- Planning around network mapping and offering MET SPOCS for Districts.
- Supporting major incidents as required with police – planning and attending where needed – British Transport Police Operations as an example.
- Promotion of best practice across Hampshire and beyond.
- Frankie Team is managed by the Willow TM and closely joined with Willow offering specialist Trauma focused counselling to Child Sexual Abuse, Child Sexual Exploitation and Female Genital Mutilation
- CFSW offer for in house training and direct work to Swanwick Lodge staff and children.

- Targeted School delivery ‘days of action.’

- 4.7 In 2016, a ‘Swanwick Lodge MET worker’ position was added to the team and remains part of the establishment. Swanwick Lodge is the purpose-built local authority secure children’s home with mixed gender units, providing care for up to 16 children aged between 10 and 17 years from over the UK.
- 4.8 The Swanwick Lodge MET worker offers 1-1 sessions with children and young people, exploring risk taking behaviors, their ‘push’ and ‘pull’ factors and contextual situations, their understanding of grooming and exploitation to help children understand their previous experiences and help promote change. The worker engages in regular communication with other Local Authorities, (if they child is from outside of Hampshire) and supports the preparation of a discharge plan for children. A case study below highlights the ‘value added’ to this role for the children placed in Swanwick and for their staff.

5 Willow Team Additional Project Work

Willow work has expanded since 2015 and much of this is evidence based in relation to best practice and ‘what works. A significant benefit has been to understand exploitation risks across the county and to develop and improve partnership working. The following are examples of successful interventions.

5.1 Young Women & Girls Worker

A Home Office funded tender over 2.5 years to work with females being in gangs that is a hidden and underreported issue and often linked to sexual exploitation rather than females running drugs as gang members. Some research estimates that nationally 12,500 girls and young women are actively involved in gangs, but the true figure is unknown. In Hampshire we estimate that there are many girls closely involved in gangs, but romantic relationships have previously been considered a key focus as to how females end up linked to gangs. However, the picture is more complex than that, and Willow has found that local drug networks over county lines appears more dominant. There is a link between wider family and children feeling a sense of loyalty due to their family networks and growing up in local communities so knowing gang or group ‘elders’ by virtue of their familial connections.

Therefore, there is a need for a dedicated worker who can provide outreach and direct work to females, understand, and offer training to internal and external agencies and staff, consultation for agencies and build upon the expertise that already exists within Willow. This role will be pivotal in developing Willow’s work with females at risk of or experiencing gang related exploitation and the VAWG (Violence Against Women & Girls) agenda.

5.2 Violence Reduction Unit (VRU)

The Willow TM has linked in closely with the Hampshire VRU to support the provision of best practice initiatives that are Hampshire based. The VRU is embedded in the Office for Police & Crime Commissioner and below are some examples of work in place.

- Provision of a full-time substance misuse worker in Willow
- Navigator Project which offers youth support in Hospital A&Es to young people who have experienced harm at a reachable moment, and then offers social prescribing in the community.
- Sustained education for children in schools. This includes a year 6/7 initiative (Choices) around exploitation. The pilot is about to go live this term.
- Education Toolkit for teaching staff that includes locally sourced videos and a toolkit to help teaching and youth group staff to focus and broaden conversations around exploitation topics.
- Support the Violence Reduction Strategy

5.3 **Devolved Decision making for the National Referral Mechanism (NRM)**

All child victims of Trafficking and Modern-Day Slavery require a referral to the NRM process as set out by the Home Office. This process allows identification of children who have been groomed and moved for the purpose of exploitation and helps protect them in any criminal case as well as keeping records of child trafficking victims. The previous referral pathway was taking in some cases over a year for completion, the Home Office had started four pilot sites to allow local decision making. This was extended last year to ten further sites to which Hampshire was successful in its tender application.

Following a training schedule Hampshire is now holding its own child trafficking panels biweekly and making decisions at the panel, which is multi agency and includes, police, CSD, Education, YOT and Willow supporting. The process is based in MASH and the benefits are much quicker Reasonable & Conclusive Grounds decisions (2 to 3 weeks) being made and improvements in NRM referrals as well as the Willow TM offering training across HIPS on Trafficking risk and the NRM process.

5.4 **Specialist Training**

Willow remains active in promoting best practice through education to all professionals across the HIPS area. The training can be generic or bespoke and is updated regularly to ensure that it is offering up to date and localised information.

- Key training in respect of Missing children, CERAF (Child Exploitation Risk Assessment Framework), CCE (Child Criminal Exploitation & gang links to drug issues) to district CSD teams including foster carers.
- Hips Training on CERAF use, Missing Children, Modern Day Slavery, Trafficking & the NRM, Understanding Child Exploitation
- Training in schools on Modern Day Slavery, knife Crime and safe social media use as well as drug and substance use.
- Community Care – The Willow TM and Service Lead have presented at a live event in Basingstoke and London and then a virtual event to the whole country. The title was '*Child Exploitation Pathways to safer living*' Willow Team – making the difference.

- Albania – Willow TM worked with professionals from Albania (Police, Education & Social Care) which culminated in a visit to the Hampshire MASH in December 22. This was followed up by an invite to present in Tirana, Albania to professionals for the RAYS consortium which was funded by the Home Office. Willow now presenting on the global stage but also sharing best practice from Willow and our MASH process and CERAF forms to help Albanian professionals better safeguard their children.

5.5 **Police Operations & Mapping**

At the same time as Willow was set up, Hampshire Constabulary formed their own specialist child exploitation team. Both teams remain linked and support one another:

- Supporting and attending Joint Operations
- Intelligence sharing, mapping & naming HOTSPOTS
- Regular Team Manager & Duty Sgt/DI contact
- Child Centered Policing support
- Joint Training across HIPS and to student social care staff

The longer-term aim is still to co-locate and share resources. This will offer a more streamlined approach to both specialist teams and the highest risk cases. Contact with police colleagues means we also have strong connections to the High Harm Teams and Neighbourhood Policing Teams (NPT).

5.6 **Op MET (Operational MET Meetings)**

The nine district Op MET remain monthly meetings. The meeting actively shares local intelligence and identification of hotspot areas which supports contextual understanding. Op MET identifies emerging trends and share the impact of local issues from different authorities. This also allows identification and disruption of perpetrators and ensures that evidence is provided for the CERAF as well as the risk grading being correct.

5.7 **Missing Children**

Willow increased activity for missing children in 2019 noting it as a key indicator in relation to exploitation risks. The missing process has been updated to make it clearer for social workers and deliver training to practitioners in the recording and missing work. The Return Conversation template has been updated to be more user and child friendly. Willow missing workers have worked within the MASH process to develop early identification of vulnerable children including reviewing police reports that come through the MASH system.

6 **Willow Evaluation & Impact**

- 6.1 The Willow team worked with over 450 children between April 2022 to March 2023, with over 2700 cases worked on since 2015. The team has an average of 150 children open at any one time on different levels of planning and oversight. The team have delivered training to approximately 6500 plus professionals within Hampshire in their work to increase awareness of child exploitation issues. The Missing workers have been able to bring an

improvement in Return Conversation Offers to month on month being over 76%.

- 6.2 Willow has had two police commendations for operational work and one from the Police & Crime Commissioner as well as winning a national Anti-Slavery award which was part of a country wide honour. Hampshire CSD also had two focused OFSTED visits in 2023 and 2021 to which both were positive about the work Willow undertakes.

2023: Focused Visit

It was highlighted from the recent Ofsted visit that child exploitation work has progressed in Hampshire. The language they used to describe practice was 'impressive' 'really strong' etc. They did not raise any cases of concern and were overwhelmingly positive about the strength of practice in respect of children in care, UASC and those CiC who are at risk through missing/exploitation.

2021: JTAI

The multi-agency response to children at risk of criminal exploitation, trafficked, smuggled or who go missing is pioneering and impressive. Strong and effective communication, between police officers in the Missing, Exploited and Trafficked (MET) team, the Willow Team, and the child assessment safeguarding teams (CAST) social workers, appropriately uses current intelligence to target and protect children most at risk.

- 6.3 The multi-agency approach remains a significant improvement in the professional connections and communications across Hampshire for the children at high risk of exploitation. This communication has also enabled improved understanding through intelligence sharing of the impact of perpetrators and hotspot areas. The number of Community Partnership Information forms has risen from around 17 a month to over 600.
- 6.4 Feedback to the team manager from professionals is always positive and many professionals have appreciated the work of the Willow Team in relation to young people at risk of exploitation, in particular commenting on:
- The responsiveness of the service
 - The specialist advice they received from the team.
 - Specialist assessments and, in many cases, interventions
 - Advice, consultation, and training
 - Improving the overall knowledge of Social Workers in this specialist area, particularly recognising the signs and risks for CSE & CCE and complex nature of exploitation.
 - The development of a specialist multi-disciplinary team is seen as valuable.
 - The duty phone line is highly valued.

- All agencies see the team as responsive, with effective communication and providing good feedback from the work that they undertake.
- The Willow Team is seen as having made a significant difference to the response and understanding of child exploitation issues in Hampshire. This includes achieving greater consistency and clarity on the response. The issue is now seen as firmly established on the multi-agency agenda.

7 Future Priorities

7.1 Future work for Willow remains aspirational and several areas of development have been identified. These are.

- Ongoing promotion of intelligence sharing by all agencies to further improve disruption of perpetrators within Hampshire and understand the changing picture of child abuse.
- Supporting other services to develop their skills in delivery of preventative/ educational work regarding exploitation.
- Improve awareness of the emerging themes of other forms of exploitation i.e., exploitation via gang culture- drug running, exploitation via modern slavery, social media abuse
- Provide a paper to CSD CFMT (Children and Families Management Team) on contextual safeguarding to improve its integration into mainstream practice.
- Continue to review the work of the Frankie Team in offering trauma focused counselling.
- Look to co locate with the police METT team.
- Learn lessons and improve training for work from the Young Women and Girls worker.
- Improve missing work and decrease episodes for Missing children.
- Establish the NRM Pilot pathway.
- Recruit two Nurse posts.

8 Conclusion

8.1 Since its creation in 2015, The Willow Team remains consistent in its aim to reduce exploitation risks for children and young people. The team are dedicated, diligent and child focused and continue to foster positive trusted relationships with children, families and other professionals and promote exploitation best practice.

8.2 The team has been successful in identifying and safeguarding many children within Hampshire and has been instrumental in the promotion and development of our multi-agency work to ensure we strive to find more innovative ways of improving the outcomes for children and disrupting those that wish to harm

children in our county through exploitation. Willow remains a positive force at the forefront of the child exploitation work.

9 Consultation and Equalities

9.1 **N/a**

CORPORATE OR LEGAL INFORMATION:**Links to the Corporate Strategy**

Hampshire safer and more secure for all:	yes
Corporate Improvement plan link number (if appropriate):	
Maximising well-being:	Yes
Corporate Improvement plan link number (if appropriate):	
Enhancing our quality of place:	Yes
Corporate Improvement plan link number (if appropriate):	
OR	
This proposal does not link to the Corporate Strategy but, nevertheless, requires a decision because:	
<i>NB: Only complete this section if you have not completed any of the Corporate Strategy tick boxes above. If it is not applicable, please delete.</i>	

NB: If the 'Other significant links' section below is not applicable, please delete it.

Other Significant Links

Links to previous Member decisions:		
<u>Title</u>	<u>Reference</u>	<u>Date</u>
Direct links to specific legislation or Government Directives		
<u>Title</u>	<u>Date</u>	

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
None	

IMPACT ASSESSMENTS:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- a) The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;
- b) Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;
- c) Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity which participation by such persons is disproportionately low.

2 Equalities Impact Assessment:

See guidance at <http://intranet.hants.gov.uk/equality/equality-assessments.htm>

*Inset in full your **Equality Statement** which will either state*

- (a) why you consider that the project/proposal will have a low or no impact on groups with protected characteristics or*
- (b) will give details of the identified impacts and potential mitigating actions.*

3 Impact on Crime and Disorder:

4 Climate Change:

4.1 How what does is being proposed impact on our carbon footprint / energy consumption? N/a

4.2 How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer-term impacts? n/a

Annex – Case Studies

Case Study 1 - Young Women and Girls Worker (YWGW) Willow Team (working with missing, exploited, and trafficked children) Hampshire Children's Services Case of L.

This case has been selected as it highlights the experience of "hidden girls." The challenge of reaching this young woman experiencing gang-related harm has been compounded by the relationship she is in, the family dynamic surrounding her, and suspected additional needs which had not previously been identified.

This case has been selected as it evidences relationship-based practice as crucial to engaging young women and YWGW as integral in reaching gang-involved young women and girls. Since the point of referral, this young woman has not engaged with any professional except for YWGW. Hampshire METT / High Harm policing team reflected, “without the information the YWGW is sharing with police, L would not exist on paper.”

Background:

L (16), was referred for Young Women and Girl’s Worker support in December 2022, following police information she had been found in a stolen vehicle with a gang-involved male, D, who also has a history of perpetrating domestic abuse. D lives with his older brother J, a gang-involved adult male, and their mother. D’s family have extensive CSD and police history. D is also currently overseen by the Willow team due to his own CCE risk but has consistently refused to engage with any professionals for some time. At the point of referral, L lived with her mother, stepfather, and two younger siblings (6 and 7). L had CSD involvement historically due to domestic abuse perpetrated by her mother’s ex-partner. L’s father has significant substance misuse issues and has not been an active part of L’s life. L’s mother reports she and L’s relationship had broken down over the past few months due to D not being allowed at mum’s property due to the risks associated with him. L’s mother is considered a protective factor.

Current situation:

Concerns have continued to increase over the past week with L’s mum informing YWGW L is frequently travelling by car driven by D’s older brother, J. J has also followed L to the home address when she returned home upset. YWGW continues to share concerns with police, METT, and CSD professionals and is seeking for this case to be managed at child protection due to the significant and escalating risks posed to L. YWGW support is ongoing, with a plan to work innovatively with METT police colleagues to promote L’s safety and reduce her exposure to gang-related harm.

Analysis:

Although the changes outlined in this case study may appear to be small, the impact of these changes on L is significant. The change in L’s engagement behaviour is integral and forms the basis for further support intervention to promote L’s safety.

This foundation of a working relationship, within which L feels supported even when she is not actively engaged in support, has been instrumental in L feeling able to reach out and to feel safe to start to talk about her experiences and receive much-needed targeted support. Additionally, the YWGW relationship with L, and her mother, has resulted in imperative intelligence-gathering and information-sharing through partnership working, culminating in a robust multi-agency approach and multi-agency understanding of the previously hidden lived experience of this young woman.

Case Study 2 Additional YWGW work

BasingSafe event, February 2023

YWGW partnership working has also facilitated community-based project work led by Hampshire Police Violence Reduction Unit. YWGW collaborated with police to deliver an event to the public, #BasingSafe, organised and attended by various partners including police, YOT, knife crime prevention, domestic abuse support services, sexual health, and the Willow Team delivering CCE/CSE risk awareness, healthy relationships, and substance misuse awareness. Basingstoke has an established gang network and large numbers of associated / peripheral young people. Young people known to be at risk of harm in the community were invited by invitation and supported with incentives such as Nando's at the event and £5 Amazon gift vouchers funded by the Violence Reduction Unit within the police. Additionally, careers opportunities such as Army careers, and interactive activities and stalls were available including a graffiti wall, cricket, and martial arts, to support young people into structured extra-curricular activities which is known to reduce risk of exploitation harm.

YWGW delivered an activity aimed at young women and girls to demonstrate and understand what healthy relationships look like and to offer insight into markers for exploitative and domestically abusive relationships, with the understanding this is prevalent in the population of young women and girls experiencing gang-related harm. An interactive map of Basingstoke was also on display whereby young people were able to stick red or green dots on areas they felt safe or unsafe. This has been utilised by Hampshire Police to support contextual safeguarding in areas of concern. The event was well-attended and the feedback from all partners regarding YWGW delivery was outstandingly positive. The success of this event has initiated funding for a VAWG event to be organised and held in Basingstoke in the autumn of 2023 which YWGW will be co-delivering with Hampshire Police.

Case Study 3 – Missing

Missing Case 1

A 15-year-old girl (M) was referred into Willow following multiple missing episodes, one of which resulted in serious sexual assault, she was raped by an adult male. Willow completed a programme of direct work with M. The 6-week programme included activities and conversation starters focused on missing and the risks, risks and identifiers of child sexual and criminal exploitation, the grooming process and safety planning for the future. M reflected that she enjoyed the direct work as it was not a constant focus on her and hypothesizing around risk. Following this, Willow worked directly to consider the risks to her, and she was able to identify and understand them. During this work, M also identified concerns for her peers, and these were passed on to the relevant social work team. On completion, M had had no further missing episodes She is now closed to CSD and Willow.

Missing Case 2

W is a 15-year-old female was referred into Willow as she was repeatedly reported missing and there were concerns about her vulnerability to criminal and sexual exploitation. W was regularly smoking cannabis and others were concerned that she may also be taking other substances (something she denied). She was in a relationship with an older male who was known to being criminally exploited and was involved in county lines. Several known peers were also deemed vulnerable to exploitation. Her relationship with her family had broken down and she was accommodated into local authority accommodation. On referral to Willow W was not in a stable placement and was refusing to go to any identified and choosing to stay with others known to her.

Sessions at the beginning were more about relationship building and allowing W a place to work through things that were happening and had happened for her, meeting where W felt comfortable to talk. This was during a period of volatile and unsettled placements.

Sessions looked at push and pull factors, mental health concerns, and changes that W could make. Sessions then looked at understanding of risk, county lines, healthy relationships, internet safety, coping strategies, and sexual health. As W's life became stable, she was able to look at her relationship with the person of concern, she then ended this and was able to ensure that no further contact was made.

W is now in a stable, suitable placement with supportive foster carers. There have been no reported missing episodes for several months. W understands why people need to know where she is and agrees to a curfew and to keep in contact with carers. W is currently about to take end of school exams and has a part time job. She has said that she has valued Willow input but understood that it reflected where she was at now that it was the right time for Willow support to end.

The Willow worker was able to provide consistent support during a time of constant change. It was offered in a non-judgemental way that allowed W to explore concerns for her safety at a pace of her choosing and tailored to how she wanted to work.

Case Study 4 – Willow Social Work case

A CAST Social Worker referred to Willow for support and guidance on a recent assessment. The young person was open for a S47 investigation with a 16-year-old female child (S) who had been arrested for sexual assault.

The young person had been groomed by a male aged 22 and had been exploited into sexual activity in his car with another 15-year-old child. S was over the age of consent at this stage so was arrested for sexual assault against the 15-year-old child. The allocated Social Worker for S identified that she had been “in relationships” with men much older than her, one being in their 60s and had previously been identified at risk of exploitation.

The social worker found that S did not want to engage, and expressed that the sexual activity was consensual, and she did not disclose any assaults or crimes, or that she received anything in return for these interactions. Given the unwillingness to engage by the child the social worker considered closing S to children's services and sign posting to sexual health support. The social worker sought assurances from Willow that all options had been explored and that all support had been provided to the family.

The social worker and Willow worker held a reflective conversation and reviewed that although S is legally at age of consent, she remains a vulnerable young person. Willow was clear that the adult males were exploiting her. Willow highlighted that often children do not realise that they are being exploited or recognise the risk. S vulnerabilities were highlighted through this discussion, the young person was not popular in school and has struggled with friendships and fitting in with peers. S was isolated and struggled with social anxiety and spent a lot of her time in her room gaming.

S was exploring romantic relationships and intimacy and seeming to be seeking out affection, love and acceptance. This consultation steered the direction of the assessment, and S was kept open to children's services whilst Willow completed some direct work with her.

S was open to engaging, however did initially find this difficult, in the early stages of the work there were a couple of visits cancelled as she was not feeling up to meeting. There were also days where on arriving she was still in bed in the late afternoon. Over time, with consistency and a child-focussed approach, S began to engage in the visits.

S is very interested in gaming / virtual reality and therefore Willow trialled the Willow Virtual Reality headset with her, looking at the teenage brain, helping S to understand why teenagers, although largely independent are still vulnerable to exploitation. This seemed to be positive, and S was involved in the technical side which helped raise her self-esteem.

Willow also worked on healthy relationships and self-esteem and helped her to understand grooming and exploitation. This was largely through conversation out in the community, she began to open-up a bit more about relationships and this gave the opportunity to explore "red flags / green flags" and challenge and reflect her own perspective on relationships and friendships.

During the time her demeanour changed, and she became more animated and confident in herself. This work seemed to be positive for S, she engaged well, and has since fed back that she has learnt a lot. Her social worker has also reported that in a recent CIN visit that her engagement and demeanour had completely changed, she was up, dressed and ready, confident and spoke highly of our work. In my view, should this consultation and subsequent direct work not have

happened then S would have felt like she was being viewed upon as a criminal and not a child who has been exploited.

S was able to receive support in a child-focussed manner and it was agreed in a recent Child in Need meeting, that the risk has reduced, and that we will look to close to children's service and signpost to tier 2/3 services.

Case Study 5 – UASC Case

RR is a 16-year-old separated child from Iran. He was forced to leave Iran due to becoming involved in political activism without realising he was, subsequently his life was at risk because of this involvement. He travelled for three months on his own to seek safety in the UK.

When RR arrived in the UK he was processed and placed in a hotel for unaccompanied children. This hotel has received considerable news coverage due to concerns about children's safeguarding. There were concerns about high numbers of children missing and therefore at risk of trafficking and exploitation. RR lived in the hotel for a month before transferring to a Hampshire supported lodgings placement for children over the age of 16 as part of the National Transfer Scheme.

When RR arrived in placement, a Trafficking Assessment was completed within 24 hours of his arrival. This was completed (despite previous safeguarding assessments) to understand his trauma and experiences, gather information about his journey and to assess whether he was trafficked at any stage of his journey. During this assessment we are also able to identify and assess current risks to RR.

The trafficking assessment identified RR was smuggled into the UK and that he had not been the victim of any crime whilst he was travelling. Whilst the assessment did not identify any current risks to him in the local community, a safety plan was identified to ensure he was able to settle safely in his placement. This plan meant he was supported to access the local community resources and attend a local mosque to ensure his religious and cultural needs were met.

Throughout the early interventions with RR, the multi-agency support ensured that RR was able to quickly access an education provision. This was tailored to his needs, and he was able to access an English course with other separated young people. The college was local, accessible, and contact was held with the safeguarding lead to ensure he had access to emotional and practical support from the start of his course. Through college RR was able to integrate with other young people who spoke the same language and had similar life experiences. This experience was valuable for RR and meant he was able to access other community resources which supported his integration within the local community and that he did not become isolated.

RR raised worries about a friend he had from the hotel he had stayed in on his arrival to the UK. He was concerned his friend was missing and had not been

found. This triggered a session with RR about grooming, exploitation and how to spot the indicators. RR was able to identify that there was not much for them to do, and they were often bored, had little money and could not engage in meaningful and fun activities. RR acknowledged that this was an isolating experience for many.

RR felt that these reasons all pushed the young people to seek connections from outside the hotel and this is where exploiters would groom and target them. RR was able to identify that these exploiters were able to offer young people things they did not receive at the hotel (money and a sense of belonging). However, he was insightful through discussions and recognised the potential harm and exploitation risks. He was able to recognise how exploitation could happen in his local community and worked on responses he could use if he were approached and who he could speak to if he had any worries.

Positively RR had a great relationship with his key worker and manager at placement and this with his insight into the possible risks to young people in communities acted as protective factors for him.

RR is now settled and stable in his placement. He continues to attend college and is also involved in regular sporting activities which he enjoys and has a positive impact on his physical and emotional wellbeing and his socialisation.

Glossary Summary:

ACES – Adverse Childhood Experiences
ATM – Assistant Team Manager
Catch-22 – Substance Misuse Team
CAST - Children Assessment Safeguarding Team
CAMHS – Child and Adolescent Mental Health Service
CERAF – Child Exploitation Risk Assessment Framework
CFSW – Children Family Support worker
CCE – Child Criminal Exploitation
CIC – Child in care
CFMT- Children and Families Management Team
CSD – Children's Services Department
CSE – Child Sexual Exploitation
CLA - Child looked After.
CP - Child Protection
HIPS – Hampshire, IOW, Portsmouth, Southampton
HHT – High Harm Team
HRSM - High Risk Strategy Meetings
LCP'S - Local Childrens Partnerships
MASH - Multi Agency Safeguarding Hub
MDS – Modern Day Slavery

MET - Missing Exploited Trafficked
Missing – A Child who has been reported missing, whereabouts unknown.
MDS - Modern Day Slavery
NRM – National Referral Mechanism
NPT - Neighbourhood Policing Teams
OOH – Out of Hours
PP – Police Protection
S47 - Section 47 enquiry for child at risk of or being significantly Harmed.
S17 - Section 17 a child in need
SPOC – Single Point of Contact
Trafficking - Child moved for the purpose of exploitation.
TM – Team Manager
UASC – Unaccompanied Asylum-Seeking Children
VRU - Violence Reduction Unit
YWGW – Young Woman and Girls worker